

Timothy Bartram, Mcomm, Postgrad Di

List of Publications by Year in descending order

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Version: 2024-02-01

125
papers

3,737
citations

136950

32
h-index

161849

54
g-index

151
all docs

151
docs citations

151
times ranked

2699
citing authors

#	ARTICLE	IF	CITATIONS
1	The relationship between leadership and follower in-role performance and satisfaction with the leader. <i>Leadership and Organization Development Journal</i> , 2007, 28, 4-19.	3.0	177
2	Analysing the "Black Box"™ of HRM: Uncovering HR Goals, Mediators, and Outcomes in a Standardized Service Environment. <i>Journal of Management Studies</i> , 2011, 48, 1504-1532.	8.3	173
3	Singing the same song: translating HRM messages across management hierarchies in Australian hospitals. <i>International Journal of Human Resource Management</i> , 2010, 21, 567-581.	5.3	135
4	Do perceived high performance work systems influence the relationship between emotional labour, burnout and intention to leave? A study of Australian nurses. <i>Journal of Advanced Nursing</i> , 2012, 68, 1567-1578.	3.3	135
5	Well-being-oriented human resource management practices and employee performance in the Chinese banking sector: The role of social climate and resilience. <i>Human Resource Management</i> , 2019, 58, 85-97.	5.8	135
6	Exploring the effects of high-performance work systems (HPWS) on the work-related well-being of Chinese hospital employees. <i>International Journal of Human Resource Management</i> , 2013, 24, 3196-3212.	5.3	129
7	The effects of high-performance work systems on hospital employees' work attitudes and intention to leave: a multi-level and occupational group analysis. <i>International Journal of Human Resource Management</i> , 2013, 24, 3086-3114.	5.3	117
8	Implementing lean management/Six Sigma in hospitals: beyond empowerment or work intensification?. <i>International Journal of Human Resource Management</i> , 2014, 25, 2926-2940.	5.3	106
9	Lost in translation: exploring the link between HRM and performance in healthcare. <i>Human Resource Management Journal</i> , 2007, 17, 21-41.	5.7	104
10	Factors affecting the job stress and job satisfaction of Australian nurses: Implications for recruitment and retention. <i>Contemporary Nurse</i> , 2004, 17, 293-304.	1.0	99
11	Trust and the Relationship Between Leadership and Follower Performance: Opening the Black Box in Australia and China. <i>Journal of Leadership and Organizational Studies</i> , 2006, 12, 68-84.	4.0	89
12	Nurse perceptions of the quality of patient care. <i>Health Care Management Review</i> , 2010, 35, 355-364.	1.4	85
13	Human resource management, Lean processes and outcomes for employees: towards a research agenda. <i>International Journal of Human Resource Management</i> , 2014, 25, 2881-2891.	5.3	82
14	High performance work systems: the gap between policy and practice in health care reform. <i>Journal of Health Organization and Management</i> , 2011, 25, 281-297.	1.3	78
15	Social identification: linking high performance work systems, psychological empowerment and patient care. <i>International Journal of Human Resource Management</i> , 2014, 25, 2401-2419.	5.3	76
16	Transformational leadership and social identity as predictors of team climate, perceived quality of care, burnout and turnover intention among nurses. <i>Personnel Review</i> , 2016, 45, 1200-1216.	2.7	76
17	The role of team climate in the management of emotional labour: implications for nurse retention. <i>Journal of Advanced Nursing</i> , 2013, 69, 2812-2825.	3.3	75
18	The antecedents and consequences of psychological empowerment among Singaporean IT employees. <i>Management Research Review</i> , 2006, 30, 34-46.	0.7	72

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19	Union Organizing as a Mobilizing Strategy: The Impact of Social Identity and Transformational Leadership on the Collectivism of Union Members. <i>British Journal of Industrial Relations</i> , 2009, 47, 701-722.	1.2	61
20	Small firms, big ideas: The adoption of human resource management in Australian small firms. <i>Asia Pacific Journal of Human Resources</i> , 2005, 43, 137-154.	3.9	59
21	Supporting workers with disabilities: a scoping review of the role of human resource management in contemporary organisations. <i>Asia Pacific Journal of Human Resources</i> , 2017, 55, 6-43.	3.9	58
22	Guest Editorsâ€™ Introduction: Human Resource Management in Health Care and Elderly Care: Current Challenges and Toward a Research Agenda. <i>Human Resource Management</i> , 2015, 54, 711-735.	5.8	57
23	Workplace violence against nurses in health care and the role of human resource management: A systematic review of the literature. <i>Journal of Advanced Nursing</i> , 2020, 76, 1581-1593.	3.3	56
24	The effects of emotional intelligence and stressâ€related presenteeism on nursesâ€™ wellâ€being. <i>Asia Pacific Journal of Human Resources</i> , 2015, 53, 296-310.	3.9	46
25	HRM and workplace innovations: formulating research questions. <i>Personnel Review</i> , 2017, 46, 1216-1227.	2.7	45
26	How empowerment and social support affect Australian nurses' work stressors. <i>Australian Health Review</i> , 2004, 28, 56.	1.1	43
27	The effects of burnout and supervisory social support on the relationship between workâ€family conflict and intention to leave. <i>Journal of Health Organization and Management</i> , 2009, 23, 53-69.	1.3	43
28	Comparing the impact of leaderâ€member exchange, psychological empowerment and affective commitment upon Australian public and private sector nurses: implications for retention. <i>International Journal of Human Resource Management</i> , 2012, 23, 2238-2255.	5.3	43
29	Have process redesign methods, such as Lean, been successful in changing care delivery in hospitals? A systematic review. <i>Public Money and Management</i> , 2015, 35, 161-168.	2.1	39
30	Workplace risk management practices to prevent musculoskeletal and mental health disorders: What are the gaps?. <i>Safety Science</i> , 2018, 101, 220-230.	4.9	38
31	HRM practices that support the employment and social inclusion of workers with an intellectual disability. <i>Personnel Review</i> , 2017, 46, 1475-1492.	2.7	35
32	Ethical leadership and employee in-role performance. <i>Personnel Review</i> , 2019, 48, 1716-1733.	2.7	35
33	An international perspective on human resource management and performance in the health care sector: toward a research agenda. <i>International Journal of Human Resource Management</i> , 2013, 24, 3031-3037.	5.3	34
34	Development and validation of health service management competencies. <i>Journal of Health Organization and Management</i> , 2018, 32, 157-175.	1.3	34
35	High performance work systems and employee wellâ€being. <i>Journal of Health Organization and Management</i> , 2010, 24, 182-199.	1.3	33
36	Good morning Vietnam: new challenges for HRM. <i>Management Research Review</i> , 2009, 32, 891-904.	0.7	31

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37	Exploring the lack of progress in improving patient safety in Australian hospitals. <i>Health Services Management Research</i> , 2008, 21, 32-39.	1.7	29
38	Human resources management and open innovation: the role of open innovation mindset. <i>Asia Pacific Journal of Human Resources</i> , 2022, 60, 194-215.	3.9	28
39	The growing importance of human resource management in the NGO, volunteer and not-for-profit sectors. <i>International Journal of Human Resource Management</i> , 2017, 28, 1901-1911.	5.3	27
40	Ethical Management in the Hotel Sector: Creating an Authentic Work Experience for Workers with Intellectual Disabilities. <i>Journal of Business Ethics</i> , 2019, 155, 823-835.	6.0	26
41	Work-Family Balance or Greedy Organizations?. <i>Industrial Relations</i> , 0, 63, 108-133.	0.2	25
42	Threat or opportunity: accelerated job demands during COVID-19 pandemic. <i>Personnel Review</i> , 2022, 51, 2482-2501.	2.7	25
43	Towards a Research Agenda on the Sustainable and Socially Responsible Management of Agency Workers Through a Flexicurity Model of HRM. <i>Journal of Business Ethics</i> , 2015, 127, 513-523.	6.0	23
44	What constitutes effective support in obtaining and maintaining employment for individuals with intellectual disability? A scoping review. <i>Journal of Intellectual and Developmental Disability</i> , 2018, 43, 317-327.	1.6	23
45	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
46	The Australian Men's Sheds movement: human resource management in a voluntary organisation. <i>Asia Pacific Journal of Human Resources</i> , 2013, 51, 292-306.	3.9	22
47	The Link Between Participation in Management Decision-Making and Quality of Patient Care as Perceived by Chinese Doctors. <i>Public Management Review</i> , 2015, 17, 1425-1443.	4.9	21
48	Emotional intelligence: predictor of employees' wellbeing, quality of patient care, and psychological empowerment. <i>BMC Psychology</i> , 2021, 9, 93.	2.1	21
49	Engaging Professionals in Sustainable Workplace Innovation: Medical Doctors and Institutional Work. <i>British Journal of Management</i> , 2020, 31, 42-55.	5.0	20
50	People management practices in the public health sector. <i>Journal of European Industrial Training</i> , 2004, 28, 310-328.	0.9	19
51	The effects of emotional intelligence training on the job performance of Australian aged care workers. <i>Health Care Management Review</i> , 2020, 45, 41-51.	1.4	19
52	The relationship between work-life balance, the need for achievement, and intention to leave: Mixed-method study. <i>Journal of Advanced Nursing</i> , 2021, 77, 1478-1489.	3.3	19
53	Performance monitoring in the Victorian health care system: an exploratory study. <i>Australian Health Review</i> , 2005, 29, 17.	1.1	19
54	The adoption, character and impact of strategic human resource management: a case study of two large metropolitan Vietnamese public hospitals. <i>International Journal of Human Resource Management</i> , 2012, 23, 3758-3775.	5.3	18

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55	Human resource management activities on the front line: A nursing perspective. <i>Contemporary Nurse</i> , 2012, 41, 198-205.	1.0	17
56	“Decent work” in the ready-made garment sector in Bangladesh. <i>Personnel Review</i> , 2019, 48, 40-55.	2.7	17
57	Employee management systems and organizational contexts: a population ecology approach. <i>Management Research Review</i> , 2011, 34, 663-677.	2.7	16
58	Capacity building in indigenous men's groups and sheds across Australia. <i>Health Promotion International</i> , 2015, 30, 606-615.	1.8	16
59	Multinational enterprises and industrial relations: A research agenda for the 21st century. <i>Journal of Industrial Relations</i> , 2015, 57, 127-145.	1.8	16
60	The influence of calculative (“hard”) and collaborative (“soft”) HRM on the layoff-performance relationship in high performance workplaces. <i>Human Resource Management Journal</i> , 2021, 31, 202-224.	5.7	16
61	Re-calibrating HRM to improve the work experiences for workers with intellectual disability. <i>Asia Pacific Journal of Human Resources</i> , 2021, 59, 63-83.	3.9	16
62	“Like an Iceberg Floating Alone”: A Case Study of Teacher Stress at a Victorian Primary School. <i>Australian Journal of Education</i> , 2006, 50, 312-327.	1.5	15
63	Human resource development practices, managers and multinational enterprises in Australia. <i>Education and Training</i> , 2017, 59, 483-501.	3.1	15
64	A path analysis study of factors influencing hospital staff perceptions of quality of care factors associated with patient satisfaction and patient experience. <i>BMC Health Services Research</i> , 2017, 17, 739.	2.2	15
65	Examining the “black box” of human resource management in MNEs in China: exploring country of origin effects. <i>International Journal of Human Resource Management</i> , 2016, 27, 832-849.	5.3	14
66	Born to rebel? The owner birth order and R&D investments in Chinese family firms. <i>Journal of Product Innovation Management</i> , 2021, 38, 421-446.	9.5	14
67	The impact of union presence and strategic human resource management on employee voice in multinational enterprises in Australia. <i>Journal of Industrial Relations</i> , 2013, 55, 621-639.	1.8	13
68	Link of Patient Care Outcome to Occupational Differences in Response to Human Resource Management: A Cross-Sectional Comparative Study on Hospital Doctors and Nurses in China. <i>International Journal of Environmental Research and Public Health</i> , 2020, 17, 4379.	2.6	13
69	Process redesign for time-based emergency admission targets. <i>Journal of Health Organization and Management</i> , 2016, 30, 939-949.	1.3	12
70	Innovation programs at the workplace for workers with an intellectual disability. <i>Personnel Review</i> , 2017, 46, 1381-1396.	2.7	12
71	Occupational health and safety management practices and musculoskeletal disorders in aged care. <i>Journal of Health Organization and Management</i> , 2017, 31, 331-346.	1.3	12
72	Multicultural skills in open innovation: relational leadership enabling knowledge sourcing and sharing. <i>Personnel Review</i> , 2022, 51, 980-1002.	2.7	12

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73	Celebrating the 60 th anniversary of the <i>Asia Pacific Journal of Human Resources</i>: what has been achieved and what more can be done. <i>Asia Pacific Journal of Human Resources</i> , 2022, 60, 3-21.	3.9	12
74	Encouraging participation in health system reform: is clinical engagement a useful concept for policy and management?. <i>Australian Health Review</i> , 2012, 36, 378.	1.1	11
75	Performance and reward practices of multinational corporations operating in Australia. <i>Journal of Industrial Relations</i> , 2015, 57, 210-231.	1.8	11
76	Are organisational factors affecting the emotional withdrawal of community nurses?. <i>Australian Health Review</i> , 2017, 41, 359.	1.1	11
77	Caring for aged people: The influence of personal resilience and workplace climate on "doing good" and "feeling good". <i>Journal of Advanced Nursing</i> , 2019, 75, 1450-1461.	3.3	11
78	High-performance work systems and job performance: the mediating role of social identity, social climate and empowerment in Chinese banks. <i>Personnel Review</i> , 2021, 50, 285-302.	2.7	11
79	Success factors for lean six sigma projects in healthcare. <i>Journal of Management Control</i> , 2022, 33, 215-240.	2.1	10
80	Retired men and Men's Sheds in Australia. <i>Leadership and Organization Development Journal</i> , 2015, 36, 972-989.	3.0	9
81	The battle against corruption and inefficiency with the help of eGovernment in Bangladesh. <i>Electronic Government</i> , 2010, 7, 89.	0.2	7
82	Editors' note: How mature is Australian HR?. <i>Asia Pacific Journal of Human Resources</i> , 2011, 49, 3-8.	3.9	7
83	Re-thinking vocational education and training: creating opportunities for workers with disability in open employment. <i>Journal of Vocational Education and Training</i> , 2019, 71, 339-349.	1.5	7
84	Vocational learning for workers with intellectual disability: interventions at two case study sites. <i>Journal of Vocational Education and Training</i> , 2019, 71, 350-367.	1.5	7
85	Emergency management and <scp>HRM</scp> in local governments: <scp>HR</scp> professionals as network managers. <i>Asia Pacific Journal of Human Resources</i> , 2019, 57, 227-246.	3.9	7
86	Developing inclusive and healthy organizations by employing designated lived experience roles: Learning from human resource management innovations in the mental health sector. <i>International Journal of Human Resource Management</i> , 2023, 34, 1973-2001.	5.3	7
87	Consultative Employment Relations in Human Resource Management Environments with a Union Presence. <i>Journal of Industrial Relations</i> , 2003, 45, 539-545.	1.8	6
88	What Helps Organizing Work? The Indicators and the Facilitators of Organizing. <i>Journal of Industrial Relations</i> , 2009, 51, 687-707.	1.8	6
89	Men's health and communities of practice in Australia. <i>Journal of Health Organization and Management</i> , 2017, 31, 207-222.	1.3	6
90	New development: 4P recommendations for implementing change, from research in hospitals. <i>Public Money and Management</i> , 2018, 38, 45-50.	2.1	6

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91	Managers in the publicly funded health services in China - characteristics and responsibilities. BMC Health Services Research, 2020, 20, 721.	2.2	6
92	The buffering effects of psychological capital on the relationship between physical violence and mental health issues of nurses and personal care assistants working in aged care facilities. Health Care Management Review, 2023, 48, 42-51.	1.4	6
93	People Management in Victorian Community Health Services: An Exploratory Study. Australian Journal of Primary Health, 2006, 12, 59.	0.9	5
94	Editors' note: Dynamism and diversity in Asian HRM. Asia Pacific Journal of Human Resources, 2012, 50, 1-5.	3.9	5
95	Bushfire investigations in Australia. Leadership and Organization Development Journal, 2019, 41, 177-192.	3.0	5
96	Delineating human resource management practice in domestic and foreign-owned multinational enterprises in Australia. Asia Pacific Journal of Human Resources, 2016, 54, 165-187.	3.9	4
97	An examination of anti-violence human resource management practices in the context of health care and aged care. Human Resource Management Journal, 2023, 33, 187-202.	5.7	4
98	Job-demand for learning and job-related learning: the mediating effect of job performance improvement initiative. International Journal of Human Resources Development and Management, 2007, 7, 227.	0.1	3
99	The effect of high performance work system strength on organizational effectiveness. Review of International Business and Strategy, 2019, 30, 77-95.	3.3	3
100	Workplace health promotion interventions for Australian workers with intellectual disability. Health Promotion International, 2021, 36, 321-333.	1.8	3
101	Management practices impacting on the rostering of medical scientists in the Australian healthcare sector. Journal of Health Organization and Management, 2021, ahead-of-print, .	1.3	3
102	Going the Extra Mile: Managers and Supervisors as Moral Agents for Workers with Disability at Two Social Enterprises. Industrial Relations, 0, 73, 728-752.	0.2	3
103	Provision of a consistent national approach to radiation therapy workforce protection measures in Australia during the COVID-19 pandemic. Australian Health Review, 2020, 44, 535-539.	1.1	3
104	Culturally appropriate health solutions: Aboriginal men "thriving" through activities in Men's Sheds/groups. Health Promotion International, 2022, 37, .	1.8	3
105	Special issue on human resource management in the NGO, volunteer and not-for-profit sector. International Journal of Human Resource Management, 2014, 25, 3178-3180.	5.3	2
106	Role of strategic human resource management in crisis management in Australian greenfield hospital sites: a crisis management theory perspective. Australian Health Review, 2019, 43, 157.	1.1	2
107	A Comparison of Contemporary Human Resource Management and Employment Relations Practices of Japanese and US Multinational Corporation Subsidiaries: Evidence from Four Countries. Industrial Relations, 0, 74, 742-779.	0.2	2
108	Meeting customer needs through ethical leadership and training: examining Australian bank employees. Asia Pacific Journal of Human Resources, 2023, 61, 79-100.	3.9	2

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109	Editors' note: Patterns of change in the world of HRM. Asia Pacific Journal of Human Resources, 2012, 50, 129-132.	3.9	1
110	Tribute to outgoing Co-Editor-in-Chief Emeritus Professor Malcolm Rimmer. Asia Pacific Journal of Human Resources, 2014, 52, 1-3.	3.9	1
111	Human Resource Management activities on the front line: A nursing perspective. Contemporary Nurse, 0, , 1241-1259.	1.0	1
112	Subtle workplace discrimination inhibiting workers with intellectual disability from thriving at the workplace. Personnel Review, 2021, ahead-of-print, .	2.7	1
113	Developing the professional workforce: a focus on systems not individuals. International Journal of Human Resources Development and Management, 2007, 7, 161.	0.1	0
114	Editors' note: HRM and the centrality of work in diverse settings. Asia Pacific Journal of Human Resources, 2011, 49, 259-263.	3.9	0
115	Editors' note: Are happy employees more productive?. Asia Pacific Journal of Human Resources, 2012, 50, 263-267.	3.9	0
116	Editors' note: Specialist versus generalist managerial roles in HRM. Asia Pacific Journal of Human Resources, 2013, 51, 389-391.	3.9	0
117	Editors' note: HRM among old and young workers. Asia Pacific Journal of Human Resources, 2013, 51, 269-271.	3.9	0
118	Participation in medical college activities: a case study of the Australasian experience. Journal of Health Organization and Management, 2015, 29, 840-847.	1.3	0
119	A special issue: human resources and workplace innovations: practices, perspectives and paradigms – a tribute and dedication to Professor Tom Redman. Personnel Review, 2017, 46, 1214-1215.	2.7	0
120	Editors' note - Decent work and industrial relations in Asia: progress, challenges and prospects. Asia Pacific Journal of Human Resources, 2018, 56, 429-432.	3.9	0
121	Mental Health and Well-being at Work. , 2019, , 103-116.		0
122	Potential, challenges and pitfalls of pay-for-performance schemes: a narrative review evaluating the merits for the Australian home care sector. Journal of Health Organization and Management, 2021, ahead-of-print, .	1.3	0
123	Evolving Employment Relations: Industry Studies From Australia. Management Research Review, 2007, 30, 525-527.	0.7	0
124	Social Identification and High Performance Work Systems. Proceedings - Academy of Management, 2012, 2012, 13442.	0.1	0
125	Career Management: The Transition Process for Workers with Disability. , 2020, , 99-114.		0