

Keith Townsend

List of Publications by Year in descending order

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Version: 2024-02-01

83
papers

1,718
citations

331670

21
h-index

345221

36
g-index

91
all docs

91
docs citations

91
times ranked

1279
citing authors

#	ARTICLE	IF	CITATIONS
1	High reliability Human Resource Management (HRM): A system for high risk workplaces. Human Resource Management Journal, 2023, 33, 170-186.	5.7	2
2	Tracking employee voice: developing the concept of voice pathways. Asia Pacific Journal of Human Resources, 2022, 60, 283-304.	3.9	12
3	HRM system strength and employee well-being: the role of internal process and open systems. Asia Pacific Journal of Human Resources, 2022, 60, 171-193.	3.9	5
4	Victim or master of HRM implementation: the frontline manager conundrum. Asia Pacific Journal of Human Resources, 2022, 60, 79-96.	3.9	7
5	The dual pressures of youth and expansion: revisiting stage theories of growth in SMEs. Employee Relations, 2022, 44, 1393-1409.	2.4	1
6	Understanding HRM philosophy for HPWS and employees' perceptions. Personnel Review, 2021, 50, 812-828.	2.7	7
7	Frontline managers' implementation of the formal and informal performance management systems. Personnel Review, 2021, 50, 379-398.	2.7	9
8	Violence at work in the ambulance service: the role of HRM and other systems. Personnel Review, 2021, 50, 1647-1664.	2.7	0
9	The role of peer-to-peer voice in severe work environments: organisational facilitators and barriers. Industrial Relations Journal, 2020, 51, 556-571.	1.3	8
10	Skilled migrant employees' perceptions of support from line managers. Equality, Diversity and Inclusion, 2020, 39, 931-947.	1.4	2
11	Different strokes for different folks. Journal of Organizational Effectiveness, 2020, 7, 1-19.	2.3	17
12	The effects of offering flexible work practices to employees with unpaid caregiving responsibilities for elderly or disabled family members. Human Resource Management, 2020, 59, 483-495.	5.8	18
13	Beyond HRM Implementation: New Avenues for Line Managers Through HRM Differentiation. Proceedings - Academy of Management, 2020, 2020, 16519.	0.1	0
14	A future for IR academics? 2018 AIRAANZ presidential address. Labour & Industry, 2019, 29, 1-5.	1.5	5
15	Health service accreditation stimulating change in clinical care and human resource management processes: A study of 311 Australian hospitals. Health Policy, 2019, 123, 661-665.	3.0	26
16	Barriers to frontline manager support for high-trauma workers. Personnel Review, 2019, 48, 1394-1409.	2.7	5
17	HRM and the health of hospitals. Health Services Management Research, 2019, 32, 89-102.	1.7	6
18	Perceptions of HRM system strength and affective commitment: the role of human relations and internal process climate. International Journal of Human Resource Management, 2019, 30, 3026-3048.	5.3	46

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19	Ability, Motivation and Opportunity theory: a formula for employee performance?. , 2019, , .		26
20	â€˜The mission or the margin?â€™ A high-performance work system in a non-profit organisation. International Journal of Human Resource Management, 2017, 28, 1938-1959.	5.3	24
21	Managing flexible work arrangements in small not-for-profit firms: the influence of organisational size, financial constraints and workforce characteristics. International Journal of Human Resource Management, 2017, 28, 2085-2107.	5.3	25
22	Industrial relations now: Where are we? Where to next?. Journal of Industrial Relations, 2017, 59, 117-121.	1.8	2
23	Line managers in industrial relations: Where are we now and where to next?. Journal of Industrial Relations, 2017, 59, 139-152.	1.8	10
24	Implementing health promotion programs in the Australian construction industry. Engineering, Construction and Architectural Management, 2017, 24, 260-274.	3.1	13
25	Are new organisations at the cutting edge of employment relations innovation?. Personnel Review, 2017, 46, 1397-1413.	2.7	1
26	The role of line managers in creating and maintaining healthy work environments on project construction sites. Construction Management and Economics, 2016, 34, 611-621.	3.0	5
27	Employee voice in enterprise bargaining: what managers miss when they fail to listen. Labour & Industry, 2016, 26, 266-280.	1.5	3
28	The message and the messenger. Personnel Review, 2016, 45, 1240-1258.	2.7	19
29	Learning to manage: development experiences of hospital frontline managers. Human Resource Management Journal, 2016, 26, 505-522.	5.7	25
30	Reporting and Justifying the Number of Interview Participants in Organization and Workplace Research. British Journal of Management, 2016, 27, 836-852.	5.0	304
31	â€˜We are very focused on the muffinsâ€™: Regulation of and compliance with industrial relations in franchises. Journal of Industrial Relations, 2016, 58, 25-45.	1.8	12
32	Fatal consequences: an analysis of the failed employee voice system at the <sc>B</sc>undaberg Hospital. Asia Pacific Journal of Human Resources, 2015, 53, 265-280.	3.9	14
33	The front-line managerâ€™s role in informal voice pathways. Employee Relations, 2015, 37, 475-486.	2.4	14
34	Opening the black box in nursing work and management practice: the role of ward managers. Journal of Nursing Management, 2015, 23, 211-220.	3.4	13
35	Managing the front-line manager. , 2015, , .		1
36	Partnership, collaboration and mutual gains: evaluating context, interests and legitimacy. International Journal of Human Resource Management, 2014, 25, 737-747.	5.3	23

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37	Health service accreditation reinforces a mindset of high-performance human resource management: lessons from an Australian study. <i>International Journal for Quality in Health Care</i> , 2014, 26, 372-377.	1.8	18
38	Routes to partial success: collaborative employment relations and employee engagement. <i>International Journal of Human Resource Management</i> , 2014, 25, 915-930.	5.3	34
39	Decaf or double shot? The strength of franchisor control over <scp>HRM</scp> in coffee franchises. <i>Human Resource Management Journal</i> , 2014, 24, 323-338.	5.7	11
40	Guest Editors' Note: Time to Reconnect the Silos? Similarities and Differences in Employment Relations and Human Resources. <i>Human Resource Management</i> , 2014, 53, 203-210.	5.8	10
41	The role of line managers in employee voice systems. , 2014, , .		10
42	Contemporary trends in employee involvement and participation. <i>Journal of Industrial Relations</i> , 2013, 55, 475-487.	1.8	37
43	Reassessing employee involvement and participation: Atrophy, reinvigoration and patchwork in Australian workplaces. <i>Journal of Industrial Relations</i> , 2013, 55, 583-600.	1.8	33
44	Contingent management plans awaiting a contingency: the GFC and workplace change in the Australian hotels sector. <i>Asia Pacific Business Review</i> , 2013, 19, 266-278.	2.9	6
45	Filling the gaps: Patterns of formal and informal participation. <i>Economic and Industrial Democracy</i> , 2013, 34, 337-354.	1.6	51
46	The legitimation and reproduction of discourseâ€practice gaps in workâ€life balance. <i>Personnel Review</i> , 2013, 42, 205-222.	2.7	22
47	Is Enterprise Bargaining Still a Better Way of Working?. <i>Journal of Industrial Relations</i> , 2013, 55, 100-117.	1.8	15
48	Investigating the nuances of change in front-line managers' work. <i>Labour & Industry</i> , 2013, 23, 168-181.	1.5	14
49	The role of hospitals' HRM in shaping clinical performance: a holistic approach. <i>International Journal of Human Resource Management</i> , 2013, 24, 3062-3085.	5.3	29
50	To what extent do line managers play a role in modern industrial relations?. <i>Asia Pacific Journal of Human Resources</i> , 2013, 51, n/a-n/a.	3.9	8
51	Has Australia's Road to Workplace Partnership Reached a Dead End?. <i>The International Journal of Comparative Labour Law and Industrial Relations</i> , 2013, 29, 239-256.	0.3	7
52	Accidental, unprepared, and unsupported: clinical nurses becoming managers. <i>International Journal of Human Resource Management</i> , 2012, 23, 204-220.	5.3	47
53	Complicated Working Time Arrangements: Construction Industry Case Study. <i>Journal of Construction Engineering and Management - ASCE</i> , 2012, 138, 443-448.	3.8	13
54	Shifting frontiers of control during closedown processes. <i>Personnel Review</i> , 2012, 41, 160-179.	2.7	8

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55	Changing patterns of human resource management in construction. <i>Construction Management and Economics</i> , 2012, 30, 507-512.	3.0	23
56	Mixed signals in HRM: the HRM role of hospital line managers ¹ . <i>Human Resource Management Journal</i> , 2012, 22, 267-282.	5.7	69
57	Managerial Autism: Threatâ€“Rigidity and Rigidity's Threat. <i>British Journal of Management</i> , 2012, 23, S74.	5.0	38
58	Working time alterations within the Australian construction industry. <i>Personnel Review</i> , 2011, 40, 70-86.	2.7	21
59	Company Births, Deaths and Marriages: Flaws in Age Fields in Business Microdata. <i>Australian Economic Review</i> , 2011, 44, 338-346.	0.7	3
60	Full Metal Jarhead: Shifting the Horizon of Expectation. <i>Journal of Popular Culture</i> , 2011, 44, 915-933.	0.1	1
61	All we need is a miracle: Using a solution-based approach to human resource management in hospitals. <i>Asia Pacific Journal of Human Resources</i> , 2011, 49, 165-179.	3.9	4
62	Guest editors' note: Lifting the standards of practice and research - Hospitals and HRM. <i>Asia Pacific Journal of Human Resources</i> , 2011, 49, 131-137.	3.9	22
63	Labouring for leisure? Achieving work-life balance through compressed working weeks. <i>Annals of Leisure Research</i> , 2011, 14, 43-59.	1.7	22
64	Developing a Contemporary Approach to Conceptualizing Employee Actions. , 2011, , 101-121.		2
65	Managing under pressure: HRM in hospitals. <i>Human Resource Management Journal</i> , 2010, 20, 332-338.	5.7	47
66	Talking the talk and walking the walk. <i>International Journal of Managing Projects in Business</i> , 2010, 3, 589-603.	2.5	18
67	WorkChoices, ImageChoices and the marketing of new industrial relations legislation. <i>Work, Employment and Society</i> , 2009, 23, 285-304.	2.7	10
68	Wrong way, go back! Negotiating access in industry-based research. , 2009, , 119-134.		2
69	Looking through the haze of discontent: smokers as a data source. , 2009, , 83-93.		0
70	Serendipity and flexibility in social science research: meeting the unexpected. , 2009, , 1-14.		0
71	Lessons learnt from this madness. , 2009, , 193-200.		0
72	Alternative work schedule interventions in the Australian construction industry: a comparative case study analysis. <i>Construction Management and Economics</i> , 2008, 26, 1101-1112.	3.0	26

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73	Recruitment, training and turnover: another call centre paradox. <i>Personnel Review</i> , 2007, 36, 476-490.	2.7	36
74	Who Has Control in Teams without Teamworking?. <i>Economic and Industrial Democracy</i> , 2007, 28, 622-649.	1.6	9
75	Improving Employees'™ Work-Life Balance in the Construction Industry: Project Alliance Case Study. <i>Journal of Construction Engineering and Management - ASCE</i> , 2007, 133, 807-815.	3.8	114
76	Transition to practitioner: Redesigning a third year course for undergraduate business students. <i>Journal of Management and Organization</i> , 2007, 13, 65-80.	3.0	22
77	Transition to practitioner: Redesigning a third year course for undergraduate business students. <i>Journal of Management and Organization</i> , 2007, 13, 65-80.	3.0	13
78	Electronic surveillance and cohesive teams: room for resistance in an Australian call centre?. <i>New Technology, Work and Employment</i> , 2005, 20, 47-59.	4.0	50
79	Managing mobile phones: a work/non-work collision in small business. <i>New Technology, Work and Employment</i> , 2005, 20, 259-267.	4.0	16
80	Management culture and employee resistance: investigating the management of leisure service employees. <i>Managing Leisure</i> , 2004, 9, 47-58.	0.7	16
81	When the LOST Found Teams: A Consideration of Teams within the Individualised Call Centre Environment. <i>Labour & Industry</i> , 2004, 14, 111-126.	1.5	15
82	Leisure at Work, who can Resist? An Investigation into Workplace Resistance by Leisure Service Employees. <i>Journal of Industrial Relations</i> , 2003, 45, 442-456.	1.8	1
83	Frontline managers'™ task-related emotion regulation, emotional intelligence, and daily stress. <i>Australian Journal of Management</i> , 0, , 031289622211054.	2.2	0