

Victor J Callan

List of Publications by Year in descending order

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156
papers

7,657
citations

41344
49
h-index

60623
81
g-index

162
all docs

162
docs citations

162
times ranked

4721
citing authors

#	ARTICLE	IF	CITATIONS
1	Cultural Values, Sources of Guidance, and their Relevance to Managerial Behavior. Journal of Cross-Cultural Psychology, 2002, 33, 188-208.	1.6	499
2	ROLE CONFLICT, AMBIGUITY, AND OVERLOAD: A 21-NATION STUDY.. Academy of Management Journal, 1995, 38, 429-452.	6.3	358
3	Uncertainty During Organizational Change: Types, Consequences, and Management Strategies. Journal of Business and Psychology, 2003, 18, 507-532.	4.0	348
4	A Longitudinal Study of Employee Adaptation to Organizational Change: The Role of Change-Related Information and Change-Related Self-Efficacy.. Journal of Occupational Health Psychology, 2004, 9, 11-27.	3.3	252
5	A Longitudinal Investigation of Coping Processes During a Merger: Implications for Job Satisfaction and Organizational Identification. Journal of Management, 2006, 32, 552-574.	9.3	220
6	Employee Adjustment to an Organizational Merger: An Intergroup Perspective. Personality and Social Psychology Bulletin, 2001, 27, 267-280.	3.0	202
7	Adolescents' perceptions of the nature of their communication with parents. Journal of Youth and Adolescence, 1990, 19, 349-362.	3.5	190
8	WORKPLACE CONFLICT, BULLYING, AND COUNTERPRODUCTIVE BEHAVIORS. International Journal of Organizational Analysis, 2003, 11, 283-301.	0.5	186
9	The role of psychological climate in facilitating employee adjustment during organizational change. European Journal of Work and Organizational Psychology, 2005, 14, 263-289.	3.7	153
10	Individual and organizational strategies for coping with organizational change. Work and Stress, 1993, 7, 63-75.	4.5	136
11	Predicting ethical values and training needs in ethics. Journal of Business Ethics, 1992, 11, 761-769.	6.0	122
12	The Influence of Team Emotional Intelligence Climate on Conflict and Team Members' Reactions to Conflict. Small Group Research, 2008, 39, 121-149.	2.7	121
13	In-group bias in response to an organizational merger.. Group Dynamics, 1998, 2, 67-81.	1.2	119
14	Employee adjustment to an organizational merger: stress, coping and intergroup differences. Stress and Health, 1996, 12, 105-122.	0.5	115
15	Thinking job embeddedness not turnover: Towards a better understanding of frontline hotel worker retention. International Journal of Hospitality Management, 2014, 36, 101-109.	8.8	112
16	Job uncertainty and personal control during downsizing: A comparison of survivors and victims. Human Relations, 2005, 58, 463-496.	5.4	109
17	Management Are Aliens!. Group and Organization Management, 2006, 31, 601-621.	4.4	109
18	A Longitudinal Study of Conflict in Early Marriage. Journal of Social and Personal Relationships, 1994, 11, 233-252.	2.3	104

#	ARTICLE	IF	CITATIONS
19	RESOLVING THE PUZZLE OF PRODUCTIVE AND DESTRUCTIVE CONFLICT IN CULTURALLY HETEROGENEOUS WORKGROUPS: A COMMUNICATION ACCOMMODATION THEORY APPROACH. International Journal of Conflict Management, 2002, 13, 165-195.	1.9	104
20	Gender disparity in the C-suite: Do male and female CEOs differ in how they reached the top?. Leadership Quarterly, 2014, 25, 245-266.	5.8	104
21	Parent, Peer and Personal Determinants of Adolescent Drinking. Addiction, 1989, 84, 619-630.	3.3	102
22	Adolescent and parent perceptions of family cohesion and adaptability. Journal of Adolescence, 1986, 9, 97-106.	2.4	100
23	The psychological well-being of infertile women after a failed IVF attempt: The effects of coping. The British Journal of Medical Psychology, 1992, 65, 269-278.	0.5	99
24	Difficulties of overseas students in social and academic situations. Australian Journal of Psychology, 1991, 43, 79-84.	2.8	94
25	Charismatic leadership, change and innovation in an R&D organization. Journal of Organizational Change Management, 2009, 22, 511-523.	2.7	94
26	Stress and semen quality in an in vitro fertilization program. Fertility and Sterility, 1987, 48, 633-636.	1.0	85
27	Trust me, I'm your boss: Trust and power in supervisor-supervisee communication. International Journal of Human Resource Management, 2003, 14, 117-127.	5.3	84
28	Teams' reactions to conflict and teams' task and social outcomes: The moderating role of transformational and emotional leadership. European Management Journal, 2010, 28, 220-235.	5.1	81
29	Strategies of Accommodation:. Journal of Language and Social Psychology, 1999, 18, 123-151.	2.3	77
30	Coping resources, coping strategies and adjustment to organizational change: Direct or buffering effects?. Work and Stress, 1994, 8, 372-383.	4.5	73
31	Evaluative Reactions to Accented English. Journal of Cross-Cultural Psychology, 1983, 14, 407-426.	1.6	71
32	Perceptions of Communicative Relationships in Families with Adolescents. Journal of Marriage and Family, 1986, 48, 813.	2.6	70
33	The impact of staff empowerment and communication style on customer evaluations: The special case of service failure. Psychology and Marketing, 1997, 14, 475-493.	8.2	70
34	Transformational leadership and innovation in an R&D organization experiencing major change. Journal of Organizational Change Management, 2013, 26, 595-610.	2.7	70
35	The Personal and Marital Adjustment of Mothers and of Voluntarily and Involuntarily Childless Wives. Journal of Marriage and Family, 1987, 49, 847.	2.6	68
36	Group-Directed Criticisms and Recommendations for Change: Why Newcomers Arouse More Resistance Than Old-Timers. Personality and Social Psychology Bulletin, 2007, 33, 1036-1048.	3.0	67

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37	Employee perceptions of organizational change: impact of hierarchical level. Leadership and Organization Development Journal, 2008, 29, 294-316.	3.0	66
38	Understanding parent^adolescent interactions: Perceptions of family members and outsiders.. Developmental Psychology, 1988, 24, 707-714.	1.6	65
39	The Influence of Applicant Communication Style and Interviewer Characteristics on Hiring Decisions1. Journal of Applied Social Psychology, 1992, 22, 1041-1060.	2.0	64
40	Status, equity and social identification during an intergroup merger: A longitudinal study. British Journal of Social Psychology, 2007, 46, 557-577.	2.8	64
41	Personality Impressions Elicited by Accented English Speech. Journal of Cross-Cultural Psychology, 1981, 12, 347-359.	1.6	63
42	Emotional aspects and support in in vitro fertilization and embryo transfer programs. Journal of in Vitro Fertilization and Embryo Transfer: IVF, 1988, 5, 290-295.	0.8	60
43	Children of alcoholic fathers and recovered alcoholic fathers: personal and family functioning.. Journal of Studies on Alcohol and Drugs, 1986, 47, 180-182.	2.3	58
44	Models of alcohol use by young adults: an examination of various attitude-behavior theories.. Journal of Studies on Alcohol and Drugs, 1997, 58, 502-507.	2.3	58
45	The effects of social support on adjustment to stress: The mediating role of coping. Personal Relationships, 1995, 2, 97-124.	1.5	57
46	Cigarette Use by Adolescents: Attitude-Behavior Relationships. Substance Use and Misuse, 1999, 34, 455-468.	1.4	57
47	Applying a capital perspective to explain continued gender inequality in the C-suite. Leadership Quarterly, 2016, 27, 354-370.	5.8	57
48	The psychological adjustment of women experiencing infertility. The British Journal of Medical Psychology, 1988, 61, 137-140.	0.5	54
49	Employee adjustment to stress: The role of coping resources, situational factors, and coping responses. Anxiety, Stress and Coping, 1995, 8, 1-24.	2.9	53
50	Personality Judgements of Australian Aborigine and White Speakers: Ethnicity, Sex and Context. Journal of Language and Social Psychology, 1984, 3, 39-57.	2.3	51
51	Predictors of Ethical Code Use and Ethical Tolerance in the Public Sector. Journal of Business Ethics, 2000, 25, 237-253.	6.0	51
52	The Social Validation and Coping Model of Organizational Identity Development. Journal of Management, 2013, 39, 1952-1978.	9.3	51
53	Status differences in employee adjustment during organizational change. Journal of Managerial Psychology, 2006, 21, 145-162.	2.2	50
54	Accent Accommodation in the Job Interview. Journal of Language and Social Psychology, 1997, 16, 3-22.	2.3	49

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55	The Role of Social Support in Coping during the Anticipatory Stage of Organizational Change: A Test of an Integrative Model. British Journal of Management, 2011, 22, 567-585.	5.0	48
56	Predicting adjustment to perinatal death. The British Journal of Medical Psychology, 1988, 61, 237-244.	0.5	45
57	Perceptions of Parents, the Voluntarily and Involuntarily Childless: A Multidimensional Scaling Analysis. Journal of Marriage and Family, 1985, 47, 1045.	2.6	43
58	Toward understanding women's decisions to continue or stop in vitro fertilization: The role of social, psychological, and background factors. Journal of in Vitro Fertilization and Embryo Transfer: IVF, 1988, 5, 363-369.	0.8	43
59	Decoding emotional messages: Influence of ethnicity, sex, message type, and channel.. Journal of Personality and Social Psychology, 1986, 51, 755-762.	2.8	43
60	Communication and the service encounter: the value of convergence. International Journal of Hospitality Management, 1992, 11, 213-224.	8.8	42
61	Control and commitment HR practices, job satisfaction and turnover intentions: a comparison between local and multinational firms in China. International Journal of Human Resource Management, 2016, 27, 974-990.	5.3	42
62	Service Breakdowns and Service Evaluations:. Journal of Hospitality Marketing and Management, 1997, 4, 3-24.	0.4	41
63	Subordinate“manager communication in different sex dyads: Consequences for job satisfaction. Journal of Occupational and Organizational Psychology, 1993, 66, 13-27.	4.5	39
64	“We Do It, but They Don't” Multiple Categorizations and Work Team Communication. Journal of Applied Communication Research, 2006, 34, 331-348.	1.2	39
65	Attitudinal similarities and differences of hotel frontline occupations. International Journal of Contemporary Hospitality Management, 2016, 28, 1051-1072.	8.0	39
66	The long-term spectrum and perceived emotion. Speech Communication, 1990, 9, 177-187.	2.8	38
67	Employee adjustment to large-scale organisational change. Australian Psychologist, 1997, 32, 203-210.	1.6	35
68	Language Attitudes of Italo-Australian and Greek-Australian Bilinguals. International Journal of Psychology, 1982, 17, 345-358.	2.8	33
69	Strategies for coping with infertility. The British Journal of Medical Psychology, 1989, 62, 343-354.	0.5	33
70	The support appraisal for work stressors inventory: Construction and initial validation. Journal of Vocational Behavior, 2007, 70, 172-204.	3.4	33
71	Injunctive and descriptive logics during newcomer socialization: The impact on organizational identification, trustworthiness, and self-efficacy. Journal of Organizational Behavior, 2017, 38, 487-511.	4.7	32
72	Communication accommodation and the prototypical speaker: Predicting evaluations of status and solidarity. Language and Communication, 1988, 8, 271-283.	1.1	30

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73	Getting New Staff to Stay: The Mediating Role of Organizational Identification. British Journal of Management, 2012, 23, 45-64.	5.0	30
74	Evaluations of Interactions between Students and Academic Staff. Journal of Language and Social Psychology, 1994, 13, 158-191.	2.3	27
75	The relationship between self-esteem and psychological adjustment in young adolescents. Journal of Adolescence, 1992, 15, 83-97.	2.4	25
76	The diversity gap in leadership: What are we missing in current theorizing?. Leadership Quarterly, 2020, 31, 101347.	5.8	25
77	Similarity of university students' and their parents' attitudes toward alcohol.. Journal of Studies on Alcohol and Drugs, 1984, 45, 326-333.	2.3	24
78	Extended shifts in ambulance work: influences on health. Stress and Health, 2002, 18, 119-126.	2.6	24
79	Applying endosymbiosis theory: Tourism and its young workers. Annals of Tourism Research, 2019, 78, 102751.	6.4	24
80	Ethnic Stereotypes: Australian and Southern European Youth. Journal of Social Psychology, 1983, 119, 287-288.	1.5	23
81	Interethnic accommodation: The role of norms. , 1991, , 245-269.		23
82	CEO selection: A capital perspective. Leadership Quarterly, 2016, 27, 765-787.	5.8	23
83	Rationalizing Ideologies, Social Identities and Corruption Among Civil Servants in Indonesia During the Suharto Era. Journal of Business Ethics, 2013, 116, 139-149.	6.0	22
84	Evaluations of four ethnic groups: Level of ethnocentrism, favourability, and social distance. Australian Journal of Psychology, 1982, 34, 369-374.	2.8	21
85	Managerial Coping Strategies during Organizational Change. Asia Pacific Journal of Human Resources, 1993, 30, 47-59.	3.9	21
86	Implementing Quality Service in a Public Hospital Setting: A Path-Analytic Study of the Organizational Antecedents of Employee Perceptions and Outcomes. Public Performance & Management Review, 1997, 21, 13.	0.4	21
87	Psychological adjustment to infertility: A unique comparison of two groups of infertile women, mothers and women childless by choice. Journal of Reproductive and Infant Psychology, 1989, 7, 105-112.	1.8	19
88	The relationship between premenstrual dysphoria and daily ratings dimensions. Journal of Affective Disorders, 1989, 16, 127-132.	4.1	19
89	Anglo-Australian Attitudes toward Immigrants: A Review of Survey Evidence. International Migration Review, 1983, 17, 120-137.	2.1	18
90	Anglo-Australian Attitudes toward Immigrants: A Review of Survey Evidence. International Migration Review, 1983, 17, 120.	2.1	17

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91	Single women, voluntary childlessness and perceptions about life and marriage. <i>Journal of Biosocial Science</i> , 1986, 18, 479-487.	1.2	17
92	A diary approach to analysing young adults' drinking events and motivations. <i>Drug and Alcohol Review</i> , 1990, 9, 7-13.	2.1	17
93	Voluntary childlessness: early articulator and postponing couples. <i>Journal of Biosocial Science</i> , 1984, 16, 501-509.	1.2	16
94	Anglo-Australians' and Immigrants' Attitudes toward Language and Accent: A Review of Experimental and Survey Research. <i>International Migration Review</i> , 1987, 21, 48.	2.1	16
95	Young adult drinking behaviour: a comparison of diary and quantity-frequency measures. <i>Addiction</i> , 1992, 87, 723-732.	3.3	16
96	Demographic Effects on the Use of Vertical Sources of Guidance by Managers in Widely Differing Cultural Contexts. <i>International Journal of Cross Cultural Management</i> , 2005, 5, 5-26.	2.1	16
97	The Impact of the First Birth: Married and Single Women Preferring Childlessness, One Child, or Two Children. <i>Journal of Marriage and Family</i> , 1986, 48, 261.	2.6	15
98	Anglo-Australians' and Immigrants' Attitudes toward Language and Accent: A Review of Experimental and Survey Research. <i>International Migration Review</i> , 1987, 21, 48-69.	2.1	15
99	Social rules and attributions in the personnel selection interview. <i>Journal of Occupational and Organizational Psychology</i> , 1997, 70, 189-203.	4.5	15
100	Factors Affecting Early and Late Deciders of Voluntary Childlessness. <i>Journal of Social Psychology</i> , 1983, 119, 261-268.	1.5	14
101	Attitudes to spoken Australian English: Judgements of ingroup and ethnic outgroup speakers. <i>Australian Journal of Linguistics</i> , 1989, 9, 149-160.	0.4	14
102	Sons or daughters? Cross-cultural comparisons of the sex preferences of Australian, Greek, Italian, Malay, Chinese and Indian parents in Australia and Malaysia. <i>Population and Environment</i> , 1981, 4, 97-108.	3.0	13
103	Drinking Habits and Alcohol-Related Beliefs of Australian, Papua New Guinean and American Youth. <i>Addiction</i> , 1984, 79, 419-424.	3.3	13
104	Expectations about Appropriate Drinking Contexts: comparisons of parents, adolescents and best friends*. <i>Addiction</i> , 1988, 83, 1055-1062.	3.3	13
105	Language and Power in an Academic Context. <i>Journal of Language and Social Psychology</i> , 1995, 14, 434-461.	2.3	13
106	The Value and Cost of Children. <i>Journal of Cross-Cultural Psychology</i> , 1980, 11, 482-497.	1.6	12
107	Childlessness and Partner Selection. <i>Journal of Marriage and Family</i> , 1983, 45, 181.	2.6	12
108	Comparisons of Mothers of One Child by Choice with Mothers Wanting a Second Birth. <i>Journal of Marriage and Family</i> , 1985, 47, 155.	2.6	11

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109	Extending upon student drinking patterns in an Australian population. Drug and Alcohol Review, 1990, 9, 239-244.	2.1	11
110	Effect of television advertising of alcohol on alcohol consumption and intentions to drive. Drug and Alcohol Review, 1992, 11, 15-21.	2.1	11
111	Exploring the doctor-patient relationship as a challenge job demand: application of the job demandsâ€“resources model in a Chinese public hospital. Psychology, Health and Medicine, 2022, 27, 1661-1671.	2.4	11
112	Nonverbal behavior in families with adolescents. Journal of Nonverbal Behavior, 1989, 13, 47-64.	1.0	10
113	Employer training in Australia: current practices and concerns. International Journal of Training and Development, 2019, 23, 169-183.	1.3	9
114	Influences upon social media adoption and changes to training delivery in vocational education institutions. Journal of Vocational Education and Training, 2022, 74, 619-644.	1.5	9
115	How Do Australians Value Children? A Review and Research Update Using the Perceptions of Parents and Voluntarily Childless Adults. The Australian and New Zealand Journal of Sociology, 1982, 18, 384-398.	0.2	8
116	Cultural Perceptions of the Mentally Ill: Australian and Papua New Guinean High School Youth. Australian and New Zealand Journal of Psychiatry, 1983, 17, 280-285.	2.3	8
117	Alcoholâ€™Related Attitudes and Stereotypes: Teenagers in Australia, Papua New Guinea and the United States. Journal of Drug Education, 1984, 14, 119-132.	0.8	8
118	THE INFLUENCE OF ETHNOCENTRISM AND ETHNIC LABEL ON THE APPRECIATION OF DISPARAGEMENT JOKES*. International Journal of Psychology, 1985, 20, 63-76.	2.8	8
119	Perceptions of parenthood and childlessness: A comparison of mothers and voluntarily childless wives. Population and Environment, 1983, 6, 179-189.	3.0	7
120	The choice of sterilization: voluntarily childless couples, mothers of one child by choice, and males seeking reversal of vasectomy. Journal of Biosocial Science, 1984, 16, 241-248.	1.2	6
121	E-assessment: challenges to the legitimacy of VET practitioners and auditors. Journal of Vocational Education and Training, 2016, 68, 416-435.	1.5	6
122	Situational Influences on Perceptions of Accented Speech. , 1985, , 159-173.		6
123	Cross-Cultural Perspectives on Teenage Attitudes to Alcohol. Substance Use and Misuse, 1985, 20, 547-561.	0.6	5
124	The Influence of Emotional Labor and Emotional Intelligence on Job Performance: Does Ownership Type Matter? A Comparison of Public and Private Organizations in China. International Journal of Public Administration, 2020, 43, 745-756.	2.3	5
125	The Voluntarily Childless and their Perceptions of Parenthood and Childlessness. Journal of Comparative Family Studies, 1983, 14, 87-96.	0.3	5
126	Repeat Abortion-Seeking Behaviour in Queensland, Australia: Knowledge and Use of Contraception and Reasons for Terminating the Pregnancy. Journal of Biosocial Science, 1983, 15, 1-8.	1.2	4

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127	Childlessness and Marital Adjustment. Australian Journal of Sex, Marriage & Family, 1984, 5, 210-214.	0.1	4
128	Perceptions about the value and cost of children: Australian and Papua New Guinean high school youth. Journal of Biosocial Science, 1984, 16, 35-44.	1.2	4
129	Perceptions of contraceptive methods: a multidimensional scaling analysis. Journal of Biosocial Science, 1984, 16, 277-286.	1.2	4
130	The Role of Therapists in Helping Couples Cope with Stillbirth and Newborn Death. Family Relations, 1989, 38, 248.	1.9	4
131	Effect of self-monitoring and national culture on follower perceptions of personal charisma and charismatic message. Australian Journal of Psychology, 1997, 49, 101-105.	2.8	4
132	Industry restructuring and job loss: towards a guiding model to assist the displaced older worker. Journal of Vocational Education and Training, 2021, 73, 566-590.	1.5	4
133	Australian, Greek and Italian Parents: Differentials in the Value and Cost of Children. Journal of Comparative Family Studies, 1982, 13, 49-61.	0.3	4
134	Sex-Role Attitudes and Attitudes to Marriage Among Urban Greek-Australian and Anglo-Australian Youth. Journal of Comparative Family Studies, 1985, 16, 345-356.	0.3	4
135	Sex-Role Preference in Australian Aboriginal and White Children. Journal of Social Psychology, 1982, 117, 147-148.	1.5	3
136	Repeat and First Abortion Seekers: Single Women in Brisbane, Australia. Journal of Biosocial Science, 1983, 15, 217-222.	1.2	3
137	General considerations in the research of ethnic minorities. Australian Psychologist, 1980, 15, 181-187.	1.6	2
138	Problem-Solving Interactions between Greek Mothers and Children. Journal of Social Psychology, 1985, 125, 335-340.	1.5	2
139	Evaluating the effectiveness of a career intervention. Australian Psychologist, 1992, 27, 123-126.	1.6	2
140	DISENTANGLING THE COMPLEXITY OF PRODUCTIVE AND DESTRUCTIVE CONFLICT IN CULTURALLY HETEROGENEOUS WORKGROUPS: A COMMUNICATION ACCOMMODATION THEORY APPROACH.. Proceedings - Academy of Management, 2001, 2001, A1-A6.	0.1	2
141	Initial validation of the support mobilization for work stressors inventory. Australian Journal of Management, 2015, 40, 587-612.	2.2	2
142	Fear Not Your Mavericks! Their Bounded Non-conformity and Positive Deviance Helps Organizations Drive Change and Innovation. , 2021, , 123-146.		2
143	Employee adjustment to an organizational merger: stress, coping and intergroup differences. , 1996, 12, 105.		2
144	Managing gender diversity and board dynamics: The role of male chairpersons of large listed firms. Australian Journal of Management, 2022, 47, 454-473.	2.2	2

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145	Positively Deviant: New Evidence for the Beneficial Capital of Maverickism to Organizations. Group and Organization Management, 2023, 48, 1254-1305.	4.4	2
146	Family size intentions and sex preference. Australian Journal of Sex, Marriage & Family, 1980, 1, 157-161.	0.1	1
147	Population and psychology: New approaches to the determinants of fertility. Australian Psychologist, 1981, 16, 9-19.	1.6	1
148	The Development of an Ethnic Welfare Association. Australian Social Work, 1982, 35, 33-37.	1.0	1
149	Pregnancy As Seen by Mothers Wanting One or Two Children, Voluntarily Childless Wives and Single Women. Australian Journal of Sex, Marriage & Family, 1986, 7, 83-89.	0.1	1
150	Perceptions of legal and illegal drugs: comparisons of parents, adolescents, and best friends. Drug and Alcohol Review, 1990, 9, 311-319.	2.1	1
151	Alcoholism and family interaction. Drug and Alcohol Review, 1992, 11, 31-34.	2.1	1
152	Building Employee Engagement, Job Satisfaction, Health, and Retention. , 2008, , .		1
153	Family size intentions and attitudes to contraception: Australian and Papua New Guinean high school youth. Australian Journal of Sex, Marriage & Family, 1982, 3, 89-94.	0.1	0
154	Perceptions about Having Children: Are Daughters Different from Their Mothers?. Journal of Marriage and Family, 1983, 45, 607.	2.6	0
155	Attitudes toward Immigrants in Australia: A Reply to Ray and Update. International Migration Review, 1984, 18, 375-376.	2.1	0
156	Emotional Labor and Emotional Intelligence on Job Performance: Comparison of Public and Private Organizations in China. , 2020, , 1-5.		0