

Mustafa F Ozbilgin

List of Publications by Year in descending order

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Version: 2024-02-01

155
papers

4,410
citations

147801

31
h-index

128289

60
g-index

196
all docs

196
docs citations

196
times ranked

2194
citing authors

#	ARTICLE	IF	CITATIONS
1	Work"Life, Diversity and Intersectionality: A Critical Review and Research Agenda. International Journal of Management Reviews, 2011, 13, 177-198.	8.3	327
2	A relational framework for international transfer of diversity management practices. International Journal of Human Resource Management, 2009, 20, 2435-2453.	5.3	261
3	An Emic Approach to Intersectional Study of Diversity at Work: A Bourdieuan Framing. International Journal of Management Reviews, 2012, 14, 180-200.	8.3	237
4	Voice, silence, and diversity in 21st century organizations: Strategies for inclusion of gay, lesbian, bisexual, and transgender employees. Human Resource Management, 2011, 50, 131-146.	5.8	178
5	Global diversity management: towards a conceptual framework. International Journal of Human Resource Management, 2007, 18, 1883-1894.	5.3	177
6	Understanding self&initiated expatriates: Career experiences of Lebanese self&initiated expatriates in France. Thunderbird International Business Review, 2010, 52, 275-285.	1.8	157
7	Mapping out the field of equality and diversity: Rise of individualism and voluntarism. Human Relations, 2011, 64, 1229-1253.	5.4	157
8	Book Review Essay: Understanding Bourdieu'S Contribution To Organization And Management Studies Outline of Theory of Practice, by Bourdieu Pierre. Cambridge: Cambridge University Press, 1977. The Logic of Practice, by Bourdieu Pierre. Stanford, CA: Stanford University Press, 1990. Practical Reason: On the Theory of Action, by Bourdieu Pierre. Cambridge: Polity Press, 1998. An Invitation to Reflexive Sociology, by Bourdieu Pierre and Wacquant Loic. Cambridge: Polity Press, 1992.. Academy of Management Review, 2005, 30, 855-869.	11.7	153
9	Careers of skilled migrants: towards a theoretical and methodological expansion. Journal of Management Development, 2012, 31, 92-101.	2.1	121
10	Gender Diversity and Board Performance: Women's Experiences and Perspectives. Human Resource Management, 2015, 54, 265-281.	5.8	115
11	Understanding diversity managersõ role in organizational change: Towards a conceptual framework. Canadian Journal of Administrative Sciences, 2009, 26, 244-258.	1.5	102
12	From Journal Rankings to Making Sense of the World. Academy of Management Learning and Education, 2009, 8, 113-121.	2.5	95
13	The tragedy of the uncommons: Reframing workforce diversity. Human Relations, 2013, 66, 271-294.	5.4	93
14	An unrequited affinity between talent shortages and untapped female potential: The relevance of gender quotas for talent management in high growth potential economies of the Asia Pacific region. International Business Review, 2013, 22, 539-553.	4.8	92
15	Diversity management for innovation in social enterprises in the UK. Entrepreneurship and Regional Development, 2010, 22, 557-574.	3.3	89
16	The role of regulatory and temporal context in the construction of diversity discourses: The case of the UK, France and Germany. European Journal of Industrial Relations, 2012, 18, 293-308.	2.1	88
17	Understanding career experiences of skilled minority ethnic workers in France and Germany. International Journal of Human Resource Management, 2013, 24, 1236-1256.	5.3	83
18	The gendered nature of career development of university professors: the case of Turkey. Journal of Vocational Behavior, 2004, 64, 358-371.	3.4	76

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19	Scholarship of Consequence: New Directions for the <i>British Journal of Management</i>. <i>British Journal of Management</i> , 2010, 21, 1-6.	5.0	74
20	Frayed Careers of Migrant Female Professors in British Academia: An Intersectional Perspective. <i>Gender, Work and Organization</i> , 2013, 20, 158-171.	4.7	74
21	Explaining influences on career "choice": the case of MBA students in comparative perspective. <i>International Journal of Human Resource Management</i> , 2005, 16, 2000-2028.	5.3	71
22	'Belonging' and 'Otherness': Sex Equality in Banking in Turkey and Britain. <i>Gender, Work and Organization</i> , 2004, 11, 668-688.	4.7	68
23	"International" human resource management. <i>Personnel Review</i> , 2004, 33, 205-221.	2.7	65
24	<i>Global Diversity Management</i> . , 2008, , .		53
25	A Bourdieuan Relational Perspective for Entrepreneurship Research. <i>Journal of Small Business Management</i> , 2014, 52, 615-632.	4.8	52
26	Surprising intersectionalities of inequality and privilege: the case of the arts and cultural sector. <i>Equality, Diversity and Inclusion</i> , 2012, 31, 249-265.	1.4	49
27	Academic Employment and Gender: A Turkish Challenge to Vertical Sex Segregation. <i>European Journal of Industrial Relations</i> , 2005, 11, 247-264.	2.1	48
28	Re-Organizing Work Roles in Health Care: Evidence from the Implementation of Functional Flexibility. <i>British Journal of Management</i> , 2006, 17, 139-151.	5.0	48
29	<i>Global Diversity Management</i> . , 0, , 379-396.		48
30	Tackling Whiteness in organizations and management. <i>Journal of Managerial Psychology</i> , 2014, 29, 362-369.	2.2	45
31	International Transfer of Policies and Practices of Gender Equality in Employment to and among Muslim Majority Countries. <i>Gender, Work and Organization</i> , 2012, 19, 345-369.	4.7	36
32	Dot-Com Women Entrepreneurs in the UK. <i>International Journal of Entrepreneurship and Innovation</i> , 2003, 4, 13-24.	2.3	34
33	Sex equality in the financial services sector in Turkey and the UK. <i>Gender in Management</i> , 1999, 14, 325-333.	0.5	32
34	Rescuing gender equality from the false dichotomies of secularism versus shariah in Muslim majority countries. <i>Women's Studies International Forum</i> , 2009, 32, 67-79.	1.1	31
35	Revisiting the social construction of family in the context of work. <i>Journal of Managerial Psychology</i> , 2009, 24, 46-65.	2.2	30
36	Understanding the interplay of time, gender and professionalism in hospital medicine in the UK. <i>Social Science and Medicine</i> , 2011, 72, 1588-1594.	3.8	30

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37	Against the Tide: Gendered Prejudice and Disadvantage in Engineering. <i>Gender, Work and Organization</i> , 2007, 14, 109-129.	4.7	29
38	Questioning quotas: applying a relational framework for diversity management practices in the United Arab Emirates. <i>Human Resource Management Journal</i> , 2012, 22, 299-315.	5.7	28
39	Editorial: Equality, diversity and inclusion in accounting. <i>Critical Perspectives on Accounting</i> , 2016, 35, 1-12.	4.5	28
40	Strategies for combating gendered perceptions of careers. <i>Career Development International</i> , 2008, 13, 320-332.	2.7	27
41	Change agency as performance and embeddedness: Exploring the possibilities and limits of Butler and Bourdieu. <i>Culture and Organization</i> , 2015, 21, 235-250.	0.8	26
42	Four approaches to accounting for diversity in global organisations. <i>Critical Perspectives on Accounting</i> , 2016, 35, 88-99.	4.5	26
43	Understanding the Followers of Toxic Leaders: Toxic Illusio and Personal Uncertainty. <i>International Journal of Management Reviews</i> , 2021, 23, 45-63.	8.3	26
44	Gendered forms of othering in UK hospital medicine. <i>Equality, Diversity and Inclusion</i> , 2011, 30, 498-509.	1.4	23
45	The Duality of an Atypical Leader in Diversity Management: The Legitimization and Delegitimization of Diversity Beliefs in Organizations. <i>International Journal of Management Reviews</i> , 2020, 22, 101-119.	8.3	22
46	Gender as Symbolic Capital and Violence: The Case of Corporate Elites in Turkey. <i>Gender, Work and Organization</i> , 2016, 23, 125-146.	4.7	21
47	Is the practice of equal opportunities management keeping pace with theory? Management of sex equality in the financial services sector in Britain and Turkey. <i>Human Resource Development International</i> , 2000, 3, 43-67.	4.0	17
48	Competing rationalities in the diversity project of the UK judiciary: The politics of assessment centres. <i>Human Relations</i> , 2010, 63, 807-834.	5.4	16
49	Orthodoxy, illusio, and playing the scientific game: a Bourdieusian analysis of infection control science in the COVID-19 pandemic. <i>Wellcome Open Research</i> , 0, 6, 126.	1.8	16
50	Continuity and Change: Improving our Service to the BJM Community and Moving Towards Contextual Studies of Management. <i>British Journal of Management</i> , 2011, 22, 1-3.	5.0	15
51	Questioning impact: interconnection between extra-organizational resources and agency of equality and diversity officers. <i>International Journal of Human Resource Management</i> , 2015, 26, 1243-1258.	5.3	15
52	Moral entrepreneurship, the power-knowledge nexus, and the Cochrane "crisis". <i>Journal of Evaluation in Clinical Practice</i> , 2019, 25, 717-725.	1.8	15
53	The "New" Migration for Work Phenomenon: The Pursuit of Emancipation and Recognition in the Context of Work. <i>Work, Employment and Society</i> , 2020, 34, 864-882.	2.7	15
54	What happens to diversity at work in the context of a toxic triangle? Accounting for the gap between discourses and practices of diversity management. <i>Human Resource Management Journal</i> , 2021, 31, 553-574.	5.7	15

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55	Social Movements and Wellbeing in Organizations from Multilevel and Intersectional Perspectives: The Case of the #blacklivesmatter Movement. , 2021, , 119-138.		14
56	International Diversity Management. , 2013, , 14-28.		14
57	Individuals, organizations and careers: a relational perspective. Career Development International, 2004, 9, 7-11.	2.7	12
58	Pension trusteeship and diversity in the UK: A new boardroom recipe for change or continuity?. Economic and Industrial Democracy, 2014, 35, 49-69.	1.6	12
59	How does responsible leadership emerge? An emergentist perspective. European Management Review, 2021, 18, 521-534.	3.7	12
60	Questioning the Legitimacy of Social Enterprises through Gramscian and Bourdieusian Perspectives: The Case of British Social Enterprises. Journal of Social Entrepreneurship, 2015, 6, 161-185.	2.5	11
61	The Effectiveness of Mobile-Assisted Language Learning (MALL). Advances in Mobile and Distance Learning Book Series, 2021, , 194-212.	0.5	11
62	Open Access â€” the Wrong Response to a Complex Question: The Case of the Finch Report. British Journal of Management, 2013, 24, 147-155.	5.0	10
63	Promoting Diversity in Management Scholarship: Opening the Doors for Multiple Languages, and Interdisciplinary Dialogue and Developing Our Communities. European Management Review, 2014, 11, 1-4.	3.7	10
64	Between a rock and a hard place: corporate elites in the context of religion and secularism in Turkey. International Journal of Human Resource Management, 2015, 26, 1474-1497.	5.3	10
65	Moving from intersectional hostility to intersectional solidarity. Journal of Organizational Change Management, 2019, 33, 456-476.	2.7	10
66	Examining the Mediating Role of Organisational Support on the Relationship Between Organisational Cynicism and Turnover Intention in Technology Firms in Istanbul. Frontiers in Psychology, 2021, 12, 606215.	2.1	10
67	â€œDonâ€™t mention the warâ€” Middle Eastern careers in context. Career Development International, 2003, 8, 325-327.	2.7	9
68	Employee voice in the SME context. , 2014, , .		9
69	Multi-level approaches to entrepreneurship and small business research - transcending dichotomies with Bourdieu. , 2014, , .		9
70	Orthodoxy, illusio, and playing the scientific game: a Bourdieusian analysis of infection control science in the COVID-19 pandemic. Wellcome Open Research, 2021, 6, 126.	1.8	9
71	The impact of the hidden curriculum on international students in the context of a country with a toxic triangle of diversity. Curriculum Journal, 2022, 33, 156-177.	1.5	9
72	The paradox of diversity in leadership and leadership for diversity. Management International, 0, 17, 14-24.	0.1	8

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73	Careers of skilled migrants. <i>Journal of Management Development</i> , 2013, 32, 148-151.	2.1	8
74	Race Discrimination at Work in the United Kingdom. <i>International Perspectives on Equality, Diversity and Inclusion</i> , 2019, , 107-127.	0.1	8
75	<i>Global Diversity Management</i> . , 2015, , .		8
76	Social innovation in managing diversity: COVID-19 as a catalyst for change. <i>Equality, Diversity and Inclusion</i> , 2022, ahead-of-print, .	1.4	8
77	Film marketing in Europe: bridging the gap between policy and practice. <i>International Journal of Nonprofit and Voluntary Sector Marketing</i> , 2004, 9, 229-237.	0.8	7
78	Early Organizational Diffusion of Contemporary Policies: Narratives of Sustainability and Talent Management. <i>Procedia, Social and Behavioral Sciences</i> , 2015, 213, 807-811.	0.5	7
79	Consequences of Neo-Liberal Politics on Equality and Diversity at Work in Britain: Is Resistance Futile?. <i>International Perspectives on Equality, Diversity and Inclusion</i> , 2017, , 319-334.	0.1	7
80	Scientism as illuio in HR algorithms: Towards a framework for algorithmic hygiene for bias proofing. <i>Human Resource Management Journal</i> , 0, , .	5.7	7
81	Cross-cultural perspectives of diversity within family businesses. <i>International Journal of Cross Cultural Management</i> , 2011, 11, 107-111.	2.1	6
82	Hegemonic dividend and workforce diversity: The case of â€˜biatâ€™ and meritocracy in nation branding in Turkey. <i>Journal of Management and Organization</i> , 2019, 25, 543-553.	3.0	6
83	Orthodoxy, illuio, and playing the scientific game: a Bourdieusian analysis of infection control science in the COVID-19 pandemic. <i>Wellcome Open Research</i> , 2021, 6, 126.	1.8	6
84	<i>Global Diversity Management</i> . , 2013, , .		6
85	Does the Ongoing Global Economic Crisis Put Diversity Gains at Risk?. <i>Advances in Religious and Cultural Studies</i> , 2016, , 424-452.	0.2	6
86	The Cultural Impact of Hidden Curriculum on Language Learners. <i>Advances in Educational Technologies and Instructional Design Book Series</i> , 2019, , 104-125.	0.2	6
87	Populism as New Wine in Old Bottles in the Context of Germany: â€˜Symbolic Violenceâ€™ as Collective Habitus That Devalues the Human Capital of Turks. <i>Societies</i> , 2022, 12, 45.	1.5	6
88	Art for the masses or art for the few? Ethical issues in film marketing in the UK. <i>International Journal of Nonprofit and Voluntary Sector Marketing</i> , 2002, 7, 195-203.	0.8	5
89	Choosing a career in management: an interdisciplinary multicultural perspective. <i>Career Development International</i> , 2008, 13, 285-290.	2.7	4
90	<i>Equality, diversity and inclusion atwork: yesterday, today and tomorrow</i> . , 2009, , .		4

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91	Introducing Recovery and Organization. Culture and Organization, 2013, 19, 371-376.	0.8	4
92	Pay Referents and Satisfaction with Pay: Does Occupational Proximity Matter?. British Journal of Management, 2019, 30, 578-592.	5.0	4
93	A Multi-level Understanding of the Careers of Minority Ethnic Elites. , 2012, , 241-261.		4
94	Exploring the Interplay Between Deviance and Loneliness at Work. Advances in Human Resources Management and Organizational Development Book Series, 2020, , 48-65.	0.3	4
95	'Global' Diversity Management: The Case of Automobile Manufacturing Companies in Japan. SSRN Electronic Journal, 2005, , .	0.4	3
96	Global Diversity Management. , 2016, , .		3
97	Relational Methods in Organization Studies: A Critical Overview. , 2018, , 151-177.		3
98	Senior Entrepreneurship, Gender Diversity and Intersectionality. , 2019, , 125-138.		3
99	Regendering of dynamic managerial capabilities in the context of binary perspectives on gender diversity. Gender in Management, 2019, 35, 19-36.	1.9	3
100	English Medium Instruction as a Vehicle for Language Teaching or a Product for Marketing? The Case of Turkey. , 2021, , 321-341.		3
101	The High Stakes Use of Language Proficiency Tests as Illusio and Pyramid Scheme. Advances in Higher Education and Professional Development Book Series, 2020, , 188-203.	0.2	3
102	Diversity in the Context of Lifelong Learning. , 2009, , 288-300.		3
103	YÄ¶netim Ä±talÄ±Ä¶ymalarÄ± AlanÄ±ndaki KÄ±sÄ±r YÄ¶ntem Ä°kilemlerini DÄ±Ä¶aÄ±Sekimsel ve GeÄ±smiÄ¶sel YaklaÄ¶Ä±m ve EleÄ¶tiren GerÄ±SekÄ±silikle YÄ¶ntem Yelpazesine DÄ¶nÄ¶Ä¶tÄ¶rmek (Transforming the Barren Dichotomies of Method in) Tj,ETQq1 1 0.78431	0.4	3
104	AKADEMÄ°K YAÄ±ZAMDA LÄ°YAKATI AÄ±ZINDIRAN BÄ°R UNSUR OLARAK YAÄ±ZCILIK. Business & Management Studies: an International Journal, 2019, 7, 2828-2850.	0.5	3
105	Changing the rules of the game in academic publishing: three scenarios in the field of management research. International Journal of Business Governance and Ethics, 2021, 15, 477.	0.3	3
106	Managing Gender Diversity in Pakistan and Turkey: A Historical Review. , 2010, , .		3
107	Introduction: Theorising and Managing Gender Diversity in the Asian Context. , 2010, , .		2
108	Theory of Global Diversity Management. , 2008, , 17-37.		2

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109	Introduction to the Challenges of International Diversity Management. Management for Professionals, 2019, , 1-8.	0.5	2
110	New Turkish Business Elites: Resources, Networks, Boundaries and Mobility. , 2012, , 138-156.		2
111	Global Diversity Management Programs and Strategies at CEVA Logistics. , 2012, , 306-321.		2
112	Neo-colonial hierarchies of knowledge in marketing: Toxic field and illusio. Marketing Theory, 2022, 22, 191-209.	3.1	2
113	Women and Men at Work. Gender, Work and Organization, 2006, 13, 98-100.	4.7	1
114	Gender and Jobs: Sex Segregation of Occupations in the World ? By Richard Anker. Gender, Work and Organization, 2007, 14, 502-504.	4.7	1
115	Reciprocity as a way forward for diversity management and CSR research. , 2014, , .		1
116	Understanding the Changing Nature of the Relationship between the State and Business Elites. Research in the Sociology of Organizations, 2015, , 107-129.	0.8	1
117	Reflections on Definitions, Methods, Challenges of and Ways Forward for Ethnic Counting in Europe. International Perspectives on Equality, Diversity and Inclusion, 2019, , 15-34.	0.1	1
118	Individual Effects: The Agency of the Diversity Manager. , 2008, , 389-416.		1
119	Corporate social responsibility and human resource management: a diversity perspective. , 2014, , .		1
120	Same bed, different dreams: career development in the Middle East. Career Development International, 2003, 8, .	2.7	1
121	Aspects of International Human Resource Management. , 2005, , 14-28.		1
122	Global Diversity Management. Management for Professionals, 2019, , 25-39.	0.5	1
123	The Rise of Cartesian Dualism and Marketization in Academia. , 0, , 268-269.		1
124	Editorial: What Is Wrong With Leader Emergence?. Frontiers in Psychology, 2022, 13, .	2.1	1
125	Mind Your Own Business. Academy of Management Review, 2004, 29, 698.	11.7	0
126	Introduction: Diversity Management Travels to Underexplored Territories. , 2010, , .		0

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127	High-technology Entrepreneurs: Equality, Diversity and Inclusion. , 2010, , .		0
128	Recognising the Service of Our Referees. British Journal of Management, 2011, 22, 672-675.	5.0	0
129	Response to Dr Ulucanlar. Journal of Evaluation in Clinical Practice, 2019, 25, 728-728.	1.8	0
130	Changing the rules of the game in academic publishing: three scenarios in the field of management research. International Journal of Business Governance and Ethics, 2021, 15, 1.	0.3	0
131	Toxic Illusio in the Global Value Chain: The Case of Amazon. , 2021, , 163-178.		0
132	Debate: Accounting for gender diversity in global value chains. Public Money and Management, 2021, 41, 506-506.	2.1	0
133	THE WAY FORWARD FOR EQUAL OPPORTUNITIES BY SEX IN EMPLOYMENT IN TURKEY AND BRITAIN. Turkish Yearbook of International Relations, 0, , 001-032.	0.2	0
134	Mind Your Own BusinessMind Your Own Business, by Harman Sidney. New York: Random House, 2003.. Academy of Management Review, 2004, 29, 698-702.	11.7	0
135	Challenges Facing International Human Resource Management. , 2005, , 160-172.		0
136	Introducing International Human Resource Management. , 2005, , 1-13.		0
137	Equal Opportunities International - setting out the research agenda. Equality, Diversity and Inclusion, 2006, 25, .	0.4	0
138	Relational Inequality and Diversity: Bridging Sociological and Organization Studies Perspectives. Proceedings - Academy of Management, 2014, 2014, 12279.	0.1	0
139	The Case of Work Placements in the Creative and Cultural Industries. , 2015, , 157-183.		0
140	Theory of Global Diversity Management. , 2015, , 17-37.		0
141	Diversity Management at the National Level. , 2015, , 41-56.		0
142	Discourses of Diversity Management: Telling the Story of Diversity Management. , 2015, , 92-115.		0
143	The Case of Private Sector Recruitment Agencies. , 2015, , 119-156.		0
144	Individual Effects: The Case of a Global Automobile Manufacturing Company. , 2015, , 235-249.		0

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145	The Organizational Level: The Case of a Global Automobile Manufacturing Company. , 2015, , 187-207.		0
146	Individual Effects: The Agency of the Diversity Manager. , 2015, , 208-234.		0
147	The Challenges Facing Global Diversity Management. , 2015, , 253-256.		0
148	Diagnostic Equality and Diversity Checks. , 2015, , 57-91.		0
149	Identifying Effective Talent Management Policies and Practices in the United Arab Emirates (UAE). Advances in Electronic Government, Digital Divide, and Regional Development Book Series, 2016, , 292-305.	0.2	0
150	Cosmopolitanism and Entrepreneurship in Istanbul and London. , 2019, , 70-83.		0
151	International Intersectionalities: Challenges and Opportunities for Diversity and Inclusion in IB. Proceedings - Academy of Management, 2019, 2019, 11334.	0.1	0
152	Exploring Relationality in Organizational Scholarship: Past and Future, Convergences and Tensions. Proceedings - Academy of Management, 2019, 2019, 11475.	0.1	0
153	Responsible Leadership: An Emergentist Perspective. Proceedings - Academy of Management, 2020, 2020, 13031.	0.1	0
154	Women in Information Communication Technologies. Advances in Social Networking and Online Communities Book Series, 0, , 87-97.	0.4	0
155	A Multi-level Understanding of the Careers of Minority Ethnic Elites. , 0, , .		0