

# Michael J Frese

## List of Publications by Year in descending order

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172  
papers

26,262  
citations

10986  
71  
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6996  
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190  
all docs

190  
docs citations

190  
times ranked

12786  
citing authors

#	ARTICLE	IF	CITATIONS
1	Entrepreneurial Orientation and Business Performance: An Assessment of past Research and Suggestions for the Future. <i>Entrepreneurship Theory and Practice</i> , 2009, 33, 761-787.	10.2	2,108
2	Human capital and entrepreneurial success: A meta-analytical review. <i>Journal of Business Venturing</i> , 2011, 26, 341-358.	6.3	1,237
3	Let's put the person back into entrepreneurship research: A meta-analysis on the relationship between business owners' personality traits, business creation, and success. <i>European Journal of Work and Organizational Psychology</i> , 2007, 16, 353-385.	3.7	1,190
4	Innovation is not enough: climates for initiative and psychological safety, process innovations, and firm performance. <i>Journal of Organizational Behavior</i> , 2003, 24, 45-68.	4.7	1,080
5	4. Personal initiative: An active performance concept for work in the 21st century. <i>Research in Organizational Behavior</i> , 2001, 23, 133-187.	1.2	945
6	Longitudinal studies in organizational stress research: A review of the literature with reference to methodological issues.. <i>Journal of Occupational Health Psychology</i> , 1996, 1, 145-169.	3.3	879
7	Culture specific and cross-culturally generalizable implicit leadership theories. <i>Leadership Quarterly</i> , 1999, 10, 219-256.	5.8	861
8	Explaining the heterogeneity of the leadership-innovation relationship: Ambidextrous leadership. <i>Leadership Quarterly</i> , 2011, 22, 956-974.	5.8	776
9	The concept of personal initiative: Operationalization, reliability and validity in two German samples. <i>Journal of Occupational and Organizational Psychology</i> , 1997, 70, 139-161.	4.5	671
10	Organizational Error Management Culture and Its Impact on Performance: A Two-Study Replication.. <i>Journal of Applied Psychology</i> , 2005, 90, 1228-1240.	5.3	583
11	PERSONAL INITIATIVE AT WORK: DIFFERENCES BETWEEN EAST AND WEST GERMANY.. <i>Academy of Management Journal</i> , 1996, 39, 37-63.	6.3	531
12	The Psychology of Entrepreneurship. <i>Annual Review of Organizational Psychology and Organizational Behavior</i> , 2014, 1, 413-438.	9.9	503
13	Why negative affectivity should not be controlled in job stress research: don't throw out the baby with the bath water. <i>Journal of Organizational Behavior</i> , 2000, 21, 79-95.	4.7	487
14	Mental fatigue and the control of cognitive processes: effects on perseveration and planning. <i>Acta Psychologica</i> , 2003, 113, 45-65.	1.5	449
15	A Dialectic Perspective on Innovation: Conflicting Demands, Multiple Pathways, and Ambidexterity. <i>Industrial and Organizational Psychology</i> , 2009, 2, 305-337.	0.6	393
16	Effectiveness of error management training: A meta-analysis.. <i>Journal of Applied Psychology</i> , 2008, 93, 59-69.	5.3	368
17	Making things happen: Reciprocal relationships between work characteristics and personal initiative in a four-wave longitudinal structural equation model.. <i>Journal of Applied Psychology</i> , 2007, 92, 1084-1102.	5.3	354
18	The Concept of Personal Initiative: An Overview of Validity Studies. <i>Human Performance</i> , 2001, 14, 97-124.	2.4	351

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19	Self-Regulation in Error Management Training: Emotion Control and Metacognition as Mediators of Performance Effects.. Journal of Applied Psychology, 2005, 90, 677-691.	5.3	345
20	Cultural variation of leadership prototypes across 22 European countries. Journal of Occupational and Organizational Psychology, 2000, 73, 1-29.	4.5	333
21	Helping to improve suggestion systems: predictors of making suggestions in companies. Journal of Organizational Behavior, 1999, 20, 1139-1155.	4.7	317
22	Three Avenues for Future Research on Creativity, Innovation, and Initiative. Applied Psychology, 2004, 53, 518-528.	7.1	309
23	Remaining time and opportunities at work: Relationships between age, work characteristics, and occupational future time perspective.. Psychology and Aging, 2009, 24, 487-493.	1.6	291
24	Action Errors, Error Management, and Learning in Organizations. Annual Review of Psychology, 2015, 66, 661-687.	17.7	291
25	Entrepreneurial orientation: A psychological model of success among southern African small business owners. European Journal of Work and Organizational Psychology, 2005, 14, 315-344.	3.7	275
26	A Dynamic Perspective on Affect and Creativity. Academy of Management Journal, 2013, 56, 432-450.	6.3	249
27	Stress at work and psychosomatic complaints: A causal interpretation.. Journal of Applied Psychology, 1985, 70, 314-328.	5.3	247
28	Construct Cleanâ€Up in Proactivity Research: A Metaâ€Analysis on the Nomological Net of Workâ€Related Proactivity Concepts and their Incremental Validities. Applied Psychology, 2013, 62, 44-96.	7.1	246
29	Generalized Self Efficacy As a Mediator and Moderator Between Control and Complexity at Work and Personal Initiative: A Longitudinal Field Study in East Germany. Human Performance, 1997, 10, 171-192.	2.4	245
30	Motivation related to work: A century of progress.. Journal of Applied Psychology, 2017, 102, 338-355.	5.3	245
31	Social support as a moderator of the relationship between work stressors and psychological dysfunctioning: A longitudinal study with objective measures.. Journal of Occupational Health Psychology, 1999, 4, 179-192.	3.3	242
32	Error orientation questionnaire (EOQ): reliability, validity, and different language equivalence. Journal of Organizational Behavior, 1999, 20, 527-547.	4.7	233
33	INTEGRATING ERRORS INTO THE TRAINING PROCESS: THE FUNCTION OF ERROR MANAGEMENT INSTRUCTIONS AND THE ROLE OF GOAL ORIENTATION. Personnel Psychology, 2003, 56, 333-361.	2.8	232
34	Towards a Psychology of Entrepreneurship: An Action Theory Perspective. Foundations and Trends in Entrepreneurship, 2009, 5, 437-496.	1.9	226
35	The affective shift model of work engagement.. Journal of Applied Psychology, 2011, 96, 1246-1257.	5.3	222
36	ACTION TRAINING FOR CHARISMATIC LEADERSHIP: TWO EVALUATIONS OF STUDIES OF A COMMERCIAL TRAINING MODULE ON INSPIRATIONAL COMMUNICATION OF A VISION. Personnel Psychology, 2003, 56, 671-698.	2.8	220

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37	Teaching personal initiative beats traditional training in boosting small business in West Africa. <i>Science</i> , 2017, 357, 1287-1290.	12.6	219
38	Maintaining a focus on opportunities at work: The interplay between age, job complexity, and the use of selection, optimization, and compensation strategies. <i>Journal of Organizational Behavior</i> , 2011, 32, 291-318.	4.7	207
39	Reciprocal relationship between proactive personality and work characteristics: A latent change score approach.. <i>Journal of Applied Psychology</i> , 2014, 99, 948-965.	5.3	199
40	A cognitive-behavioral treatment for irritable bowel syndrome using interoceptive exposure to visceral sensations. <i>Behaviour Research and Therapy</i> , 2011, 49, 413-421.	3.1	198
41	Business owners' action planning and its relationship to business success in three African countries.. <i>Journal of Applied Psychology</i> , 2007, 92, 1481-1498.	5.3	193
42	Creativity in the opportunity identification process and the moderating effect of diversity of information. <i>Journal of Business Venturing</i> , 2012, 27, 559-576.	6.3	187
43	â€œI Put in Effort, Therefore I Am Passionateâ€ Investigating the Path from Effort to Passion in Entrepreneurship. <i>Academy of Management Journal</i> , 2015, 58, 1012-1031.	6.3	186
44	Action and Action-Regulation in Entrepreneurship: Evaluating a Student Training for Promoting Entrepreneurship. <i>Academy of Management Learning and Education</i> , 2015, 14, 69-94.	2.5	183
45	Action regulation theory and career self-management. <i>Journal of Vocational Behavior</i> , 2007, 70, 297-311.	3.4	169
46	Errors in Training Computer Skills: on the Positive Function of Errors. <i>Human-Computer Interaction</i> , 1991, 6, 77-93.	4.4	157
47	Occupational socialization and psychological development: An underemphasized research perspective in industrial psychology. <i>Journal of Occupational Psychology</i> , 1982, 55, 209-224.	1.5	153
48	The temporal factor of change in stressorâ€strain relationships: A growth curve model on a longitudinal study in East Germany.. <i>Journal of Applied Psychology</i> , 2000, 85, 417-438.	5.3	152
49	Prolonged unemployment and depression in older workers: A longitudinal study of intervening variables. <i>Social Science and Medicine</i> , 1987, 25, 173-178.	3.8	146
50	Personal Initiative At Work: Differences Between East and West Germany. <i>Academy of Management Journal</i> , 1996, 39, 37-63.	6.3	141
51	A SITUATIONAL JUDGMENT TEST OF PERSONAL INITIATIVE AND ITS RELATIONSHIP TO PERFORMANCE. <i>Personnel Psychology</i> , 2009, 62, 229-258.	2.8	141
52	Focus on opportunities as a mediator of the relationships between age, job complexity, and work performance. <i>Journal of Vocational Behavior</i> , 2010, 76, 374-386.	3.4	133
53	Focus on opportunities as a mediator of the relationship between business owners' age and venture growth. <i>Journal of Business Venturing</i> , 2012, 27, 127-142.	6.3	130
54	Strategies, Uncertainty and Performance of Small Business Startups. <i>Small Business Economics</i> , 2000, 15, 165-181.	6.7	127

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55	Reducing the negative effects of emotion work in service occupations: Emotional competence as a psychological resource.. Journal of Occupational Health Psychology, 2006, 11, 63-75.	3.3	125
56	Happy and Proactive? The Role of Hedonic and Eudaimonic Wellâ€œBeing in Business Ownersâ€™ Personal Initiative. Entrepreneurship Theory and Practice, 2012, 36, 97-114.	10.2	116
57	The buffering effect of selection, optimization, and compensation strategy use on the relationship between problem solving demands and occupational well-being: A daily diary study.. Journal of Occupational Health Psychology, 2012, 17, 139-149.	3.3	114
58	Increasing Personal Initiative in Small Business Managers or Owners Leads to Entrepreneurial Success: A Theory-Based Controlled Randomized Field Intervention for Evidence-Based Management. Academy of Management Learning and Education, 2014, 13, 354-379.	2.5	111
59	Putting job design in context: Introduction to the special issue. Journal of Organizational Behavior, 2010, 31, 145-157.	4.7	101
60	Error training: Replication and the function of exploratory behavior. International Journal of Human-Computer Interaction, 1994, 6, 365-372.	4.8	100
61	Leadership made in Germany: Low on compassion, high on performance. Academy of Management Perspectives, 2002, 16, 16-29.	6.8	100
62	Establishing the next generation at work: Leader generativity as a moderator of the relationships between leader age, leader-member exchange, and leadership success.. Psychology and Aging, 2011, 26, 241-252.	1.6	93
63	A temporal analysis of how entrepreneurial goal intentions, positive fantasies, and action planning affect starting a new venture and when the effects wear off. Journal of Business Venturing, 2014, 29, 755-772.	6.3	92
64	Linking service employees' emotional competence to customer satisfaction: a multilevel approach. Journal of Organizational Behavior, 2008, 29, 155-170.	4.7	90
65	A State-Trait Analysis of Job Satisfaction: On the Effect of Core Self-Evaluations. Applied Psychology, 2006, 55, 27-51.	7.1	88
66	Deliberate practice among South African small business owners: Relationships with education, cognitive ability, knowledge, and success. Journal of Occupational and Organizational Psychology, 2009, 82, 21-44.	4.5	88
67	Performance Concepts and Performance Theory. , 2005, , 1-25.		86
68	On the importance of the objective environment in stress and attribution theory. Counterpoint to Perrewâ€™ and Zellars. Journal of Organizational Behavior, 1999, 20, 761-765.	4.7	84
69	Errors in working with office computers: A first validation of a taxonomy for observed errors in a field setting. International Journal of Human-Computer Interaction, 1992, 4, 311-339.	4.8	82
70	Goal orientation and planfulness: Action styles as personality concepts.. Journal of Personality and Social Psychology, 1987, 52, 1182-1194.	2.8	78
71	Revisions and further developments of the Occupational Stress Indicator: LISREL results from four Dutch studies. Journal of Occupational and Organizational Psychology, 2000, 73, 221-240.	4.5	77
72	The Impact of Mental Fatigue on Exploration in a Complex Computer Task: Rigidity and Loss of Systematic Strategies. Human Factors, 2003, 45, 483-494.	3.5	77

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73	Antecedents of Business Opportunity Identification and Innovation: Investigating the Interplay of Information Processing and Information Acquisition. <i>Applied Psychology</i> , 2014, 63, 344-381.	7.1	75
74	Error Management in Training: Conceptual and Empirical Results. , 1995, , 112-124.		74
75	Business ownersâ€™ network size and business growth in China: The role of comprehensive social competency. <i>Entrepreneurship and Regional Development</i> , 2010, 22, 675-705.	3.3	73
76	Age and leadership: The moderating role of legacy beliefs. <i>Leadership Quarterly</i> , 2011, 22, 43-50.	5.8	73
77	National culture and cultural orientations of owners affecting the innovationâ€™growth relationship in five countries. <i>Entrepreneurship and Regional Development</i> , 2013, 25, 732-755.	3.3	67
78	Cultural Practices, Norms, and Values. <i>Journal of Cross-Cultural Psychology</i> , 2015, 46, 1327-1330.	1.6	63
79	Psychological Training for Entrepreneurs to Take Action. <i>Current Directions in Psychological Science</i> , 2016, 25, 196-202.	5.3	60
80	Shiftwork, stress, and psychosomatic complaints: a comparison between workers in different shiftwork schedules, non-shiftworkers, and former shiftworkers. <i>Ergonomics</i> , 1986, 29, 99-114.	2.1	59
81	Goals need implementation intentions: The model of action phases tested in the applied setting of continuing education. <i>European Journal of Work and Organizational Psychology</i> , 2003, 12, 37-59.	3.7	58
82	Informal Learning and Entrepreneurial Success: A Longitudinal Study of Deliberate Practice among Small Business Owners. <i>Applied Psychology</i> , 2016, 65, 515-540.	7.1	58
83	A Model of Middle-Level Managers' Entrepreneurial Behavior. <i>Entrepreneurship Theory and Practice</i> , 2005, 29, 699-716.	10.2	58
84	The Impact of Enactive Exploration on Intrinsic Motivation, Strategy, and Performance in Electronic Search. <i>Applied Psychology</i> , 2000, 49, 263-283.	7.1	56
85	Don't underestimate the problems of user centredness in software development projects there are many!. <i>Behaviour and Information Technology</i> , 1996, 15, 226-236.	4.0	54
86	Contagion of Entrepreneurial Passion: Effects on Employee Outcomes. <i>Entrepreneurship Theory and Practice</i> , 2020, 44, 1112-1140.	10.2	54
87	The effects of an active development of the mental model in the training process: experimental results in a word processing system. <i>Behaviour and Information Technology</i> , 1988, 7, 295-304.	4.0	52
88	A longitudinal panel study on antecedents and outcomes of workâ€™home interference. <i>Journal of Vocational Behavior</i> , 2008, 73, 231-241.	3.4	52
89	The Emergence of Evidence-Based Entrepreneurship. <i>Entrepreneurship Theory and Practice</i> , 2014, 38, 209-216.	10.2	52
90	The effects of work engagement and self-efficacy on personal initiative and performance. <i>Psicothema</i> , 2018, 30, 89-96.	0.9	52

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91	The effectiveness of cohesive and diversified networks: A meta-analysis. Journal of Business Research, 2016, 69, 554-568.	10.2	50
92	Evidence-based Entrepreneurship: Cumulative Science, Action Principles, and Bridging the Gap Between Science and Practice. Foundations and Trends in Entrepreneurship, 2012, 8, 1-62.	1.9	49
93	Scenario-based scales measuring cultural orientations of business owners. Journal of Evolutionary Economics, 2007, 17, 211-239.	1.7	48
94	Reasons to leave shiftwork and psychological and psychosomatic complaints of former shiftworkers.. Journal of Applied Psychology, 1984, 69, 509-514.	5.3	47
95	Error handling in office work with computers: A field study. Journal of Occupational and Organizational Psychology, 1993, 66, 303-317.	4.5	46
96	Some surprising differences between novice and expert errors in computerized office work. Behaviour and Information Technology, 1992, 11, 319-328.	4.0	45
97	The temporal pattern of creativity and implementation in teams. Journal of Occupational and Organizational Psychology, 2018, 91, 798-822.	4.5	45
98	Shiftwork and the Length and Quality of sleep. Journal of Occupational and Environmental Medicine, 1984, 26, 561-566.	1.7	44
99	Conservatives' Approach to Work: Less Prepared for Future Work Demands?1. Journal of Applied Social Psychology, 2000, 30, 171-195.	2.0	44
100	Entrepreneurship in the Street Food Sector of Vietnam-Assessment of Psychological Success and Failure Factors. Journal of Small Business Management, 2006, 44, 474-481.	4.8	43
101	The Word Is Out: We Need an Active Performance Concept for Modern Workplaces. Industrial and Organizational Psychology, 2008, 1, 67-69.	0.6	42
102	Differences in Psychological Strategies of Failed and Operational Business Owners in the Fiji Islands. Journal of Small Business Management, 2007, 45, 388-400.	4.8	41
103	The Role of Error Management Culture for Firm and Individual Innovativeness. Applied Psychology, 2018, 67, 428-453.	7.1	39
104	Ambidextrous leadership for innovation: the influence of culture. Advances in Global Leadership, 2011, , 41-69.	1.0	38
105	Action Regulation Across the Adult Lifespan (ARAL): A Metatheory of Work and Aging. Work, Aging and Retirement, 2016, 2, 286-306.	3.0	38
106	Why husbands matter: Review of spousal influence on women entrepreneurship in sub-Saharan Africa. Africa Journal of Management, 2018, 4, 1-32.	1.1	38
107	Unpacking the Personal Initiative-Performance Relationship: A Multi-Group Analysis of Innovation by Ugandan Rural and Urban Entrepreneurs. Applied Psychology, 2016, 65, 99-131.	7.1	36
108	Who stays proactive after entrepreneurship training? Need for cognition, personal initiative maintenance, and well-being. Journal of Organizational Behavior, 2019, 40, 20-37.	4.7	36

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109	Extending and Refining the Dialectic Perspective on Innovation: There Is Nothing as Practical as a Good Theory; Nothing as Theoretical as a Good Practice. <i>Industrial and Organizational Psychology</i> , 2009, 2, 363-373.	0.6	35
110	A critical review of the effects of entrepreneurship training in developing countries. <i>Enterprise Development and Microfinance</i> , 2011, 22, 335-353.	0.1	35
111	Enhancing Firm Performance and Innovativeness Through Error Management Culture. , 0, , 137-157.		35
112	Coping as a Moderator and Mediator between Stress at Work and Psychosomatic Complaints. , 1986, , 183-206.		33
113	Exploration strategies, performance, and error consequences when learning a complex computer task. <i>Behaviour and Information Technology</i> , 2001, 20, 189-198.	4.0	33
114	Can becoming a leader change your personality? An investigation with two longitudinal studies from a role-based perspective.. <i>Journal of Applied Psychology</i> , 2021, 106, 882-901.	5.3	33
115	Humane Orientation as a New Cultural Dimension of the GLOBE Project. <i>Journal of Cross-Cultural Psychology</i> , 2013, 44, 535-551.	1.6	31
116	How Passion in Entrepreneurship Develops Over Time: A Self-Regulation Perspective. <i>Entrepreneurship Theory and Practice</i> , 2022, 46, 985-1018.	10.2	31
117	When capital does not matter: How entrepreneurship training buffers the negative effect of capital constraints on business creation. <i>Strategic Entrepreneurship Journal</i> , 2020, 14, 369-395.	4.4	30
118	Meta-Analysis as a Tool for Developing Entrepreneurship Research and Theory. <i>Advances in Entrepreneurship, Firm Emergence and Growth</i> , 0, , 29-51.	1.5	28
119	Skill Learning as a Concept in Life-Span Developmental Psychology: An Action Theoretic Analysis. <i>Human Development</i> , 1984, 27, 145-162.	2.0	27
120	Positive Impact of Entrepreneurship Training on Entrepreneurial Behavior in a Vocational Training Setting. <i>Africa Journal of Management</i> , 2016, 2, 330-348.	1.1	26
121	Personal initiative training for small business owners. <i>Journal of Business Venturing Insights</i> , 2016, 5, 27-36.	3.4	26
122	Ambidextrous Leadership in the Innovation Process. , 2010, , 191-204.		24
123	Does Training Improve the Business Performance of Small-Scale Entrepreneurs?. <i>Industry and Higher Education</i> , 2006, 20, 75-84.	2.2	22
124	When passions collide: Passion convergence in entrepreneurial teams.. <i>Journal of Applied Psychology</i> , 2021, 106, 902-920.	5.3	21
125	Biology (prenatal testosterone), psychology (achievement need) and entrepreneurial impact. <i>Journal of Business Venturing Insights</i> , 2015, 4, 1-5.	3.4	20
126	Alleviating depression in the unemployed: Adequate financial support, hope and early retirement. <i>Social Science and Medicine</i> , 1987, 25, 213-215.	3.8	19



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127	Can Personal Initiative Training Improve Small Business Success?. International Journal of Entrepreneurship and Innovation, 2013, 14, 255-268.	2.3	18
128	Self-Starting Behavior at Work: Toward a Theory of Personal Initiative. Advances in Psychology, 2000, 131, 307-324.	0.1	17
129	Patterns of Entrepreneurial Career Development: An Optimal Matching Analysis Approach. International Journal of Developmental Sciences, 2012, 6, 177-187.	0.5	16
130	Dynamic Performance. , 0, , 548-576.		16
131	Climate for Personal Initiative and Radical and Incremental Innovation in Firms: A Validation Study. Journal of Enterprising Culture, 2014, 22, 91-109.	0.5	15
132	Intraindividual variability in identity centrality: Examining the dynamics of perceived role progress and state identity centrality.. Journal of Applied Psychology, 2020, 105, 889-906.	5.3	15
133	If You Have a Hammer, You Only Look for Nails: The Relationship Between the Einstellung Effect and Business Opportunity Identification. Journal of Small Business Management, 2019, 57, 927-942.	4.8	14
134	Activism Against Nuclear Weapons Build-up"Student Participation in the 1984 Primary Campaigns1. Journal of Applied Social Psychology, 1988, 18, 826-836.	2.0	13
135	Personality-based selection of entrepreneurial borrowers to reduce credit risk: Two studies on prediction models in low-and high-stakes settings in developing countries. Journal of Organizational Behavior, 2018, 39, 612-628.	4.7	13
136	Are all errors created equal? Testing the effect of error characteristics on learning from errors in three countries. European Journal of Work and Organizational Psychology, 2021, 30, 110-124.	3.7	13
137	Exploration strategies, performance, and error consequences when learning a complex computer task. Behaviour and Information Technology, 2001, 20, 189-198.	4.0	13
138	An Asia-centric approach to team innovation: Cultural differences in exploration and exploitation behavior. Journal of Business Research, 2022, 138, 408-421.	10.2	12
139	Working in East German Socialism in 1980 and in Capitalism 15 Years Later: A Trend Analysis of a Transitional Economy's Working Conditions. Applied Psychology, 2000, 49, 636-657.	7.1	11
140	Human Computer Interaction within an Industrial Psychology Framework. Applied Psychology, 1989, 38, 29-44.	7.1	10
141	The Global Context and People at Work: Special Issue Introduction. Personnel Psychology, 2014, 67, 5-21.	2.8	10
142	Why negative affectivity should not be controlled in job stress research: don't throw out the baby with the bath water. Journal of Organizational Behavior, 2000, 21, 79-95.	4.7	10
143	Evidence-Based Entrepreneurship (EBE): A Systematic Approach to Cumulative Science. , 0, , 92-111.		10
144	FROM THE EDITORS"Errors in Organizations: New Frontiers in Research and Practice. Academy of Management Discoveries, 2021, 7, 451-460.	2.9	10

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145	DEVELOPING EXPLORATORY STRATEGIES IN TRAINING: THE GENERAL APPROACH AND A SPECIFIC EXAMPLE FOR MANUAL USE. , 1987, , 943-948.		9
146	FAMILY INVOLVEMENT IN CHINESE AND GERMAN SMALL BUSINESSES. Journal of Enterprising Culture, 2011, 19, 261-285.	0.5	8
147	Is Personal Initiative Training a Substitute or Complement to the Existing Human Capital of Women? Results from a Randomized Trial in Togo. AEA Papers and Proceedings American Economic Association, 2018, 108, 256-261.	1.2	8
148	Transitions in Jobs, Occupational Socialization and Strain. , 1984, , 239-252.		8
149	Entrepreneurial Orientation. , 2008, , 89-103.		8
150	The Effectiveness of the Effectuation Approach on Opportunity Identification and Pursuit: Evidence From a Randomized Controlled Field Experiment. Academy of Management Learning and Education, 2021, 20, 562-577.	2.5	8
151	Use of Design Methods, Team Leaders' Goal Orientation, and Team Effectiveness: A Follow-Up Study in Software Development Projects. International Journal of Human-Computer Interaction, 1997, 9, 443-454.	4.8	7
152	Otoliths in situ in the stem teleost <i>Cavenderichthys talbragarensis</i> (Woodward, 1895), otoliths in coprolites, and isolated otoliths from the Upper Jurassic of Talbragar, New South Wales, Australia. Journal of Vertebrate Paleontology, 2018, 38, e1539740.	1.0	7
153	Entrepreneurship Training in Developing Countries. , 2014, , 92-119.		7
154	Eigeninitiative am Arbeitsplatz im Osten und Westen Deutschlands: Ergebnisse einer empirischen Untersuchung. , 1994, , 200-215.		7
155	The impact of soft-skills training for entrepreneurs in Jamaica. World Development, 2022, 152, 105787.	4.9	7
156	Inducing Error Management Culture – Evidence From Experimental Team Studies. Frontiers in Psychology, 2021, 12, 716915.	2.1	5
157	Goal orientation of team leaders: Its effects on performance and group interaction in software development projects. European Work and Organizational Psychologist, 1994, 4, 153-168.	0.1	4
158	Introduction to the Special Issue on Applied Psychology from Transitional Economies in Eastern Europe. Applied Psychology, 2000, 49, 613-618.	7.1	4
159	Guest editorial: Integrating organizational and cognitive approaches towards computer-based systems. Behaviour and Information Technology, 1996, 15, 203-204.	4.0	3
160	A Personality Approach to Entrepreneurship. , 2009, , .		3
161	Entrepreneurship as a Key Element in Advancing the Psychology of Competitive Advantage. Industrial and Organizational Psychology, 2012, 5, 108-111.	0.6	3
162	Initiative in Work Teams: Lever between Authentic Leadership and Results. International Journal of Environmental Research and Public Health, 2021, 18, 4947.	2.6	3

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163	The Impact of Soft-Skills Training for Entrepreneurs in Jamaica. SSRN Electronic Journal, 0, , .	0.4	2
164	Users' errors and error handling. ACM SIGCHI Bulletin, 1991, 23, 59-62.	0.1	2
165	Affective Complementarity in Service Encounters. Management Revue, 2007, 18, 75-87.	0.2	2
166	Ergonomische Gestaltung von Software auf Grundlage handlungsorientierter Fehleranalysen. Berichte Des German Chapter of the ACM, 1995, , 217-232.	0.1	2
167	Re-visiting Effectuation: The Relationships with Causation, Entrepreneurial Experience, and Innovativeness. , 2020, , 213-237.		2
168	2016 Emerald Africa Academy of Management Trailblazer Awardee. Africa Journal of Management, 2016, 2, 230-233.	1.1	1
169	Eigeninitiative als positives Verhalten in Organisationen. , 2006, , 53-70.		1
170	Scenario-Based Scales Measuring Cultural Orientations of Business Owners. , 2010, , 171-200.		1
171	Erfolgreiche Unternehmer. , 2015, , 57-80.		0
172	Distinguishing Proactivity From Citizenship Behavior: Similarities and Differences. , 2017, , .		0