## Victor J Callan

List of Publications by Year in descending order

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156	7,657	49	81
papers	citations	h-index	g-index
162	162	162	5401 citing authors
all docs	docs citations	times ranked	

#	Article	IF	CITATIONS
1	Positively Deviant: New Evidence for the Beneficial Capital of Maverickism to Organizations. Group and Organization Management, 2023, 48, 1254-1305.	2.7	2
2	Influences upon social media adoption and changes to training delivery in vocational education institutions. Journal of Vocational Education and Training, 2022, 74, 619-644.	0.9	9
3	Exploring the doctor-patient relationship as a challenge job demand: application of the job demands–resources model in a Chinese public hospital. Psychology, Health and Medicine, 2022, 27, 1661-1671.	1.3	11
4	Managing gender diversity and board dynamics: The role of male chairpersons of large listed firms. Australian Journal of Management, 2022, 47, 454-473.	1.2	2
5	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.	0.9	4
6	Fear Not Your Mavericks! Their Bounded Non-conformity and Positive Deviance Helps Organizations Drive Change and Innovation., 2021,, 123-146.		2
7	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.	1.4	5
8	The diversity gap in leadership: What are we missing in current theorizing?. Leadership Quarterly, 2020, 31, 101347.	3.6	25
9	Emotional Labor and Emotional Intelligence on Job Performance: Comparison of Public and Private Organizations in China. , 2020, , 1-5.		O
10	Applying endosymbiosis theory: Tourism and its young workers. Annals of Tourism Research, 2019, 78, 102751.	3.7	24
11	Employer training in Australia: current practices and concerns. International Journal of Training and Development, 2019, 23, 169-183.	0.5	9
12	Injunctive and descriptive logics during newcomer socialization: The impact on organizational identification, trustworthiness, and selfâ€efficacy. Journal of Organizational Behavior, 2017, 38, 487-511.	2.9	32
13	E-assessment: challenges to the legitimacy of VET practitioners and auditors. Journal of Vocational Education and Training, 2016, 68, 416-435.	0.9	6
14	CEO selection: A capital perspective. Leadership Quarterly, 2016, 27, 765-787.	3.6	23
15	Attitudinal similarities and differences of hotel frontline occupations. International Journal of Contemporary Hospitality Management, 2016, 28, 1051-1072.	5.3	39
16	Applying a capital perspective to explain continued gender inequality in the C-suite. Leadership Quarterly, 2016, 27, 354-370.	3.6	57
17	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.	3.3	42
18	Initial validation of the support mobilization for work stressors inventory. Australian Journal of Management, 2015, 40, 587-612.	1.2	2

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19	Thinking job embeddedness not turnover: Towards a better understanding of frontline hotel worker retention. International Journal of Hospitality Management, 2014, 36, 101-109.	5.3	112
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.	3.6	104
21	Transformational leadership and innovation in an R&D organization experiencing major change. Journal of Organizational Change Management, 2013, 26, 595-610.	1.7	70
22	Rationalizing Ideologies, Social Identities and Corruption Among Civil Servants in Indonesia During the Suharto Era. Journal of Business Ethics, 2013, 116, 139-149.	3.7	22
23	The Social Validation and Coping Model of Organizational Identity Development. Journal of Management, 2013, 39, 1952-1978.	6.3	51
24	Getting New Staff to Stay: The Mediating Role of Organizational Identification. British Journal of Management, 2012, 23, 45-64.	3.3	30
25	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.	3.3	48
26	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.	3.1	81
27	Charismatic leadership, change and innovation in an R&D organization. Journal of Organizational Change Management, 2009, 22, 511-523.	1.7	94
28	Employee perceptions of organizational change: impact of hierarchical level. Leadership and Organization Development Journal, 2008, 29, 294-316.	1.6	66
29	The Influence of Team Emotional Intelligence Climate on Conflict and Team Members' Reactions to Conflict. Small Group Research, 2008, 39, 121-149.	1.8	121
30	Building Employee Engagement, Job Satisfaction, Health, and Retention., 2008, , .		1
31	Group-Directed Criticisms and Recommendations for Change: Why Newcomers Arouse More Resistance Than Old-Timers. Personality and Social Psychology Bulletin, 2007, 33, 1036-1048.	1.9	67
32	The support appraisal for work stressors inventory: Construction and initial validation. Journal of Vocational Behavior, 2007, 70, 172-204.	1.9	33
33	Status, equity and social identification during an intergroup merger: A longitudinal study. British Journal of Social Psychology, 2007, 46, 557-577.	1.8	64
34	Management Are Aliens!. Group and Organization Management, 2006, 31, 601-621.	2.7	109
35	Status differences in employee adjustment during organizational change. Journal of Managerial Psychology, 2006, 21, 145-162.	1.3	50
36	"We Do It, but They Don't― Multiple Categorizations and Work Team Communication. Journal of Applied Communication Research, 2006, 34, 331-348.	0.7	39

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37	A Longitudinal Investigation of Coping Processes During a Merger: Implications for Job Satisfaction and Organizational Identification. Journal of Management, 2006, 32, 552-574.	6.3	220
38	Job uncertainty and personal control during downsizing: A comparison of survivors and victims. Human Relations, 2005, 58, 463-496.	3.8	109
39	The role of psychological climate in facilitating employee adjustment during organizational change. European Journal of Work and Organizational Psychology, 2005, 14, 263-289.	2.2	153
40	Demographic Effects on the Use of Vertical Sources of Guidance by Managers in Widely Differing Cultural Contexts. International Journal of Cross Cultural Management, 2005, 5, 5-26.	1.3	16
41	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.	2.3	252
42	Uncertainty During Organizational Change: Types, Consequences, and Management Strategies. Journal of Business and Psychology, 2003, 18, 507-532.	2.5	348
43	Trust me, I'm your boss: Trust and power in supervisor–supervisee communication. International Journal of Human Resource Management, 2003, 14, 117-127.	3.3	84
44	WORKPLACE CONFLICT, BULLYING, AND COUNTERPRODUCTIVE BEHAVIORS. International Journal of Organizational Analysis, 2003, 11, 283-301.	0.5	186
45	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.	1.0	104
46	Cultural Values, Sources of Guidance, and their Relevance to Managerial Behavior. Journal of Cross-Cultural Psychology, 2002, 33, 188-208.	1.0	499
47	Extended shifts in ambulance work: influences on health. Stress and Health, 2002, 18, 119-126.	1.4	24
48	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.	0.0	2
49	Employee Adjustment to an Organizational Merger: An Intergroup Perspective. Personality and Social Psychology Bulletin, 2001, 27, 267-280.	1.9	202
50	Predictors of Ethical Code Use and Ethical Tolerance in the Public Sector. Journal of Business Ethics, 2000, 25, 237-253.	3.7	51
51	Strategies of Accommodation:. Journal of Language and Social Psychology, 1999, 18, 123-151.	1.2	77
52	Cigarette Use by Adolescents: Attitude-Behavior Relationships. Substance Use and Misuse, 1999, 34, 455-468.	0.7	57
53	In-group bias in response to an organizational merger Group Dynamics, 1998, 2, 67-81.	0.7	119
54	Service Breakdowns and Service Evaluations:. Journal of Hospitality Marketing and Management, 1997, 4, 3-24.	0.4	41

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55	Accent Accommodation in the Job Interview. Journal of Language and Social Psychology, 1997, 16, 3-22.	1.2	49
56	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.	2.4	58
57	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
58	Social rules and attributions in the personnel selection interview. Journal of Occupational and Organizational Psychology, 1997, 70, 189-203.	2.6	15
59	Effect of self-monitoring and national culture on follower perceptions of personal charisma and charismatic message. Australian Journal of Psychology, 1997, 49, 101-105.	1.4	4
60	Employee adjustment to large-scale organisational change. Australian Psychologist, 1997, 32, 203-210.	0.9	35
61	The impact of staff empowerment and communication style on customer evaluations: The special case of service failure. Psychology and Marketing, 1997, 14, 475-493.	4.6	70
62	Employee adjustment to an organizational merger: stress, coping and intergroup differences. Stress and Health, 1996, 12, 105-122.	0.7	115
63	Employee adjustment to an organizational merger: stress, coping and intergroup differences. , 1996, 12, 105.		2
64	Employee adjustment to stress: The role of coping resources, situational factors, and coping responses. Anxiety, Stress and Coping, 1995, 8, 1-24.	1.7	53
65	Language and Power in an Academic Context. Journal of Language and Social Psychology, 1995, 14, 434-461.	1.2	13
66	ROLE CONFLICT, AMBIGUITY, AND OVERLOAD: A 21-NATION STUDY Academy of Management Journal, 1995, 38, 429-452.	4.3	358
67	The effects of social support on adjustment to stress: The mediating role of coping. Personal Relationships, 1995, 2, 97-124.	0.9	57
68	Evaluations of Interactions between Students and Academic Staff. Journal of Language and Social Psychology, 1994, 13, 158-191.	1.2	27
69	Coping resources, coping strategies and adjustment to organizational change: Direct or buffering effects?. Work and Stress, 1994, 8, 372-383.	2.8	<b>7</b> 3
70	A Longitudinal Study of Conflict in Early Marriage. Journal of Social and Personal Relationships, 1994, 11, 233-252.	1.4	104
71	Individual and organizational strategies for coping with organizational change. Work and Stress, 1993, 7, 63-75.	2.8	136
72	Subordinate–manager communication in different sex dyads: Consequences for job satisfaction. Journal of Occupational and Organizational Psychology, 1993, 66, 13-27.	2.6	39

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73	Managerial Coping Strategies during Organizational Change. Asia Pacific Journal of Human Resources, 1993, 30, 47-59.	2.5	21
74	Evaluating the effectiveness of a career intervention. Australian Psychologist, 1992, 27, 123-126.	0.9	2
75	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.	0.6	99
76	Communication and the service encounter: the value of convergence. International Journal of Hospitality Management, 1992, 11, 213-224.	5.3	42
77	The relationship between self-esteem and psychological adjustment in young adolescents. Journal of Adolescence, 1992, 15, 83-97.	1.2	25
78	Predicting ethical values and training needs in ethics. Journal of Business Ethics, 1992, 11, 761-769.	3.7	122
79	The Influence of Applicant Communication Style and Interviewer Characteristics on Hiring Decisions1. Journal of Applied Social Psychology, 1992, 22, 1041-1060.	1.3	64
80	Young adult drinking behaviour: a comparison of diary and quantity-frequency measures. Addiction, 1992, 87, 723-732.	1.7	16
81	Effect of television advertising of alcohol on alcohol consumption and intentions to drive. Drug and Alcohol Review, 1992, 11, 15-21.	1.1	11
82	Alcoholism and family interaction. Drug and Alcohol Review, 1992, 11, 31-34.	1.1	1
83	Interethnic accommodation: The role of norms. , 1991, , 245-269.		23
84	Difficulties of overseas students in social and academic situations. Australian Journal of Psychology, 1991, 43, 79-84.	1.4	94
85	A diary approach to analysing young adults' drinking events and motivations. Drug and Alcohol Review, 1990, 9, 7-13.	1.1	17
86	Extending upon student drinking patterns in an Australian population. Drug and Alcohol Review, 1990, 9, 239-244.	1.1	11
87	Perceptions of legal and illegal drugs: comparisons of parents, adolescents, and best friends. Drug and Alcohol Review, 1990, 9, 311-319.	1.1	1
88	Adolescents' perceptions of the nature of their communication with parents. Journal of Youth and Adolescence, 1990, 19, 349-362.	1.9	190
89	The long-term spectrum and perceived emotion. Speech Communication, 1990, 9, 177-187.	1.6	38
90	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.	0.9	19

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91	Attitudes to spoken Australian English: Judgements of ingroup and ethnic outgroup speakersâ—. Australian Journal of Linguistics, 1989, 9, 149-160.	0.4	14
92	Nonverbal behavior in families with adolescents. Journal of Nonverbal Behavior, 1989, 13, 47-64.	0.6	10
93	Parent, Peer and Personal Determinants of Adolescent Drinking. Addiction, 1989, 84, 619-630.	1.7	102
94	The Role of Therapists in Helping Couples Cope with Stillbirth and Newborn Death. Family Relations, 1989, 38, 248.	1.1	4
95	The relationship between premenstrual dysphoria and daily ratings dimensions. Journal of Affective Disorders, 1989, 16, 127-132.	2.0	19
96	Strategies for coping with infertility. The British Journal of Medical Psychology, 1989, 62, 343-354.	0.6	33
97	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
98	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
99	Expectations about Appropriate Drinking Contexts: comparisons of parents, adolescents and best friends*. Addiction, 1988, 83, 1055-1062.	1.7	13
100	Communication accommodation and the prototypical speaker: Predicting evaluations of status and solidarity. Language and Communication, 1988, 8, 271-283.	0.6	30
101	The psychological adjustment of women experiencing infertility. The British Journal of Medical Psychology, 1988, 61, 137-140.	0.6	54
102	Predicting adjustment to perinatal death. The British Journal of Medical Psychology, 1988, 61, 237-244.	0.6	45
103	Understanding parent^adolescent interactions: Perceptions of family members and outsiders Developmental Psychology, 1988, 24, 707-714.	1.2	65
104	Anglo-Australians' and Immigrants' Attitudes toward Language and Accent: A Review of Experimental and Survey Research. International Migration Review, 1987, 21, 48.	1.4	16
105	Stress and semen quality in an in vitro fertilization program. Fertility and Sterility, 1987, 48, 633-636.	0.5	85
106	The Personal and Marital Adjustment of Mothers and of Voluntarily and Involuntarily Childless Wives. Journal of Marriage and Family, 1987, 49, 847.	1.6	68
107	Anglo-Australians' and Immigrants' Attitudes toward Language and Accent: A Review of Experimental and Survey Research. International Migration Review, 1987, 21, 48-69.	1.4	15
108	Adolescent and parent perceptions of family cohesion and adaptability. Journal of Adolescence, 1986, 9, 97-106.	1.2	100

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109	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
110	Children of alcoholic fathers and recovered alcoholic fathers: personal and family functioning Journal of Studies on Alcohol and Drugs, 1986, 47, 180-182.	2.4	58
111	Perceptions of Communicative Relationships in Families with Adolescents. Journal of Marriage and Family, 1986, 48, 813.	1.6	70
112	The Impact of the First Birth: Married and Single Women Preferring Childlessness, One Child, or Two Children. Journal of Marriage and Family, 1986, 48, 261.	1.6	15
113	Single women, voluntary childlessness and perceptions about life and marriage. Journal of Biosocial Science, 1986, 18, 479-487.	0.5	17
114	Decoding emotional messages: Influence of ethnicity, sex, message type, and channel Journal of Personality and Social Psychology, 1986, 51, 755-762.	2.6	43
115	Comparisons of Mothers of One Child by Choice with Mothers Wanting a Second Birth. Journal of Marriage and Family, 1985, 47, 155.	1.6	11
116	THE INFLUENCE OF ETHNOCENTRISM AND ETHNIC LABEL ON THE APPRECIATION OF DISPARAGEMENT JOKES*. International Journal of Psychology, 1985, 20, 63-76.	1.7	8
117	Perceptions of Parents, the Voluntarily and Involuntarily Childless: A Multidimensional Scaling Analysis. Journal of Marriage and Family, 1985, 47, 1045.	1.6	43
118	Problem-Solving Interactions between Greek Mothers and Children. Journal of Social Psychology, 1985, 125, 335-340.	1.0	2
119	Cross-Cultural Perspectives on Teenage Attitudes to Alcohol. Substance Use and Misuse, 1985, 20, 547-561.	0.6	5
120	Situational Influences on Perceptions of Accented Speech., 1985,, 159-173.		6
121	Sex-Role Attitudes and Attitudes to Marriage Among Urban Greek-Australian and Anglo-Australian Youth. Journal of Comparative Family Studies, 1985, 16, 345-356.	0.2	4
122	Attitudes toward Immigrants in Australia: A Reply to Ray and Update. International Migration Review, 1984, 18, 375-376.	1.4	0
123	Personality Judgements of Australian Aborigine and White Speakers: Ethnicity, Sex and Context. Journal of Language and Social Psychology, 1984, 3, 39-57.	1.2	51
124	Drinking Habits and Alcohol-Related Beliefs of Australian, Papua New Guinean and American Youth. Addiction, 1984, 79, 419-424.	1.7	13
125	Childlessness and Marital Adjustment. Australian Journal of Sex, Marriage & Family, 1984, 5, 210-214.	0.1	4
126	Alcoholâ€"Related Attitudes and Stereotypes: Teenagers in Australia, Papua New Guinea and the United States. Journal of Drug Education, 1984, 14, 119-132.	0.1	8

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127	Similarity of university students' and their parents' attitudes toward alcohol Journal of Studies on Alcohol and Drugs, 1984, 45, 326-333.	2.4	24
128	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.	0.5	6
129	Perceptions about the value and cost of children: Australian and Papua New Guinean high school youth. Journal of Biosocial Science, 1984, 16, 35-44.	0.5	4
130	Perceptions of contraceptive methods: a multidimensional scaling analysis. Journal of Biosocial Science, 1984, 16, 277-286.	0.5	4
131	Voluntary childlessness: early articulator and postponing couples. Journal of Biosocial Science, 1984, 16, 501-509.	0.5	16
132	Perceptions of parenthood and childlessness: A comparison of mothers and voluntarily childless wives. Population and Environment, 1983, 6, 179-189.	1.3	7
133	Anglo-Australian Attitudes toward Immigrants: A Review of Survey Evidence. International Migration Review, 1983, 17, 120.	1.4	17
134	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.	1.3	8
135	Evaluative Reactions to Accented English. Journal of Cross-Cultural Psychology, 1983, 14, 407-426.	1.0	71
136	Factors Affecting Early and Late Deciders of Voluntary Childlessness. Journal of Social Psychology, 1983, 119, 261-268.	1.0	14
137	Ethnic Stereotypes: Australian and Southern European Youth. Journal of Social Psychology, 1983, 119, 287-288.	1.0	23
138	Perceptions about Having Children: Are Daughters Different from Their Mothers?. Journal of Marriage and Family, 1983, 45, 607.	1.6	0
139	Childlessness and Partner Selection. Journal of Marriage and Family, 1983, 45, 181.	1.6	12
140	Repeat and First Abortion Seekers: Single Women in Brisbane, Australia. Journal of Biosocial Science, 1983, 15, 217-222.	0.5	3
141	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.	0.5	4
142	Anglo-Australian Attitudes toward Immigrants: A Review of Survey Evidence. International Migration Review, 1983, 17, 120-137.	1.4	18
143	The Voluntarily Childless and their Perceptions of Parenthood and Childlessness. Journal of Comparative Family Studies, 1983, 14, 87-96.	0.2	5
144	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

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145	Sex-Role Preference in Australian Aboriginal and White Children. Journal of Social Psychology, 1982, 117, 147-148.	1.0	3
146	Language Attitudes of Italo-Australian and Greek-Australian Bilinguals. International Journal of Psychology, 1982, 17, 345-358.	1.7	33
147	Evaluations of four ethnic groups: Level of ethnocentrism, favourability, and social distance. Australian Journal of Psychology, 1982, 34, 369-374.	1.4	21
148	The Development of an Ethnic Welfare Association. Australian Social Work, 1982, 35, 33-37.	0.7	1
149	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
150	Australian, Greek and Italian Parents: Differentials in the Value and Cost of Children. Journal of Comparative Family Studies, 1982, 13, 49-61.	0.2	4
151	Population and psychology: New approaches to the determinants of fertility. Australian Psychologist, 1981, 16, 9-19.	0.9	1
152	Sons or daughters? Cross-cultural comparisons of the sex preferences of Australian, Greek, Italian, Malay, Chinese and Indian parents in Australia and Malaysia. Population and Environment, 1981, 4, 97-108.	1.3	13
153	Personality Impressions Elicited by Accented English Speech. Journal of Cross-Cultural Psychology, 1981, 12, 347-359.	1.0	63
154	General considerations in the research of ethnie minorities. Australian Psychologist, 1980, 15, 181-187.	0.9	2
155	Family size intentions and sex preference. Australian Journal of Sex, Marriage & Family, 1980, 1, 157-161.	0.1	1
156	The Value and Cost of Children. Journal of Cross-Cultural Psychology, 1980, 11, 482-497.	1.0	12