Paul E Spector

List of Publications by Year
in descending order

254 papers	36,153 citations	5574 82 h-index	3732 179 g-index
274 all docs	274 docs citations	274 times ranked	15828 citing authors

#	Article	IF	Citations
1	Method Variance in Organizational Research. Organizational Research Methods, 2006, 9, 221-232.	9.1	2,747
2	The Role of Justice in Organizations: A Meta-Analysis. Organizational Behavior and Human Decision Processes, 2001, 86, 278-321.	2.5	2,485
3	Development of four self-report measures of job stressors and strain: Interpersonal Conflict at Work Scale, Organizational Constraints Scale, Quantitative Workload Inventory, and Physical Symptoms Inventory.. Journal of Occupational Health Psychology, 1998, 3, 356-367.	3.3	1,258
4	Measurement of human service staff satisfaction: Development of the Job Satisfaction Survey. American Journal of Community Psychology, 1985, 13, 693-713.	2.5	1,061
5	Perceived Control by Employees: A Meta-Analysis of Studies Concerning Autonomy and Participation at Work. Human Relations, 1986, 39, 1005-1016.	5.4	1,017
6	Counterproductive Work Behavior (CWB) in Response to Job Stressors and Organizational Justice: Some Mediator and Moderator Tests for Autonomy and Emotions. Journal of Vocational Behavior, 2001, 59, 291-309.	3.4	942
7	The dimensionality of counterproductivity: Are all counterproductive behaviors created equal?. Journal of Vocational Behavior, 2006, 68, 446-460.	3.4	843
8	An emotion-centered model of voluntary work behavior. Human Resource Management Review, 2002, 12, 269-292.	4.8	802
9	Methodological Urban Legends: The Misuse of Statistical Control Variables. Organizational Research Methods, 2011, 14, 287-305.	9.1	791
10	Using self‐report questionnaires in OB research: A comment on the use of a controversial method. Journal of Organizational Behavior, 1994, 15, 385-392.	4.7	774
11	Method variance as an artifact in self-reported affect and perceptions at work: Myth or significant problem?. Journal of Applied Psychology, 1987, 72, 438-443.	5.3	695
12	A model of work frustration-aggression. Journal of Organizational Behavior, 1999, 20, 915-931.	4.7	683
13	Development of the Work Locus of Control Scale. Journal of Occupational Psychology, 1988, 61, 335-340.	1.5	681
14	Behavior in organizations as a function of employee's locus of control.. Psychological Bulletin, 1982, 91, 482-497.	6.1	679
15	Do Not Cross Me: Optimizing the Use of Cross-Sectional Designs. Journal of Business and Psychology, 2019, 34, 125-137.	4.0	634
16	Job stress, incivility, and counterproductive work behavior (CWB): the moderating role of negative affectivity. Journal of Organizational Behavior, 2005, 26, 777-796.	4.7	585
17	Using the Job-Related Affective Well-Being Scale (JAWS) to investigate affective responses to work stressors.. Journal of Occupational Health Psychology, 2000, 5, 219-230.	3.3	577
18	Statistical control in correlational studies: 10 essential recommendations for organizational researchers. Journal of Organizational Behavior, 2016, 37, 157-167.	4.7	567

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19	Causes of employee turnover: A test of the Mobley, Griffeth, Hand, and Meglino model.. Journal of Applied Psychology, 1982, 67, 53-59.	5.3	494
20	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	487
21	Relation of job stressors to affective, health, and performance outcomes: A comparison of multiple data sources.. Journal of Applied Psychology, 1988, 73, 11-19.	5.3	485
22	Can work make you sick? A meta-analysis of the relationships between job stressors and physical symptoms. Work and Stress, 2011, 25, 1-22.	4.5	433
23	The Stressor-Emotion Model of Counterproductive Work Behavior.. , 0, , 151-174.		427
24	Nurse exposure to physical and nonphysical violence, bullying, and sexual harassment: A quantitative review. International Journal of Nursing Studies, 2014, 51, 72-84.	5.6	424
25	Unemployment, job satisfaction, and employee turnover: A meta-analytic test of the Muchinsky model.. Journal of Applied Psychology, 1987, 72, 374-381.	5.3	401
26	A CROSSâ€NATIONAL COMPARATIVE STUDY OF WORKâ€FAMILY STRESSORS, WORKING HOURS, AND WELLâ€BEING: CHINA AND LATIN AMERICA VERSUS THE ANGLO WORLD. Personnel Psychology, 2004, 57, 119-142.	2.8	370
27	Relationships of work stressors with aggression, withdrawal, theft and substance use: An exploratory study. Journal of Occupational and Organizational Psychology, 1992, 65, 177-184.	4.5	351
28	CROSSâ€NATIONAL DIFFERENCES IN RELATIONSHIPS OF WORK DEMANDS, JOB SATISFACTION, AND TURNOVER INTENTIONS WITH WORKâ€"FAMILY CONFLICT. Personnel Psychology, 2007, 60, 805-835.	2.8	350
29	Service with a smile: Do emotional intelligence, gender, and autonomy moderate the emotional labor process?. Journal of Occupational Health Psychology, 2007, 12, 319-333.	3.3	333
30	The Relation between Workâ€"Family Conflict and Job Satisfaction: A Finer-Grained Analysis. Journal of Vocational Behavior, 2002, 60, 336-353.	3.4	321
31	Negative affectivity as the underlying cause of correlations between stressors and strains.. Journal of Applied Psychology, 1991, 76, 398-407.	5.3	299
32	The contribution of personality traits, negative affectivity, locus of control and Type A to the subsequent reports of job stressors and job strains. Journal of Occupational and Organizational Psychology, 1994, 67, 1-12.	4.5	298
33	Measurement artifacts in the assessment of counterproductive work behavior and organizational citizenship behavior: Do we know what we think we know?. Journal of Applied Psychology, 2010, 95, 781-790.	5.3	282
34	Narcissism and Counterproductive Work Behavior: Do Bigger Egos Mean Bigger Problems?. International Journal of Selection and Assessment, 2002, 10, 126-134.	2.5	272
35	Relations of job characteristics from multiple data sources with employee affect, absence, turnover intentions, and health.. Journal of Applied Psychology, 1991, 76, 46-53.	5.3	239
36	Building an Integrative Model of Extra Role Work Behaviors: A Comparison of Counterproductive Work Behavior with Organizational Citizenship Behavior. International Journal of Selection and Assessment, 2002, 10, 51-57.	2.5	238

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37	The Impact of Cross-Training on Team Functioning: An Empirical Investigation. Human Factors, 1996, 38, 87-100.	3.5	235
38	What Is Method Variance and How Can We Cope With It? A Panel Discussion. Organizational Research Methods, 2010, 13, 407-420.	9.1	230
39	The social stressors-counterproductive work behaviors link: Are conflicts with supervisors and coworkers the same?. Journal of Occupational Health Psychology, 2006, 11, 145-156.	3.3	225
40	A longitudinal study of relations between job stressors and job strains while controlling for prior negative affectivity and strains.. Journal of Applied Psychology, 2000, 85, 211-218.	5.3	214
41	An International Study of the Psychometric Properties of the Hofstede Values Survey Module 1994: A Comparison of Individual and Country/Province Level Results. Applied Psychology, 2001, 50, 269-281.	7.1	213
42	Family-responsive interventions, perceived organizational and supervisor support, work-family conflict, and psychological strain.. International Journal of Stress Management, 2003, 10, 326-344.	1.2	208
43	When Two Factors Don't Reflect Two Constructs: How Item Characteristics Can Produce Artifactual Factors. Journal of Management, 1997, 23, 659-677.	9.3	206
44	Reciprocal effects of work stressors and counterproductive work behavior: A five-wave longitudinal study.. Journal of Applied Psychology, 2013, 98, 529-539.	5.3	204
45	Development of four self-report measures of job stressors and strain: Interpersonal Conflict at Work Scale, Organizational Constraints Scale, Quantitative Workload Inventory, and Physical Symptoms Inventory.. Journal of Occupational Health Psychology, 1998, 3, 356-367.	3.3	201
46	Stress in the workplace: a comparison of gender and occupations. Journal of Organizational Behavior, 1999, 20, 63-73.	4.7	197
47	Relations of emotional intelligence, practical intelligence, general intelligence, and trait affectivity with interview outcomes: it's not all just ?G?. Journal of Organizational Behavior, 2000, 21, 203-220.	4.7	190
48	Interactive effects of perceived control and job stressors on affective reactions and health outcomes for clerical workers. Work and Stress, 1987, 1, 155-162.	4.5	184
49	Health Consequences of Work–Family Conflict: The Dark Side of the Work–Family Interface. Research in Occupational Stress and Well Being, 0, , 61-98.	0.1	184
50	Family-supportive organization perceptions, multiple dimensions of work–family conflict, and employee satisfaction: A test of model across five samples. Journal of Vocational Behavior, 2008, 73, 92-106.	3.4	180
51	LOCUS OF CONTROL AND WELL-BEING AT WORK: HOW GENERALIZABLE ARE WESTERN FINDINGS?. Academy of Management Journal, 2002, 45, 453-466.	6.3	176
52	Cross-national job stress: a quantitative and qualitative study. Journal of Organizational Behavior, 2007, 28, 209-239.	4.7	171
53	Relationships of organizational frustration with reported behavioural reactions: The moderating effect of locus of control. Journal of Occupational Psychology, 1987, 60, 227-234.	1.5	166
54	Flexible Work Arrangements Availability and their Relationship with Work–to–Family Conflict, Job Satisfaction, and Turnover Intentions: A Comparison of Three Country Clusters. Applied Psychology, 2012, 61, 1-29.	7.1	164

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55	The deviant citizen: Measuring potential positive relations between counterproductive work behaviour and organizational citizenship behaviour. Journal of Occupational and Organizational Psychology, 2012, 85, 199-220.	4.5	163
56	ORGANIZATIONAL FRUSTRATION: A MODEL AND REVIEW OF THE LITERATURE. Personnel Psychology, 1978, 31, 815-829.	2.8	155
57	The weekend matters: Relationships between stress recovery and affective experiences. Journal of Organizational Behavior, 2010, 31, 1137-1162.	4.7	154
58	Counterproductive Work Behavior and Organisational Citizenship Behavior: Are They Opposite Forms of Active Behavior?. Applied Psychology, 2010, 59, 21-39.	7.1	153
59	Antecedents and outcomes of a fourfold taxonomy of work-family balance in Chinese employed parents.. Journal of Occupational Health Psychology, 2009, 14, 182-192.	3.3	148
60	Employees? Well-being in Greater China: The Direct and Moderating Effects of General Self-efficacy. Applied Psychology, 2007, 56, 288-301.	7.1	140
61	Perceived violence climate: A new construct and its relationship to workplace physical violence and verbal aggression, and their potential consequences. Work and Stress, 2007, 21, 117-130.	4.5	137
62	Does your coworker know what you're doing? Convergence of self- and peer-reports of counterproductive work behavior.. International Journal of Stress Management, 2007, 14, 41-60.	1.2	133
63	Relationships of organizational frustration with reported behavioral reactions of employees.. Journal of Applied Psychology, 1975, 60, 635-637.	5.3	126
64	Reâ€Examining Machiavelli: A Threeâ€Dimensional Model of Machiavellianism in the Workplace. Journal of Applied Social Psychology, 2010, 40, 1868-1896.	2.0	125
65	A New Perspective on Method Variance: A Measure-Centric Approach. Journal of Management, 2019, 45, 855-880.	9.3	124
66	Employee Control and Occupational Stress. Current Directions in Psychological Science, 2002, 11, 133-136.	5.3	120
67	Bored employees misbehaving: The relationship between boredom and counterproductive work behaviour. Work and Stress, 2011, 25, 93-107.	4.5	119
68	Sexual Versus Nonsexual Workplace Aggression and Victims' Overall Job Satisfaction: A Meta-Analysis.. Journal of Occupational Health Psychology, 2005, 10, 155-169.	3.3	113
69	Getting the Job Done: The Moderating Role of Initiative on the Relationship Between Intrinsic Motivation and Adaptive Selling. Journal of Personal Selling and Sales Management, 2007, 27, 59-74.	2.8	112
70	Work stress, self-efficacy, Chinese work values, and work well-being in Hong Kong and Beijing.. International Journal of Stress Management, 2005, 12, 274-288.	1.2	110
71	You want me to do what? Two daily diary studies of illegitimate tasks and employee well-being. Journal of Organizational Behavior, 2016, 37, 108-127.	4.7	108
72	Theorizing about the deviant citizen: An attributional explanation of the interplay of organizational citizenship and counterproductive work behavior. Human Resource Management Review, 2010, 20, 132-143.	4.8	107

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73	Replicating and Extending Past Personality/Job Satisfaction Meta-Analyses. Human Performance, 2009, 22, 156-189.	2.4	106
74	Meta-analysis for integrating study outcomes: A Monte Carlo study of its susceptibility to Type I and Type II errors.. Journal of Applied Psychology, 1987, 72, 3-9.	5.3	105
75	Do national levels of individualism and internal locus of control relate to well-being: an ecological level international study. Journal of Organizational Behavior, 2001, 22, 815-832.	4.7	102
76	What qualitative research has taught us about occupational stress. Stress and Health, 2011, 27, 93-110.	2.6	100
77	The relation of job control with job strains: A comparison of multiple data sources. Journal of Occupational and Organizational Psychology, 2005, 78, 325-336.	4.5	99
78	Title is missing!. International Journal of Stress Management, 2000, 7, 121-138.	1.2	97
79	Cyberloafing as a coping mechanism: Dealing with workplace boredom. Computers in Human Behavior, 2018, 86, 147-152.	8.5	96
80	What to do with significant multivariate effects in multivariate analyses of variance.. Journal of Applied Psychology, 1977, 62, 158-163.	5.3	95
81	Crossâ€cultural differences on workâ€toâ€family conflict and role satisfaction: A Taiwaneseâ€British comparison. Human Resource Management, 2010, 49, 67-85.	5.8	93
82	Relationship and task conflict at work: Interactive short-term effects on angry mood and somatic complaints.. Journal of Occupational Health Psychology, 2013, 18, 144-156.	3.3	93
83	Higherâ€order need strength as a moderator of the job scopeâ€employee outcome relationship: A metaâ€analysis. Journal of Occupational Psychology, 1985, 58, 119-127.	1.5	92
84	Workplace mistreatment climate and potential employee and organizational outcomes: A meta-analytic review from the targetâ€™s perspective.. Journal of Occupational Health Psychology, 2014, 19, 315-335.	3.3	92
85	The Effect of Action Orientation on the Academic Performance of Undergraduate Marketing Majors. Journal of Marketing Education, 2004, 26, 250-260.	2.4	90
86	The Relation of Candidate Personality With Selection-Interview Outcomes. Journal of Applied Social Psychology, 2000, 30, 867-885.	2.0	89
87	Sabbatical leave: Who gains and how much?. Journal of Applied Psychology, 2010, 95, 953-964.	5.3	85
88	Psychosocial precursors and physical consequences of workplace violence towards nurses: A longitudinal examination with naturally occurring groups in hospital settings. International Journal of Nursing Studies, 2012, 49, 1091-1102.	5.6	84
89	Organizational constraints: a meta-analysis of a major stressor. Work and Stress, 2016, 30, 7-25.	4.5	82
90	Reducing subjectivity in the assessment of the job environment: development of the Factual Autonomy Scale (FAS). Journal of Organizational Behavior, 2003, 24, 417-432.	4.7	80

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91	Direct and indirect relationship between social stressors and job performance in Greater China: The role of strain and social support. European Journal of Work and Organizational Psychology, 2013, 22, 520-531.	3.7	80
92	The role of negative affectivity in employee reactions to job characteristics: Bias effect or substantive effect?. Journal of Occupational and Organizational Psychology, 1999, 72, 205-218.	4.5	79
93	Individualism–collectivism as a moderator of the work demands–strains relationship: A cross-level and cross-national examination. Journal of International Business Studies, 2012, 43, 424-443.	7.3	77
94	Relations of incumbent affect–related personality traits with incumbent and objective measures of characteristics of jobs. Journal of Organizational Behavior, 1995, 16, 59-65.	4.7	76
95	Personality research in the organizational sciences. Research in Personnel and Human Resources Management, 0, , 1-63.	1.6	76
96	The impact of negative affectivity on stressor-strain relations: A replication and extension. Work and Stress, 1996, 10, 36-45.	4.5	75
97	Measurement Equivalence of the German Job Satisfaction Survey Used in a Multinational Organization: Implications of Schwartz's Culture Model.. Journal of Applied Psychology, 2004, 89, 1070-1082.	5.3	75
98	A comparison of individuals with unanswered callings to those with no calling at all. Journal of Vocational Behavior, 2015, 91, 1-10.	3.4	74
99	Is cyberloafing more complex than we originally thought? Cyberloafing as a coping response to workplace aggression exposure. Computers in Human Behavior, 2019, 101, 124-130.	8.5	72
100	Measurement Invariance of the Satisfaction With Life Scale Across 26 Countries. Journal of Cross-Cultural Psychology, 2017, 48, 560-576.	1.6	71
101	Eastern versus Western Control Beliefs at Work: An Investigation of Secondary Control, Socioinstrumental Control, and Work Locus of Control in China and the US. Applied Psychology, 2004, 53, 38-60.	7.1	70
102	Do social features help in video-centric online learning platforms? A social presence perspective. Computers in Human Behavior, 2020, 113, 106505.	8.5	70
103	Title is missing!. International Journal of Stress Management, 1999, 6, 197-212.	1.2	69
104	The relationship of personality to counterproductive work behavior (CWB): An integration of perspectives. Human Resource Management Review, 2010, 21, 342-342.	4.8	68
105	Organizational violence and aggression: Development of the three-factor Violence Climate Survey. Work and Stress, 2008, 22, 108-124.	4.5	67
106	Job stress and well–being: An examination from the view of person–environment fit. Journal of Occupational and Organizational Psychology, 2008, 81, 567-587.	4.5	66
107	Use of both qualitative and quantitative approaches to study job stress in different gender and occupational groups.. Journal of Occupational Health Psychology, 2008, 13, 357-370.	3.3	64
108	An investigation of age-related factors in the age-job-satisfaction relationship.. Psychology and Aging, 1987, 2, 261-265.	1.6	63

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109	Estimation Problems in the Block-Diagonal Model of the Multitrait-Multimethod Matrix. Applied Psychological Measurement, 1990, 14, 325-339.	1.0	63
110	The Relation of Cognitive Ability and Personality Traits to Assessment Center Performance. Journal of Applied Social Psychology, 2000, 30, 1474-1491.	2.0	61
111	Locus of Control and Well-Being at Work: How Generalizable are Western Findings?. Academy of Management Journal, 2002, 45, 453-466.	6.3	60
112	The spillover effects of coworker, supervisor, and outsider workplace incivility on work‐to‐family conflict: A weekly diary design. Journal of Organizational Behavior, 2019, 40, 1000-1012.	4.7	58
113	Emotional labor in china: do perceived organizational support and gender moderate the process?. Stress and Health, 2011, 27, 289-305.	2.6	57
114	The Link between National Paid Leave Policy and Work–Family Conflict among Married Working Parents. Applied Psychology, 2014, 63, 5-28.	7.1	56
115	Managerial Stress in Greater China: The Direct and Moderator Effects of Coping Strategies and Work Locus of Control. Applied Psychology, 2002, 51, 608-632.	7.1	55
116	Methodological and Substantive Issues in Conducting Multinational and Cross-Cultural Research. Annual Review of Organizational Psychology and Organizational Behavior, 2015, 2, 101-131.	9.9	54
117	Relation Between Negative Affectivity and Positive Affectivity: Effects of Judged Desirability of Scale Items and Respondents' Social Desirability. Journal of Personality Assessment, 1997, 69, 183-198.	2.1	51
118	Adapting to a boundaryless world: A developmental expatriate model. Academy of Management Perspectives, 2000, 14, 96-106.	6.8	51
119	The Moderating Role of Gender in Relationships of Stressors and Personality with Counterproductive Work Behavior. Journal of Business and Psychology, 2014, 29, 669-681.	4.0	51
120	Validity Generalization for Cognitive, Psychomotor, and perceptual Tests for Craft Jobs in the Utility Industry. Human Performance, 1996, 9, 1-22.	2.4	50
121	The role of emotions in the occupational stress process. Research in Occupational Stress and Well Being, 0, , 195-232.	0.1	50
122	Choosing response categories for summated rating scales.. Journal of Applied Psychology, 1976, 61, 374-375.	5.3	49
123	Managerial Stress, Locus of Control, and Job Strain in Taiwan and UK: A Comparative Study. International Journal of Stress Management, 2000, 7, 209-226.	1.2	49
124	The stressor–strain relationship in diary studies: A meta-analysis of the within and between levels. Work and Stress, 2019, 33, 1-21.	4.5	49
125	Methodologies for the study of organizational behavior processes: How to find your keys in the dark. Journal of Organizational Behavior, 2014, 35, 1109-1119.	4.7	48
126	Age differences in coping and locus of control: A study of managerial stress in Hong Kong.. Psychology and Aging, 2001, 16, 707-710.	1.6	47

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127	Information security climate and the assessment of information security risk among healthcare employees. Health Informatics Journal, 2020, 26, 461-473.	2.1	47
128	Discrete Negative Emotions and Counterproductive Work Behavior. Human Performance, 2015, 28, 307-331.	2.4	46
129	Work resources, work-to-family conflict, and its consequences: A Taiwanese-British cross-cultural comparison.. International Journal of Stress Management, 2009, 16, 25-44.	1.2	43
130	Moving the Pendulum Back to the Middle: Reflections on and Introduction to the Inductive Research Special Issue of Journal of Business and Psychology. Journal of Business and Psychology, 2014, 29, 499-502.	4.0	42
131	Stressors beget stressors: The effect of passive leadership on employee health through workload and workâ€"family conflict. Work and Stress, 2017, 31, 338-354.	4.5	42
132	Too good for your job? Disentangling the relationships between objective overqualification, perceived overqualification, and job dissatisfaction. Journal of Vocational Behavior, 2019, 115, 103323.	3.4	41
133	Relations of Interpersonal Unfairness with Counterproductive Work Behavior: The Moderating Role of Employee Self-Identity. Journal of Business and Psychology, 2013, 28, 189-202.	4.0	39
134	Illegitimate tasks are not created equal: Examining the effects of attributions on unreasonable and unnecessary tasks. Work and Stress, 2019, 33, 231-246.	4.5	38
135	POPULATION DENSITY AND UNEMPLOYMENT. The Effects on the Incidence of Violent Crime in the American City. Criminology, 1975, 12, 399-401.	3.3	37
136	Leadership, Interpersonal Conflict, and Counterproductive Work Behavior: An Examination of the Stressorâ€"Strain Process. Negotiation and Conflict Management Research, 2013, 6, 180-190.	1.0	36
137	Direct and indirect conflicts at work in China and the US: A cross-cultural comparison. Work and Stress, 2008, 22, 295-313.	4.5	35
138	Occupational stress and gender: a cross-cultural study. Stress and Health, 2000, 16, 271-278.	0.5	34
139	The Many Roles of Control in a Stressor-Emotion Theory of Counterproductive Work Behavior. Research in Occupational Stress and Well Being, 0, , 171-201.	0.1	34
140	The Future of Research Methods in Work and Occupational Health Psychology. Applied Psychology, 2016, 65, 412-431.	7.1	34
141	A Multilevel Study of Abusive Supervision, Norms, and Personal Control on Counterproductive Work Behavior: A Theory of Planned Behavior Approach. Journal of Leadership and Organizational Studies, 2019, 26, 163-178.	4.0	33
142	The Role of Personality and Job Stressors in Predicting Counterproductive Work Behavior: A threeâ€"way interaction. International Journal of Selection and Assessment, 2014, 22, 286-296.	2.5	32
143	Obedience as a function of experimenter competence. Memory and Cognition, 1973, 1, 241-245.	1.6	31
144	An expanded typology of conflict at work: Task, relationship and non-task organizational conflict as social stressors. Work and Stress, 2013, 27, 339-350.	4.5	30

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145	Relationships of work stress measures for employees with the same job. Work and Stress, 1991, 5, 29-35.	4.5	29
146	It's all about me: The role of narcissism in exacerbating the relationship between stressors and counterproductive work behaviour. Work and Stress, 2013, 27, 368-382.	4.5	29
147	Re-examining Citizenship: How the Control of Measurement Artifacts Affects Observed Relationships of Organizational Citizenship Behavior and Organizational Variables. Human Performance, 2014, 27, 165-182.	2.4	29
148	Organizational constraints and performance: an indirect effects model. Journal of Managerial Psychology, 2019, 34, 79-95.	2.2	29
149	Introduction: emotional intelligence. Journal of Organizational Behavior, 2005, 26, 409-410.	4.7	27
150	Violence€prevention climate, exposure to violence and aggression, and prevention behavior: A mediation model. Journal of Organizational Behavior, 2012, 33, 657-677.	4.7	27
151	A Comparative Study of Perceived Job Stressor Sources and Job Strain in American and Iranian Managers. Applied Psychology, 2002, 51, 446-457.	7.1	26
152	A three-phase study to develop and validate a Chinese coping strategies scales in Greater China. Personality and Individual Differences, 2006, 41, 537-548.	2.9	26
153	A longitudinal investigation of the role of violence prevention climate in exposure to workplace physical violence and verbal abuse. Work and Stress, 2015, 29, 325-340.	4.5	26
154	Ratings of Equal and Unequal Response Choice Intervals. Journal of Social Psychology, 1980, 112, 115-119.	1.5	25
155	A cross-cultural comparison of job satisfaction dimensions in the United States and Singapore. Applied Psychology, 1986, 35, 147-158.	7.1	25
156	Personality and Employee Withdrawal: Effects of Locus of Control on Turnover. Psychological Reports, 1986, 59, 63-66.	1.7	25
157	The interaction of job autonomy and conflict with supervisor in China and the United States: A qualitative and quantitative comparison.. International Journal of Stress Management, 2011, 18, 222-245.	1.2	24
158	Examining Stress in Graduate Assistants. Journal of Mixed Methods Research, 2011, 5, 198-211.	2.6	24
159	The Lost Art of Discovery: The Case for Inductive Methods in Occupational Health Science and the Broader Organizational Sciences. Occupational Health Science, 2017, 1, 11-27.	1.6	24
160	Political skill: A proactive inhibitor of workplace aggression exposure and an active buffer of the aggression-strain relationship.. Journal of Occupational Health Psychology, 2015, 20, 405-419.	3.3	23
161	Mastering the Use of Control Variables: the Hierarchical Iterative Control (HIC) Approach. Journal of Business and Psychology, 2021, 36, 737-750.	4.0	21
162	Helping may be Harming: unintended negative consequences of providing social support. Work and Stress, 2020, 34, 359-385.	4.5	20

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163	The Pitfalls of Poor Psychometric Properties: A Rejoinder to Hofstede's Reply to Us. Applied Psychology, 2002, 51, 174-178.	7.1	19
164	Be Mindful of What You Impose on Your Colleagues: Implications of Social Burden for Burdenees' Well-being, Attitudes and Counterproductive Work Behaviour. Stress and Health, 2016, 32, 70-83.	2.6	19
165	Job satisfaction and firm performance: Can employees' job satisfaction change the trajectory of a firm's performance?. Journal of Applied Social Psychology, 2020, 50, 563-572.	2.0	19
166	Objective versus subjective approaches to the study of job stress. Journal of Organizational Behavior, 1999, 20, 737-737.	4.7	18
167	Seeking Clarity in a Linguistic Fog: Moderators of the Workplace Aggression-Strain Relationship. Human Performance, 2015, 28, 137-164.	2.4	16
168	Workdays are not created equal: Job satisfaction and job stressors across the workweek. Human Relations, 2021, 74, 1447-1472.	5.4	16
169	Confirmatory Test of a Turnover Model Utilizing Multiple Data Sources. Human Performance, 1991, 4, 221-230.	2.4	15
170	A Critical Look at Ourselves: Do Male and Female Professors Respond the Same to Environment Characteristics?. Research in Higher Education, 2014, 55, 351-369.	1.7	15
171	A quantitative and qualitative review of what meta-analyses have contributed to our understanding of human resource management. Human Resource Management Review, 2017, 27, 26-38.	4.8	15
172	International and Cross Cultural Issues. , 2005, , 487-516.		15
173	Coping strategies among Swedish female and male managers in an international context.. International Journal of Stress Management, 2003, 10, 376-391.	1.2	14
174	Frequently Ignored Methodological Issues in Cross-Cultural Stress Research. , 2006, , 187-201.		14
175	How Do Coworkers "Make the Place"? Examining Coworker Conflict and the Value of Harmony in China and the United States. Applied Psychology, 2018, 67, 30-60.	7.1	14
176	Measuring program effectiveness: Self-report versus objective indicators of recidivism. American Journal of Community Psychology, 1982, 10, 613-616.	2.5	13
177	Explaining the surprisingly weak relationship between organizational constraints and job performance. Human Performance, 2016, 29, 191-208.	2.4	13
178	Managerial stress in private and state organisations in Poland. Stress and Health, 2000, 16, 299-314.	0.5	12
179	Introduction: The dark and light sides of organizational citizenship behavior. Journal of Organizational Behavior, 2013, 34, 540-541.	4.7	12
180	Grin and Bear It?: Employees' Use of Surface Acting During Co-worker Conflict. Stress and Health, 2017, 33, 129-142.	2.6	12

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181	Locus of Control and Social Influence Susceptibility: Are Externals Normative or Informational Conformers?. Journal of Psychology: Interdisciplinary and Applied, 1983, 115, 199-201.	1.6	11
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