Mustafa F Ozbilgin

List of Publications by Year
in descending order

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	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
2	Social innovation in managing diversity: COVID-19 as a catalyst for change. Equality, Diversity and Inclusion, 2022, ahead-of-print, .	1.4	8
3	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. Societies, 2022, 12, 45.	1.5	6
4	Neo-colonial hierarchies of knowledge in marketing: Toxic field and illusio. Marketing Theory, 2022, 22, 191-209.	3.1	2
5	Editorial: What Is Wrong With Leader Emergence?. Frontiers in Psychology, 2022, 13, .	2.1	1
6	Understanding the Followers of Toxic Leaders: Toxic Illusio and Personal Uncertainty. International Journal of Management Reviews, 2021, 23, 45-63.	8.3	26
7	What happens to diversity at work in the context of a toxic triangle? Accounting for the gap between discourses and practices of diversity management. Human Resource Management Journal, 2021, 31, 553-574.	5.7	15
8	The Effectiveness of Mobile-Assisted Language Learning (MALL). Advances in Mobile and Distance Learning Book Series, 2021, , 194-212.	0.5	11
9	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
10	English Medium Instruction as a Vehicle for Language Teaching or a Product for Marketing? The Case of Turkey. , 2021, , 321-341.		3
11	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
12	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
13	Toxic Illusio in the Global Value Chain: The Case of Amazon. , 2021, , 163-178.		0
14	Debate: Accounting for gender diversity in global value chains. Public Money and Management, 2021, 41, 506-506.	2.1	0
15	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	6
16	How does responsible leadership emerge? An emergentist perspective. European Management Review, 2021, 18, 521-534.	3.7	12
17	Social Movements and Wellbeing in Organizations from Multilevel and Intersectional Perspectives: The Case of the #blacklivesmatter Movement. , 2021, , 119-138.		14
18	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

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19	The â€˜Newâ€™ Migration for Work Phenomenon: The Pursuit of Emancipation and Recognition in the Context of Work. Work, Employment and Society, 2020, 34, 864-882.	2.7	15
20	The Duality of an Atypical Leader in Diversity Management: The Legitimization and Delegitimization of Diversity Beliefs in Organizations. International Journal of Management Reviews, 2020, 22, 101-119.	8.3	22
21	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
22	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
23	Responsible Leadership: An Emergentist Perspective. Proceedings - Academy of Management, 2020, 2020, 13031.	0.1	0
24	Response to Dr Ulucanlar. Journal of Evaluation in Clinical Practice, 2019, 25, 728-728.	1.8	0
25	Hegemonic dividend and workforce diversity: The case of â€˜biatâ€™ and meritocracy in nation branding in Turkey. Journal of Management and Organization, 2019, 25, 543-553.	3.0	6
26	Senior Entrepreneurship, Gender Diversity and Intersectionality. , 2019, , 125-138.		3
27	Moral entrepreneurship, the powerâ€knowledge nexus, and the Cochrane â€œcrisisâ€. Journal of Evaluation in Clinical Practice, 2019, 25, 717-725.	1.8	15
28	Moving from intersectional hostility to intersectional solidarity. Journal of Organizational Change Management, 2019, 33, 456-476.	2.7	10
29	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
30	Race Discrimination at Work in the United Kingdom. International Perspectives on Equality, Diversity and Inclusion, 2019, , 107-127.	0.1	8
31	Regendering of dynamic managerial capabilities in the context of binary perspectives on gender diversity. Gender in Management, 2019, 35, 19-36.	1.9	3
32	Pay Referents and Satisfaction with Pay: Does Occupational Proximity Matter?. British Journal of Management, 2019, 30, 578-592.	5.0	4
33	Introduction to the Challenges of International Diversity Management. Management for Professionals, 2019, , 1-8.	0.5	2
34	Global Diversity Management. Management for Professionals, 2019, , 25-39.	0.5	1
35	Cosmopolitanism and Entrepreneurship in Istanbul and London. , 2019, , 70-83.		0
36	International Intersectionalities: Challenges and Opportunities for Diversity and Inclusion in IB. Proceedings - Academy of Management, 2019, 2019, 11334.	0.1	0

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37	Exploring Relationality in Organizational Scholarship: Past and Future, Convergences and Tensions. Proceedings - Academy of Management, 2019, 2019, 11475.	0.1	0
38	AKADEMÄ°K YAÅžAMDA LÄ°YAKATI AÅžINDIRAN BÄ°R UNSUR OLARAK YAÄžCILIK. Business & Management Studies: an International Journal, 2019, 7, 2828-2850.	0.5	3
39	The Cultural Impact of Hidden Curriculum on Language Learners. Advances in Educational Technologies and Instructional Design Book Series, 2019, , 104-125.	0.2	6
40	Relational Methods in Organization Studies: A Critical Overview. , 2018, , 151-177.		3
41	Consequences of Neo-Liberal Politics on Equality and Diversity at Work in Britain: Is Resistance Futile?. International Perspectives on Equality, Diversity and Inclusion, 2017, , 319-334.	0.1	7
42	Global Diversity Management. , 2016, , .		3
43	Gender as Symbolic Capital and Violence: The Case of Corporate Elites in Turkey. Gender, Work and Organization, 2016, 23, 125-146.	4.7	21
44	Four approaches to accounting for diversity in global organisations. Critical Perspectives on Accounting, 2016, 35, 88-99.	4.5	26
45	Editorial: Equality, diversity and inclusion in accounting. Critical Perspectives on Accounting, 2016, 35, 1-12.	4.5	28
46	Does the Ongoing Global Economic Crisis Put Diversity Gains at Risk?. Advances in Religious and Cultural Studies, 2016, , 424-452.	0.2	6
47	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
48	Early Organizational Diffusion of Contemporary Policies: Narratives of Sustainability and Talent Management. Procedia, Social and Behavioral Sciences, 2015, 213, 807-811.	0.5	7
49	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
50	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
51	Gender Diversity and Board Performance: Women's Experiences and Perspectives. Human Resource Management, 2015, 54, 265-281.	5.8	115
52	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
53	Questioning impact: interconnection between extra-organizational resources and agency of equality and diversity officers. International Journal of Human Resource Management, 2015, 26, 1243-1258.	5.3	15
54	Change agency as performance and embeddedness: Exploring the possibilities and limits of Butler and Bourdieu. Culture and Organization, 2015, 21, 235-250.	0.8	26

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55	Global Diversity Management. , 2015, , .		8
56	The Case of Work Placements in the Creative and Cultural Industries. , 2015, , 157-183.		0
57	Theory of Global Diversity Management. , 2015, , 17-37.		0
58	Diversity Management at the National Level. , 2015, , 41-56.		0
59	Discourses of Diversity Management: Telling the Story of Diversity Management. , 2015, , 92-115.		0
60	The Case of Private Sector Recruitment Agencies. , 2015, , 119-156.		0
61	Individual Effects: The Case of a Global Automobile Manufacturing Company. , 2015, , 235-249.		0
62	The Organizational Level: The Case of a Global Automobile Manufacturing Company. , 2015, , 187-207.		0
63	Individual Effects: The Agency of the Diversity Manager. , 2015, , 208-234.		0
64	The Challenges Facing Global Diversity Management. , 2015, , 253-256.		0
65	Diagnostic Equality and Diversity Checks. , 2015, , 57-91.		0
66	Reciprocity as a way forward for diversity management and CSR research. , 2014, , .		1
67	Employee voice in the SME context. , 2014, , .		9
68	Multi-level approaches to entrepreneurship and small business research - transcending dichotomies with Bourdieu. , 2014, , .		9
69	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
70	A Bourdieuan Relational Perspective for Entrepreneurship Research. Journal of Small Business Management, 2014, 52, 615-632.	4.8	52
71	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
72	Tackling Whiteness in organizations and management. Journal of Managerial Psychology, 2014, 29, 362-369.	2.2	45

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73	Corporate social responsibility and human resource management: a diversity perspective. , 2014, , .		1
74	Relational Inequality and Diversity: Bridging Sociological and Organization Studies Perspectives. Proceedings - Academy of Management, 2014, 2014, 12279.	0.1	0
75	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
76	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
77	The tragedy of the uncommons: Reframing workforce diversity. Human Relations, 2013, 66, 271-294.	5.4	93
78	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
79	Introducing Recovery and Organization. Culture and Organization, 2013, 19, 371-376.	0.8	4
80	Frayed Careers of Migrant Female Professors in British Academia: An Intersectional Perspective. Gender, Work and Organization, 2013, 20, 158-171.	4.7	74
81	Careers of skilled migrants. Journal of Management Development, 2013, 32, 148-151.	2.1	8
82	Global Diversity Management. , 2013, , .		6
83	International Diversity Management. , 2013, , 14-28.		14
84	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
85	Careers of skilled migrants: towards a theoretical and methodological expansion. Journal of Management Development, 2012, 31, 92-101.	2.1	121
86	Surprising intersectionalities of inequality and privilege: the case of the arts and cultural sector. Equality, Diversity and Inclusion, 2012, 31, 249-265.	1.4	49
87	Questioning quotas: applying a relational framework for diversity management practices in the United Arab Emirates. Human Resource Management Journal, 2012, 22, 299-315.	5.7	28
88	International Transfer of Policies and Practices of Gender Equality in Employment to and among Muslim Majority Countries. Gender, Work and Organization, 2012, 19, 345-369.	4.7	36
89	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
90	A Multi-level Understanding of the Careers of Minority Ethnic Elites. , 2012, , 241-261.		4

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91	New Turkish Business Elites: Resources, Networks, Boundaries and Mobility. , 2012, , 138-156.		2
92	Global Diversity Management Programs and Strategies at CEVA Logistics. , 2012, , 306-321.		2
93	Gendered forms of othering in UK hospital medicine. Equality, Diversity and Inclusion, 2011, 30, 498-509.	1.4	23
94	Continuity and Change: Improving our Service to the BJM Community and Moving Towards Contextual Studies of Management. British Journal of Management, 2011, 22, 1-3.	5.0	15
95	Recognising the Service of Our Referees. British Journal of Management, 2011, 22, 672-675.	5.0	0
96	Workâ€"Life, Diversity and Intersectionality: A Critical Review and Research Agenda. International Journal of Management Reviews, 2011, 13, 177-198.	8.3	327
97	Understanding the interplay of time, gender and professionalism in hospital medicine in the UK. Social Science and Medicine, 2011, 72, 1588-1594.	3.8	30
98	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
99	Mapping out the field of equality and diversity: Rise of individualism and voluntarism. Human Relations, 2011, 64, 1229-1253.	5.4	157
100	Cross-cultural perspectives of diversity within family businesses. International Journal of Cross Cultural Management, 2011, 11, 107-111.	2.1	6
101	Understanding selfâ€initiated expatriates: Career experiences of Lebanese selfâ€initiated expatriates in France. Thunderbird International Business Review, 2010, 52, 275-285.	1.8	157
102	Scholarship of Consequence: New Directions for the <i>British Journal of Management</i>. British Journal of Management, 2010, 21, 1-6.	5.0	74
103	Introduction: Theorising and Managing Gender Diversity in the Asian Context. , 2010, , .		2
104	Introduction: Diversity Management Travels to Underexplored Territories. , 2010, , .		0
105	High-technology Entrepreneurs: Equality, Diversity and Inclusion. , 2010, , .		0
106	Diversity management for innovation in social enterprises in the UK. Entrepreneurship and Regional Development, 2010, 22, 557-574.	3.3	89
107	Competing rationalities in the diversity project of the UK judiciary: The politics of assessment centres. Human Relations, 2010, 63, 807-834.	5.4	16
108	Managing Gender Diversity in Pakistan and Turkey: A Historical Review. , 2010, , .		3

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109	Equality, diversity and inclusion atwork: yesterday, today and tomorrow. , 2009, , .		4
110	From Journal Rankings to Making Sense of the World. Academy of Management Learning and Education, 2009, 8, 113-121.	2.5	95
111	Revisiting the social construction of family in the context of work. Journal of Managerial Psychology, 2009, 24, 46-65.	2.2	30
112	Rescuing gender equality from the false dichotomies of secularism versus shariah in Muslim majority countries. Women's Studies International Forum, 2009, 32, 67-79.	1.1	31
113	Understanding diversity managers&otilde; role in organizational change: Towards a conceptual framework. Canadian Journal of Administrative Sciences, 2009, 26, 244-258.	1.5	102
114	A relational framework for international transfer of diversity management practices. International Journal of Human Resource Management, 2009, 20, 2435-2453.	5.3	261
115	Diversity in the Context of Lifelong Learning. , 2009, , 288-300.		3
116	Strategies for combating gendered perceptions of careers. Career Development International, 2008, 13, 320-332.	2.7	27
117	Choosing a career in management: an interdisciplinary multicultural perspective. Career Development International, 2008, 13, 285-290.	2.7	4
118	Global Diversity Management. , 2008, , .		53
119	Individual Effects: The Agency of the Diversity Manager. , 2008, , 389-416.		1
120	Theory of Global Diversity Management. , 2008, , 17-37.		2
121	Global diversity management: towards a conceptual framework. International Journal of Human Resource Management, 2007, 18, 1883-1894.	5.3	177
122	Against the Tide: Gendered Prejudice and Disadvantage in Engineering. Gender, Work and Organization, 2007, 14, 109-129.	4.7	29
123	Gender and Jobs: Sex Segregation of Occupations in the World ? By Richard Anker. Gender, Work and Organization, 2007, 14, 502-504.	4.7	1
124	Re-Organizing Work Roles in Health Care: Evidence from the Implementation of Functional Flexibility. British Journal of Management, 2006, 17, 139-151.	5.0	48
125	Women and Men at Work. Gender, Work and Organization, 2006, 13, 98-100.	4.7	1
126	Equal Opportunities International - setting out the research agenda. Equality, Diversity and Inclusion, 2006, 25, .	0.4	0

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127	Review Essay: Understanding Bourdieu'S Contribution To Organization And Management StudiesOutline of Theory of Practice, by BourdieuPierre. Cambridge: Cambridge University Press, 1977.The Logic of Practice, by BourdieuPierre. Stanford, CA: Stanford University Press, 1990.Practical Reason: On the Theory of Action, by BourdieuPierre. Cambridge: Polity Press, 1998.An Invitation to Reflexive Sociology, by BourdieuPierre and WacquantLoic. Cambridge: Polity Press, 1992.. Academy of Management Review, 2005, 30, 855-869.	11.7	153
128	'Global' Diversity Management: The Case of Automobile Manufacturing Companies in Japan. SSRN Electronic Journal, 2005, , .	0.4	3
129	Explaining influences on career 'choice': the case of MBA students in comparative perspective. International Journal of Human Resource Management, 2005, 16, 2000-2028.	5.3	71
130	Academic Employment and Gender: A Turkish Challenge to Vertical Sex Segregation. European Journal of Industrial Relations, 2005, 11, 247-264.	2.1	48
131	Challenges Facing International Human Resource Management. , 2005, , 160-172.		0
132	Introducing International Human Resource Management. , 2005, , 1-13.		0
133	Aspects of International Human Resource Management. , 2005, , 14-28.		1
134	"International" human resource management. Personnel Review, 2004, 33, 205-221.	2.7	65
135	Individuals, organizations and careers: a relational perspective. Career Development International, 2004, 9, 7-11.	2.7	12
136	'Belonging' and 'Otherness': Sex Equality in Banking in Turkey and Britain. Gender, Work and Organization, 2004, 11, 668-688.	4.7	68
137	The gendered nature of career development of university professors: the case of Turkey. Journal of Vocational Behavior, 2004, 64, 358-371.	3.4	76
138	Film marketing in Europe: bridging the gap between policy and practice. International Journal of Nonprofit and Voluntary Sector Marketing, 2004, 9, 229-237.	0.8	7
139	Mind Your Own Business. Academy of Management Review, 2004, 29, 698.	11.7	0
140	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
141	Dot-Com Women Entrepreneurs in the UK. International Journal of Entrepreneurship and Innovation, 2003, 4, 13-24.	2.3	34
142	"Don't mention the war"– Middle Eastern careers in context. Career Development International, 2003, 8, 325-327.	2.7	9
143	Same bed, different dreams: career development in the Middle East. Career Development International, 2003, 8, .	2.7	1
144	Art for the masses or art for the few? Ethical issues in film marketing in the UK. International Journal of Nonprofit and Voluntary Sector Marketing, 2002, 7, 195-203.	0.8	5

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145	Is the practice of equal opportunities management keeping pace with theory? Management of sex equality in the financial services sector in Britain and Turkey. Human Resource Development International, 2000, 3, 43-67.	4.0	17
146	Sex equality in the financial services sector in Turkey and the UK. Gender in Management, 1999, 14, 325-333.	0.5	32
147	The paradox of diversity in leadership and leadership for diversity. Management International, 0, 17, 14-24.	0.1	8
148	Global Diversity Management. , 0, , 379-396.		48
149	Orthodoxy, illusio, and playing the scientific game: a Bourdieusian analysis of infection control science in the COVID-19 pandemic. Wellcome Open Research, 0, 6, 126.	1.8	16
150	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
151	YÃ¶netim Ã‡alÄ±ÅŸmalarÄ± AlanÄ±ndaki KÄ±sÄ±r YÃ¶ntem Ä°kilemlerini DÄ±ÅŸaÃ§ekimsel ve GeÃ§miÅŸsel YaklaÅŸÄ±m ve EleÅŸtirel GerÃ§ekÃ§ilikle YÃ¶ntem Yelpazesine DÃ¶nÃ¼ÅŸtÃ¼rmek (Transforming the Barren Dichotomies of Method in) Tj ETQq1 1 0.78431	0.4	3
152	Women in Information Communication Technologies. Advances in Social Networking and Online Communities Book Series, 0, , 87-97.	0.4	0
153	Scientism as illusio in HR algorithms: Towards a framework for algorithmic hygiene for bias proofing. Human Resource Management Journal, 0, , .	5.7	7
154	A Multi-level Understanding of the Careers of Minority Ethnic Elites. , 0, , .		0
155	The Rise of Cartesian Dualism and Marketization in Academia. , 0, , 268-269.		1