Karen Jehn

List of Publications by Year
in descending order

126 papers	17,770 citations	61984 43 h-index	38395 95 g-index
134 all docs	134 docs citations	134 times ranked	6951 citing authors

#	Article	IF	Citations
1	Conflict Management Style Asymmetry in Short-Term Project Groups. Small Group Research, 2021, 52, 220-242.	2.7	16
2	Leading across factional faultlines and conflict spirals in IJV management. Proceedings - Academy of Management, 2021, 2021, 13157.	0.1	0
3	Individual Task Conflict Asymmetry and Peer Ratings of Member Effectiveness. Small Group Research, 2020, 51, 402-426.	2.7	5
4	Diversity Composition and Team Learning: The Moderating Role of Error Culture. Group Decision and Negotiation, 2019, 28, 695-722.	3.3	6
5	Instigating, Engaging in, and Managing Group Conflict: A Review of the Literature Addressing the Critical Role of the Leader in Group Conflict. Academy of Management Annals, 2019, 13, 112-147.	9.6	23
6	Are Lifestyle Differences Beneficial? The Effects of Marital Diversity on Group Outcomes. Small Group Research, 2018, 49, 429-451.	2.7	3
7	Exploring diversity effects: nationality composition and nationality context in workgroups. European Journal of Work and Organizational Psychology, 2018, 27, 616-628.	3.7	9
8	Reporting on a survey of peer-reviewed publishing in cultural materials conservation: perceptions, preferences, and decision-making. Studies in Conservation, 2017, 62, 354-370.	1.1	2
9	Identities under scrutiny: How women leaders navigate feeling misidentified at work. Leadership Quarterly, 2017, 28, 672-690.	5.8	56
10	Personality traits and conflict management styles in predicting job performance and conflict. International Journal of Conflict Management, 2017, 28, 671-694.	1.9	33
11	Being Different, But Close: How and When Faultlines Enhance Team Learning. European Management Review, 2016, 13, 275-290.	3.7	29
12	A meta-analytical integration of over 40 years of research on diversity training evaluation.. Psychological Bulletin, 2016, 142, 1227-1274.	6.1	341
13	A review of perceived diversity in teams: Does how members perceive their team's composition affect team processes and outcomes?. Journal of Organizational Behavior, 2016, 37, S89.	4.7	132
14	The Directness and Oppositional Intensity of Conflict Expression. Academy of Management Review, 2015, 40, 235-262.	11.7	48
15	Lies in the Sky: Effects of Employee Dishonesty on Organizational Reputation in the Airline Industry. Business and Society Review, 2015, 120, 115-136.	1.7	4
16	The Directness and Oppositional Intensity of Conflict Expression. Academy of Management Review, 2015, 40, 235-262.	11.7	102
17	Evolving team cognition: The impact of team situation models on team effectiveness. European Journal of Work and Organizational Psychology, 2015, 24, 596-610.	3.7	8
18	Task conflict asymmetries: effects on expectations and performance. International Journal of Conflict Management, 2015, 26, 172-191.	1.9	25

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19	Investigating the Relation Between Team Learning and the Team Situation Model. Small Group Research, 2015, 46, 50-82.	2.7	31
20	Faultline Deactivation: Dealing with Activated Faultlines and Conflicts in Global Teams. , 2015, , 269-293.		10
21	When diversity helps performance. International Journal of Conflict Management, 2014, 25, 189-212.	1.9	17
22	Understanding the physical environment of work and employee behavior: An affective events perspective. Journal of Organizational Behavior, 2014, 35, 1169-1184.	4.7	134
23	High reliability teams: new directions for disaster management and conflict. International Journal of Conflict Management, 2014, 25, 407-430.	1.9	11
24	Feeling Misidentified: The Consequences of Internal Identity Asymmetries for Individuals at Work. Academy of Management Review, 2014, 39, 488-512.	11.7	72
25	Types of conflict: The history and future of conflict definitions and typologies. , 2014, , .		4
26	Identifying gaps between the conceptualization of conflict and its measurement. , 2014, , .		7
27	Approaches to the study of employeesâ€™ territoriality, conflict, emotions and well-being. , 2014, , .		5
28	Coping with intragroup conflict. , 2014, , .		1
29	Reciprocal Expertise Affirmation and Shared Expertise Perceptions in Work Teams: Their Implications for Coordinated Action and Team Performance. Applied Psychology, 2013, 62, 359-381.	7.1	17
30	Task conflict, information processing, and decision-making: The damaging effect of relationship conflict. Organizational Behavior and Human Decision Processes, 2013, 122, 177-189.	2.5	132
31	Towards a contextualized model of team learning processes and outcomes. Educational Research Review, 2013, 10, 1-12.	7.8	30
32	Conflict contagion: a temporal perspective on the development of conflict within teams. International Journal of Conflict Management, 2013, 24, 352-373.	1.9	69
33	In the Short Term We Divide, in the Long Term We Unite: Demographic Crisscrossing and the Effects of Faultlines on Subgroup Polarization. Organization Science, 2013, 24, 716-736.	4.5	86
34	Managing Conflict in Groups and Teams: Conflict about Conflict. Research on Managing Groups and Teams, 2012, , 133-159.	0.6	8
35	Reviewing Diversity Training: Where We Have Been and Where We Should Go. Academy of Management Learning and Education, 2012, 11, 207-227.	2.5	201
36	The effects of alignments: Examining group faultlines, organizational cultures, and performance.. Journal of Applied Psychology, 2012, 97, 77-92.	5.3	115

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37	What is happening under the surface? Power, conflict and the performance of medical teams. Medical Education, 2012, 46, 838-849.	2.1	101
38	Cardiovascular reactivity and resistance to opposing viewpoints during intragroup conflict. Psychophysiology, 2012, 49, 1691-1699.	2.4	29
39	The paradox of intragroup conflict: A meta-analysis.. Journal of Applied Psychology, 2012, 97, 360-390.	5.3	867
40	Internal Identity Asymmetry and the Perception of Conflict. SSRN Electronic Journal, 2012, , .	0.4	0
41	When Employees Stop Talking and Start Fighting: The Detrimental Effects of Pseudo Voice in Organizations. Journal of Business Ethics, 2012, 105, 221-230.	6.0	43
42	Not So Bad After All: How Relational Closeness Buffers the Association Between Relationship Conflict and Helpful and Deviant Group Behaviors. Negotiation and Conflict Management Research, 2011, 4, 277-296.	1.0	45
43	The bigger they are, the harder they fall: Linking team power, team conflict, and performance. Organizational Behavior and Human Decision Processes, 2011, 116, 116-128.	2.5	102
44	Revisiting faultline conceptualization: measuring faultline strength and distance. Quality and Quantity, 2011, 45, 701-714.	3.7	45
45	From the outside in: The negative spillover effects of boundary spanners' relations with members of other organizations. Journal of Organizational Behavior, 2011, 32, 886-905.	4.7	22
46	Chapter 9 Negotiating within Groups: A Psychophysiological Approach. Research on Managing Groups and Teams, 2011, , 207-238.	0.6	0
47	Embedding the Organizational Culture Profile Into Schwartzâ€™s Theory of Universals in Values. Journal of Personnel Psychology, 2011, 10, 1-12.	1.4	38
48	Commitment of Cultural Minorities in Organizations: Effects of Leadership and Pressure to Conform. Journal of Business and Psychology, 2010, 25, 25-37.	4.0	31
49	The faultline activation process and the effects of activated faultlines on coalition formation, conflict, and group outcomes. Organizational Behavior and Human Decision Processes, 2010, 112, 24-42.	2.5	226
50	The Moderating Influence of Nationalism on the Relationship Between National Diversity and Conflict. Negotiation and Conflict Management Research, 2010, 3, 249-275.	1.0	5
51	Crooked Conflicts: The Effects of Conflict Asymmetry in Mediation. Negotiation and Conflict Management Research, 2010, 3, 338-357.	1.0	14
52	Revisiting the Dimensions of Intra-Group Conflict: Theoretical and Psychometric Construct Refinement. SSRN Electronic Journal, 2010, , .	0.4	5
53	Asymmetry in Dual Career and Commuting Couples. SSRN Electronic Journal, 2010, , .	0.4	0
54	The Effects of Conflict Asymmetry on Work Group and Individual Outcomes. Academy of Management Journal, 2010, 53, 596-616.	6.3	222

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55	A Multimethod Approach to the Study of Sensitive Organizational Issues. Journal of Mixed Methods Research, 2010, 4, 313-341.	2.6	38
56	The Diversity Scenario in Pakistani Organizations. , 2010, , .		4
57	Cross‐cultural differences in conflict management. International Journal of Conflict Management, 2009, 20, 355-376.	1.9	27
58	Using triangulation to validate themes in qualitative studies. Qualitative Research in Organizations and Management, 2009, 4, 123-150.	1.2	252
59	Do Workgroup Faultlines Help or Hurt? A Moderated Model of Faultlines, Team Identification, and Group Performance. Organization Science, 2009, 20, 35-50.	4.5	344
60	Perceptions of Deception: Making Sense of Responses to Employee Deceit. Journal of Business Ethics, 2008, 80, 327-347.	6.0	29
61	The Effects of Conflict Types, Dimensions, and Emergent States on Group Outcomes. Group Decision and Negotiation, 2008, 17, 465-495.	3.3	271
62	Conflict Transformation. Small Group Research, 2008, 39, 278-302.	2.7	201
63	Diversity, conflict, and their consequences. , 2008, , 127-174.		17
64	Towards a model for team learning in multidisciplinary crisis management teams. International Journal of Emergency Management, 2008, 5, 195.	0.0	12
65	Conflict in Workgroups. , 2008, , 262-276.		11
66	WHERE PERCEPTION MEETS REALITY: THE EFFECTS OF DIFFERENT TYPES OF FAULTLINE PERCEPTIONS, ASYMMETRIES, AND REALITIES ON INTERSUBGROUP CONFLICT AND WORKGROUP OUTCOMES.. Proceedings - Academy of Management, 2007, 2007, 1-6.	0.1	7
67	It could be worse. International Journal of Conflict Management, 2007, 18, 325-344.	1.9	65
68	The Effects of Faultline Solo Splits on Relationship Conflict Asymmetry and Performance. SSRN Electronic Journal, 2007, , .	0.4	4
69	The Moderating Influence of Nationalism on the Relationship between National Diversity and Conflict. SSRN Electronic Journal, 2007, , .	0.4	1
70	National Diversity and Conflict in Multinational Workgroups: The Moderating Effect of Nationalism. SSRN Electronic Journal, 2006, , .	0.4	0
71	National diversity and conflict in multinational workgroups. International Journal of Conflict Management, 2006, 17, 181-202.	1.9	33
72	The effects of conflict asymmetry on mediation outcomes. International Journal of Conflict Management, 2006, 17, 96-109.	1.9	59

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73	Do Faultlines Hurt or Help? Exploring Distance, Identity, Task Conflict, and Individual Performance in Diverse Groups. SSRN Electronic Journal, 2005, , .	0.4	2
74	Creating Constructive Task Conflict: Reward Structures and Group Process Training. SSRN Electronic Journal, 2005, , .	0.4	1
75	A Look at Groups from the Functional Perspective. , 2005, , 21-62.		30
76	Person-Job Fit Applied to Teamwork. Small Group Research, 2004, 35, 515-539.	2.7	55
77	A field study of group diversity, workgroup context, and performance. Journal of Organizational Behavior, 2004, 25, 703-729.	4.7	237
78	RELATIONSHIP BETWEEN PEACEKEEPERS AND NGO WORKERS: THE ROLE OF TRAINING AND CONFLICT MANAGEMENT STYLES IN INTERNATIONAL PEACEKEEPING. International Journal of Conflict Management, 2004, 15, 167-191.	1.9	19
79	Cracks in Diversity Research: The Effects of Diversity Faultlines on Conflict and Performance. Group Decision and Negotiation, 2003, 12, 217-241.	3.3	320
80	Multiple Stakeholder Judgments of Employee Behaviors: A Contingent Prototype Model of Dishonesty. Journal of Business Ethics, 2003, 46, 235-250.	6.0	15
81	The effects of diversity on business performance: Report of the diversity research network. Human Resource Management, 2003, 42, 3-21.	5.8	771
82	INTRAGROUP CONFLICT IN ORGANIZATIONS: A CONTINGENCY PERSPECTIVE ON THE CONFLICT-OUTCOME RELATIONSHIP. Research in Organizational Behavior, 2003, 25, 187-242.	1.2	631
83	Examining Ethnic Faultlines in Groups: A Multimethod Study of Demographic Alignment, Leadership Profiles, Coalition Formation, Intersubgroup Conflict and Group Outcomes. SSRN Electronic Journal, 2003, , .	0.4	4
84	The Role of Group Values in the Relationship Between Group Faultlines and Performance. SSRN Electronic Journal, 2003, , .	0.4	0
85	A Field Study of Group Faultlines, Team Identity, Conflict, and Performance in Organizational Groups. SSRN Electronic Journal, 2002, , .	0.4	6
86	Exploring Faultlines, Conflict, Satisfaction, and Stress in Groups of Peacekeepers. SSRN Electronic Journal, 2002, , .	0.4	0
87	Differential effects of strain on two forms of work performance: individual employee sales and creativity. Journal of Organizational Behavior, 2002, 23, 57-74.	4.7	216
88	The Dynamic Nature of Conflict: A Longitudinal Study of Intragroup Conflict and Group Performance. Academy of Management Journal, 2001, 44, 238-251.	6.3	443
89	THE INFLUENCE OF PROPORTIONAL AND PERCEPTUAL CONFLICT COMPOSITION ON TEAM PERFORMANCE. International Journal of Conflict Management, 2000, 11, 56-73.	1.9	262
90	Ranking Rank Behaviors. Business and Society, 1999, 38, 296-325.	6.4	23

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91	Why Differences Make a Difference: A Field Study of Diversity, Conflict, and Performance in Workgroups. Administrative Science Quarterly, 1999, 44, 741.	6.9	2,353
92	Diversity, Conflict, and Team Performances Summary of Program of Research. Performance Improvement Quarterly, 1999, 12, 6-19.	1.0	20
93	Exploring Pandora's Box; The Impact of Diversity and Conflict on Work Group Performance. Performance Improvement Quarterly, 1999, 12, 113-126.	1.0	12
94	A Qualitative Analysis of Conflict Types and Dimensions in Organizational Groups. Administrative Science Quarterly, 1997, 42, 530.	6.9	1,558
95	Developing Categories for Interview Data: Consequences of Different Coding and Analysis Strategies in Understanding Text: Part 2. CAM Journal, 1997, 9, 1-7.	0.2	6
96	Interpersonal relationships and task performance: An examination of mediation processes in friendship and acquaintance groups.. Journal of Personality and Social Psychology, 1997, 72, 775-790.	2.8	394
97	TO AGREE OR NOT TO AGREE: THE EFFECTS OF VALUE CONGRUENCE, INDIVIDUAL DEMOGRAPHIC DISSIMILARITY, AND CONFLICT ON WORKGROUP OUTCOMES. International Journal of Conflict Management, 1997, 8, 287-305.	1.9	447
98	Analyzing harsh words in a sensitive setting: American expatriates in communist China. Journal of Organizational Behavior, 1997, 18, 559-582.	4.7	12
99	Analyzing harsh words in a sensitive setting: American expatriates in communist China. Journal of Organizational Behavior, 1997, 18, 559-582.	4.7	64
100	Affective and Cognitive Conflict in Work Groups: Increasing Performance Through Value-Based Intragroup Conflict. , 1997, , 87-100.		103
101	Developing Categories from Interview Data: Text Analysis and Multidimensional Scaling. Part 1. CAM Journal, 1996, 8, 15-16.	0.2	9
102	A Multimethod Examination of the Benefits and Detriments of Intragroup Conflict. Administrative Science Quarterly, 1995, 40, 256.	6.9	2,836
103	EXAMINING CROSS-CULTURAL DIFFERENCES IN CONFLICT MANAGEMENT BEHAVIOR: A STRATEGY FOR FUTURE RESEARCH. International Journal of Conflict Management, 1995, 6, 387-403.	1.9	32
104	Assessing the Relationship between Industry Characteristics and Organizational Culture: How Different can You Be?. Academy of Management Journal, 1994, 37, 522-553.	6.3	163
105	ENHANCING EFFECTIVENESS: AN INVESTIGATION OF ADVANTAGES AND DISADVANTAGES OF VALUE-BASED INTRAGROUP CONFLICT. International Journal of Conflict Management, 1994, 5, 223-238.	1.9	619
106	ASSESSING THE RELATIONSHIP BETWEEN INDUSTRY CHARACTERISTICS AND ORGANIZATIONAL CULTURE: HOW DIFFERENT CAN YOU BE?. Academy of Management Journal, 1994, 37, 522-553.	6.3	436
107	Do friends perform better than acquaintances? the interaction of friendship, conflict, and task. Group Decision and Negotiation, 1993, 2, 149-165.	3.3	249
108	Work Goals and Work-related Beliefs among Managers and Professionals in the United States and the People's Republic of China. Asia Pacific Journal of Human Resources, 1993, 31, 57-70.	3.9	14

#	ARTICLE	IF	CITATIONS
109	Processes that mediate the relationship between a group goal and improved group performance.. Journal of Personality and Social Psychology, 1991, 61, 555-569.	2.8	147
110	Multiple system interfaces and task-based conflict: Technological and human factors in control crew performance. Research on Managing Groups and Teams, 0, , 115-131.	0.6	2
111	LETâ€™S NORM AND STORM, BUT NOT RIGHT NOW: INTEGRATING MODELS OF GROUP DEVELOPMENT AND PERFORMANCE. Research on Managing Groups and Teams, 0, , 11-37.	0.6	6
112	Chapter 2 The Pivotal Role of Negative Affect in Understanding the Effects of Process Conflict on Group Performance. Research on Managing Groups and Teams, 0, , 21-43.	0.6	33
113	The Effect of Trust on Conflict and Performance in Groups Split by Demographic Faultlines. SSRN Electronic Journal, 0, , .	0.4	11
114	Conflict Asymmetries: Effects on Motivation, Attitudes and Performance. SSRN Electronic Journal, 0, , .	0.4	1
115	The Bigger They are, the Harder They Fall: Linking Team Power to Conflict, Congruence and Collective Decision-Making Performance. SSRN Electronic Journal, 0, , .	0.4	0
116	Crooked Conflicts: The Effects of Conflict Asymmetry in Mediation. SSRN Electronic Journal, 0, , .	0.4	1
117	Workplace Territorial Behaviors: A Conceptual Model of the Impact of Employeesâ€™ Territorial Behaviors on Conflict and Outcomes in Diverse Teams. SSRN Electronic Journal, 0, , .	0.4	3
118	Faultline Activation and Deactivation and Their Effect on Conflict. SSRN Electronic Journal, 0, , .	0.4	2
119	The Rise and Fall of Subgroups and Conflict in Teams: Faultline Activation and Deactivation. SSRN Electronic Journal, 0, , .	0.4	2
120	The Effects of Cross-Level Conflict: The Moderating Effects of Conflict Culture on the Group Faultlines - Performance Link. SSRN Electronic Journal, 0, , .	0.4	3
121	Persistence and Visibility of Group Faultlines: A Theoretical Model of the Effect of Group Culture and Team Identity on the Group Faultlines-Organizational Conflict Link. SSRN Electronic Journal, 0, , .	0.4	0
122	The Effects of Conflict Asymmetry on Mediation Outcomes: Linking Theory and Practice. SSRN Electronic Journal, 0, , .	0.4	1
123	Commitment of Minorities in Organizations: Effects of Leadership and Pressure to Conform. SSRN Electronic Journal, 0, , .	0.4	0
124	Conflict Contagion: A Temporal, Multi-Level Perspective on the Spread of Interpersonal Conflicts within Teams. SSRN Electronic Journal, 0, , .	0.4	0
125	Subgroup Perceptions, Conflict, and Team Learning. SSRN Electronic Journal, 0, , .	0.4	4
126	Believing is Seeing? How Diversity Beliefs Shape the Perception of Diversity in Groups. SSRN Electronic Journal, 0, , .	0.4	0