

# Carol T Kulik

## List of Publications by Year in descending order

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Version: 2024-02-01

127  
papers

6,095  
citations

87888

38  
h-index

82547

72  
g-index

133  
all docs

133  
docs citations

133  
times ranked

3973  
citing authors

#	ARTICLE	IF	CITATIONS
1	Old Friends, New Faces: Motivation Research in the 1990s. <i>Journal of Management</i> , 1999, 25, 231-292.	9.3	409
2	Individual and Corporate Dispute Resolution: Using Procedural Fairness as a Decision Heuristic. <i>Administrative Science Quarterly</i> , 1993, 38, 224.	6.9	314
3	Board Age and Gender Diversity: A Test of Competing Linear and Curvilinear Predictions. <i>Journal of Business Ethics</i> , 2014, 125, 497-512.	6.0	240
4	Personal and Situational Determinants of Referent Choice. <i>Academy of Management Review</i> , 1992, 17, 212-237.	11.7	231
5	THIRD-PARTY REACTIONS TO EMPLOYEE (MIS)TREATMENT: A JUSTICE PERSPECTIVE. <i>Research in Organizational Behavior</i> , 2004, 26, 183-229.	1.2	217
6	Aging Populations and Management. <i>Academy of Management Journal</i> , 2014, 57, 929-935.	6.3	190
7	Work design as an approach to person-environment fit. <i>Journal of Vocational Behavior</i> , 1987, 31, 278-296.	3.4	188
8	Stereotype Threat at Work. <i>Academy of Management Perspectives</i> , 2007, 21, 24-40.	6.8	178
9	Personal and Situational Determinants of Referent Choice. <i>Academy of Management Review</i> , 1992, 17, 212.	11.7	168
10	Common Goals and Golden Opportunities: Evaluations of Diversity Education in Academic and Organizational Settings. <i>Academy of Management Learning and Education</i> , 2008, 7, 309-331.	2.5	168
11	Explaining Gender-Based Selection Decisions: A Synthesis Of contextual and Cognitive Approaches. <i>Academy of Management Review</i> , 1994, 19, 786-820.	11.7	156
12	Moderating effects of personal and contextual factors in age discrimination.. <i>Journal of Applied Psychology</i> , 1996, 81, 628-647.	5.3	145
13	Known by the Company We Keep: Stigma-By-Association Effects in the Workplace. <i>Academy of Management Review</i> , 2008, 33, 216-230.	11.7	141
14	The gender diversityâ€™performance relationship in services and manufacturing organizations. <i>International Journal of Human Resource Management</i> , 2011, 22, 1464-1485.	5.3	139
15	Relations between job facet comparisons and employee reactions. <i>Organizational Behavior and Human Decision Processes</i> , 1986, 38, 28-47.	2.5	130
16	Negotiating the Gender Divide. <i>Journal of Management</i> , 2012, 38, 1387-1415.	9.3	113
17	Designing effective diversity training: influence of group composition and trainee experience. <i>Journal of Organizational Behavior</i> , 2001, 22, 871-885.	4.7	103
18	Engage Me: The Mature-Age Worker and Stereotype Threat. <i>Academy of Management Journal</i> , 2016, 59, 2132-2156.	6.3	95

#	ARTICLE	IF	CITATIONS
19	The devolution of HR to the line: Implications for perceptions of people management effectiveness. <i>International Journal of Human Resource Management</i> , 2008, 19, 262-273.	5.3	94
20	Influence of social comparisons on perceptions of organizational fairness.. <i>Journal of Applied Psychology</i> , 1991, 76, 239-246.	5.3	91
21	Using Needs Assessment to Resolve Controversies in Diversity Training Design. <i>Group and Organization Management</i> , 2003, 28, 148-174.	4.4	91
22	A closer look at the effects of subordinate-supervisor age differences. <i>Journal of Organizational Behavior</i> , 1999, 20, 341-357.	4.7	86
23	Working below and above the line: the researchâ€“practice gap in diversity management. <i>Human Resource Management Journal</i> , 2014, 24, 129-144.	5.7	86
24	The Multiple-Category Problem: Category Activation and Inhibition in the Hiring Process. <i>Academy of Management Review</i> , 2007, 32, 529-548.	11.7	84
25	Measurement of job characteristics: Comparison of the original and the revised Job Diagnostic Survey.. <i>Journal of Applied Psychology</i> , 1988, 73, 462-466.	5.3	78
26	The rich get richer: predicting participation in voluntary diversity training. <i>Journal of Organizational Behavior</i> , 2007, 28, 753-769.	4.7	77
27	Here comes the judge: The influence of judge personal characteristics on federal sexual harassment case outcomes.. <i>Law and Human Behavior</i> , 2003, 27, 69-86.	0.7	74
28	Diversity initiative effectiveness: What organizations can (and cannot) expect from diversity recruitment, diversity training, and formal mentoring programs. , 2008, , 265-317.		74
29	Job embeddedness in China: how HR practices impact turnover intentions. <i>International Journal of Human Resource Management</i> , 2013, 24, 1933-1952.	5.3	72
30	When less is more: The effect of devolution on HR's strategic role and construed image. <i>Human Resource Management</i> , 2008, 47, 541-558.	5.8	64
31	Trickleâ€“down effect: The impact of female board members on executive gender diversity. <i>Human Resource Management</i> , 2018, 57, 931-945.	5.8	62
32	Ironic evaluation processes: effects of thought suppression on evaluations of older job applicants. <i>Journal of Organizational Behavior</i> , 2000, 21, 689-711.	4.7	60
33	Individual Differences in the Effectiveness of Sexual Harassment Awareness Training1. <i>Journal of Applied Social Psychology</i> , 1998, 28, 698-723.	2.0	59
34	Individual and Environmental Factors Influencing the Use of Transfer Strategies After Diversity Training. <i>Group and Organization Management</i> , 2009, 34, 67-89.	4.4	49
35	Shaping and Being Shaped: How Organizational Structure and Managerial Discretion Co-evolve in New Managerial Roles. <i>Administrative Science Quarterly</i> , 2019, 64, 619-658.	6.9	47
36	Shocks and final straws: Using exitâ€“interview data to examine the unfolding model's decision paths. <i>Human Resource Management</i> , 2012, 51, 25-46.	5.8	45

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37	Job embeddedness among migrants: fit and links without sacrifice. <i>International Journal of Human Resource Management</i> , 2015, 26, 1298-1317.	5.3	45
38	Understanding gender differences in distributive and procedural justice. <i>Social Justice Research</i> , 1996, 9, 351-369.	1.1	43
39	The effect of multiple roles on caregiver stress outcomes.. <i>Journal of Applied Psychology</i> , 2006, 91, 490-497.	5.3	43
40	Sexual harassment training: Recommendations to address gaps between the practitioner and research literatures. <i>Human Resource Management</i> , 2009, 48, 817-837.	5.8	43
41	Irreconcilable differences? Strategic human resource management and employee well-being. <i>Asia Pacific Journal of Human Resources</i> , 2009, 47, 270-294.	3.9	41
42	HR managers as toxin handlers: The buffering effect of formalizing toxin handling responsibilities. <i>Human Resource Management</i> , 2009, 48, 695-716.	5.8	41
43	Help or hindrance? Work-life practices and women in management. <i>Leadership Quarterly</i> , 2016, 27, 504-518.	5.8	41
44	How Service Agents Manage the Person-Role Interface. <i>Group and Organization Management</i> , 2008, 33, 5-45.	4.4	40
45	Demographics in Service Encounters: Effects of Racial and Gender Congruence on Perceived Fairness. <i>Social Justice Research</i> , 2000, 13, 375-402.	1.1	38
46	Understanding the Change-Cynicism Cycle: The Role of HR. <i>Human Resource Management</i> , 2017, 56, 5-24.	5.8	37
47	Inclusion climate: A multilevel investigation of its antecedents and consequences. <i>Human Resource Management</i> , 2019, 58, 353-369.	5.8	35
48	Category-based and feature-based processes in performance appraisal: Integrating visual and computerized sources of performance data.. <i>Journal of Applied Psychology</i> , 1993, 78, 821-830.	5.3	35
49	Managerial tactics for communicating negative performance feedback. <i>Personnel Review</i> , 2016, 45, 969-987.	2.7	34
50	Explaining Gender-Based Selection Decisions: A Synthesis of Contextual and Cognitive Approaches. <i>Academy of Management Review</i> , 1994, 19, 786.	11.7	32
51	Individual and Group Feedback and Performance: An Attributional Perspective. <i>Basic and Applied Social Psychology</i> , 1991, 12, 41-62.	2.1	31
52	Customer perceptions of justice in service transactions: the effects of strong and weak ties. <i>Journal of Organizational Behavior</i> , 2001, 22, 743-757.	4.7	31
53	Relations Between Situational Factors and the Comparative Referents Used by Employees. <i>Academy of Management Journal</i> , 1986, 29, 599-608.	6.3	30
54	Health or harm? A cohort study of the importance of job quality in extended workforce participation by older adults. <i>BMC Public Health</i> , 2016, 16, 885.	2.9	30

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55	Skilled Migrants Employed in Developed, Mature Economies: From Newcomers to Organizational Insiders. <i>Journal of Management</i> , 2020, 46, 1156-1181.	9.3	30
56	Retaining a diverse workforce: the impact of gender-focused human resource management. <i>Human Resource Management Journal</i> , 2015, 25, 580-599.	5.7	27
57	The impact of reason for training on the relationship between "best practices" and sexual harassment training effectiveness. <i>Human Resource Development Quarterly</i> , 2010, 21, 187-208.	3.3	26
58	We need a hero: HR and the "next normal" workplace. <i>Human Resource Management Journal</i> , 2022, 32, 216-231.	5.7	26
59	Making public organizations more inclusive: A case study of the Victoria Police Force. <i>Human Resource Management</i> , 2008, 47, 369-387.	5.8	25
60	Which Employers Offer Hope for Mainstream Job Opportunities for Disabled People?. <i>Social Policy and Society</i> , 2016, 15, 537-554.	1.0	25
61	Blowing the Whistle: Determinants of Responses to Sexual Harassment. <i>Basic and Applied Social Psychology</i> , 1997, 19, 457-482.	2.1	24
62	Climbing the Higher Mountain: The Challenges of Multilevel, Multisource, and Longitudinal Research Designs. <i>Management and Organization Review</i> , 2011, 7, 447-460.	2.1	24
63	The Impact of Work-Family Programs on the Relationship between Gender Diversity and Performance. <i>Human Resource Management</i> , 2015, 54, 553-576.	5.8	24
64	Sweet Little Lies: Social Context and the Use of Deception in Negotiation. <i>Journal of Business Ethics</i> , 2014, 120, 13-26.	6.0	23
65	Referent Sharing: Convergence within Workgroups of Perceptions of Equity and Referent Choice. <i>Human Relations</i> , 1988, 41, 697-707.	5.4	22
66	The Impact of Computerized Performance Monitoring and Prior Performance Knowledge on Performance Evaluation. <i>Journal of Applied Social Psychology</i> , 1993, 23, 573-601.	2.0	21
67	Propensity to Sexually Harass: An Exploration of Gender Differences. <i>Sex Roles</i> , 1998, 38, 443-460.	2.4	21
68	The reasonable woman standard: Effects on sexual harassment court decisions. <i>Law and Human Behavior</i> , 2004, 28, 9-27.	0.7	21
69	Changes in psychological contracts during the global financial crisis: the manager's perspective. <i>International Journal of Human Resource Management</i> , 2012, 23, 4359-4379.	5.3	21
70	The Effects of Job Categorization on Judgments of the Motivating Potential of Jobs. <i>Administrative Science Quarterly</i> , 1989, 34, 68.	6.9	20
71	Physical Environments and Employee Reactions: Effects of Stimulus-Screening Skills and Job Complexity. <i>Academy of Management Journal</i> , 1991, 34, 929-938.	6.3	20
72	Assessing Instructor Cultural Competence in the Classroom: An Instrument and a Development Process. <i>Journal of Management Education</i> , 2002, 26, 40-55.	1.1	19

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73	In or out: job exits of older workers. <i>Asia Pacific Journal of Human Resources</i> , 2015, 53, 4-21.	3.9	18
74	The influence of social comparisons on perceptions of procedural fairness. <i>Journal of Business and Psychology</i> , 1989, 4, 129-138.	4.0	16
75	The Electronic Water Cooler. <i>Communication Research</i> , 2012, 39, 565-591.	5.9	16
76	The influence of calculative (â€œhardâ€) and collaborative (â€œsoftâ€) HRM on the layoffâ€performance relationship in high performance workplaces. <i>Human Resource Management Journal</i> , 2021, 31, 202-224.	5.7	16
77	Environmental Quality in Offices. <i>Academy of Management Review</i> , 1990, 15, 339.	11.7	15
78	A fair go? The gender pay gap among corporate executives in Australian firms. <i>International Journal of Human Resource Management</i> , 2018, 29, 1636-1660.	5.3	14
79	Psychological Perspectives on Workplace Diversity. , 2006, , 26-53.		14
80	The manager as employer agent. <i>Personnel Review</i> , 2017, 46, 136-153.	2.7	13
81	The relationship of attributional frameworks to job seekers' perceived success and job search involvement. <i>Journal of Organizational Behavior</i> , 1989, 10, 361-367.	4.7	12
82	Factors impacting the knowing-doing gap in sexual harassment training. <i>Human Resource Development International</i> , 2012, 15, 589-608.	4.0	12
83	Can We Still be Friends? The Role of Exit Conversations in Facilitating Postâ€Exit Relationships. <i>Human Resource Management</i> , 2015, 54, 893-912.	5.8	11
84	Perspective and procedural justice: Attorney and litigant evaluations of court procedures. <i>Social Justice Research</i> , 1990, 4, 325-336.	1.1	10
85	Who pays the penalty? Implications of gender pay disparities within top management teams for firm performance. <i>Human Resource Management</i> , 2021, 60, 681-699.	5.8	10
86	The Effects of Age and Drug Dependency on the Emotional Exhaustion and Job Satisfaction of Adult Streetworkers in Australia. <i>Archives of Sexual Behavior</i> , 2013, 42, 851-861.	1.9	9
87	â€œToxin handlingâ€and well-being: The case of the human resources manager. <i>European Journal of Work and Organizational Psychology</i> , 2014, 23, 248-262.	3.7	9
88	Gender diversity from the top: the trickleâ€down effect in the Australian public sector. <i>Asia Pacific Journal of Human Resources</i> , 2018, 56, 6-30.	3.9	9
89	Sexual harassment training: explaining differences in Australian and US approaches. <i>Asia Pacific Journal of Human Resources</i> , 2018, 56, 124-147.	3.9	9
90	2019 Presidential Addressâ€Management Scholars, End Users, and the Power of Thinking Small. <i>Academy of Management Review</i> , 2020, 45, 273-279.	11.7	9

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91	Gender (in)equality in Australia: good intentions and unintended consequences. <i>Asia Pacific Journal of Human Resources</i> , 2022, 60, 97-115.	3.9	9
92	THE IMPACT OF GENDER DIVERSITY ON PERFORMANCE IN SERVICES AND MANUFACTURING ORGANIZATIONS.. <i>Proceedings - Academy of Management</i> , 2009, 2009, 1-6.	0.1	8
93	Heuristic Processing in Organizational Judgments. <i>Social Psychological Applications To Social Issues</i> , 1994, , 185-204.	0.1	8
94	I Feel Your Pain: The Moderating Effect of Care Recipient Health on the Relationship between Work Hours and Care Recipient and Caregiver Psychological Outcomes. <i>Analyses of Social Issues and Public Policy</i> , 2013, 13, 114-136.	1.7	7
95	Spotlight on the Context: How a Stereotype Threat Framework Might Help Organizations to Attract and Retain Older Workers. <i>Industrial and Organizational Psychology</i> , 2014, 7, 456-461.	0.6	7
96	The Tyranny of Fit: Yet another Barrier to Mainstream Employment for Disabled People in Sheltered Employment. <i>Social Policy and Administration</i> , 2017, 51, 1119-1134.	3.0	7
97	Differences in Well-being among People with Disabilities in Paid Employment: Level of Restriction, Gender and Labour Market Context. <i>Social Policy and Administration</i> , 2017, 51, 1210-1230.	3.0	7
98	The Effect of Information Format and Performance Pattern on Performance Appraisal Judgments in a Computerized Performance Monitoring Context1. <i>Journal of Applied Social Psychology</i> , 1994, 24, 801-823.	2.0	6
99	Managing Diversity in Organizations: An Exercise Based on Racial Awareness Training. <i>Journal of Management Education</i> , 1998, 22, 193-203.	1.1	6
100	Shaping attitudes to disability employment with a national disability insurance scheme. <i>Australian Journal of Social Issues</i> , 2016, 51, 299-316.	2.7	6
101	The Moderating Role of Intergroup Contact in Race Composition, Perceived Similarity, and Applicant Attraction Relationships. <i>Journal of Business and Psychology</i> , 2016, 31, 415-431.	4.0	6
102	Losing the workers who need employment the most: how health and job quality affect involuntary retirement. <i>Labour &amp; Industry</i> , 2018, 28, 261-278.	1.5	6
103	Sexual harassment training: Often necessary but rarely sufficient. <i>Industrial and Organizational Psychology</i> , 2019, 12, 89-92.	0.6	6
104	Benefit of the doubt: the buffering influence of normative contracts on the breach-workplace performance relationship. <i>International Journal of Human Resource Management</i> , 2021, 32, 1390-1417.	5.3	6
105	Motivation Enhancement Through Work Redesign. <i>Review of Higher Education</i> , 1983, 6, 323-342.	1.3	5
106	Frustration effects in procedural justice research: The case of drug-testing legislation. <i>Social Justice Research</i> , 1993, 6, 287-299.	1.1	5
107	Category-Based and Feature-Based Cognitive Processes in Job Impressions. <i>Journal of Applied Social Psychology</i> , 1993, 23, 1226-1248.	2.0	5
108	Safeguarding Access and Safeguarding Meaning as Strategies for Achieving Confidentiality. <i>Industrial and Organizational Psychology</i> , 2011, 4, 479-481.	0.6	5

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109	Recruitment Ad Analysis Offers New Opportunities to Attract GPs to Short-Staffed Practices. Health Marketing Quarterly, 2013, 30, 144-161.	1.0	5
110	Segmenting a general practitioner market to improve recruitment outcomes. Australian Health Review, 2011, 35, 117.	1.1	5
111	In the Company of Women: The Well-Being Consequences of Working with (and for) Other Women. , 2016, , 189-207.		4
112	Category-Based and Feature-Based Cognitive Processes: The Role of Unfavorable Information1. Journal of Applied Social Psychology, 1994, 24, 1891-1918.	2.0	3
113	Help Wanted: People With Disabilities and Recruitment Advertising. Journal of Employment Counseling, 2016, 53, 71-85.	1.5	3
114	The Motivating Potential of an Associate Editor's Role. , 2008, , 223-230.		3
115	Faculty Gender Diversity, Institutional Performance, and the Role of Diversity Climate. Research in Higher Education, 2022, 63, 1204-1236.	1.7	3
116	Compensation in Organizations: Current Research and Practice. Academy of Management Review, 2001, 26, 128.	11.7	2
117	Managing voluntary collective turnover: the impact of a cynical workplace climate. Personnel Review, 2021, ahead-of-print, .	2.7	2
118	Does consistency pay?The effects of information sequence and content on women's negotiation outcomes. Proceedings - Academy of Management, 2014, 2014, 11675.	0.1	1
119	Women at the Top. , 2015, , .		1
120	Staying in the Race: Counselor Visits and Job Search Confidence Among People With Disabilities. Journal of Employment Counseling, 2019, 56, 127-140.	1.5	1
121	COMPUTERIZED PERFORMANCE MONITORING AND PERFORMANCE APPRAISAL. ACM SIGCHI Bulletin, 1990, 21, 25-29.	0.1	1
122	æ”€ç™»æ’é«~çš,,â±±i1/4šâšâ±,æ¬jâ€âšæ¥æ°â€ç°µâ”ç”ç©¶è®3/4è®;çš,,æŒ’æ™. Management and Organization Review, 2011, 7, 59-74.		
123	Using Expertise as a Firewall: Exploring Emotion Work of <i>Novices</i> and <i>Experts</i>. Research on Emotion in Organizations, 2015, , 341-368.	0.1	0
124	Sweet Little Lies: Social Context and the Use of Deception in Negotiation. Proceedings - Academy of Management, 2012, 2012, 10531.	0.1	0
125	Organizational Predictors of Gender Pay Gap at Executive Level. Proceedings - Academy of Management, 2015, 2015, 11369.	0.1	0
126	Blowing the Whistle: Determinants of Responses to Sexual Harassment. Basic and Applied Social Psychology, 1997, 19, 457-482.	2.1	0



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127	A closer look at the effects of subordinateâ€™supervisor age differences. Journal of Organizational Behavior, 1999, 20, 341-357.	4.7	0