## THE IMPACT OF HUMAN RESOURCE MANAGEMENT F AND CORPORATE FINANCIAL PERFORMANCE.

Academy of Management Journal 38, 635-672 DOI: 10.2307/256741

**Citation Report** 

#	Article	IF	CITATIONS
1	From Tripartism to Global Economic Crisis. , 0, , 303-327.		0
2	3. The functional and dysfunctional consequences of human resource information technology for organizations and their employees. Advances in Human Performance and Cognitive Engineering Research, 0, , 37-68.	0.5	20
3	Old Dogs and New Tricks: Determinants of the Adoption of Productivity- Enhancing Work Practices. Brookings Papers on Economic Activity Microeconomics, 1995, 1995, 1.	1.6	94
4	Whither industrial and organizational psychology in a changing world of work?. American Psychologist, 1995, 50, 928-939.	3.8	339
5	THE IMPACT OF HUMAN RESOURCE MANAGEMENT ON ORGANIZATIONAL PERFORMANCE: PROGRESS AND PROSPECTS Academy of Management Journal, 1996, 39, 779-801.	4.3	1,932
6	MODES OF THEORIZING IN STRATEGIC HUMAN RESOURCE MANAGEMENT: TESTS OF UNIVERSALISTIC, CONTINGENCY, AND CONFIGURATIONS. PERFORMANCE PREDICTIONS Academy of Management Journal, 1996, 39, 802-835.	4.3	2,386
7	HUMAN RESOURCE MANAGEMENT, MANUFACTURING STRATEGY, AND FIRM PERFORMANCE Academy of Management Journal, 1996, 39, 836-866.	4.3	1,414
8	When it comes to "best practices―— Why do smart organizations occasionally do dumb things?. Organizational Dynamics, 1996, 25, 33-44.	1.6	74
9	THE IMPACT OF HUMAN RESOURCE MANAGEMENT PRACTICES ON PERCEPTIONS OF ORGANIZATIONAL PERFORMANCE Academy of Management Journal, 1996, 39, 949-969.	4.3	1,893
10	Modes of Theorizing in Strategic Human Resource Management: Tests of Universalistic, Contingency, and Configurational Performance Predictions. Academy of Management Journal, 1996, 39, 802-835.	4.3	792
11	The Impact of Human Resource Management Practices on Perceptions of Organizational Performance. Academy of Management Journal, 1996, 39, 949-969.	4.3	372
12	Human Resource Management, Manufacturing Strategy, and Firm Performance. Academy of Management Journal, 1996, 39, 836-866.	4.3	342
13	The Impact of Human Resource Management on Organizational Performance: Progress and Prospects. Academy of Management Journal, 1996, 39, 779-801.	4.3	449
14	Predicting the Performance of Initial Public Offerings: Should Human Resource Management be in the Equation?. Academy of Management Journal, 1996, 39, 891-919.	4.3	100
15	The Role of Strategic Reference Points in Explaining the Nature and Consequences of Human Resource Strategy. Academy of Management Review, 1996, 21, 926-958.	7.4	54
16	What Works at Work: Overview and Assessment. Industrial Relations, 1996, 35, 299-333.	0.9	476
17	Methodological Issues in Crossâ€5ectional and Panel Estimates of the Human Resourceâ€Firm Performance Link. Industrial Relations, 1996, 35, 400-422.	0.9	350
18	The Adoption of Highâ€Involvement Work Practices. Industrial Relations, 1996, 35, 423-455.	0.9	399

ATION REDO

#	Article	IF	CITATIONS
19	The impact of human resource management on organisational performance: Theory and research. European Management Journal, 1996, 14, 628-637.	3.1	95
20	A model of human resource information, practice choice and organizational outcomes. Human Resource Management Review, 1996, 6, 25-46.	3.3	18
21	IMPROVING LABOR PRODUCTIVITY: HUMAN RESOURCE MANAGEMENT POLICIES DO MATTER. Strategic Management Journal, 1996, 17, 335-354.	4.7	659
22	Ben & Jerry's: A case study in Catholic Social Teaching?. International Journal of Value-Based Management, 1996, 9, 133-140.	0.2	0
23	The Strategic Hrm Debate and the Resource-Based View of the Firm. Human Resource Management Journal, 1996, 6, 59-75.	3.6	446
24	National Ownership and Hr Practices In Uk Greenfield Sites. Human Resource Management Journal, 1996, 6, 50-74.	3.6	97
25	The Cost of Downsizing in an Enterprise with Job Security. Journal of Human Resource Costing and Accounting, 1996, 1, 35-62.	0.5	11
26	The Motivational Impact of Utility Analysis and HR Measurement. Journal of Human Resource Costing and Accounting, 1996, 1, 73-84.	0.5	8
27	Policing performance: the ethics of performance management. Personnel Review, 1996, 25, 66-84.	1.6	70
28	US managerial strategies and applications for retaining personnel in Mexico. International Journal of Manpower, 1996, 17, 54-94.	2.5	14
29	Human Resource Department Power and Influence Through Symbolic Action. Human Relations, 1997, 50, 1403-1426.	3.8	88
30	Sources of Human Resource Information and the Link to Organizational Profitability. Journal of Applied Behavioral Science, The, 1997, 33, 66-83.	2.0	25
31	Managers' perceptions of strategic HR change. Personnel Review, 1997, 26, 467-484.	1.6	11
32	Psychology of the Scientist: LXXI. Attitudes of Practitioners in Human Resource Management toward Information from Academic Research. Psychological Reports, 1997, 80, 403-412.	0.9	9
33	High-Performance Manufacturing: Evidence from the Automotive Components Industry. Organization Studies, 1997, 18, 783-798.	3.8	105
34	THE IMPACT HIGH PERFORMANCE WORK SYSTEMS, IMPLEMENTATION EFFECTIVENESS, AND ALIGNMENT WITH STRATEGY ON SHAREHOLDER WEALTH Proceedings - Academy of Management, 1997, 1997, 144-148.	0.0	78
36	Unions, Flexibility, Team Working and Financial Performance. Organization Studies, 1997, 18, 821-838.	3.8	30
37	Evaluating quality and reputation of human resource management. Personnel Review, 1997, 26, 377-394.	1.6	18

#	Article	IF	CITATIONS
38	Human Resource Policies and Company Performance: A Quantitative Approach Using Longitudinal Data. Organization Studies, 1997, 18, 857-874.	3.8	88
39	The Role of National Context and HR Strategy in Shaping Training and Development Practice in French and U.K. Organizations. Organization Studies, 1997, 18, 839-856.	3.8	49
40	TECHNICAL AND STRATEGIC HUMAN RESOURCES MANAGEMENT EFFECTIVENESS AS DETERMINANTS OF FIRM PERFORMANCE Academy of Management Journal, 1997, 40, 171-188.	4.3	1,183
41	ORGANIZATIONAL BEHAVIOR IN THE NEW ORGANIZATIONAL ERA. Annual Review of Psychology, 1997, 48, 515-546.	9.9	239
42	Career motivation measures: a test of convergent and discriminant validity. International Journal of Human Resource Management, 1997, 8, 172-196.	3.3	19
43	Expatriate managers Reasons for failure and implications for training. The Cornell Hotel and Restaurant Administration Quarterly, 1997, 38, 4.	1.1	16
44	The threat of litigation and voluntary partner/manager turnover in big six firms. Journal of Accounting and Public Policy, 1997, 16, 379-413.	1.1	21
45	Technical and Strategic Human Resources Management Effectiveness as Determinants of Firm Performance. Academy of Management Journal, 1997, 40, 171-188.	4.3	208
46	A Resource-Based Perspective On Corporate Environmental Performance And Profitability. Academy of Management Journal, 1997, 40, 534-559.	4.3	1,248
47	EXPERIENCED HIRING VERSUS COLLEGE RECRUITING: PRACTICES AND EMERGING TRENDS. Personnel Psychology, 1997, 50, 309-339.	2.2	145
48	An evaluation of the Investors in People Standard. Human Resource Management Journal, 1997, 7, 47-60.	3.6	40
49	Competing pressures for human resource investment. Human Resource Management Review, 1997, 7, 317-340.	3.3	27
50	The impact of human resource activities on employee trust. Human Resource Management Review, 1997, 7, 389-404.	3.3	191
51	Organizational Socialization: Making Sense of the Past and Present as a Prologue for the Future. Journal of Vocational Behavior, 1997, 51, 234-279.	1.9	546
52	Employee participation and assessments of support for organizational policy changes. Journal of Labor Research, 1997, 18, 379-401.	0.5	33
53	HR as a source of shareholder value: Research and recommendations. Human Resource Management, 1997, 36, 39-47.	3.5	535
54	Measuring human resources: An overview of practice and a prescription for results. Human Resource Management, 1997, 36, 303-320.	3.5	220
55	Adding value through human resources: Reorienting human resource measurement to drive business performance. Human Resource Management, 1997, 36, 321-335.	3.5	150

ARTICLE IF CITATIONS # Measuring intellectual capital: Learning from financial history. Human Resource Management, 1997, 36, 3.5 107 56 343-356. The role of hrm in sustaining competitive advantage into the 21st century. National Productivity 0.1 Review, 1997, 17, 73-81. Human Resource Executives' Perceptions of Academic Research. Journal of Business and Psychology, 58 2.5 12 1998, 13, 19-29. The nature and impact of employee 'voice' in the European car components industry. Human Resource 59 39 Management Journal, 1998, 8, 5-13. HRM and company performance: the use of measurement and the influence of economic cycles. Human 60 3.6 59 Resource Management Journal, 1998, 8, 51-65. Integrating HR planning and organisational strategy. Human Resource Management Journal, 1998, 8, 5-19. 3.6 Evaluating strategic fit in professional service firms. Human Resource Management Journal, 1998, 8, 62 3.6 8 76-87. A Study of Practice Utilization in Family Businesses. Family Business Review, 1998, 11, 107-120. 4.5 57 Increasing global competitiveness through effective people management. Journal of World Business, 64 4.6 126 1998, 33, 1-16. Power and influence of the human resources function through boundary spanning and information 3.3 management. Human Resource Management Review, 1998, 8, 125-148 Strategic human resource management: Employee involvement, diversity, and international issues. 107 66 3.3 Human Resource Management Review, 1998, 8, 193-214. Toward a social context theory of the human resource management-organization effectiveness 3.3 269 relationship. Human Resource Management Review, 1998, 8, 235-264. Issues of fit in strategic human resource management: Implications for research. Human Resource 68 3.3 759 Management Review, 1998, 8, 289-309. Measuring organizational performance in strategic human resource management: Problems, prospects 3.3 188 and performance information markets. Human Resource Management Review, 1998, 8, 311-331. Reflections on the study and relevance of organizational commitment. Human Resource Management 70 3.3 280 Review, 1998, 8, 387-401. A winâ€win paradigm for quality of work life and business performance. Human Resource Development 108 Quarterly, 1998, 9, 211-226. An examination of factors associated with the integration of human resource management and 72 3.586 strategic decision making. Human Resource Management, 1998, 37, 3-16. On becoming a strategic partner: The role of human resources in gaining competitive advantage. 1,315 Human Resource Management, 1998, 37, 31-46.

		CITATION REPORT		
#	Article		IF	CITATIONS
74	Does profit sharing increase firms' profits?. Journal of Labor Research, 1998, 19, 35	1-370.	0.5	57
75	Bridging the Gap of Relevance: Strategic Management and Organisational Developmer Planning, 1998, 31, 742-754.	it. Long Range	2.9	19
76	Walking the tightrope: strategic issues for human resources. Long Range Planning, 19	98, 31, 467-475.	2.9	16
77	High Commitment Management in the U.K.: Evidence from the Workplace Industrial Re and Employers' Manpower and Skills Practices Survey. Human Relations, 1998, 51, 485	elations Survey, 5-515.	3.8	311
78	AN ORGANIZATION-LEVEL ANALYSIS OF VOLUNTARY AND INVOLUNTARY TURNOVER Management Journal, 1998, 41, 511-525.	Academy of	4.3	506
79	Union Power, Cost of Job Loss, and Workers' Effort. ILR Review, 1998, 51, 363-383.		1.3	21
80	Enterprise Bargaining, Wage Norms and Productivity. Journal of Industrial Relations, 19	998, 40, 605-623.	1.1	11
81	The role of inducements in the recruitment program of U.S. computer companies. , 199	98, , .		0
82	Strategic Human Resource Management Measures: Key Linkages and the PeopleVanta of Human Resource Costing and Accounting, 1998, 3, 21-40.	ge Model. Journal	0.5	14
83	Bringing Business into Sociotechnical Theory and Practice. Human Relations, 1998, 51	, 319-345.	3.8	48
84	Recruiting, retaining, and developing IT professionals. , 1998, , .			17
85	Clockspeed and Informational Response: Evidence from the Information Technology In Information Systems Research, 1998, 9, 415-433.	dustry.	2.2	143
86	In-sourcing, Outsourcing, and the Growth of Contingent Labour as Evidence of Flexible Strategies. European Journal of Work and Organizational Psychology, 1998, 7, 39-59.	Employment	2.2	92
87	The Effects of Job Characteristics on Active Effort at Work. Work and Occupations, 19	98, 25, 74-96.	2.3	24
88	Multinational corporations, human resource management and host-country nationals. Journal of Human Resource Management, 1998, 9, 553-566.	International	3.3	56
89	Designing and sustaining an entrepreneurial role for the human resource function: stra or competitive conditions?. International Journal of Entrepreneurial Behaviour and Rese 51-70.		2.3	4
91	The Employment of Women Managers and Professionals in an Emerging Economy: Ger an Organizational Practice. Administrative Science Quarterly, 1998, 43, 538.	ider Inequality as	4.8	60
92	Understanding Compensation Practice Variations Across Firms: The Impact of National Journal of International Business Studies, 1998, 29, 159-177.	Culture.	4.6	380

#	Article	IF	Citations
93	DETERMINANTS OF EARLY AND LATE ADOPTION OF MANAGEMENT DEVELOPMENT PRACTICES: EVIDENCE FROM SCOTLAND. International Journal of Organizational Analysis, 1998, 6, 132-145.	0.5	15
94	Training in the 21st century: Some lessons from the last one Canadian Psychology, 1998, 39, 33-51.	1.4	56
95	Impact of operations management practices on quality and timeâ€based performance. International Journal of Quality and Reliability Management, 1998, 15, 192-204.	1.3	7
96	Willing and Knowing. , 1998, , 133-136.		0
97	HR Outsourcing: A Transaction Cost Perspective Proceedings - Academy of Management, 1998, 1998, A1-A21.	0.0	3
98	SHRM Configurations and Perceived Organizational Performance Proceedings - Academy of Management, 1998, 1998, E1-E24.	0.0	1
99	An Organization-Level Analysis of Voluntary and Involuntary Turnover. Academy of Management Journal, 1998, 41, 511-525.	4.3	108
100	The Human Resource Executive Effect in Initial Public Offering Firms. Academy of Management Journal, 1999, 42, 616-629.	4.3	21
101	Behavioral Science in the Business School Curriculum: Teaching in a Changing Institutional Environment. Academy of Management Review, 1999, 24, 808-824.	7.4	73
102	Strategic human resources management in Australia: the human cost. International Journal of Manpower, 1999, 20, 577-587.	2.5	18
103	Valuing investments in intellectual capital. International Journal of Technology Management, 1999, 18, 414.	0.2	117
104	The Human Resource Architecture: Toward a Theory of Human Capital Allocation and Development. Academy of Management Review, 1999, 24, 31-48.	7.4	1,831
105	Stigmatization Revisited. Group and Organization Management, 1999, 24, 239-256.	2.7	41
106	HRM on the Edge: A Duality Perspective. Organization, 1999, 6, 325-338.	2.8	62
107	Using Ownership as an Incentive. Group and Organization Management, 1999, 24, 438-460.	2.7	27
108	Human and Inhuman Resource Management: Saving the Subject of HRM. Organization, 1999, 6, 181-198.	2.8	52
109	The impact of employee involvement on small firms' financial performance. National Institute Economic Review, 1999, 169, 78-95.	0.4	18
110	Strategic Human Resource Management: The Value of Different Paradigms. , 1999, , 45-64.		82

#	Article	IF	CITATIONS
112	Cooperating with the Disempowered. Business and Society, 1999, 38, 51-82.	4.2	19
113	Support for an HR Approach in Australia: The Perspective of Senior HR Managers. Asia Pacific Journal of Human Resources, 1999, 37, 1-19.	2.5	23
114	Boosting Empowerment by Developing Self-efficacy. Asia Pacific Journal of Human Resources, 1999, 37, 52-64.	2.5	25
115	HRM practices, R&D expenditure and innovative investment: evidence from the UK's 1990 workplace industrial relations survey (WIRS). Industrial and Corporate Change, 1999, 8, 211-234.	1.7	143
116	Adopting High-Involvement Human Resource Practices. Group and Organization Management, 1999, 24, 461-478.	2.7	23
117	Representing People at Work. Organization, 1999, 6, 247-264.	2.8	40
118	The impact of human resource management practices on manufacturing performance. Journal of Operations Management, 1999, 18, 1-20.	3.3	149
119	Human Resource Management under Institutional Constraints: The Case of Germany. British Journal of Management, 1999, 10, 31-44.	3.3	36
120	AN INTERNATIONAL LOOK AT SELECTION PRACTICES: NATION AND CULTURE AS EXPLANATIONS FOR VARIABILITY IN PRACTICE. Personnel Psychology, 1999, 52, 359-392.	2.2	307
121	A TALE OF TWO JOB MARKETS: ORGANIZATIONAL SIZE AND ITS EFFECTS ON HIRING PRACTICES AND JOB SEARCH BEHAVIOR. Personnel Psychology, 1999, 52, 841-868.	2.2	194
122	ACADEMIC RESEARCH INSIDE ORGANIZATIONS: INPUTS, PROCESSES, AND OUTCOMES. Personnel Psychology, 1999, 52, 869-898.	2.2	76
123	HR OUTSOURCING AND ITS IMPACT: THE ROLE OF TRANSACTION COSTS. Personnel Psychology, 1999, 52, 113-136.	2.2	114
124	Human resource management - the workers' verdict. Human Resource Management Journal, 1999, 9, 5-25.	3.6	341
125	Best practice and best fit: chimera or cul-de-sac?. Human Resource Management Journal, 1999, 9, 26-41.	3.6	333
126	How HR knowledge contributes to organisational performance. Human Resource Management Journal, 1999, 9, 42-52.	3.6	31
127	Strategy, culture and HRM: evidence from the UK food retailing sector. Human Resource Management Journal, 1999, 9, 75-90.	3.6	24
128	Market-Oriented Management: A Systems-Based Perspective. Journal of Market-Focused Management, 1999, 4, 17-41.	0.3	88
129	Practical Considerations and Alternative Research Methods for Evaluating HR Programs. Journal of Business and Psychology, 1999, 14, 235-251.	2.5	3

#	Article	IF	CITATIONS
130	Participative management: an empirical study of the semiconductor manufacturing industry. IEEE Transactions on Engineering Management, 1999, 46, 387-398.	2.4	16
131	Human resources management processes: a value-creating source of competitive advantage. European Management Journal, 1999, 17, 174-181.	3.1	64
132	The effect of human resource management practices on the perceptions of organizational and market performance of the firm. Human Resource Management, 1999, 38, 185-199.	3.5	305
133	HRM, performance, commitment and service quality in the hotel industry. International Journal of Contemporary Hospitality Management, 1999, 11, 340-348.	5.3	86
134	The Impact of High Involvement Work Processes on Organizational Effectiveness. Group and Organization Management, 1999, 24, 300-339.	2.7	340
135	Developing a Model of Individual Performance for Human Resource Management. Asia Pacific Journal of Human Resources, 1999, 37, 44-59.	2.5	53
136	The influence of human resource practices on empowerment and employee perceptions of management commitment to quality. Journal of Quality Management, 1999, 4, 5-22.	0.3	66
137	Predicting is difficult, especially about the future: human resources in the new millennium. International Journal of Hospitality Management, 1999, 18, 443-456.	5.3	28
138	Human Resources Management: Some New Directions. Journal of Management, 1999, 25, 385-415.	6.3	237
139	The Impact of Downsizing on Workplace Attitudes. Group and Organization Management, 1999, 24, 46-70.	2.7	134
140	The Effects of High Performance Work Practices on Job Satisfaction in the United States Steel Industry. Industrial Relations, 1999, 54, 111-135.	0.2	83
141	Meta-analysis, level of analysis, and best estimates of population correlations: Cautions for interpreting meta-analytic results in organizational behavior Journal of Applied Psychology, 1999, 84, 260-270.	4.2	81
142	The "new―European social model: the end of the search for an orthodoxy or another false dawn?. Employee Relations, 1999, 21, 445-462.	1.5	14
145	Emerging issues in strategic HRM in Singapore. International Journal of Manpower, 1999, 20, 516-529.	2.5	39
146	Corporate human resources and "bottom line―financial performance. Personnel Review, 1999, 28, 290-307.	1.6	8
147	Decentralised and deregulated Australian industrial relations. Employee Relations, 1999, 21, 325-341.	1.5	13
148	Putting people first for organizational success. Academy of Management Perspectives, 1999, 13, 37-48.	4.3	338
150	Gestion de la performance : impact sur la performance organisationnelle de l'intégration de la stratégie et de la cohérence des systèmes de GRH. Industrial Relations, 2000, 55, 207-226.	0.2	9

#	Article	IF	CITATIONS
151	Exploring Lawler's new pay theory through the case of Finbank's reward strategy for managers. Personnel Review, 2000, 29, 10-32.	1.6	9
152	Consulting on culture: A new bottom line Consulting Psychology Journal, 2000, 52, 206-217.	0.6	13
153	Human Resource Management, TQM, and Firm Performance in Small and Medium-Size Enterprises. Entrepreneurship Theory and Practice, 2000, 25, 43-58.	7.1	171
154	Human Resource Management Practices in Small and Medium-Sized Enterprises: Unanswered Questions and Future Research Perspectives. Entrepreneurship Theory and Practice, 2000, 25, 11-26.	7.1	279
155	Human Resources in Initial Public Offering Firms: Do Venture Capitalists Make a Difference?. Entrepreneurship Theory and Practice, 2000, 25, 77-92.	7.1	57
156	Action Research: An Essential Tool for Hospitality Management Education?. Tourism and Hospitality Research, 2000, 1, 313-327.	2.4	3
157	Strategic HR configurations and organizational performance. Human Resource Management, 2000, 39, 5-16.	3.5	88
158	Data- and metrics-driven approach to human resource practices: Using customers, employees, and financial metrics. Human Resource Management, 2000, 39, 93-105.	3.5	22
159	Business strategy, work processes and human resource training: are they congruent?. , 2000, 21, 283-297.		47
160	The impact of work-life programs on firm productivity. Strategic Management Journal, 2000, 21, 1225-1237.	4.7	364
161	Career management practices: An empirical survey and implications. Human Resource Management, 2000, 39, 347-366.	3.5	169
162	Research on unionized grievance procedures: Management issues and recommendations. Human Resource Management, 2000, 39, 395-406.	3.5	21
163	Human performance technology: Research and theory to practice. Performance Improvement, 2000, 39, 7-16.	0.4	34
164	Hiring policies in an uncertain environment: Cost and productivity trade-offs. European Journal of Operational Research, 2000, 125, 195-204.	3.5	2
165	Measuring the Employer's Return on Investments in Training: Evidence from the Literature. Industrial Relations, 2000, 39, 502-524.	0.9	148
166	The Performance Effects of Human Resource Practices: The Case of Interclub Networks in Professional Baseball, 1919–1940. Industrial Relations, 2000, 39, 553-577.	0.9	25
167	Employees and Highâ€Performance Work Systems: Testing inside the Black Box. British Journal of Industrial Relations, 2000, 38, 501-531.	0.8	633
168	Strategic human resource management: where have we come from and where should we be going?. International Journal of Management Reviews, 2000, 2, 183-203.	5.2	286

#	Article	IF	CITATIONS
169	A Contingent View of Quality Management-The Impact of International Competition on Quality. Decision Sciences, 2000, 31, 649-690.	3.2	265
171	MEASUREMENT ERROR IN RESEARCH ON HUMAN RESOURCES and FIRM PERFORMANCE: HOW MUCH ERROR IS THERE AND HOW DOES IT INFLUENCE EFFECT SIZE ESTIMATES?. Personnel Psychology, 2000, 53, 803-834.	2.2	468
172	COMMENT ON "MEASUREMENT ERROR IN RESEARCH ON HUMAN RESOURCES AND FIRM PERFORMANCE: HOW MUCH ERROR IS THERE AND HOW DOES IT INFLUENCE EFFECTSIZE ESTIMATES?" by GERHART, WRIGHT, MC MAHAN, AND SNELL. Personnel Psychology, 2000, 53, 835-854.	2.2	235
173	MEASUREMENT ERROR IN RESEARCH ON THE HUMAN RESOURCES AND FIRM PERFORMANCE RELATIONSHIP: FURTHER EVIDENCE AND ANALYSIS. Personnel Psychology, 2000, 53, 855-872.	2.2	181
174	The ethical dimension of human resource management. Human Resource Management Journal, 2000, 10, 5-20.	3.6	111
175	Performance and rewards: cleaning out the stables. Human Resource Management Journal, 2000, 10, 46-62.	3.6	33
176	Explaining Team-Based Pay: A Contingency Perspective Based on the Organizational Life Cycle, Team Design, and Organizational Learning Literatures. Human Resource Management Review, 2000, 10, 249-269.	3.3	64
177	Implications of OCB and Contextual Performance for Human Resource Management. Human Resource Management Review, 2000, 10, 3-24.	3.3	107
178	Describing the Elements of Business and Human Resource Strategy Statements. Journal of Business and Psychology, 2000, 15, 265-276.	2.5	3
179	Technology and managing people:. Journal of Labor Research, 2000, 21, 447-461.	0.5	19
180	Racial Diversity, Business Strategy, and Firm Performance: A Resource-Based View. Academy of Management Journal, 2000, 43, 164-177.	4.3	72
181	Organizational and HRM Strategies in Korea: Impact on Firm Performance in an Emerging Economy. Academy of Management Journal, 2000, 43, 502-517.	4.3	31
182	Evaluating levels of strategic integration and devolvement of human resource management in the UK. Personnel Review, 2000, 29, 141-157.	1.6	90
183	Creating a Hybrid Organizational Form from Parental Blueprints: The Emergence and Evolution of Knowledge Firms. Human Relations, 2000, 53, 33-56.	3.8	40
184	Organizational Architecture and Success in the Information Technology Industry. Management Science, 2000, 46, 513-529.	2.4	198
185	What Determines Job Quality in Nursing Homes?. ILR Review, 2000, 53, 463-481.	1.3	39
186	FROM STRATEGY TO CORPORATE OUTCOMES: ALIGNING HUMAN RESOURCE MANAGEMENT SYSTEMS WITH ENTREPRENEURIAL INTENT. International Journal of Commerce and Management, 2000, 10, 43-55.	0.5	33
187	Reinforcing professional selfâ€management for improved service quality. Managing Service Quality, 2000, 10, 299-306.	2.4	4

#	Article	IF	CITATIONS
188	Contemporary HRD research: a triarchy of theoretical perspectives and their prescriptions for HRD. Journal of European Industrial Training, 2000, 24, 65-93.	1.1	87
189	Benchmarking HRM and the benchmarking of benchmarking. Employee Relations, 2000, 22, 356-374.	1.5	22
190	Occupational pensions and employee retention. Employee Relations, 2000, 22, 246-259.	1.5	20
191	Strategic global human resource management: A necessity when entering emerging markets. Research in Personnel and Human Resources Management, 0, , 175-242.	1.0	14
192	Valueâ€Based Management: Performance Measurement Systems for Human Resources. Journal of Human Resource Costing and Accounting, 2000, 5, 9-26.	0.5	1
194	Retention and the career motives of IT professionals. , 2000, , .		29
195	Personnel Deregulation and the High Performance Workforce. Review of Public Personnel Administration, 2000, 20, 55-69.	1.8	2
196	Reflections on the "High Performance―Paradigm's Implications for Industrial Relations as a Field. ILR Review, 2000, 53, 482-502.	1.3	62
197	Impact of Strategy, Human Resource Management, Budgeting and Participation on Return on Assets. Journal of Human Resource Costing and Accounting, 2000, 5, 45-61.	0.5	2
198	Alternative Pay Practices and Employee Turnover:. Group and Organization Management, 2000, 25, 419-439.	2.7	56
199	Implications of Utility Analysis Adjustments for Estimates of Human Resource Intervention Value. Journal of Management, 2000, 26, 281-299.	6.3	31
200	A Model of Voluntary Turnover in State Government. Review of Public Personnel Administration, 2000, 20, 63-74.	1.8	118
201	A New Approach to Assessing Performance of State Human Resource Management Systems. Review of Public Personnel Administration, 2000, 20, 58-74.	1.8	5
202	Management selection practices in Greece: are hospitality recruiters any different?. International Journal of Hospitality Management, 2000, 19, 241-259.	5.3	12
203	Acquiring new knowledge. Journal of High Technology Management Research, 2000, 11, 295-319.	2.7	260
204	Human resource management and Deming's continuous improvement concept. Journal of Quality Management, 2000, 5, 85-101.	0.3	8
205	Predicting the trajectory of manufacturing quality with work team implementation. Journal of Quality Management, 2000, 5, 103-118.	0.3	3
206	Dynamic and customer-oriented workplaces: implications for HRM practice and research. Journal of Quality Management, 2000, 5, 159-186.	0.3	10

#	Article	IF	CITATIONS
207	Can high performance work practices help in the former Soviet Union?. Business Horizons, 2000, 43, 53-60.	3.4	5
208	Narrative Styles of Managers and Workers. Journal of Applied Behavioral Science, The, 2000, 36, 210-228.	2.0	60
209	Organizational Development and Change Management. Journal of Applied Behavioral Science, The, 2000, 36, 376-379.	2.0	36
210	Human resources, service quality and performance: a case study. International Journal of Contemporary Hospitality Management, 2000, 12, 240-248.	5.3	117
211	An exploration of the relationships between the adoption of managerial competencies, organisational characteristics, human resource sophistication and performance in Irish organisations. Journal of European Industrial Training, 2000, 24, 128-136.	1.1	86
212	Best Value For All?. Public Management Review, 2000, 2, 43-56.	0.3	2
213	The Practice of Human Resource Management in New Zealand: Strategic and Best Practice?. Asia Pacific Journal of Human Resources, 2000, 38, 69-83.	2.5	17
214	Evaluating external executive education at Dow Chemical: its impact and the Pygmalion effect. Human Resource Development International, 2000, 3, 489-498.	2.3	6
215	Corporate Social Performance: Research Directions for the 21st Century. Business and Society, 2000, 39, 479-491.	4.2	117
216	ORGANIZATIONAL AND HRM STRATEGIES IN KOREA: IMPACT ON FIRM PERFORMANCE IN AN EMERGING ECONOMY Academy of Management Journal, 2000, 43, 502-517.	4.3	556
217	Quality of work life and performance – An ad hoc investigation of two key elements in the service profit chain model. Journal of Service Management, 2000, 11, 422-437.	2.2	104
218	Strategic Human Resources Management. , 2001, , 15137-15142.		35
219	The Science of Training: A Decade of Progress. Annual Review of Psychology, 2001, 52, 471-499.	9.9	1,165
220	How to Compete: The Impact of Workplace Practices and Information Technology on Productivity. Review of Economics and Statistics, 2001, 83, 434-445.	2.3	878
221	Communicating and Controlling Strategy: An Empirical Study of the Effectiveness of the Balanced Scorecard. Journal of Management Accounting Research, 2001, 13, 47-90.	0.8	520
222	Competitive Advantage through Human Resource Management: Best Practices or Core Competencies?. Human Relations, 2001, 54, 361-372.	3.8	12
223	Reflections on the determinants of voluntary turnover. International Journal of Manpower, 2001, 22, 600-624.	2.5	565
224	Bleak house or bright prospect? Human resource management in Australian SMEs. Asia Pacific Journal of Human Resources, 2001, 39, 31-53.	2.5	32

	CITATION R	CITATION REPORT	
#	Article	IF	CITATIONS
225	Human resources and the resource based view of the firm. Journal of Management, 2001, 27, 701-721.	6.3	1,682
226	Strategic HRM as a Budgetary Control Mechanism in the Large Corporation: A Case Study from Engineering Contracting. Critical Perspectives on Accounting, 2001, 12, 797-815.	2.7	5
227	Transforming the Balanced Scorecard from Performance Measurement to Strategic Management: Part I. Accounting Horizons, 2001, 15, 87-104.	1.1	1,087
228	Strategic human resource management, market orientation, and organizational performance. Journal of Business Research, 2001, 51, 157-166.	5.8	177
229	Contrarian human resource investments and financial performance after economic downturns. Journal of Business Research, 2001, 52, 249-261.	5.8	12
230	â€~As cooks go, she went': is labour churn inevitable?. International Journal of Hospitality Management, 2001, 20, 163-185.	5.3	117
231	A theoretical look at firm performance in high-tech organizations: what does existing theory tell us?. Journal of High Technology Management Research, 2001, 12, 39-61.	2.7	37
232	Understanding high-performance work systems: the joint contribution of economics and human resource managementâ <sup>-+</sup> , Journal of Socio-Economics, 2001, 30, 63-73.	1.0	60
233	The impact of internal marketing activities on external marketing outcomes. Journal of Quality Management, 2001, 6, 61-76.	0.3	163
234	Do "high commitment―human resource practices affect employee commitment?. Journal of Management, 2001, 27, 515-535.	6.3	570
235	Human resource practices, organizational climate, and customer satisfaction. Journal of Management, 2001, 27, 431-449.	6.3	260
236	HIGH-INVOLVEMENT WORK PRACTICES, TURNOVER, AND PRODUCTIVITY: EVIDENCE FROM NEW ZEALAND Academy of Management Journal, 2001, 44, 180-190.	4.3	1,081
237	Does Training Generally Work? The Returns to In-Company Training. ILR Review, 2001, 54, 647.	1.3	122
238	What's Driving the New Economy? The Benefits of Workplace Innovation. SSRN Electronic Journal, 2001, , .	0.4	21
239	Direct and Moderating Effects of Human Capital on Strategy and Performance in Professional Service Firms: A Resource-Based Perspective. Academy of Management Journal, 2001, 44, 13-28.	4.3	180
240	Communicating and Controlling Strategy: An Empirical Study of the Effectiveness of the Balanced Scorecard. SSRN Electronic Journal, 2001, , .	0.4	40
241	High-Involvement Work Practices, Turnover, and Productivity: Evidence from New Zealand. Academy of Management Journal, 2001, 44, 180-190.	4.3	316
242	Management accounting and strategic human resource management: A UK/Canadian comparative analysis. Journal of Applied Accounting Research, 2001, 6, 90-120.	1.9	3

#	Article	IF	Citations
243	Unintended consequences: Organizational practices and their impact on workplace safety and productivity Journal of Occupational Health Psychology, 2001, 6, 127-138.	2.3	94
244	Impact of Human Resource Management Practices on Nursing Home Performance. Health Services Management Research, 2001, 14, 192-202.	1.0	23
245	The Value Dynamics of Total Quality Management: Ethics and the Foundations of TQM. Business Ethics Quarterly, 2001, 11, 501-535.	1.3	29
246	The Polarization and Differentiation of Employment Relations and New Organizational Models. Global Business Review, 2001, 2, 243-257.	1.6	0
247	Der Beitrag der Personalforschung zur BewĤigung der Problemlagen in den neuen BundeslĤdern. German Journal of Human Resource Management, 2001, 15, 149-180.	1.9	0
248	An evaluation of the relationship between management practices and computer aided design technology. Journal of Operations Management, 2001, 19, 307-333.	3.3	39
249	Quality management and high performance work practices: Do they coexist?. International Journal of Production Economics, 2001, 73, 251-259.	5.1	50
250	Job satisfaction and teamwork: the role of supervisor support. Journal of Organizational Behavior, 2001, 22, 537-550.	2.9	241
251	Location, location, location: contextualizing organizational research. Journal of Organizational Behavior, 2001, 22, 1-13.	2.9	835
252	Comparing Line and HR Executives' Perceptions of HR Effectiveness: Services, Roles, and Contributions. Human Resource Management, 2001, 40, 111-123.	3.5	187
253	Outsourcing HR: The Impact of Organizational Characteristics. Human Resource Management, 2001, 40, 125-138.	3.5	122
254	DIRECT AND MODERATING EFFECTS OF HUMAN CAPITAL ON STRATEGY AND PERFORMANCE IN PROFESSIONAL SERVICE FIRMS: A RESOURCE-BASED PERSPECTIVE Academy of Management Journal, 2001, 44, 13-28.	4.3	1,448
255	MICROFOUNDATIONS OF KNOWLEDGE DYNAMICS WITHIN THE FIRM. Industry and Innovation, 2001, 8, 309-323.	1.7	21
256	Potential Discrimination in Structured Employment Interviews. Employee Responsibilities and Rights Journal, 2001, 13, 15-38.	0.6	24
257	Supplements and Complements to the Current Employee Representation System in the United States. Employee Responsibilities and Rights Journal, 2001, 13, 107-124.	0.6	2
258	Work Values and Preferences for Employee Involvement in the Management of Organizations. Employee Responsibilities and Rights Journal, 2001, 13, 191-203.	0.6	8
259	Knowledge Strategies, Firm Types, and Complementarity in Human-Resource Practices. Journal of Management and Governance, 2001, 5, 1-27.	2.4	132
260	Integrating Religious Principles and Human Resource Management Activities. Teaching Business Ethics, 2001, 5, 121-139.	0.8	16

ARTICLE IF CITATIONS Title is missing!. Journal of Business Ethics, 2001, 34, 25-38. 3.7 29 261 Organization Context and Human Resource Management in the Small Firm. Small Business Economics, 4.4 147 2001, 17, 273-291. The practitioner-researcher divide in Industrial, Work and Organizational (IWO) psychology: Where 263 are we now, and where do we go from here?. Journal of Occupational and Organizational Psychology, 328 2.6 2001, 74, 391-411. The relevance of industrial and organisational psychology to contemporary organisations: How far 264 0.9 have we come and what needs to be done post-2000?. Australian Psychologist, 2001, 36, 200-210. Designing and aligning an HR system. Human Resource Management Journal, 2001, 11, 57-72. 265 3.6 18 Counting angels: a comparison of personnel and HR specialists. Human Resource Management Journal, 3.6 2001, 11, 5-22. Are public sector personnel managers the profession's poor relations?. Human Resource Management 267 3.6 19 Journal, 2001, 11, 23-38. Perceptions of the value of the HR function. Human Resource Management Journal, 2001, 11, 70-89. 268 3.6 118 THE EFFECTS OF EMPLOYEE SATISFACTION. ORGANIZATIONAL CITIZENSHIP BEHAVIOR, AND TURNOVER ON 269 ORGANIZATIONAL EFFECTIVENESS: A UNIT-LEVEL, LONGITUDINAL STUDY. Personnel Psychology, 2001, 54, 2.2 914 101-114. UNDERSTANDING WORK USING THE OCCUPATIONAL INFORMATION NETWORK (O\*NET): IMPLICATIONS FOR 270 2.2 344 PRACTICE AND RESEARCH. Personnel Psychology, 2001, 54, 451-492. MEASUREMENT ERROR IN RESEARCH ON HUMAN RESOURCES AND FIRM PERFORMANCE: ADDITIONAL DATA 271 2.2 193 AND SUGGESTIONS FOR FUTURE RESEARCH. Personnel Psychology, 2001, 54, 875-901. HOW HIGH PERFORMANCE HUMAN RESOURCE PRACTICES AND WORKFORCE UNIONIZATION AFFECT 2.2 24 MANAGERIAL PAY. Personnel Psychology, 2001, 54, 903-934. An examination of strategic goals and management practices of Russian enterprises. International 273 2.6 10 Business Review, 2001, 10, 475-490. Partnership at Work: Mutuality and the Balance of Advantage. British Journal of Industrial Relations, 274 0.8 2001, 39, 207-236. Management Practices and Employee Attitudes: A Longitudinal Study Spanning Fifty Years. Sociological 275 0.9 11 Review, 2001, 49, 254-274. Human resource strategy to improve organizational performance: a route for firms in Britain?. 30 International Journal of Management Reviews, 2001, 3, 321-339. Do "high commitment―human resource practices affect employee commitment? A cross-level analysis 277 6.3 566 using hierarchical linear modeling. Journal of Management, 2001, 27, 515-535. Ethical development and human resources training: an integrative framework. Human Resource 278 3.3 Management Review, 2001, 11, 135-158.

#	Article	IF	CITATIONS
279	Ethical dilemmas in human resource management: an application of a multidimensional framework, a unifying taxonomy, and applicable codes. Human Resource Management Review, 2001, 11, 159-175.	3.3	44
280	An industrial relations perspective on the high-performance paradigm. Human Resource Management Review, 2001, 11, 395-429.	3.3	66
281	IR and HR perspectives on workplace conflict. Human Resource Management Review, 2001, 11, 453-485.	3.3	37
282	Identifying barriers to technology-enhanced learning environments in teacher education. Computers in Human Behavior, 2001, 17, 421-430.	5.1	35
283	The impact of globalization on HRM: the case of South Korea. Journal of World Business, 2001, 36, 402-428.	4.6	134
284	Do "High-Performance―Work Practices Improve Establishment-Level Outcomes?. ILR Review, 2001, 54, 737-775.	1.3	398
285	The Effect of Human Resource Management Practices on MNC Subsidiary Performance in Russia. Journal of International Business Studies, 2001, 32, 59-75.	4.6	185
286	Bringing variety and change into strategic human resource management research. Research in Personnel and Human Resources Management, 0, , 199-230.	1.0	15
287	Selecting expatriates for increasingly complex global assignments. Career Development International, 2001, 6, 69-87.	1.3	74
288	The strategic management of people in work organizations: Review, synthesis, and extension. Research in Personnel and Human Resources Management, 0, , 165-197.	1.0	375
289	Human resource management – a survey of practices within family and nonâ€family firms. Journal of European Industrial Training, 2001, 25, 310-320.	1.1	183
290	The people make the process: commitment to employees, decision making, and performance. Journal of Management, 2001, 27, 163-189.	6.3	123
291	The effects of linkage between business and human resource management strategies. Personnel Review, 2001, 30, 132-151.	1.6	81
292	A Response to Snell the Learning Organization: Fact or Fiction?. Human Relations, 2001, 54, 343-359.	3.8	37
293	The Use of Flexible Staffing Arrangements in Core Production Jobs. ILR Review, 2001, 54, 245-258.	1.3	86
294	Does Training Generally Work? The Returns to in-Company Training. ILR Review, 2001, 54, 647-662.	1.3	203
295	Organizational Technologies and Human Resource Management. Human Relations, 2001, 54, 193-213.	3.8	16
296	Workforce retention. , 2001, , .		16

#	Article	IF	CITATIONS
297	Cogenerating a Competency based HRM Degree: A Model and Some Lessons from Experience. Journal of Management Education, 2001, 25, 231-257.	0.6	10
298	High performance work systems in the U.S. context. Transfer, 2001, 7, 422-440.	0.6	2
299	Developing competencies and capabilities through knowledge management: a contingent perspective. , 0, , .		2
300	Designing a safer workplace: Importance of job autonomy, communication quality, and supportive supervisors Journal of Occupational Health Psychology, 2001, 6, 211-228.	2.3	284
301	Impact of human resource management practices on nursing home performance. Health Services Management Research, 2001, 14, 192-202.	1.0	44
302	Benchmarking Training and Development Practices: A Multi-Country Comparative Analysis. Asia Pacific Journal of Human Resources, 2002, 40, 81-104.	2.5	7
303	Reducing the Hospital Workforce: What is the Role of Human Resource Management Practices?. Hospital Topics, 2002, 80, 12-18.	0.3	6
304	Contesting the Magic of the Market-place: Black Employment and Business Concentration in the Urban Context. Urban Studies, 2002, 39, 1793-1818.	2.2	10
305	A multi-level perspective on personnel selection research and practice: Implications for selection system design, assessment, and construct validation. Research in Multi-Level Issues, 0, , 95-140.	0.5	20
306	Strategic Human Resource Management and Organizational Performance in Singapore. Compensation & Benefits Review, 2002, 34, 33-42.	0.6	37
307	Employee perceptions of HRM and TQM, and the effects on satisfaction and intention to leave. Managing Service Quality, 2002, 12, 165-172.	2.4	109
308	Voluntary turnover: knowledge management – friend or foe?. Journal of Intellectual Capital, 2002, 3, 303-322.	3.1	142
309	People management in SMEs: an analysis of human resource strategies in family and nonâ€ <del>f</del> amily businesses. Journal of Small Business and Enterprise Development, 2002, 9, 245-259.	1.6	73
310	Multiparty Negotiation Support: The Role of Visualization's Influence on the Development of Shared Mental Models. Journal of Management Information Systems, 2002, 19, 129-150.	2.1	69
311	The Many Faces of Voluntary Employee Turnover. Industrial and Organizational Psychology, 2002, , 53-70.	0.0	4
312	Valuation of knowledge: a business performance-oriented methodology. , 0, , .		14
313	Best practices of ICT workforce management – a comparable research initiative in Finland. Journal of European Industrial Training, 2002, 26, 333-341.	1.1	9
314	Leveraging technology to improve field service. Journal of Service Management, 2002, 13, 47-68.	2.2	85

CITATION REPORT ARTICLE IF CITATIONS Business Strategy, HRM Practices and Organizational Performance: A Study of the Indian Software 0.1 1 Industry. Journal of Transnational Management, 2002, 7, 27-51. Strategic HRM for SMEs: implications for firms and policy. Education and Training, 2002, 44, 451-463. 1.7 A study of strategic HR issues in an Asian context. Personnel Review, 2002, 31, 166-188. 1.6 62 Intangible Assets: Computers and Organizational Capital. Brookings Papers on Economic Activity, 2002, 476 2002, 137-198. The healthy work organization model: Expanding the view of individual health and well being in the 0.1 25 workplace. Research in Occupational Stress and Well Being, 0, , 57-115. The Performance Effects of Congruence Between Product Competitive Strategies and Purchasing 2.4 114 Management Design. Management Science, 2002, 48, 866-885 What Makes Teams Take? Employee Reactions to Work Reforms. ILR Review, 2002, 55, 448-472. 1.3 28 Quality of Working Life among Women and Minorities in the Information Technology Workforce: A 0.2 Pilot Study. Proceedings of the Human Factors and Ergonomics Society, 2002, 46, 1379-1383. HRM and universalism: is there one best way?. International Journal of Contemporary Hospitality 5.3 21 Management, 2002, 14, 221-228. Organizing/theorizing: developments in organization theory and practice. Management Research 0.8 Review, 2002, 25, 1-193. Employee Voice, Human Resource Practices, and Quit Rates: Evidence from the Telecommunications 1.3 161 Industry. ILR Review, 2002, 55, 573-594. Explaining the Gender Effects on Faculty Pay Increases. Group and Organization Management, 2002, 27, 2.7 352-373. Understanding HRD System: A Critical Appraisal of HRD Practices and Facilitators. Vision, 2002, 6, 87-98. 1.5 0 A resource-based view of human resource management and organizational capabilities development. 3.3 International Journal of Human Resource Management, 2002, 13, 123-140. Localization in human resource management: Comparing American and European multinational 0.1 31 corporations. Advances in Comparative International Management, 2002, 14, 259-284. Organizational Individualism and Collectivism: Theoretical Development and an Empirical Test of a Measure. Journal of Management, 2002, 28, 544-566.

Leadership and organizational effectiveness in multinational enterprises in southeast Asia. Leadership and Organization Development Journal, 2002, 23, 250-259.

6.3

134

Enhancing Survey Response Rates at the Executive Level: Are Employee- or Consumer-Level Techniques

Effective?. Journal of Management, 2002, 28, 151-176.

#

315

317

318

319

321

323

324

325

327

329

#	Article	IF	CITATIONS
333	Impact of social innovations on French companies' performance. Measuring Business Excellence, 2002, 6, 42-48.	1.4	12
334	Discourse fashions in library administration and information management: A critical history and bibliometric analysis. Advances in Librarianship, 0, , 231-298.	0.1	9
335	Organisational incentive plans in Spanish manufacturing industry. Personnel Review, 2002, 31, 128-142.	1.6	8
336	Strategic human resource management in western multinationals in China. Personnel Review, 2002, 31, 553-579.	1.6	77
337	Building people and organisational excellence: the Start service excellence program. Managing Service Quality, 2002, 12, 139-145.	2.4	4
338	The role of economics and industrial relations in the development of the field of personnel/human resource management. Management Decision, 2002, 40, 962-979.	2.2	26
339	Not Just a Formality: Pay System Formalization and Sex-Related Earnings Effects. Organization Science, 2002, 13, 601-617.	3.0	133
340	Strategic human resource management: an organisational learning perspective. International Journal of Human Resources Development and Management, 2002, 2, 249.	0.0	10
341	Performance and growth in entrepreneurial firms: Revisiting the union-performance relationship. Advances in Entrepreneurship, Firm Emergence and Growth, 0, , 147-174.	1.5	3
342	Conclusion: Crisis, Conflict, and Reform in French Work and Society. , 2002, , 187-209.		0
343	Changing employment relations, new organizational models and the capability to use idiosyncratic knowledge. Journal of European Industrial Training, 2002, 26, 154-164.	1.1	3
344	MANAGING CUSTOMER SERVICES: HUMAN RESOURCE PRACTICES, QUIT RATES, AND SALES GROWTH Academy of Management Journal, 2002, 45, 587-597.	4.3	884
345	An "expert witness―perspective on performance appraisal in universities and colleges. Employee Relations, 2002, 24, 86-100.	1.5	48
346	Desegregating HRM: A Review and Synthesis of Micro and Macro Human Resource Management Research. Journal of Management, 2002, 28, 247-276.	6.3	741
347	The Appraisal Process. Journal of Human Resources in Hospitality and Tourism, 2002, 1, 57-76.	1.0	7
348	The Importance of Sectoral Differences in the Application of Complementary HRM Practices for Innovation Performance. International Journal of the Economics of Business, 2002, 9, 139-156.	1.0	144
349	Examining the Human Resource Architecture: The Relationships Among Human Capital, Employment, and Human Resource Configurations. Journal of Management, 2002, 28, 517-543.	6.3	960
350	High Performance Work Systems and Intermediate Indicators of Firm Performance Within the US Small Business Sector. Journal of Management, 2002, 28, 765-785.	6.3	404

ARTICLE IF CITATIONS # Flexible employment contracts and their implications for product and process innovation. 351 3.3 124 International Journal of Human Resource Management, 2002, 13, 1-18. Gender Differences in Strategy and Human Resource Management. International Small Business Journal, 2002, 20, 443-476. Intellectual Capital: More Than the Interaction of Competence x Commitment. Australian Journal of 353 1.2 30 Management, 2002, 27, 77-87. Managing Customer Services: Human Resource Practices, Quit Rates, and Sales Growth. Academy of 354 254 Management Journal, 2002, 45, 587-597. ORGANIZATION-WIDE BROAD-BASED INCENTIVES: RATIONAL THEORY AND EVIDENCE.. Proceedings -355 0.0 2 Academy of Management, 2002, 2002, C1-C6. L'impact des relations industrielles sur la performance organisationnelle. Industrial Relations, 2002, 57, 542-568. 0.2 The alignment between effective people management, business strategy and organisational 357 0.5 3 performance in the banking and insurance sector. SA Journal of Industrial Psychology, 2002, 28, . Market Forces, Strategic Management, HRM Practices and Organizational Performance, a Model Based 358 0.4 10 in European Sample. SSRN Electronic Journal, 2002, , . Toward understanding the relationship between IT human resource management systems and 359 8 retention., 2002,,. Education, training and development policies and practices in medium-sized companies in the UK: do 3.6 they really influence firm performance?. Omega, 2002, 30, 249-264. The adoption and modification of management ideas in organizations: towards an analytical 361 2.5 18 framework. Strategic Change, 2002, 11, 379-389. The relationship between the learning organization concept and firms' financial performance: An 2.1 empirical assessment. Human Resource Development Quarterly, 2002, 13, 5-22. Invited reaction: Linking learning with financial performance. Human Resource Development 363 2.1 20 Quarterly, 2002, 13, 23-30. Benchmarking training and development practices: a multi-country comparative analysis. Human 364 3.5 Resource Management, 2002, 41, 67-86. The role of human resource management: an exploratory study of cross-country variance. Human 365 89 3.5Resource Management, 2002, 41, 103-122. HR Professionals' beliefs about effective human resource practices: correspondence between 366 342 research and practice. Human Resource Management, 2002, 41, 149-174. Using profit sharing to enhance employee attitudes: A longitudinal examination of the effects on 367 3.593 trust and commitment. Human Resource Management, 2002, 41, 423-439. Pay dispersion and workforce performance: moderating effects of incentives and interdependence. Strategic Management Journal, 2002, 23, 491-512.

ARTICLE IF CITATIONS The Dynamics of Women's Roles as Family Business Managers. Family Business Review, 2002, 15, 239-252. 369 4.5 114 RECRUITMENT EVALUATION: THE CASE FOR ASSESSING THE QUALITY OF APPLICANTS ATTRACTED. Personnel 370 2.2 Psychology, 2002, 55, 461-490. FORMATIVE EVALUATION: AN INTEGRATIVE PRACTICE MODEL AND CASE STUDY. Personnel Psychology, 371 2.2 63 2002, 55, 951-983. The viability of alternative call centre production models. Human Resource Management Journal, 190 2002, 12, 14-34. Sustainable Development and the Sustainability of Competitive Advantage: A Dynamic and Sustainable 373 1.9 143 View of the Firm. Creativity and Innovation Management, 2002, 11, 135-146. 374 Employer opposition and union avoidance in the UK. Industrial Relations Journal, 2002, 33, 234-245. 0.8 In Search of the Subject: Researching Employee Reactions to Human Resource Management. Journal of 375 1.1 47 Industrial Relations, 2002, 44, 313-334. Human Resource Management, Corporate Performance and Employee Wellbeing: Building the Worker 1.1 434 into HRM. Journal of Industrial Relations, 2002, 44, 335-358. Changes, Dangers, Choice and Voice: Understanding what High Commitment Management Means for 377 1.1 6 Employees and Unions. Journal of Industrial Relations, 2002, 44, 359-375. Managing for High Performance? People Management Practices in Flight Centre. Journal of Industrial 378 1.1 Relations, 2002, 44, 376-396. Employee Responses to High Performance Work System Practices: An Analysis of the Awirs95 Data. 379 1.1 54 Journal of Industrial Relations, 2002, 44, 418-434. Empowerment, Performance, and Operational Uncertainty: A Theoretical Integration. Applied 380 4.4 Psychology, 2002, 51, 146-169. Changing Organizational Forms and the Employment Relationship. Journal of Management Studies, 381 6.0 148 2002, 39, 645-672. Institutionalization of Tipping as a Source of Managerial Control. British Journal of Industrial 0.8 Relations, 2002, 40, 725-752 The Role of Human Resource Practices in Reducing Occupational Stress and Strain. International 383 0.9 19 Journal of Stress Management, 2002, 9, 207-226. Title is missing!. Asia Pacific Journal of Management, 2003, 20, 447-480. 384 69 The effects of information technology on recruitment. Journal of Labor Research, 2003, 24, 395-408. 385 0.5 52 Matching leadership styles with employment modes: strategic human resource management 3.3 perspective. Human Resource Management Review, 2003, 13, 127-152.

#	Article	IF	CITATIONS
387	An exploration of the factors that influence employee participation in Europe. Journal of World Business, 2003, 38, 43-54.	4.6	45
388	The taxonomy and evolution of technology strategies: a study of Taiwan's high-technology-based firms. IEEE Transactions on Engineering Management, 2003, 50, 219-227.	2.4	9
389	How the achievement of human-resources goals drives restaurant performance. The Cornell Hotel and Restaurant Administration Quarterly, 2003, 44, 17-24.	1.1	58
390	Competitive edge: A strategic management model. The Cornell Hotel and Restaurant Administration Quarterly, 2003, 44, 44-53.	1.1	7
391	The influence of ethnic identity on perceptions of organizational recruitment. Journal of Vocational Behavior, 2003, 63, 396-416.	1.9	74
392	Social Issues and Management: Our Lost Cause Found. Journal of Management, 2003, 29, 859-881.	6.3	344
393	High-level employee involvement at Delta Air Lines. Human Resource Management, 2003, 42, 175-190.	3.5	38
394	Redesigning the human resources function at Lafarge. Human Resource Management, 2003, 42, 271-288.	3.5	16
395	The adoption of high-involvement practices and processes in emergent and developing firms: A descriptive and prescriptive approach. Human Resource Management, 2003, 42, 337-356.	3.5	52
396	Strategic human capital management in SMEs: An empirical study of entrepreneurial performance. Human Resource Management, 2003, 42, 375-391.	3.5	227
397	Employment relationships and firm performance: evidence from an emerging economy. Journal of Organizational Behavior, 2003, 24, 511-535.	2.9	166
398	Firm reputation and applicant pool characteristics. Journal of Organizational Behavior, 2003, 24, 733-751.	2.9	458
399	Structuring for high reliability: HR practices and mindful processes in reliability-seeking organizations. Journal of Organizational Behavior, 2003, 24, 877-903.	2.9	235
400	The impact of human resource management practices on operational performance: recognizing country and industry differences. Journal of Operations Management, 2003, 21, 19-43.	3.3	537
401	The impact of human resource management on export performance of Chinese manufacturing enterprises. Thunderbird International Business Review, 2003, 45, 409-429.	0.9	35
402	The impact of HR practices on the performance of business units. Human Resource Management Journal, 2003, 13, 21-36.	3.6	527
403	Challenging 'strategic HRM' and the relevance of the institutional setting. Human Resource Management Journal, 2003, 13, 56-70.	3.6	259
404	THE IMPACT OF HUMAN RESOURCE MANAGEMENT AND WORK CLIMATE ON ORGANIZATIONAL PERFORMANCE. Personnel Psychology, 2003, 56, 383-404.	2.2	266

#	Article	IF	CITATIONS
405	Professional Employer Organizations and Their Role in Small and Medium Enterprises: The Impact of HR Outsourcing. Entrepreneurship Theory and Practice, 2003, 28, 43-62.	7.1	40
406	Internal Market Failure: A Framework for Diagnosing Firm Inefficiency*. Journal of Management Studies, 2003, 40, 431-457.	6.0	44
407	Police Pay and Bargaining in the UK, 1978-2000. British Journal of Industrial Relations, 2003, 41, 29-52.	0.8	8
408	'High-performance' Management Practices, Working Hours and Work-Life Balance. British Journal of Industrial Relations, 2003, 41, 175-195.	0.8	377
409	Human Resource Management and Corporate Performance in the UK. British Journal of Industrial Relations, 2003, 41, 291-314.	0.8	566
410	Human Resources Practices as Predictors of Work-Family Outcomes and Employee Turnover. Industrial Relations, 2003, 42, 189-220.	0.9	493
411	Family-Friendly Management in Great Britain: Testing Various Perspectives. Industrial Relations, 2003, 42, 221-250.	0.9	80
412	What Do Unions Do to Productivity? A Meta-Analysis. Industrial Relations, 2003, 42, 650-691.	0.9	193
413	Creating value for employees: investment in employee development. International Journal of Human Resource Management, 2003, 14, 981-1000.	3.3	383
414	The organizational implications of human resources managers' perception of teleworking. Personnel Review, 2003, 32, 733-755.	1.6	44
415	Innovative human resource practices and organizational commitment: an empirical investigation. International Journal of Human Resource Management, 2003, 14, 175-197.	3.3	215
416	Applying employment systems theory to the analysis of national models of HRM. International Journal of Human Resource Management, 2003, 14, 1430-1442.	3.3	23
417	Highâ€involvement work practices and employee bargaining power. Employee Relations, 2003, 25, 455-471.	1.5	9
418	Organisational learning, competencies, and firm performance: empirical observations. Learning Organization, 2003, 10, 305-316.	0.7	39
419	The effect of human resource management practices on Japanese MNC subsidiary performance: a partial mediating model. International Journal of Human Resource Management, 2003, 14, 1391-1406.	3.3	106
420	Employment Flexibility and Firm Performance: Examining the Interaction Effects of Employment Mode, Environmental Dynamism, and Technological Intensity. Journal of Management, 2003, 29, 681-703.	6.3	74
421	Effects of training on business results1. International Journal of Human Resource Management, 2003, 14, 956-980.	3.3	207
422	Beyond the Balanced Scorecard:. Long Range Planning, 2003, 36, 187-204.	2.9	236

#	Article	IF	CITATIONS
423	ORGANIZATIONAL LIFE CYCLE: A FIVE TAGE EMPIRICAL SCALE. International Journal of Organizational Analysis, 2003, 11, 339-354.	0.5	248
424	The Role of Perceived Organizational Support and Supportive Human Resource Practices in the Turnover Process. Journal of Management, 2003, 29, 99-118.	6.3	1,043
425	Market Forces, Strategic Management, Human Resource Management Practices and Organizational Performance: A Model Based on a European Sample. Management Research, 2003, 1, 79-91.	0.5	24
426	An assessment of employee ownership in the United States with implications for the EU. International Journal of Human Resource Management, 2003, 14, 893-919.	3.3	33
427	New human resource management practices, complementarities and the impact on innovation performance. Cambridge Journal of Economics, 2003, 27, 243-263.	0.8	631
428	MNC knowledge transfer, subsidiary absorptive capacity, and HRM. Journal of International Business Studies, 2003, 34, 586-599.	4.6	899
429	Human resource strategy and firm performance in Pacific Rim countries. International Journal of Human Resource Management, 2003, 14, 1308-1332.	3.3	138
430	Editorial: Learning from diversity: HRM is not Lycra. International Journal of Human Resource Management, 2003, 14, 1299-1307.	3.3	13
431	Collectivism and goal orientation as mediators of the effect of national identity on merit pay decisions. International Journal of Human Resource Management, 2003, 14, 1368-1390.	3.3	20
432	Limits to strategic HRM: the case of the Mauritian civil service. International Journal of Human Resource Management, 2003, 14, 600-618.	3.3	36
433	Human resource management, institutionalization and organizational performance: a comparison of hospitals, hotels and local government. International Journal of Human Resource Management, 2003, 14, 1407-1429.	3.3	106
434	How to keep talents in high tech firms in the PRC: academic vs practitioner perspective. , 0, , .		0
435	Career systems in transition. Personnel Review, 2003, 32, 231-251.	1.6	98
436	Which comes first: Employee attitudes or organizational financial and market performance?. Journal of Applied Psychology, 2003, 88, 836-851.	4.2	383
437	HR managers. Personnel Review, 2003, 32, 341-359.	1.6	62
438	Why are capital market actors ambivalent to information about certain indicators on intellectual capital?. Accounting, Auditing and Accountability Journal, 2003, 16, 31-38.	2.6	61
439	The Impact of ICT Investment on Establishment Productivity. National Institute Economic Review, 2003, 184, 99-110.	0.4	16
440	Gender Demography and Organization Performance. Group and Organization Management, 2003, 28, 127-147.	2.7	130

#	Article	IF	CITATIONS
442	The Impact of Benefits on Graduating Student Willingness to Accept Job Offers. Journal of Business Communication, 2003, 40, 289-302.	1.8	7
445	Contrary Prescriptions: Recognizing Good Practice Tensions in Management. Organization Studies, 2003, 24, 69-93.	3.8	86
446	On the Interface Between Operations and Human Resources Management. Manufacturing and Service Operations Management, 2003, 5, 179-202.	2.3	365
447	Research Developments in Employment Relations and Diversity: A British Perspective. Asia Pacific Journal of Human Resources, 2003, 41, 88-100.	2.5	8
448	High performance work practices. Personnel Review, 2003, 32, 73-92.	1.6	67
449	The effects of new work practices: Evidence from employer-employee data. Advances in the Economic Analysis of Participatory and Labor-Managed Firms, 0, , 3-30.	0.2	21
450	OUTSOURCING INTENSITY, STRATEGY, AND GROWTH IN ENTREPRENEURIAL FIRMS. Journal of Enterprising Culture, 2003, 11, 89-110.	0.2	18
451	New Approaches in Reward: Their Relevance to the Public Sector. Public Money and Management, 2003, 23, 245-252.	1.2	11
452	The Effects of High Performance Work Systems on Employees in Aged Care. Labour & Industry, 2003, 13, 1-17.	0.8	4
453	Using an HRM pattern approach to examine the productivity of manufacturing firms – an empirical study. International Journal of Manpower, 2003, 24, 299-318.	2.5	28
454	Institutional Pressures, Human Resource Strategies, and the Rise of Nonunion Dispute Resolution Procedures. ILR Review, 2003, 56, 375-392.	1.3	56
455	Career management practices in India: an empirical study. International Journal of Manpower, 2003, 24, 699-719.	2.5	58
456	Insider ownership, human resource strategies and performance in a transition economy. Journal of International Business Studies, 2003, 34, 530-549.	4.6	57
457	The Effect of Employer Networks on Workplace Innovation and Training. ILR Review, 2003, 56, 203-223.	1.3	63
459	Challenges in Innovation Management. , 2003, , 761-774.		58
460	Does human resource management matter in a transitional economy? China as an example. Journal of International Business Studies, 2003, 34, 255-265.	4.6	87
461	Testing the relationship between intellectual capital and a company's performance: Evidence from South Africa. Meditari: Accountancy Research, 2003, 11, 25-44.	0.4	61
462	Waging Politics: A Case Study of Change in Incentive Compensation. Management Research, 2003, 1, 269-278.	0.5	1

#	Article	IF	CITATIONS
463	Searching for an ideal: a crossâ€disciplinary study of university faculty performance evaluation. Equality, Diversity and Inclusion, 2003, 22, 54-72.	0.5	6
464	Subcultures and employment modes: translating HR strategy into practice. Journal of Organizational Change Management, 2003, 16, 287-308.	1.7	50
465	Line managers: facilitators of knowledge sharing in teams. Employee Relations, 2003, 25, 294-307.	1.5	115
466	Organisational career management in Israel. Career Development International, 2003, 8, 88-96.	1.3	10
467	A Specialized Management Rotation for Dual PharmD/MBA Candidates. American Journal of Pharmaceutical Education, 2003, 67, 36.	0.7	1
468	APPLYING SELF-DETERMINATION THEORY TO ORGANIZATIONAL RESEARCH. Research in Personnel and Human Resources Management, 0, , 357-393.	1.0	92
469	Chief purchasing officer compensation. International Journal of Physical Distribution and Logistics Management, 2003, 33, 477-499.	4.4	6
470	Developing a strategic internal auditâ€human resource management relationship: a model and survey. Managerial Auditing Journal, 2003, 18, 465-477.	1.4	10
471	Participation, cooperatives and performance: An analysis of spanish manufacturing firms. Advances in the Economic Analysis of Participatory and Labor-Managed Firms, 0, , 31-56.	0.2	6
472	The experience of work. Employee Relations, 2003, 25, 149-167.	1.5	48
473	High-quality work, job satisfaction, and occupational injuries Journal of Applied Psychology, 2003, 88, 276-283.	4.2	237
474	The return on investment of leadership development: Differentiating our discipline Consulting Psychology Journal, 2003, 55, 47-57.	0.6	8
475	Accidental outcomes: Attitudinal consequences of workplace injuries Journal of Occupational Health Psychology, 2003, 8, 74-85.	2.3	54
476	AN EXPLORATORY STUDY INTO THE APPLICABILITY OF WESTERN HRM PRACTICES IN DEVELOPING COUNTRIES: AN ALGERIAN CASE STUDY. International Journal of Commerce and Management, 2003, 13, 61-80.	0.5	17
477	New China – old ways?. Employee Relations, 2003, 25, 42-60.	1.5	36
478	La performance organisationnelle et la complémentarité des pratiques de gestion des ressources humaines. Industrial Relations, 2003, 58, 427-453.	0.2	9
479	Absence Culture. Industrial Relations, 2003, 58, 483-514.	0.2	10
480	Managing Interdisciplinary, Longitudinal Research Teams: Extending Grounded Theory-Building Methodologies. Organization Science, 2003, 14, 353-373.	3.0	66

#	Article	IF	Citations
481	Organizational Dispute Resolution Systems: a Complementarities Model. Academy of Management Review, 2003, 28, 643-656.	7.4	52
482	Strategic change processes: an organization development approach. , 2003, , 125-146.		0
483	Human resource management systems and organizational performance: an analysis of the Spanish manufacturing industry. International Journal of Human Resource Management, 2003, 14, 1206-1226.	3.3	77
484	Impact of people management practices on organizational performance: analysis of a causal model. International Journal of Human Resource Management, 2003, 14, 1246-1266.	3.3	281
485	Reassessing the Impact of High Performance Workplaces. SSRN Electronic Journal, 2003, , .	0.4	24
486	The Cross-National Diversity of Corporate Governance: Dimensions and Determinants. Academy of Management Review, 2003, 28, 447-465.	7.4	1,273
487	Company-based Determinants of Training and the Impact of Training on Company Performance: Results from an International HRM Survey. SSRN Electronic Journal, 2003, , .	0.4	2
488	Development of a questionnaire for assessing work unit performance. SA Journal of Industrial Psychology, 2004, 30, .	0.5	10
489	Impact of Strategy, HRM Strength and HRM Bundles on Innovation Performance and Organizational Performance. SSRN Electronic Journal, 2004, , .	0.4	1
490	A Multilevel Investigation of Factors Influencing Employee Service Performance and Customer Outcomes. Academy of Management Journal, 2004, 47, 41-58.	4.3	55
491	EXPATRIATE RETURN ON INVESTMENT Proceedings - Academy of Management, 2004, 2004, F1-F6.	0.0	9
492	Is High Employee Turnover Really Harmful? An Empirical Test Using Company Records. Academy of Management Journal, 2004, 47, 277-286.	4.3	16
493	A new approach to the best practices debate: are best practices applied to all employees in the same way?. International Journal of Human Resource Management, 2004, 15, 56-75.	3.3	26
494	Understanding HRM–Firm Performance Linkages: The Role of the "Strength―of the HRM System. Academy of Management Review, 2004, 29, 203-221.	7.4	1,516
495	Human resource management systems and their role in the development of strategic resources: empirical evidence. Journal of European Industrial Training, 2004, 28, 474-489.	1.1	36
496	Fertility, human capital, and macroeconomic performance: long-term interactions and short-run dynamics. Applied Financial Economics, 2004, 14, 537-554.	0.5	5
497	HRM in support of the learning factory: evidence from the US and UK automotive components industries. International Journal of Human Resource Management, 2004, 15, 331-345.	3.3	20
498	Consultation and communication in family businesses in Great Britain. International Journal of Human Resource Management, 2004, 15, 1424-1444.	3.3	19

#	Article	IF	CITATIONS
499	Developing Managers in Europe: Policies, Practices, and Impact. Advances in Developing Human Resources, 2004, 6, 404-427.	2.4	13
501	Contrasting Perspectives on the Diffusion of Management Knowledge. Management Learning, 2004, 35, 287-302.	1.4	28
502	Exploring the link, among small firms, between management training and firm performance: a comparison between the UK and other OECD countries. International Journal of Human Resource Management, 2004, 15, 112-130.	3.3	170
503	Toward a Political Economy Model for Comparative Analysis of the Role of Strategic Human Resource Development Leadership. Human Resource Development Review, 2004, 3, 189-208.	1.8	17
504	Understanding Shareholder Activism: Which Corporations are Targeted?. Business and Society, 2004, 43, 239-267.	4.2	239
505	The Adoption of Management Ideas and Practices. Management Learning, 2004, 35, 155-179.	1.4	212
506	Examining the link between human resource management orientation and firm performance. Personnel Review, 2004, 33, 499-520.	1.6	31
507	ORGANIZATIONAL STAFFING: A MULTILEVEL REVIEW, SYNTHESIS, AND MODEL. Research in Personnel and Human Resources Management, 0, , 121-176.	1.0	26
508	Temporary workers. Management Decision, 2004, 42, 963-973.	2.2	41
509	Employee involvement in family and nonâ€familyâ€owned businesses in Great Britain. International Journal of Entrepreneurial Behaviour and Research, 2004, 10, 49-58.	2.3	25
510	The Organizational Demography of Racial Employment Segregation. American Journal of Sociology, 2004, 110, 626-671.	0.3	57
511	The impact of institutional context on human resource management in three Chinese societies. Employee Relations, 2004, 26, 626-642.	1.5	56
512	Strategic human resource management and resourceâ€based approach: the evidence from the british manufacturing industry. Management Research Review, 2004, 27, 50-68.	0.8	41
513	A Methodological Approach to Studying the Fit Between Commitment Management and Competitive Strategy. Management Research, 2004, 2, 161-174.	0.5	3
514	Human resource management and business performance measurement. Measuring Business Excellence, 2004, 8, 28-37.	1.4	29
515	Where do we Go from here?:. Journal of Management Inquiry, 2004, 13, 203-213.	2.5	44
516	Knowledge transfer and expatriation in multinational corporations. Employee Relations, 2004, 26, 663-679.	1.5	262
517	Creating a concession climate: the case of the serial downsizers. International Journal of Human Resource Management, 2004, 15, 1056-1068.	3.3	28

# 518	ARTICLE Empirical study on the linkage of intellectual capital and firm performance. , 0, , .	IF	CITATIONS 5
519	The role of leadership in safety , 2004, , 159-180.		27
520	Exploring the supervisor role as a facilitator of knowledge sharing in teams. Journal of European Industrial Training, 2004, 28, 93-102.	1.1	66
521	The crossâ€national transfer of HRM practices in MNCs: An integrative research model. International Journal of Manpower, 2004, 25, 500-517.	2.5	42
522	Expatriate Return on Investment : A Definition and Antecedents. International Studies of Management and Organization, 2004, 34, 68-95.	0.4	67
523	Firms' decisions to innovate and innovation routines. Economics of Innovation and New Technology, 2004, 13, 733-745.	2.1	48
524	Human Resource Management and Organizational Performance: Evidence from Retail Banking. ILR Review, 2004, 57, 181-203.	1.3	131
525	A Critical Assessment of the High-Performance Paradigm. British Journal of Industrial Relations, 2004, 42, 349-378.	0.8	491
526	Collusion, reputation damage and interest in codes of conduct: the case of a Dutch construction company. Business Ethics, 2004, 13, 127-142.	3.5	47
527	Managing people and performance: an evidence based framework applied to health service organizations. International Journal of Management Reviews, 2004, 5-6, 91-111.	5.2	107
528	Value creation and the UK economy: a review of strategic options. International Journal of Management Reviews, 2004, 5-6, 191-213.	5.2	28
529	Future Perspectives on Employee Selection: Key Directions for Future Research and Practice. Applied Psychology, 2004, 53, 487-501.	4.4	74
530	Performance Management: A Model and Research Agenda. Applied Psychology, 2004, 53, 556-569.	4.4	248
531	Intellectual Capital Profiles: An Examination of Investments and Returns*. Journal of Management Studies, 2004, 41, 335-361.	6.0	763
532	Firing Blanks? An Analysis of Discursive Struggle in HRM. Journal of Management Studies, 2004, 41, 377-400.	6.0	88
533	HRM and Critical Social Science Analysis. Journal of Management Studies, 2004, 41, 447-467.	6.0	117
534	Rhetoric, facts and self-fulfilling prophecies: exploring practitioners' perceptions of progress in implementing HRM. Industrial Relations Journal, 2004, 35, 196-215.	0.8	23
535	Work systems, corporate strategy and global markets: creative shop floors or â€`a barge mentality'?. Industrial Relations Journal, 2004, 35, 216-232.	0.8	28

#	Article	IF	CITATIONS
536	HRD and the challenges of assessing learning in the workplace. International Journal of Training and Development, 2004, 8, 140-156.	0.5	74
537	Equity-Based Compensation for Employees: Firm Performance and Determinants. Journal of Financial Research, 2004, 27, 31-54.	0.7	123
538	ON THE VALIDITY OF SUBJECTIVE MEASURES OF COMPANY PERFORMANCE. Personnel Psychology, 2004, 57, 95-118.	2.2	754
539	High performance work systems, organisational culture and firm effectiveness. Human Resource Management Journal, 2004, 14, 55-78.	3.6	239
540	Using sequential tree analysis to search for 'bundles' of HR practices. Human Resource Management Journal, 2004, 14, 79-96.	3.6	135
541	HR accounting as a measurement tool. Human Resource Management Journal, 2004, 14, 75-90.	3.6	35
542	What's Driving the New Economy?: The Benefits of Workplace Innovation. Economic Journal, 2004, 114, F97-F116.	1.9	332
543	How Workers Fare When Employers Innovate. Industrial Relations, 2004, 43, 44-66.	0.9	61
544	Is There a Wage Payoff to Innovative Work Practices?. Industrial Relations, 2004, 43, 67-97.	0.9	72
545	The Impact of Stock Purchase Plan Participation on Workers' Individual Cash Compensation. Industrial Relations, 2004, 43, 120-147.	0.9	13
546	External Churning and Internal Flexibility: Evidence on the Functional Flexibility and Core-Periphery Hypotheses. Industrial Relations, 2004, 43, 148-182.	0.9	140
547	Racial Discrimination in the Workplace: Does Market Structure Make a Difference?. Industrial Relations, 2004, 43, 660-689.	0.9	14
548	Changing Patterns of Employee Voice: Case Studies from the UK and Republic of Ireland. Journal of Industrial Relations, 2004, 46, 298-322.	1.1	123
549	The Effects of 'High Commitment' HRM Practices on Employee Attitude: The Views of Public Sector Workers. Public Administration, 2004, 82, 63-81.	2.3	149
550	The influence of environmental, organizational, and HRM factors on employee behaviors in subsidiaries: a Mexican case study of organizational learning. Journal of World Business, 2004, 39, 1-11.	4.6	38
551	Assessing the contribution of knowledge to business performance: the KP3 methodology. Decision Support Systems, 2004, 36, 403-416.	3.5	131
552	Towards a re-examination of work arrangements: An analysis from Rawls' Theory of Justice. Human Resource Management Review, 2004, 14, 395-408.	3.3	15
553	Ownership and its Impact on Coping with Financial Crisis: Differences in State-, Mixed-, and Privately-Owned Enterprises in Thailand. Asia Pacific Journal of Management, 2004, 21, 49-74.	2.9	9

#	Article	IF	Citations
554	Organizational climate and company productivity: The role of employee affect and employee level. Journal of Occupational and Organizational Psychology, 2004, 77, 193-216.	2.6	344
555	The Value of Human and Social Capital Investments for the Business Performance of Startups. Small Business Economics, 2004, 23, 227-236.	4.4	590
556	Employment dispute resolution: The case for mediation. Conflict Resolution Quarterly, 2004, 22, 145-174.	0.3	60
557	Performance support for performance analysis. TechTrends, 2004, 48, 34-39.	1.4	3
558	The Social Dimension of Organizations: Recent experiences with Great Place to Work� assessment practices. Journal of Business Ethics, 2004, 55, 135-146.	3.7	29
559	Strategic positioning, human capital, and performance in service organizations: a customer interaction approach. Strategic Management Journal, 2004, 25, 85-99.	4.7	252
560	Effects of downsizing practices on the performance of hospitals. Strategic Management Journal, 2004, 25, 405-427.	4.7	136
561	Human capital and learning as a source of sustainable competitive advantage. Strategic Management Journal, 2004, 25, 1155-1178.	4.7	1,034
562	The relationships between intangible organizational elements and organizational performance. Strategic Management Journal, 2004, 25, 1257-1278.	4.7	458
563	Development of the recruitment value proposition for geocentric staffing. Thunderbird International Business Review, 2004, 46, 687-708.	0.9	18
564	Revisiting the use and effectiveness of modern management practices. Human Factors and Ergonomics in Manufacturing, 2004, 14, 415-432.	1.4	25
565	Influence of HRM practices on organizational commitment: A study among software professionals in India. Human Resource Development Quarterly, 2004, 15, 77-88.	2.1	142
566	The effectiveness of managerial leadership development programs: A meta-analysis of studies from 1982 to 2001. Human Resource Development Quarterly, 2004, 15, 217-248.	2.1	306
567	The making of twenty-first-century HR: An analysis of the convergence of HRM, HRD, and OD. Human Resource Management, 2004, 43, 49-66.	3.5	143
568	The impact of organizational climate and strategic fit on firm performance. Human Resource Management, 2004, 43, 67-82.	3.5	138
569	The use of an automated employment recruiting and screening system for temporary professional employees: A case study. Human Resource Management, 2004, 43, 233-241.	3.5	54
570	Closing science-practice knowledge gaps: Contributions of psychological research to human resource management. Human Resource Management, 2004, 43, 299-304.	3.5	22
571	Collaborative planning for training impact. Human Resource Management, 2004, 43, 337-351.	3.5	98

#	Article	IF	CITATIONS
572	Redesigning computer call center work: a longitudinal field experiment. Journal of Organizational Behavior, 2004, 25, 317-337.	2.9	50
573	Integrated manufacturing, empowerment, and company performance. Journal of Organizational Behavior, 2004, 25, 641-665.	2.9	117
574	Resources, capabilities, and the performance of industrial firms: A multivariate analysis. Managerial and Decision Economics, 2004, 25, 299-315.	1.3	116
575	Supplier evaluations: communication strategies to improve supplier performance. Journal of Operations Management, 2004, 22, 39-62.	3.3	493
576	Swimming against the tide: social partnership, mutual gains and the revival of â€~tired' HRM. International Journal of Human Resource Management, 2004, 15, 410-424.	3.3	65
577	Productivity Effects of Organizational Change: Microeconometric Evidence. Management Science, 2004, 50, 394-404.	2.4	136
578	Relating career stage to attitudes towards HR practices and commitment: Evidence of interaction effects?. European Journal of Work and Organizational Psychology, 2004, 13, 417-446.	2.2	81
579	Linking Human Resource Management Practices and Organizational Strategy. Journal of Transnational Management, 2004, 10, 99-121.	0.5	2
580	A conceptual model of labour turnover and retention. Human Resource Development International, 2004, 7, 371-390.	2.3	68
581	A MULTILEVEL INVESTIGATION OF FACTORS INFLUENCING EMPLOYEE SERVICE PERFORMANCE AND CUSTOMER OUTCOMES Academy of Management Journal, 2004, 47, 41-58.	4.3	775
582	IS HIGH EMPLOYEE TURNOVER REALLY HARMFUL? AN EMPIRICAL TEST USING COMPANY RECORDS Academy of Management Journal, 2004, 47, 277-286.	4.3	250
583	Human resources management in Spain: is it possible to speak of a typical model?. International Journal of Human Resource Management, 2004, 15, 935-958.	3.3	62
584	The politics of HRM: waiting for Godot in the Moroccan civil service. International Journal of Human Resource Management, 2004, 15, 978-995.	3.3	18
585	Impact of HR practices on perceived firm performance in India. Asia Pacific Journal of Human Resources, 2004, 42, 301-317.	2.5	139
586	High-involvement practices and performance of French firms. International Journal of Human Resource Management, 2004, 15, 1408-1423.	3.3	129
587	Job analysis: a strategic human resource management practice. International Journal of Human Resource Management, 2004, 15, 219-244.	3.3	54
588	Training practices and organisational learning capability. Journal of European Industrial Training, 2004, 28, 234-256.	1.1	91
589	Satisfaction with performance appraisal systems. Journal of Managerial Psychology, 2004, 19, 526-541.	1.3	92

#	Article	IF	CITATIONS
590	A technology acceptance model of innovation adoption: the case of teleworking. European Journal of Innovation Management, 2004, 7, 280-291.	2.4	79
591	Interâ€organizational network participation. Journal of Management Development, 2004, 23, 798-817.	1.1	8
592	Strategic HRM in for-profit and non-profit organizations in a knowledge-intensive industry. Public Management Review, 2004, 6, 311-331.	3.4	46
593	What difference does ("good") HRM make?. Human Resources for Health, 2004, 2, 6.	1.1	96
594	A Call for Testing our Assumptions. Journal of Management Inquiry, 2004, 13, 192-202.	2.5	16
595	In search of sustained competitive advantage: the impact of organizational culture, competitive strategy and human resource management practices on firm performance. International Journal of Human Resource Management, 2004, 15, 17-35.	3.3	268
596	Strategic human capital and the performance of public sector organizations. Scandinavian Journal of Management, 2004, 20, 375-392.	1.0	56
597	Employee participation and productivity. Labour Economics, 2004, 11, 715-740.	0.9	134
598	The political role of corporate human resource management in strategic global leadership development. Leadership Quarterly, 2004, 15, 569-588.	3.6	29
599	Relation of principal transformational leadership to school staff job satisfaction, staff turnover, and school performance. Journal of Educational Administration, 2004, 42, 333-356.	0.8	220
600	The meanings and purpose of employee voice. International Journal of Human Resource Management, 2004, 15, 1149-1170.	3.3	304
601	Use and misuse of process and outcome data in managing performance of acute medical care: avoiding institutional stigma. Lancet, The, 2004, 363, 1147-1154.	6.3	387
602	Slack resources and firm performance: a meta-analysis. Journal of Business Research, 2004, 57, 565-574.	5.8	340
603	The diffusion of high performance employment practices in the Republic of Ireland. International Journal of Manpower, 2004, 25, 598-617.	2.5	8
604	Transferring the Investors in People concept from the UK to The Netherlands. Journal of European Industrial Training, 2004, 28, 499-518.	1.1	7
605	INFERENCE PROBLEMS WITH HIERARCHICAL MULTIPLE REGRESSION-BASED TESTS OF MEDIATING EFFECTS. Research in Personnel and Human Resources Management, 0, , 249-290.	1.0	48
606	The use of workplace innovations in Ireland: a review of the evidence. Personnel Review, 2004, 33, 81-109.	1.6	4
607	Improving human resources management: some practical questions and answers. International Journal of Contemporary Hospitality Management, 2004, 16, 59-64.	5.3	9

	CITATION R	CITATION REPORT	
#	ARTICLE	IF	CITATIONS
608	Employee practices in New Zealand SMEs. Employee Relations, 2004, 26, 94-105.	1.5	17
609	THE EMPLOYEE-ORGANIZATION RELATIONSHIP: A TIMELY CONCEPT IN A PERIOD OF TRANSITION. Research in Personnel and Human Resources Management, 0, , 291-370.	1.0	155
610	Nurse Staffing Patterns and Quality of Care in Nursing Homes. Health Care Management Review, 2004, 29, 107-116.	0.6	105
611	Measuring marketing performance against the backdrop of intraâ€organisational change. Marketing Intelligence and Planning, 2004, 22, 59-65.	2.1	7
612	Succession planning Consulting Psychology Journal, 2004, 56, 119-128.	0.6	41
613	Synergies from the human resource management literature and the resources and capacities theory of the firm: implications for management. International Journal of Human Resources Development and Management, 2004, 4, 323.	0.0	1
614	The relativity of HR systems: conceptualising the impact of desired employee contributions and HR philosophy. International Journal of Technology Management, 2004, 27, 639.	0.2	38
616	Exposing Accidents: Moving Safety Focus From Likelihood to Exposure. , 2005, , .		0
617	Performance pay in Canadian and Australian firms: a comparative study. International Journal of Human Resource Management, 2005, 16, 1783-1811.	3.3	62
618	Analytical Modeling in Complex Surveys of Work Practices. ILR Review, 2005, 59, 82-100.	1.3	20
619	The impact of HR configuration on firm performance in Singapore: a resource-based explanation. International Journal of Human Resource Management, 2005, 16, 1740-1758.	3.3	30
620	Building an Inclusive Entrepreneurial Culture. International Journal of Entrepreneurship and Innovation, 2005, 6, 77-84.	1.4	19
621	Adapt or adapt: lessons for strategy from the US telecoms industry. Journal of General Management, 2005, 31, 83-105.	0.8	20
622	Does my business need a human resources function? a decision–making model for small and medium-sized firms. New England Journal of Entrepreneurship, 2005, 8, 25-36.	0.6	6
624	Influence of the sector and the environment on human resource practices' effectiveness. International Journal of Human Resource Management, 2005, 16, 1349-1373.	3.3	18
625	Attitudes of academic staff towards their job and organisation: An empirical assessment. Tertiary Education and Management, 2005, 11, 147-166.	0.6	20
626	Worker responses to teamworking: exploring employee attributions of managerial motives. International Journal of Human Resource Management, 2005, 16, 238-255.	3.3	26
627	Empowerment and Performance. , 2005, , 1-46.		13

#	ARTICLE	IF	Citations
628	Creating and sustaining economic growth through human resources in the Caribbean. International Journal of Human Resources Development and Management, 2005, 5, 227.	0.0	1
629	Der Beitrag des Personalmanagements zum Unternehmenserfolg. Eine Metaanalyse nach 20 Jahren Erfolgsfaktorenforschung. German Journal of Human Resource Management, 2005, 19, 221-251.	1.9	4
630	Seeing stars: human resources performance indicators in the National Health Service. Personnel Review, 2005, 34, 634-647.	1.6	24
631	Wine Business Management Practices to Promote Productivity and Profitability. International Journal of Wine Business Research, 2005, 17, 5-27.	0.5	7
632	Effects of HRM on client satisfaction in nursing and care for the elderly. Employee Relations, 2005, 27, 413-424.	1.5	21
633	Changes in HRM in Europe. Journal of European Industrial Training, 2005, 29, 541-560.	1.1	43
634	Examining structure and process in ESOP firms. Personnel Review, 2005, 34, 277-293.	1.6	8
635	The Intangible Economy and Firm Superior Performance: Evidence from Australia. Journal of Management and Organization, 2005, 11, 28-40.	1.6	5
636	HRM configurations in Korean venture firms: resource availability, institutional force and strategic choice perspectives. International Journal of Human Resource Management, 2005, 16, 1759-1782.	3.3	23
637	Exploring HR outsourcing and its perceived effectiveness. International Journal of Business Performance Management, 2005, 7, 464.	0.2	10
638	Hierarchical Linear Modeling of Multilevel Data. Journal of Sport Management, 2005, 19, 387-403.	0.7	33
639	Effets de certaines pratiques de GRH sur la performance de PME manufacturiÃ <sup>∵</sup> resÂ: vérification de l'approche universaliste. Revue Internationale PME, 2005, 18, 43-73.	0.5	20
640	Behavior change versus culture change: Divergent approaches to managing workplace safety. Safety Science, 2005, 43, 105-129.	2.6	224
641	The choice of gainsharing plans in North America: A congruence perspective. Journal of Labor Research, 2005, 26, 465-483.	0.5	4
642	Unionism and employment conflict resolution: Rethinking collective voice and its consequences. Journal of Labor Research, 2005, 26, 209-239.	0.5	33
643	IT Human Resource Management Configurations and IT Turnover: Theoretical Synthesis and Empirical Analysis. Information Systems Research, 2005, 16, 237-255.	2.2	129
645	Formal Human Resource Management Practices in Small Growing Firms*. Journal of Small Business Management, 2005, 43, 16-40.	2.8	287
646	Strategic Orientation, Management Characteristics, and Performance: A Study of Spanish SMEs. Journal of Small Business Management, 2005, 43, 287-308.	2.8	282

#	Article	IF	CITATIONS
647	British Managers' Attitudes and Behaviour in Industrial Relations: A Twenty-Year Study. British Journal of Industrial Relations, 2005, 43, 117-134.	0.8	11
648	Varieties of Capitalism: Production and Market Relations in the USA and Japan. British Journal of Industrial Relations, 2005, 43, 593-603.	0.8	11
649	TRAINING AND ESTABLISHMENT SURVIVAL. Scottish Journal of Political Economy, 2005, 52, 710-735.	1.1	13
650	The Impact of Profit Sharing on the Performance of Financial Services Firms*. Journal of Management Studies, 2005, 42, 761-791.	6.0	46
651	An Integrative Framework for Measuring the Extent to which Organizational Variables Influence the Success of Process Improvement Programmes. Journal of Management Studies, 2005, 42, 1357-1381.	6.0	76
652	Managing temporary workers: work identity, diversity and operational HR choices. Human Resource Management Journal, 2005, 15, 76-92.	3.6	71
653	The HR department's role in organisational performance. Human Resource Management Journal, 2005, 15, 49-66.	3.6	159
654	Commonalities and contradictions in HRM and performance research. Human Resource Management Journal, 2005, 15, 67-94.	3.6	1,042
655	Foreword: linking HRM and performance - a never-ending search?. Human Resource Management Journal, 2005, 15, 3-8.	3.6	37
656	Satisfaction with HR practices and commitment to the organisation: why one size does not fit all. Human Resource Management Journal, 2005, 15, 9-29.	3.6	224
657	Financial performance and the long-term link with HR practices, work climate and job stress. Human Resource Management Journal, 2005, 15, 30-53.	3.6	41
658	Financial participation and performance in Europe. Human Resource Management Journal, 2005, 15, 54-67.	3.6	51
659	HRM and performance: what next?. Human Resource Management Journal, 2005, 15, 68-83.	3.6	292
660	Breaking the Silence Culture: Stimulation of Participation and Employee Opinion Withholding Cross-nationally. Management and Organization Review, 2005, 1, 459-482.	1.8	171
661	THE RELATIONSHIP BETWEEN HR PRACTICES AND FIRM PERFORMANCE: EXAMINING CAUSAL ORDER. Personnel Psychology, 2005, 58, 409-446.	2.2	775
662	Rethinking Teacher Workforce Development: A Strategic Human Resource Management Perspective. Yearbook of the National Society for the Study of Education, 2004, 103, 34-69.	0.1	21
663	THE DETERMINANTS OF FIRM PERFORMANCE: UNIONS, WORKS COUNCILS, AND EMPLOYEE INVOLVEMENT/HIGH-PERFORMANCE WORK PRACTICES. Scottish Journal of Political Economy, 2005, 52, 406-450.	1.1	60
664	Branding:. European Management Journal, 2005, 23, 76-88.	3.1	133

#	Article	IF	CITATIONS
665	Promoting corporate entrepreneurship through human resource management practices: A review of empirical research. Human Resource Management Review, 2005, 15, 21-41.	3.3	293
666	Theorizing about the impact of strategic human resource management. Human Resource Management Review, 2005, 15, 1-19.	3.3	97
667	A contingency framework for the delivery of HR practices. Human Resource Management Review, 2005, 15, 139-159.	3.3	100
668	Aligning strategic human resource management and person–environment fit. Human Resource Management Review, 2005, 15, 247-262.	3.3	92
669	The vital role of strategy in strategic human resource management education. Human Resource Management Review, 2005, 15, 200-213.	3.3	10
670	The future of HR management: Research needs and directions. Human Resource Management, 2005, 44, 207-216.	3.5	86
671	Convergence in human resource systems: A comparison of locally owned and MNC subsidiaries in Taiwan. Human Resource Management, 2005, 44, 237-256.	3.5	82
672	How leveraging human resource capital with its competitive distinctiveness enhances the performance of commercial and public organizations. Human Resource Management, 2005, 44, 391-412.	3.5	102
673	HR in the small business enterprise: Assessing the impact of PEO utilization. Human Resource Management, 2005, 44, 433-448.	3.5	13
674	Employee involvement climate and organizational effectiveness. Human Resource Management, 2005, 44, 471-488.	3.5	188
675	Creating HR capability in high performance organizations. Strategic Change, 2005, 14, 121-131.	2.5	14
676	Enhancing the transfer of knowledge resources through effective utilization of labor and technology in a global organization: a case study of Bovis Lend Lease Inc.'s global knowledge transfer system. Knowledge and Process Management, 2005, 12, 132-139.	2.9	3
677	Integrating managerial perceptions and transformational leadership into a work-unit level model of employee involvement. Journal of Organizational Behavior, 2005, 26, 561-589.	2.9	172
678	Flexible work bundles and organizational competitiveness: a cross-national study of the European work context. Journal of Organizational Behavior, 2005, 26, 923-947.	2.9	125
679	Job Satisfaction as a Function of Job Level. Administration and Policy in Mental Health and Mental Health Services Research, 2005, 32, 285-291.	1.2	15
680	The Financial Impact of Organisational Downsizing Practices?The New Zealand Experience. Asia Pacific Journal of Management, 2005, 22, 41-63.	2.9	18
681	Attitudes of Academic Staff Towards their Job and Organisation: An Empirical Assessment. Tertiary Education and Management, 2005, 11, 147-166.	0.6	24
682	Commitment to Employees: Does It Help or Hinder Small Business Performance?. Small Business Economics, 2005, 24, 97-111.	4.4	52

ARTICLE IF CITATIONS # Human resource strategies in post-WTO China. Thunderbird International Business Review, 2005, 47, 683 0.9 30 263-285. High-performance work systems in Asian companies. Thunderbird International Business Review, 2005, 684 47, 575-599. How do interdependencies among human-capital deployment, development, and diversification 685 4.7 272 strategies affect firms' financial performance?. Strategic Management Journal, 2005, 26, 967-985. The Export of National Varieties of Capitalism: The Cases of Wal-Mart and Ikea. SSRN Electronic 686 0.4 Journal, 2005, , . Can Businesses Effectively Regulate Employee Conduct? The Antecedents of Rule Following in Work 687 4.3 277 Settings. Academy of Management Journal, 2005, 48, 1143-1158. 688 Turnover, Social Capital Losses, and Performance. Academy of Management Journal, 2005, 48, 594-606. 4.3 689 Comment and Discussion. Brookings Trade Forum, 2005, 2005, 361-369. 0.5 2 Service Management and Employment Systems in U.S. and Indian Call Centers. Brookings Trade Forum, 28 2005, 2005, 335-360. Corporate Governance, Human Resource Management and Firm Performance. SSRN Electronic Journal, 691 0.4 6 2005,,. Can Firms do Well While Doing Good?. SSRN Electronic Journal, 2005, , . 0.4 A Cross-Level Investigation of the Relationship Between Career Management Practices and 693 2.7 40 Career-Related Attitudes. Group and Organization Management, 2005, 30, 565-596. 694 The Resource-Advantage Theory of Competition. Review of Marketing Research, 2005, , 153-206. 29 Global virtual teams: a human resource capital architecture. International Journal of Human 695 3.3 61 Resource Management, 2005, 16, 1583-1599. Human resource management and labour demand dynamics in Belgium. International Journal of 2.5 Manpower, 2005, 26, 724-743. Evidence for increasing the focus on strategic risk in HRM audits. Managerial Auditing Journal, 2005, 697 1.4 16 20, 524-543. Alternative pathways to high-performance workplaces. International Journal of Human Resource Management, 2005, 16, 1325-1348. Management capability and high performance work organization. International Journal of Human 699 3.3 48 Resource Management, 2005, 16, 1029-1048. Antecedents and consequences of dimensions of human resource management practices in Vietnam. 3.3 International Journal of Human Resource Management, 2005, 16, 1830-1846.

ARTICLE IF CITATIONS # Business strategy and performance: the role of human resource management control. Personnel 701 1.6 54 Review, 2005, 34, 294-309. Corporate Organization in Japan and the United States: Is There Evidence of Convergence?. Social Science Japan Journal, 2005, 8, 43-67. 703 What is Enterprise Partnership?. Organization, 2005, 12, 567-589. 2.8 26 Employeesâ€<sup>™</sup> overall perception of HRM effectiveness. Human Relations, 2005, 58, 523-544. 704 Market orientation, HRM importance and competency: determinants of strategic HRM in Chinese firms. 705 3.3 86 International Journal of Human Resource Management, 2005, 16, 1901-1918. Supervisory Perceptions of the Impact of Public Sector Personnel Practices on the Achievement of 1.5 37 Multiple Goals. American Review of Public Administration, 2005, 35, 157-167. Do Organizational Climate and Competitive Strategy Moderate the Relationship Between Human 707 6.3 108 Resource Management and Productivity?. Journal of Management, 2005, 31, 492-512. Human Resource Management and Labor Productivity: Does Industry Matter?. Academy of Management 708 4.3 944 Journal, 2005, 48, 135-145. The Relationship of E-Commerce Competence to Customer Value and Firm Performance: An Empirical 709 2.1 109 Investigation. Journal of Management Information Systems, 2005, 22, 223-256. The challenges associated with the capitalization of managerial skills and competencies. International 3.3 Journal of Human Resource Management, 2005, 16, 1374-1398. The effect of individual HR domains on financial performance: evidence from Belgian small businesses. 711 3.3 64 International Journal of Human Resource Management, 2005, 16, 676-700. In the Eye of the Storm: Frontline Supervisors and Federal Agency Performance. Journal of Public 2.2 141 Administration Research and Theory, 2005, 15, 505-527. A Value-Driven Process Model of Hospitality Human Capital. Journal of Human Resources in Hospitality 713 1.0 7 and Tourism, 2005, 4, 1-26. The adoption of family-friendly practices in family-owned firms. Community, Work and Family, 2005, 8, 714 1.5 237-249 Mystery shopping: A tool to develop insight into customer service provision. Total Quality 715 2.4 77 Management and Business Excellence, 2005, 16, 529-541. The Impact of Ownership Structure on Wage Intensity in Japanese Corporations. Journal of Management, 2005, 31, 278-300. Organizational trustworthiness and workplace labor productivity: Testing a new theory. Asia Pacific 717 2.518 Journal of Human Resources, 2005, 43, 34-51. Worker turnover and productivity growth. Applied Economics Letters, 2005, 12, 395-398.

#	Article	IF	CITATIONS
719	Strategic human resource management in European transition economies: building a conceptual model on the case of Slovenia. International Journal of Human Resource Management, 2005, 16, 882-906.	3.3	61
720	Impact of technological, organizational and human resource investments on employee and manufacturing performance: Australian and New Zealand evidence. International Journal of Production Research, 2005, 43, 81-107.	4.9	72
721	Training and business performance: the Spanish case. International Journal of Human Resource Management, 2005, 16, 1691-1710.	3.3	94
722	Who Believes Us?. Journal of Applied Behavioral Science, The, 2005, 41, 304-325.	2.0	24
723	An Exploratory Study on the Effects of Learning Organization Characteristics on Internet Usage. Group and Organization Management, 2005, 30, 398-420.	2.7	5
724	Goal Ambiguity and Organizational Performance in U.S. Federal Agencies. Journal of Public Administration Research and Theory, 2005, 15, 529-557.	2.2	381
725	Employee voice on human resource management. Asia Pacific Journal of Human Resources, 2005, 43, 361-380.	2.5	13
726	Theoretical foundation of the EFQM model: the resource-based view. Total Quality Management and Business Excellence, 2005, 16, 31-55.	2.4	55
727	Chapter 17: Integrating Employee Assistance Services with Organization Development and Health Risk Management. Journal of Workplace Behavioral Health, 2005, 20, 325-350.	0.8	2
728	New models of strategic HRM in a global context. International Journal of Human Resource Management, 2005, 16, 875-881.	3.3	72
729	Nonprofits and the Job Retention of Former Welfare Clients. Nonprofit and Voluntary Sector Quarterly, 2005, 34, 473-490.	1.3	0
730	Managing human assets in an uncertain world: applying real options theory to HRM. International Journal of Human Resource Management, 2005, 16, 929-948.	3.3	89
731	The "HRM project―and managerialism. Journal of Organizational Change Management, 2005, 18, 369-382.	1.7	32
732	Emergent directions for human resource management research in Latin America. International Journal of Human Resource Management, 2005, 16, 2265-2282.	3.3	50
733	A Multilevel Application of Learning and Performance Orientations to Individual, Group, and Organizational Outcomes. Research in Personnel and Human Resources Management, 0, , 1-51.	1.0	27
734	Venture team human capital and absorptive capacity in high technology new ventures. International Journal of Technology Management, 2005, 31, 256.	0.2	56
735	The Effect of Employability on Worker Performance. Management Research, 2005, 3, 239-247.	0.5	7
736	Alternative Conceptualizations of the Relationship Between Voluntary Turnover and Organizational Performance. Academy of Management Journal, 2005, 48, 50-68.	4.3	381

#	Article	IF	CITATIONS
737	Resources that drive performance: an empirical investigation. International Journal of Productivity and Performance Management, 2005, 54, 340-354.	2.2	25
738	The performance impact of marketing resources. Journal of Business Research, 2005, 58, 18-27.	5.8	479
739	Modes of labor flexibility at firm level: Are there any implications for performance and innovation? Evidence for the Swiss economy. Industrial and Corporate Change, 2005, 14, 993-1016.	1.7	122
740	Strategy alignment between HRM, KM, and corporate development. International Journal of Manpower, 2005, 26, 582-603.	2.5	102
741	Learning orientation and market orientation. European Journal of Marketing, 2005, 39, 1235-1263.	1.7	299
742	Commitment, flexibility and the choice of employment contracts. Human Relations, 2005, 58, 741-761.	3.8	31
743	High-Performance Work Systems and Organizational Performance: The Mediating Role of Internal Social Structure. Journal of Management, 2005, 31, 758-775.	6.3	485
744	Managing human resource capabilities for sustainable competitive advantage. Education and Training, 2005, 47, 628-639.	1.7	80
745	Innovation and human resource management fit: an empirical study. International Journal of Manpower, 2005, 26, 364-381.	2.5	153
746	Best practice or best fit? High involvement management and base pay practices in Canadian and Australian firms. Asia Pacific Journal of Human Resources, 2005, 43, 52-75.	2.5	36
747	Business strategy, human resources, labour market flexibility and competitive advantage. International Journal of Human Resource Management, 2005, 16, 445-464.	3.3	165
748	Firm resources and quality signalling: evidence from UK initial public offerings. Applied Financial Economics, 2005, 15, 575-586.	0.5	12
749	The romance of human resource management and business performance, and the case for big science. Human Relations, 2005, 58, 429-462.	3.8	418
750	HRM professionals and their perceptions of HRM and firm performance in the Philippines. International Journal of Human Resource Management, 2005, 16, 532-552.	3.3	20
751	Total quality management, high-commitment human resource strategy and firm performance: an empirical study. Total Quality Management and Business Excellence, 2005, 16, 71-86.	2.4	98
752	Human Resource Practices, Organizational Learning and Business Performance. Human Resource Development International, 2005, 8, 147-164.	2.3	85
753	Knowledge management effectiveness factors: the role of HRM. Journal of Knowledge Management, 2005, 9, 70-86.	3.2	106
754	Does management development improve organizational productivity? A six-country analysis of European firms. International Journal of Human Resource Management, 2005, 16, 1067-1082.	3.3	49

#	ARTICLE	IF	CITATIONS
755	High-Performance Work Systems and Occupational Safety Journal of Applied Psychology, 2005, 90, 77-93.	4.2	625
756	The Netherlands: Failure of a neo-classical policy agenda. European Planning Studies, 2005, 13, 1193-1203.	1.6	14
757	Training Paradox in the Hotel Industry. Scandinavian Journal of Hospitality and Tourism, 2005, 5, 231-248.	1.4	30
758	Factors Affecting State Government Information Technology Employee Turnover Intentions. American Review of Public Administration, 2005, 35, 137-156.	1.5	145
759	The Effects of Flexibility in Employee Skills, Employee Behaviors, and Human Resource Practices on Firm Performance. Journal of Management, 2005, 31, 622-640.	6.3	245
760	A Qualitative Study of HRM and Performance in the Barbados Hotel Industry. Journal of Human Resources in Hospitality and Tourism, 2005, 4, 27-51.	1.0	12
761	Motivating performance in innovative manufacturing plants. Journal of High Technology Management Research, 2005, 16, 89-99.	2.7	39
762	The impact of downsizing on trust and employee practices in high tech firms: A longitudinal analysis. Journal of High Technology Management Research, 2005, 16, 193-207.	2.7	29
763	The development and psychometric evaluation of a multi-dimensional measurement instrument of employability—and the impact of aging. International Congress Series, 2005, 1280, 142-147.	0.2	46
764	CEO transformational leadership and organizational outcomes: The mediating role of human–capital-enhancing human resource management. Leadership Quarterly, 2005, 16, 39-52.	3.6	330
765	Human resource function competencies in European companies. Personnel Review, 2005, 34, 550-566.	1.6	88
766	Relationship between strategic human resource management and firm performance. International Journal of Manpower, 2005, 26, 434-449.	2.5	109
767	Theorizing advances in international human resource development. Human Resource Development International, 2005, 8, 449-465.	2.3	80
768	Implementing human resource development best practices: Replication or re-creation?. Human Resource Development International, 2005, 8, 345-360.	2.3	24
769	The effects of culture and HRM practices on firm performance. International Journal of Manpower, 2005, 26, 560-581.	2.5	47
770	HRM practices and MNC knowledge transfer. Personnel Review, 2005, 34, 125-144.	1.6	185
771	Interface between management accounting and strategic human resource management: Four grounded theory case studies. Journal of Applied Accounting Research, 2005, 7, 117-153.	1.9	6
772	Human resource management practices and affective organizational commitment: A comparison of Chinese employees in a state-owned enterprise and a joint venture. Asia Pacific Journal of Human Resources, 2005, 43, 332-360.	2.5	61

#	Article	IF	CITATIONS
773	The relationship between trust, HRM practices and firm performance. International Journal of Human Resource Management, 2005, 16, 1600-1622.	3.3	203
774	Towards a new model of globalizing HRM. International Journal of Human Resource Management, 2005, 16, 949-970.	3.3	132
775	The Dimensionality of Organizational Performance and its Implications for Strategic Management Research. Research Methodology in Strategy and Management, 0, , 259-286.	0.3	245
776	A Study on the Impact of Strategic Human Resource Practices on Organizational Performance. Journal of Transnational Management, 2006, 10, 73-97.	0.5	5
777	The â€~Talk' versus the â€~Walk': High Performance Work Systems, Labour Market Flexibility and Lessons from Asian Workers. Asia Pacific Business Review, 2006, 12, 149-161.	2.0	17
778	â€~Intended' and â€~implemented' HRM: the missing linchpin in strategic human resource management research. International Journal of Human Resource Management, 2006, 17, 1171-1189.	3.3	318
779	The relationship between HRM, technology innovation and performance in China. International Journal of Manpower, 2006, 27, 679-697.	2.5	121
780	Human resource management systems and organizational performance: a test of a mediating model in the Greek manufacturing context. International Journal of Human Resource Management, 2006, 17, 1223-1253.	3.3	176
781	Is there more than one way to manage human resources in companies?. Personnel Review, 2006, 35, 29-50.	1.6	18
782	HR factors affecting repatriate job satisfaction and job attachment for Japanese managers. International Journal of Human Resource Management, 2006, 17, 831-841.	3.3	55
783	Six Sigma and management theory: Processes, content and effectiveness. Total Quality Management and Business Excellence, 2006, 17, 485-506.	2.4	60
784	The human resource management issues during an acquisition: the target firm's top management team and key managers. International Journal of Human Resource Management, 2006, 17, 1307-1320.	3.3	42
785	Relationships Between Selected Human Resource Management Practices and Dairy Farm Performance. Journal of Dairy Science, 2006, 89, 1116-1120.	1.4	36
786	Volunteer Management Practices and Volunteer Retention: A Human Resource Management Approach. Sport Management Review, 2006, 9, 141-163.	1.9	198
787	Exploring Human Resource Management Practices in Nonprofit Sport Organisations. Sport Management Review, 2006, 9, 229-251.	1.9	62
788	Strategic Human Resource Management Issues in Hospitals: A Study of a University and a Community Hospital. Hospital Topics, 2006, 84, 9-20.	0.3	45
789	The Role of Knowledge in Business Start-up Activity. International Small Business Journal, 2006, 24, 339-358.	2.9	225
790	Learning at work: organisational affordances and individual engagement. Journal of Workplace Learning, 2006, 18, 279-297.	0.9	55

#	ARTICLE	IF	CITATIONS
791	Human resource development practices as determinant of HRD climate and quality orientation. Journal of European Industrial Training, 2006, 30, 4-18.	1.1	33
792	Challenges and prospects of HRM in developing countries: testing the HRM–performance link in the Eritrean civil service. International Journal of Human Resource Management, 2006, 17, 86-105.	3.3	150
793	The different roles of corporate and unit level human resources managers in the hospitality industry. International Journal of Contemporary Hospitality Management, 2006, 18, 135-144.	5.3	24
794	The impact of strategic human resource management on firm performance and HR professionals' work attitude and work performance. International Journal of Human Resource Management, 2006, 17, 559-579.	3.3	89
795	An empirical study of high performance HRM practices in Chinese SMEs. International Journal of Human Resource Management, 2006, 17, 1772-1803.	3.3	158
796	Managerial perceptions of the role of the human resource function in Sri Lanka: a comparative study of local, foreign-owned and joint-venture companies. International Journal of Human Resource Management, 2006, 17, 2009-2020.	3.3	13
797	Staffing in the 21st Century: New Challenges and Strategic Opportunities. Journal of Management, 2006, 32, 868-897.	6.3	363
798	Challenging the code of change: Part 1. Praxis does not make perfect. Journal of Change Management, 2006, 6, 121-142.	2.3	12
799	High-performance work systems and firms' operational performance: the moderating role of technology. International Journal of Human Resource Management, 2006, 17, 70-85.	3.3	69
800	VARYING THE CONTENT OF JOB ADVERTISEMENTS: The Effects of Message Specificity. Journal of Advertising, 2006, 35, 123-141.	4.1	104
801	Implementing e-HRM: The Readiness of Small and Medium Sized Manufacturing Companies in Malaysia. Asia Pacific Business Review, 2006, 12, 465-485.	2.0	67
802	Aligning employees through "line of sight― Business Horizons, 2006, 49, 499-509.	3.4	60
803	Strategic Human Resources Management: Where Do We Go From Here?. Journal of Management, 2006, 32, 898-925.	6.3	1,044
804	Strategic pathways to product innovation capabilities in SMEs. Journal of Business Venturing, 2006, 21, 75-105.	4.0	207
805	The impact of developmental experience, empowerment, and organizational support on catering service staff performance. International Journal of Hospitality Management, 2006, 25, 478-495.	5.3	98
806	Measuring the impact of human resource management practices on hospitality firms' performances. International Journal of Hospitality Management, 2006, 25, 262-277.	5.3	249
807	Human resource management and performance in the Barbados hotel industry. International Journal of Hospitality Management, 2006, 25, 623-646.	5.3	31
808	Construindo o diálogo entre competência, recursos e desempenho organizacional. RAE Revista De Administracao De Empresas, 2006, 46, 1-18.	0.1	19

#	Article	IF	CITATIONS
809	Le recours au sport chez Adidas. Effets des discours et des pratiques managériales sur l'implication des cadres. Staps, 2006, n o 74, 69-84.	0.0	10
810	The Characteristics of a High Performance Organisation. SSRN Electronic Journal, 2006, , .	0.4	19
811	The Impact of Investments in Human Resources Activities on the Effectiveness of Investment in Human Capital: The Case of Commercial Banks in Jordan. SSRN Electronic Journal, 2006, , .	0.4	5
812	Antecedents of the Performance of Management Consultants. Schmalenbach Business Review, 2006, 58, 365-391.	0.9	6
813	The Effect Of Retention Factors On Organisational Commitment: An Investigation Of High Technology Employees. SA Journal of Human Resource Management, 2006, 4, .	0.6	86
814	The contribution of HRM to organizational performance. , 2006, , 447-450.		0
815	What Types of Organizations Benefit from Team Production, and How Do They Benefit?. Advances in the Economic Analysis of Participatory and Labor-Managed Firms, 0, , 3-54.	0.2	7
816	Sure Everyone Can Be Replaced … But At What Cost? Turnover As A Predictor Of Unit-Level Performance. Academy of Management Journal, 2006, 49, 133-144.	4.3	286
817	The role of board chair in the relationship between board human capital and firm performance. International Journal of Business Governance and Ethics, 2006, 2, 329.	0.2	9
818	A review and analysis of compensation practices in the Caribbean. International Journal of Human Resources Development and Management, 2006, 6, 48.	0.0	0
819	Causal ambiguity of technological competencies, human resource practices and competitive advantage. International Journal of Technology Management, 2006, 35, 308.	0.2	3
820	Multi-level fit: an integrative framework for understanding hrm practices in cross-cultural contexts. Research in Multi-Level Issues, 0, , 13-79.	0.5	13
821	The impact of financial and nonfinancial incentives on business-unit outcomes over time Journal of Applied Psychology, 2006, 91, 156-165.	4.2	191
822	How different survey techniques can impact consultant recommendations: A scientist-practitioner study comparing two popular methods Consulting Psychology Journal, 2006, 58, 195-205.	0.6	2
823	Wertorientierte Personalarbeit zwischen Mythos und Mikropolitik. German Journal of Human Resource Management, 2006, 20, 160-182.	1.9	1
824	An Emergent Theory of HRM: A Theoretical and Empirical Exploration of Determinants of HRM Among		

#	Article	IF	CITATIONS
827	Human Resource Practices, Unionization and the Organizational Efficiency of French Industry. Advances in Industrial and Labor Relations, 0, , 67-102.	0.1	2
828	High performance work systems: the sum really is greater than its parts. Measuring Business Excellence, 2006, 10, 4-7.	1.4	5
829	Unwrapping the HRM bundle: HR system design in an Irish power utility. International Journal of Human Resource Management, 2006, 17, 1926-1941.	3.3	7
830	Human resource management strategies under uncertainty. Cross Cultural Management, 2006, 13, 171-186.	1.2	11
831	The impact of cognitive dissonance on learning work behavior. Journal of Workplace Learning, 2006, 18, 42-54.	0.9	27
832	Mergers and acquisitions as a human resource strategy. International Journal of Manpower, 2006, 27, 126-142.	2.5	32
833	On the centrality of strategic human resource management for healthcare quality results and competitive advantage. Journal of Management Development, 2006, 25, 806-826.	1.1	37
834	Accounting for performance variation: how important are intangible resources?. International Journal of Organizational Analysis, 2006, 14, 150-170.	1.6	29
835	High-Involvement Management and Workforce Reduction: Competitive Advantage or Disadvantage?. Academy of Management Journal, 2006, 49, 999-1015.	4.3	158
836	The influence of organizational and human resource management strategies on performance. Performance Improvement, 2006, 45, 18-24.	0.4	19
837	The Effects of Co-Operating or Conflicting over Work Restructuring: Evidence from Employees. Sociological Review, 2006, 54, 1-19.	0.9	15
838	Employee Financial Participation and Productivity: An Empirical Reappraisal. British Journal of Industrial Relations, 2006, 44, 31-50.	0.8	67
839	Flexibility and Fairness in Liberal Market Economies: The Comparative Impact of the Legal Environment and High-Performance Work Systems. British Journal of Industrial Relations, 2006, 44, 73-97.	0.8	28
840	Corporate Governance and Human Resource Management. British Journal of Industrial Relations, 2006, 44, 541-567.	0.8	54
841	The ethics of organizational commitment. Business Ethics, 2006, 15, 142-153.	3.5	21
842	Business ethics and existentialism. Business Ethics, 2006, 15, 218-233.	3.5	15
843	Unravelling the HRM-Performance Link: Value-Creating and Cost-Increasing Effects of Small Business HRM*. Journal of Management Studies, 2006, 43, 319-342.	6.0	187

	CITATION R	CITATION REPORT	
#	Article	IF	CITATIONS
845	The Impact of Training Intensity on Establishment Productivity. Industrial Relations, 2006, 45, 26-46.	0.9	109
846	U.S. High-Performance Work Practices at Century's End. Industrial Relations, 2006, 45, 547-578.	0.9	51
847	Professional HRM Practices in Family Owned-Managed Enterprises*. Journal of Small Business Management, 2006, 44, 441-460.	2.8	231
848	The Impact of Human Resource Practices and Compensation Design on Performance: An Analysis of Family-Owned SMEs. Journal of Small Business Management, 2006, 44, 531-543.	2.8	177
849	High Commitment Work Systems in Chinese Organizations: A Preliminary Measure. Management and Organization Review, 2006, 2, 403-422.	1.8	77
850	HOW MUCH DO HIGH-PERFORMANCE WORK PRACTICES MATTER? A META-ANALYSIS OF THEIR EFFECTS ON ORGANIZATIONAL PERFORMANCE. Personnel Psychology, 2006, 59, 501-528.	2.2	1,548
851	HRM as a predictor of innovation. Human Resource Management Journal, 2006, 16, 3-27.	3.6	328
852	Capturing complexity: developing an integrated approach to analysing HRM in SMEs. Human Resource Management Journal, 2006, 16, 48-73.	3.6	180
853	The changing face of HRM: in search of balance. Human Resource Management Journal, 2006, 16, 231-249.	3.6	164
854	Nurse and resident satisfaction in magnet long-term care organizations: do high involvement approaches matter?. Journal of Nursing Management, 2006, 14, 244-250.	1.4	50
855	Linking HRM and Small Business Performance: An Examination of the Impact of HRM Intensity on the Productivity and Financial Performance of Small Businesses. Small Business Economics, 2006, 26, 83-101.	4.4	145
856	Is Strategic Human Resource Management Socially Responsible? The Case of Wegmans Food Markets, Inc Employee Responsibilities and Rights Journal, 2006, 18, 295-307.	0.6	4
857	Managing Employees in the Service Sector: A Literature Review and Conceptual Development. Journal of Business and Psychology, 2006, 20, 501-523.	2.5	39
858	Are Organisation Researchers too Obsessed with the Economic Responsibility of the Firm?. Journal of Business Ethics, 2006, 65, 287-295.	3.7	9
859	Stakeholder Multiplicity: Toward an Understanding of the Interactions between Stakeholders. Journal of Business Ethics, 2006, 66, 377-391.	3.7	284
860	Internet market strategies: Antecedents and implications. Information and Management, 2006, 43, 222-238.	3.6	17
861	High-performance human resource practices in Australian family businesses: Preliminary evidence from the wine industry. International Entrepreneurship and Management Journal, 2006, 3, 1-14.	2.9	38
862	The impact of subsidiary top management team national diversity on subsidiary performance: Knowledge and legitimacy perspectives. Management International Review, 2006, 46, 771-790.	2.1	81

		PORT	
#	Article	IF	Citations
863	Talent management: A critical review. Human Resource Management Review, 2006, 16, 139-154.	3.3	814
864	Measuring HRM effectiveness: Considering multiple stakeholders in a global context. Human Resource Management Review, 2006, 16, 209-218.	3.3	101
865	The â€~science' and â€~practice' of HRM in small firms. Human Resource Management Review, 2006, 16, 447-455.	3.3	171
866	Small entrepreneurial ventures culture, change and the impact on HRM: A critical review. Human Resource Management Review, 2006, 16, 456-466.	3.3	58
867	Human resource management in smaller firms: A contradiction in terms?. Human Resource Management Review, 2006, 16, 467-477.	3.3	68
868	Individual pay for performance and commitment HR practices in South Korea. Journal of World Business, 2006, 41, 368-381.	4.6	55
869	A discursive examination of the nature, determinants and impact of organisational commitment. Asia Pacific Journal of Human Resources, 2006, 44, 222-239.	2.5	14
870	Corporate giving in the Netherlands 1995-2003: exploring the amounts involved and the motivations for donating. International Journal of Nonprofit and Voluntary Sector Marketing, 2006, 11, 13-28.	0.5	18
871	Tuition reimbursement, perceived organizational support, and turnover intention among graduate business school students. Human Resource Development Quarterly, 2006, 17, 423-442.	2.1	36
872	Why organizations adopt some human resource management practices and reject others: An exploration of rationales. Human Resource Management, 2006, 45, 195-210.	3.5	80
873	High-involvement work practices and analysts' forecasts of corporate earnings. Human Resource Management, 2006, 45, 519-537.	3.5	43
874	The effect of human resource management practices on the job retention of former welfare clients. Human Resource Management, 2006, 45, 539-559.	3.5	21
875	Do the best companies to work for provide better customer satisfaction?. Managerial and Decision Economics, 2006, 27, 667-683.	1.3	37
876	A diagnostic framework for building HR capability in organizations. Strategic Change, 2006, 15, 341-351.	2.5	5
877	Social identities and commitments at work: toward an integrative model. Journal of Organizational Behavior, 2006, 27, 665-683.	2.9	409
878	Reducing patient mortality in hospitals: the role of human resource management. Journal of Organizational Behavior, 2006, 27, 983-1002.	2.9	219
879	A Comparative Study of Hispanicâ€American and Angloâ€American Cultural Values and Job Choice Preferences. Management Research, 2006, 4, 7-21.	0.5	23
880	Improving performance in very small firms through effective assessment and feedback. Education and Training, 2006, 48, 568-583.	1.7	4

#	Article	IF	Citations
881	Does primary stakeholder management positively affect the bottom line?. Management Decision, 2006, 44, 1106-1121.	2.2	81
882	An empirical examination of the value relevance of intellectual capital using the Ohlson (1995) valuation model. Meditari: Accountancy Research, 2006, 14, 67-81.	0.4	23
883	HRM systems architecture and firm performance: Evidence from SMEs in a developing country. International Journal of Commerce and Management, 2006, 16, 178-196.	0.5	11
884	A Field Study of Workplace Organization on Company Performance. Management Research, 2006, 4, 35-51.	0.5	0
885	Can high performance work systems really lead to better performance?. International Journal of Manpower, 2006, 27, 741-763.	2.5	99
886	Approaches to HRM in the Barbados hotel industry. International Journal of Contemporary Hospitality Management, 2006, 18, 94-109.	5.3	25
887	Variable pay: its impact on motivation and organisation performance. International Journal of Human Resources Development and Management, 2006, 6, 68.	0.0	1
888	The Costs and Benefits of Working with those you Love: A Demand/Resource Perspective on Working with Family. Research in Occupational Stress and Well Being, 0, , 115-163.	0.1	9
889	Measuring performance in competitive strategy research. International Journal of Management and Decision Making, 2006, 7, 408.	0.1	34
890	An organizational perspective on multi-level cultural integration: human resource management practices in cross-cultural contexts. Research in Multi-Level Issues, 0, , 81-96.	0.5	2
891	Knowledge Exchange and Combination: The Role of Human Resource Practices in the Performance of High-Technology Firms. Academy of Management Journal, 2006, 49, 544-560.	4.3	1,401
892	360-Degree Feedback to Leaders. Group and Organization Management, 2006, 31, 578-600.	2.7	42
893	Pushing the Envelope on Organizational Effectiveness: Combining an Old Framework and a Sharp Tool. Public Performance & Management Review, 2006, 30, 155-178.	1.3	14
894	IT HRM practices. , 2006, , .		0
895	The Wage Effects of High Performance Work Organization in Manufacturing. ILR Review, 2006, 59, 187-204.	1.3	97
896	A universalistic perspective for explaining the relationship between HRM practices and firm performance at different points in time. Journal of Managerial Psychology, 2006, 21, 109-130.	1.3	65
897	Institutionalising corporate citizenship: the case of Barloworld and its â€~Employee Value Creation' process. Development Southern Africa, 2006, 23, 241-250.	1.1	6
898	The path to a healthy workplace: A critical review linking healthy workplace practices, employee well-being, and organizational improvements Consulting Psychology Journal, 2006, 58, 129-147.	0.6	264

#	Article	IF	CITATIONS
899	The Potential of Management-Dominated Work Organization: The Critical Case of Japan. Economic and Industrial Democracy, 2006, 27, 399-424.	1.2	4
900	The Meaning of Difference: Beyond Cultural and Managerial Homogeneity Stereotypes of Latin America. Management Research, 2006, 4, 53-71.	0.5	18
901	Best Employer Studies: A Conceptual Model from a Literature Review and a Case Study. Human Resource Development Review, 2006, 5, 228-257.	1.8	121
902	IMPACT OF HUMAN RESOURCE MANAGEMENT: SME PERFORMANCE IN VIETNAM. Journal of Developmental Entrepreneurship, 2006, 11, 79-95.	0.4	59
903	The Fit of Employee Ownership with Other Human Resource Management Practices: Theoretical and Empirical Suggestions Regarding the Existence of an Ownership High-Performance Work System. Economic and Industrial Democracy, 2006, 27, 669-685.	1.2	57
904	Examining the Role of HR Practices in Improving Individual Performance and Organizational Effectiveness. Management and Labour Studies, 2006, 31, 111-133.	0.9	18
905	The impacts of benefit plans on employee turnover: a firm-level analysis approach on Taiwanese manufacturing industry. International Journal of Human Resource Management, 2006, 17, 1951-1975.	3.3	41
906	Outsourcing vs insourcing in the human resource supply chain: a comparison of five generic models. Personnel Review, 2006, 35, 671-684.	1.6	39
907	A Conceptual Review of Human Resource Management Systems in Strategic Human Resource Management Research. Research in Personnel and Human Resources Management, 0, , 217-271.	1.0	586
908	What is the influence of work values relative to other variables in the development of organizational commitment?. Revista De Psicologia Social, 2006, 21, 35-50.	0.3	25
909	New Developments in Contingency Fit Theory. , 2006, , 143-164.		6
910	From ordinary resources to extraordinary performance: environmental moderators of competitive advantage. Strategic Organization, 2006, 4, 11-41.	3.1	21
911	HR and the Bottom-Line: The Impact of High Performance Work Systems. Management and Labour Studies, 2006, 31, 349-360.	0.9	0
912	The Human Resource Development function: the ambiguity of its status within the UK public service. International Review of Administrative Sciences, 2006, 72, 27-41.	1.9	8
913	In Search of Generative Results: A New Generation of Programmes to Develop Work Organization. Economic and Industrial Democracy, 2006, 27, 9-37.	1.2	25
914	Strategy and HRM in nonprofit organizations: evidence from Canada. International Journal of Human Resource Management, 2006, 17, 1707-1725.	3.3	75
915	HRMization in Turkey: expanding the rhetoric-reality debate in space and time. International Journal of Human Resource Management, 2006, 17, 648-672.	3.3	17
916	Human resource systems and employee performance in Ireland and the Netherlands: a test of the complementarity hypothesis. International Journal of Human Resource Management, 2006, 17, 414-439.	3.3	47

#	Article	IF	CITATIONS
917	Human and organizational capital: typologies among Spanish firms. International Journal of Human Resource Management, 2006, 17, 316-330.	3.3	16
918	HRM-performance research: under-theorized and lacking explanatory power. International Journal of Human Resource Management, 2006, 17, 1977-1993.	3.3	51
919	Insights into the port training of the new European Union member states. Maritime Policy and Management, 2006, 33, 203-217.	1.9	6
920	Flexible Labour, Firm Performance and the Dutch Job Creation Miracle. International Review of Applied Economics, 2006, 20, 171-187.	1.3	117
921	Beyond Profit? Sectoral Differences in High-Performance Work Practices. Work and Occupations, 2006, 33, 271-302.	2.3	105
922	Human aspects in a quality management context and their effects on performance. International Journal of Human Resource Management, 2006, 17, 484-503.	3.3	35
923	Does payâ€forâ€performance enhance perceived distributive justice for collectivistic employees?. Personnel Review, 2006, 35, 397-412.	1.6	50
924	Examining the interconnection of job satisfaction and organizational commitment: an application of the bivariate probit model. International Journal of Human Resource Management, 2006, 17, 139-154.	3.3	104
925	The influence of employee behavioural performance on customer focus strategies. Service Industries Journal, 2006, 26, 147-163.	5.0	9
926	The reality of flexible work systems in Britain. International Journal of Human Resource Management, 2006, 17, 106-138.	3.3	56
927	Is managerial behaviour a key to effective customer orientation?. Total Quality Management and Business Excellence, 2006, 17, 97-115.	2.4	10
928	Aligning employees with the organization's strategic objectives: out of â€~line of sight', out of mind. International Journal of Human Resource Management, 2006, 17, 1489-1511.	3.3	105
929	High performance work systems and organizational performance: an empirical study of Taiwan's semiconductor design firms. International Journal of Human Resource Management, 2006, 17, 1512-1530.	3.3	65
930	Bivariate Models of Fit in Contingency Theory. Organizational Research Methods, 2006, 9, 161-193.	5.6	39
931	HOW DO FIRM-SPECIFIC ORGANIZATIONAL CAPITAL AND OTHER INTANGIBLES AFFECT SALES, VALUE AND PRODUCTIVITY? EVIDENCE FROM JAPANESE FIRM-LEVEL DATA. International Journal of Innovation and Technology Management, 2006, 03, 265-282.	0.8	6
932	Beyond Measuring the Human Resources Management-Organizational Performance Link: Applying Critical Realist Meta-Theory. Organization, 2006, 13, 677-699.	2.8	101
933	Mapping out devolution: an exploration of the realities of devolution. Journal of European Industrial Training, 2006, 30, 129-151.	1.1	40
934	Exploring consumers' responses to service providers' positive affective displays. International Journal of Culture, Tourism and Hospitality Research, 2007, 1, 97-109.	1.6	8

#	Article	IF	CITATIONS
935	Leadership development: learning from best practices. Leadership and Organization Development Journal, 2007, 28, 444-464.	1.6	95
936	Relational Archetypes, Organizational Learning, and Value Creation: Extending the Human Resource Architecture. Academy of Management Review, 2007, 32, 236-256.	7.4	634
937	A decision support system for supplier selection in the airline industry. Proceedings of the Institution of Mechanical Engineers, Part B: Journal of Engineering Manufacture, 2007, 221, 741-758.	1.5	89
938	"High performance" work practices, decentralization, and profitability: evidence from panel data. Industrial and Corporate Change, 2007, 16, 1037-1067.	1.7	50
939	Organizational commitment to employees and organizational performance. Personnel Review, 2007, 36, 867-886.	1.6	15
940	Towards a better understanding of the effects of education: a review and re-evaluation. Education, Knowledge and Economy, 2007, 1, 261-278.	0.4	0
941	An Examination of Strategies for Encouraging Feedback Interest After Career Assessment. Journal of Career Development, 2007, 33, 250-268.	1.6	2
942	Unraveling HRM: Identity, Ceremony, and Control in a Management Consulting Firm. Organization Science, 2007, 18, 711-723.	3.0	162
943	Human resource management in the North American automotive industry. Personnel Review, 2007, 36, 231-254.	1.6	34
944	Managing Human Resources in Order to Promote Knowledge Management and Technical Innovation. Management Research, 2007, 5, 83-100.	0.5	5
945	Articulating appraisal system effectiveness based on managerial cognitions. Personnel Review, 2007, 36, 206-230.	1.6	19
946	Examining Non-Linear Relationships between Human Resource Practices and Manufacturing Performance. ILR Review, 2007, 60, 499-521.	1.3	27
947	When in Rome …?. Employee Relations, 2007, 29, 595-610.	1.5	85
948	High-Performance Human Resource Practices, Citizenship Behavior, and Organizational Performance: A Relational Perspective. Academy of Management Journal, 2007, 50, 558-577.	4.3	1,043
949	Happiness, Health, or Relationships? Managerial Practices and Employee Well-Being Tradeoffs. Academy of Management Perspectives, 2007, 21, 51-63.	4.3	511
950	Performance, HR Practices and the HR Manager in Small Entrepreneurial Firms. Journal of Small Business and Entrepreneurship, 2007, 20, 55-68.	3.0	28
951	Building flexibility into multi-national human resource strategy: a study of four South African multi-national enterprises. International Journal of Human Resource Management, 2007, 18, 829-844.	3.3	36
952	Management and employee involvement in achieving an environmental action-based competitive advantage: an empirical study. International Journal of Human Resource Management, 2007, 18, 491-522.	3.3	158

#	Article	IF	CITATIONS
953	Configurations of human resource management practices: a model and test of internal fit. International Journal of Human Resource Management, 2007, 18, 184-208.	3.3	75
954	Human resource management and performance in a developing country: the case of Eritrea. International Journal of Human Resource Management, 2007, 18, 321-332.	3.3	44
955	Improving Employees' Work-Life Balance in the Construction Industry: Project Alliance Case Study. Journal of Construction Engineering and Management - ASCE, 2007, 133, 807-815.	2.0	114
956	Western high-performance HR practices in China: a comparison among public-owned, private and foreign-invested enterprises. International Journal of Human Resource Management, 2007, 18, 684-701.	3.3	71
957	Toward a Model of Organizational Human Capital Development: Preliminary Evidence from Taiwan. Asia Pacific Business Review, 2007, 13, 251-275.	2.0	64
958	Human Resource Management, Job Satisfaction, Morale, Optimism, and Turnover. International Journal of Hospitality and Tourism Administration, 2007, 8, 73-88.	1.7	31
959	Leadership, Quality and Health: Using McGregor's X and Y Theory for Analyzing Values in Relation to Methodologies and Outcomes. Total Quality Management and Business Excellence, 2007, 18, 1147-1168.	2.4	16
960	Impact of Human Resource Management Practices on Operational Performance in Chinese Manufacturing Companies. , 2007, , .		1
961	HR practices, organizational climate and employee outcomes: evaluating social exchange relationships in local government. International Journal of Human Resource Management, 2007, 18, 1627-1647.	3.3	196
962	The Effects of Leader Communication on a Worker's Intent to Stay: An Investigation Using Structural Equation Modeling. Human Performance, 2007, 20, 85-102.	1.4	89
963	Notice of Retraction: In Search of the Best Human Resource Practices in China's Chain Stores. , 2007, , .		1
964	The transferability of management practices: Examining cross-national differences in reward preferences. Human Relations, 2007, 60, 1293-1330.	3.8	64
965	Accounting for firms' training programs: an exploratory study. Journal of Human Resource Costing and Accounting, 2007, 11, 229-250.	0.5	5
966	Australian small and medium sized enterprises (SMEs): A study of high performance management practices. Journal of Management and Organization, 2007, 13, 227-248.	1.6	27
967	Do Extrinsic Rewards Enhance Organizational Citizenship Behavior? A Study of Public Sector Organizations. , 2007, , 513-534.		1
968	The Effects of Job Insecurity on Satisfaction and Perceived Organizational Performance. Journal of Leadership and Organizational Studies, 2007, 14, 106-116.	2.1	27
969	Neglected Outcomes of Customer Satisfaction. Journal of Marketing, 2007, 71, 133-149.	7.0	359
970	HRM in Israel: new challenges. International Journal of Human Resource Management, 2007, 18, 114-131.	3.3	41

#	Article	IF	CITATIONS
971	Exit, Voice, Loyalty, and Pay: Evidence from the Public Workforce. Journal of Public Administration Research and Theory, 2007, 18, 647-671.	2.2	135
972	Emerging strategic people management of coalmines in Central Queensland. Management Research Review, 2007, 30, 302-313.	0.8	3
973	The impact of culture on HRM styles and firm performance: evidence from Japanese parents, Japanese subsidiaries/joint ventures and South Asian local companies. International Journal of Human Resource Management, 2007, 18, 908-923.	3.3	44
974	The Yugoslav Experience with Workers' Councils. Labor Studies Journal, 2007, 32, 280-297.	0.4	6
975	Information but not consultation: exploring employee involvement in SMEs. International Journal of Human Resource Management, 2007, 18, 1279-1297.	3.3	62
976	What drives adoption of innovative SHRM practices in Indian organizations?. International Journal of Human Resource Management, 2007, 18, 808-828.	3.3	61
977	Efficiency as a mediator in turnover—organizational performance relations. Human Relations, 2007, 60, 827-849.	3.8	57
978	Quantifying the "Softer Side―of Management Education: An Example Using Teamwork Competencies. Journal of Management Education, 2007, 31, 64-80.	0.6	60
979	When Brokers May Not Work: The Cultural Contingency of Social Capital in Chinese High-tech Firms. Administrative Science Quarterly, 2007, 52, 1-31.	4.8	570
980	A Proposed Framework for Measuring Human Capital Intangible Value Component in Restaurant Organizations Using Economic Value Added. Journal of Foodservice Business Research, 2007, 10, 3-23.	1.3	23
981	The performance effects of major workforce reductions: longitudinal evidence from North America. International Journal of Human Resource Management, 2007, 18, 2075-2094.	3.3	15
982	Performance and reward basics. , 0, , 19-36.		0
983	La gestion à «Âhaute performance» dans la fonction publique québécoise. Industrial Relations, 2007, 62, 516-539.	0.2	4
984	A European perspective on HRM. European Journal of International Management, 2007, 1, 239.	0.1	33
985	Employee relations in small businesses: examining underdeveloped issues. International Journal of Human Resources Development and Management, 2007, 7, 335.	0.0	2
986	Transforming regional economic performance through business transformation. International Journal of Management Practice, 2007, 2, 324.	0.1	8
987	Effect of service climate on service quality: an integrative model. International Journal of Services, Technology and Management, 2007, 8, 174.	0.1	2
988	Modelling the adoption of teleworking: an empirical study of resources and organisational factors. International Journal of Services, Technology and Management, 2007, 8, 188.	0.1	5

#	Article	IF	Citations
989	Consensus in work role requirements: The influence of discrete occupational context on role expectations Journal of Applied Psychology, 2007, 92, 1228-1241.	4.2	137
990	What results when firms implement practices: The differential relationship between specific practices, firm financial performance, customer service, and quality Journal of Applied Psychology, 2007, 92, 1467-1480.	4.2	83
991	A set-theoretic approach to organizational configurations. Academy of Management Review, 2007, 32, 1180-1198.	7.4	1,476
992	A multidimensional measure of employees' intangibles. Management Research Review, 2007, 30, 548-569.	0.8	10
993	Human Capital Management: The German Way. German Journal of Human Resource Management, 2007, 21, 295-321.	1.9	8
994	Value Creation and Value Capture: A Multilevel Perspective. Academy of Management Review, 2007, 32, 180-194.	7.4	1,023
995	Why Invest in Firm-Specific Human Capital? A Real Options View of Employment Contracts. Advances in Strategic Management, 2007, , 373-402.	0.1	2
996	Built to Change: High-Performance Work Systems and Self-Directed Work Teams – A Longitudinal Quasi-Experimental Field Study. Research in Organizational Change and Development, 2007, , 337-416.	0.8	9
998	Human Capital Measurement, Ambiguity, and Opportunism: Actors between Menace and Opportunity. German Journal of Human Resource Management, 2007, 21, 252-273.	1.9	2
999	Developing the professional workforce: a focus on systems not individuals. International Journal of Human Resources Development and Management, 2007, 7, 161.	0.0	0
1000	"High commitment―strategies. Employee Relations, 2007, 29, 306-318.	1.5	15
1001	Educating highly competent and principled HR professionals in the 21st century. International Journal of Human Resources Development and Management, 2007, 7, 215.	0.0	0
1002	Dynamic capabilities: the strategy-HRM intersect?. International Journal of Learning and Intellectual Capital, 2007, 4, 57.	0.2	5
1003	Resource-based foundations of strategic human resource management: a review and extension. International Journal of Learning and Intellectual Capital, 2007, 4, 75.	0.2	3
1004	General Mental Ability, Job Performance, and Red Herrings: Responses to Osterman, Hauser, and Schmitt. Academy of Management Perspectives, 2007, 21, 64-76.	4.3	6
1005	DOING WELL BY DOING GOOD: OBJECTIVE FINDINGS, SUBJECTIVE ASSUMPTIONS, OR SELECTIVE AMPLIFICATION?. Proceedings - Academy of Management, 2007, 2007, 1-6.	0.0	1
1006	Have the lecturers lost their voice? Involvement and participation in the devolved Further Education sector. International Journal of Human Resource Management, 2007, 18, 1199-1213.	3.3	18
1007	Human resource strategy and unionization: evidence from Taiwan. International Journal of Human Resource Management, 2007, 18, 1116-1131.	3.3	17

#	Article	IF	CITATIONS
1008	Subsystem configuration: A model of strategy, context, and human resources management alignment. Research in Multi-Level Issues, 2007, 7, 317-376.	0.5	3
1009	Multi-level strategic HRM: Facilitating competitive advantage through social networks and supply chains. Research in Multi-Level Issues, 2008, , 393-409.	0.5	1
1010	Conceptualising the "personnel professional― Personnel Review, 2007, 36, 398-414.	1.6	36
1011	Strategic people management of coal mining firms in Central Queensland. Management Research Review, 2007, 30, 689-704.	0.8	11
1012	Service delivery by local government employees post―the implementation of NPM. International Journal of Productivity and Performance Management, 2007, 57, 37-56.	2.2	14
1013	Lean production and quality commitment. Personnel Review, 2007, 37, 5-25.	1.6	19
1014	Firm-level training in local economic systems. Journal of Socio-Economics, 2007, 36, 875-894.	1.0	14
1015	Appropriability of innovation results: An empirical study in Spanish manufacturing firms. Technovation, 2007, 27, 280-295.	4.2	81
1016	The value of human resource management for organizational performance. Business Horizons, 2007, 50, 503-511.	3.4	96
1017	Emerging Positive Organizational Behavior. Journal of Management, 2007, 33, 321-349.	6.3	993
1018	Testing airline passengers' responses to flight attendants' expressive displays: The effects of positive affect. Journal of Business Research, 2007, 60, 81-83.	5.8	40
1019	Predictors of organizational commitment in India: strategic HR roles, organizational learning capability and psychological empowerment. International Journal of Human Resource Management, 2007, 18, 1782-1811.	3.3	124
1020	Companyâ€based determinants of training and the impact of training on company performance. Personnel Review, 2007, 36, 311-331.	1.6	65
1021	The impact of HRM practices on organisational performance in the Indian hotel industry. Employee Relations, 2007, 29, 576-594.	1.5	175
1022	Building motivational capital through career concept and culture fit. Career Development International, 2007, 12, 361-381.	1.3	12
1023	The contribution of eâ€HRM to HRM effectiveness. Employee Relations, 2007, 29, 280-291.	1.5	151
1024	Corporate Competitive Advantage Through Information Technology: Saudi Aramco Case. , 2007, , .		0
1025	12 HRM and Distributed Work. Academy of Management Annals, 2007, 1, 549-615.	5.8	32

#	Article	IF	CITATIONS
1026	Some Effects of a Human Resources Strategy on Total Productive Manufacturing (TPM) improvement. , 2007, , .		0
1027	THE IMPACT OF ABSORPTIVE CAPACITY ON SMEs' COLLABORATION. Economics of Innovation and New Technology, 2007, 16, 653-668.	2.1	189
1028	Average employee tenure, voluntary turnover ratio, and labour productivity: evidence from Japanese firms. International Journal of Human Resource Management, 2007, 18, 1841-1857.	3.3	43
1029	Work enrichment and employee voice in human resource management-performance studies. International Journal of Human Resource Management, 2007, 18, 1335-1372.	3.3	159
1030	Managing brand consistent employee behaviour: relevance and managerial control of behavioural branding. Journal of Product and Brand Management, 2007, 16, 310-320.	2.6	165
1031	The effect of corporate-level organizational factors on the transfer of human resource management practices: European and US MNCs and their Greek subsidiaries. International Journal of Human Resource Management, 2007, 18, 2057-2074.	3.3	53
1032	HRM Practice Clusters in Relation to Size and Performance: An Empirical Investigation in Canadian Manufacturing SMEs. Journal of Small Business and Entrepreneurship, 2007, 20, 25-39.	3.0	28
1033	Organizational Innovation and Human Resource Practice: A View of Strategic Human Resource Bundling. , 2007, , .		4
1034	The Influence of High-Involvement Human Resources Practices, Procedural Justice, Organizational Commitment, and Citizenship Behaviors on Information Technology Professionals' Turnover Intentions. Group and Organization Management, 2007, 32, 326-357.	2.7	381
1035	Does innovation lead to performance? An empirical study of SMEs in Taiwan. Management Research Review, 2007, 30, 115-132.	0.8	229
1037	Teleworking and workplace flexibility: a study of impact on firm performance. Personnel Review, 2007, 36, 42-64.	1.6	115
1038	An empirical examination of the mechanisms mediating between high-performance work systems and the performance of Japanese organizations Journal of Applied Psychology, 2007, 92, 1069-1083.	4.2	681
1039	A model of high performance work practices and turnover intentions. Personnel Review, 2007, 37, 26-46.	1.6	109
1040	Positive Organizational Behavior in the Workplace. Journal of Management, 2007, 33, 774-800.	6.3	1,133
1041	Institutional theory and MNC subsidiary HRM practices: evidence from a three-country study. Journal of International Business Studies, 2007, 38, 430-446.	4.6	274
1042	The role of training in the development of human resource management in Australian organisations. Human Resource Development International, 2007, 10, 263-279.	2.3	14
1043	The role of human capital philosophy in promoting firm innovativeness and performance: test of a causal model. International Journal of Human Resource Management, 2007, 18, 1456-1470.	3.3	71
1044	Comparative HRM: European views and perspectives. International Journal of Human Resource Management, 2007, 18, 769-787.	3.3	118

#	Article	IF	CITATIONS
1045	The relationship between â€~high-performance work practices' and employee attitudes: an investigation of additive and interaction effects. International Journal of Human Resource Management, 2007, 18, 537-567.	3.3	447
1046	Developing position-based base pay systems. , 0, , 269-295.		1
1047	Managing for results. , 0, , 121-141.		0
1048	Developing person-based base pay systems. , 0, , 296-317.		0
1049	Overview of performance-related rewards. , 0, , 347-368.		0
1051	Corporate Social Responsibility and Managerial Entrenchment. SSRN Electronic Journal, 2007, , .	0.4	23
1052	Improving Quality and Productivity via Stratification: A Call Center Example for Forming Homogeneous Employee Groups. Quality Management Journal, 2007, 14, 19-29.	0.9	23
1053	SME Performance, Innovation and Networking - Evidence on Complementarities for a Local Economic System. SSRN Electronic Journal, 0, , .	0.4	2
1055	Environmentally-Oriented Innovative Strategies and Firm Performances in Services - Micro-Evidence from Italy. SSRN Electronic Journal, 2007, , .	0.4	5
1056	Crowding-Out of Intrinsic Motivation - Opening the Black Box. SSRN Electronic Journal, 0, , .	0.4	16
1057	Protecting Vulnerable Workers: How Public Policy and Private Employers Shape the Contemporary Low-Wage Work Experience. Families in Society, 2007, 88, 485-495.	0.6	12
1058	Including Corporate Social Responsibility, Environmental Sustainaibility, and Ethics in Calibrating MBA Job Preferences. SSRN Electronic Journal, 0, , .	0.4	15
1059	The Very Separate Worlds of Academic and Practitioner Periodicals in Human Resource Management: Implications for Evidence-Based Management. Academy of Management Journal, 2007, 50, 987-1008.	4.3	393
1060	Interest Alignment and Competitive Advantage. Academy of Management Review, 2007, 32, 418-437.	7.4	255
1061	12 HRM and Distributed Work. Academy of Management Annals, 2007, 1, 549-615.	5.8	37
1062	HRM Practices and Knowledge Transfer in MNCs. SSRN Electronic Journal, 0, , .	0.4	1
1063	Unions and Profitability: A Meta-Analysis. SSRN Electronic Journal, 0, , .	0.4	0
1064	An examination of organizations' frontline service employee development practices. Human Resource Development Quarterly, 2007, 18, 293-314.	2.1	33

#	Article	IF	Citations
1065	The effects of supportive management and job quality on the turnover intentions and health of military personnel. Human Resource Management, 2007, 46, 185-201.	3.5	97
1066	An examination of the use of high-investment human resource systems for core and support employees. Human Resource Management, 2007, 46, 223-246.	3.5	138
1067	Managing human resources in information technology: Best practices of high performing supervisors. Human Resource Management, 2007, 46, 411-427.	3.5	36
1068	Managing workâ€ŀife conflict among information technology workers. Human Resource Management, 2007, 46, 429-451.	3.5	70
1069	Understanding second careers: Lessons from a study of U.S. navy admirals. Human Resource Management, 2007, 46, 471-491.	3.5	76
1070	The relationship between HRM avenues of political influence and perceived organizational performance. Human Resource Management, 2007, 46, 611-629.	3.5	42
1071	Impartiality through bureaucracy? A Sri Lankan approach to managing values. Journal of International Development, 2007, 19, 429-442.	0.9	24
1072	Information technology capability and value creation: Evidence from the US banking industry. Technology in Society, 2007, 29, 93-106.	4.8	84
1073	The use and impact of human resource information systems on human resource management professionals. Information and Management, 2007, 44, 74-89.	3.6	145
1074	Will eChannel additions increase the financial performance of the firm?—The evidence from Taiwan. Industrial Marketing Management, 2007, 36, 50-57.	3.7	51
1075	New evidence in an old debate: Investigating the relationship between HR satisfaction and turnover. International Business Review, 2007, 16, 377-395.	2.6	40
1076	Human resource management and performance: A neural network analysis. European Journal of Operational Research, 2007, 181, 453-467.	3.5	62
1077	Examining the effects of contextual factors on TQM and performance through the lens of organizational theories: An empirical study. Journal of Operations Management, 2007, 25, 83-109.	3.3	510
1078	The effect of human resource management policies on organizational performance in Greek manufacturing firms. Thunderbird International Business Review, 2007, 49, 1-35.	0.9	93
1079	The impact of racial diversity on intermediate and long-term performance: The moderating role of environmental context. Strategic Management Journal, 2007, 28, 1213-1233.	4.7	269
1080	Contested Resources: Unions, Employers, and the Adoption of New Work Practices in US and UK Telecommunications. British Journal of Industrial Relations, 2007, 45, 495-517.	0.8	27
1081	High Performance Work Systems and Employee Experience of Work in the Service Sector: The Case of Aged Care. British Journal of Industrial Relations, 2007, 45, 607-633.	0.8	144
1082	<scp>Corporate Social Responsibility and Managerial Entrenchment</scp> . Journal of Economics and Management Strategy, 2007, 16, 741-771.	0.4	348

#	Article	IF	CITATIONS
1083	Counselor Turnover in Substance Abuse Treatment Centers: An Organizational-Level Analysis. Sociological Inquiry, 2007, 77, 166-193.	1.4	45
1084	The Role of Globalization, Time Acceleration, and Virtual Global Teams in Fostering Successful Global Product Launches. Journal of Product Innovation Management, 2007, 24, 486-501.	5.2	63
1085	Armed, and Dangerous (?): Motivating Rule Adherence Among Agents of Social Control. Law and Society Review, 2007, 41, 457-492.	0.7	141
1086	The Influence of the Venture Capitalist's Governance Activities on the Entrepreneurial Firm's Control Systems and Performance. Entrepreneurship Theory and Practice, 2007, 31, 257-277.	7.1	32
1087	High-Commitment Work Practices and Downsizing Harshness in Australian Workplaces. Industrial Relations, 2007, 46, 456-480.	0.9	31
1088	Graduate Recruitment and Selection in Australia. International Journal of Selection and Assessment, 2007, 15, 153-166.	1.7	39
1089	Learning to perform? A comparison of learning practices and organizational performance in profit- and non-profit-making sectors in the UK. International Journal of Training and Development, 2007, 11, 265-281.	0.5	27
1090	PAY SYSTEM CHARACTERISTICS AND QUIT PATTERNS OF GOOD, AVERAGE, AND POOR PERFORMERS. Personnel Psychology, 2007, 60, 903-928.	2.2	147
1091	Lost in translation: exploring the link between HRM and performance in healthcare. Human Resource Management Journal, 2007, 17, 21-41.	3.6	104
1092	The impact of M&A experience on strategic HRM practices and organisational effectiveness: evidence from Greek firms. Human Resource Management Journal, 2007, 17, 155-177.	3.6	61
1093	Employee voice regimes and the characteristics of conflict: an analysis of the 2003 survey of employment tribunal applications. Human Resource Management Journal, 2007, 17, 178-197.	3.6	6
1094	HRM-based reforms in public organisations: problems and perspectives. Human Resource Management Journal, 2007, 17, 265-282.	3.6	29
1095	Creating social capital in MNCs: the international human resource management challenge. Human Resource Management Journal, 2007, 17, 336-354.	3.6	80
1096	Uncovering competitive and institutional drivers of HRM practices in multinational corporations. Human Resource Management Journal, 2007, 17, 355-375.	3.6	115
1097	A strategic contingency approach to expatriate assignment management. Human Resource Management Journal, 2007, 17, 393-410.	3.6	101
1098	The effects of HR policies and repatriate self-adjustment on global competency transfer. Asia Pacific Journal of Human Resources, 2007, 45, 6-23.	2.5	28
1099	The problem of action and interest alignment: Beyond job requirements and incentive compensation. Human Resource Management Review, 2007, 17, 38-51.	3.3	55
1100	Validating the human resource system structure: A levels-based strategic HRM approach. Human Resource Management Review, 2007, 17, 77-92.	3.3	209

#	Article	IF	CITATIONS
1101	Human resources reputation and effectiveness. Human Resource Management Review, 2007, 17, 117-130.	3.3	51
1102	Employee equity: Toward a person-based approach to HRM. Human Resource Management Review, 2007, 17, 140-151.	3.3	32
1103	The impact of cultural values on the acceptance and effectiveness of human resource management policies and practices. Human Resource Management Review, 2007, 17, 152-165.	3.3	74
1106	For or Against Corporate Identity? Personification and the Problem of Moral Agency. Journal of Business Ethics, 2007, 76, 83-95.	3.7	38
1107	Four tigers and the dragon: values differences, similarities, and consensus. Asia Pacific Journal of Management, 2007, 24, 305-320.	2.9	51
1108	In search of the best human resource practices in chain stores in China. Frontiers of Business Research in China, 2007, 1, 155-166.	4.1	5
1109	Longitudinal measurement in organisational transformation: a case of a Dutch Flex Company. Service Business, 2007, 1, 25-40.	2.2	5
1110	The relationship between quality management practices and their effects on quality outcomes. European Journal of Operational Research, 2007, 183, 483-501.	3.5	223
1111	Human resource management in the project-oriented company: A review. International Journal of Project Management, 2007, 25, 315-323.	2.7	255
1112	Market orientation, employee development practices, and performance in logistics service provider firms. Industrial Marketing Management, 2008, 37, 353-366.	3.7	114
1114	To prosper, organizational psychology should… expand the values of organizational psychology to match the quality of its ethics. Journal of Organizational Behavior, 2008, 29, 439-453.	2.9	72
1115	To prosper, organizational psychology should… bridge application and scholarship. Journal of Organizational Behavior, 2008, 29, 455-468.	2.9	39
1116	The effect of colleague quality on top performance: the case of security analysts. Journal of Organizational Behavior, 2008, 29, 1123-1144.	2.9	70
1117	The effect of business strategies and HRM policies on organizational performance: The Greek experience. Global Business and Organizational Excellence, 2008, 27, 40-57.	4.2	16
1118	Expanding risk management systems: human resources and German banks. Strategic Change, 2008, 17, 21-33.	2.5	12
1119	Job satisfaction and employee perception of the learning environment in the health care management industry. Journal of Leadership Studies, 2008, 1, 37-50.	0.4	11
1120	Do all institutions benefit from leadership training? Challenging tradition through systems inquiry. Journal of Leadership Studies, 2008, 1, 74-83.	0.4	5
1121	Focusing on the software of managing health workers: what can we learn from high commitment management practices?. International Journal of Health Planning and Management, 2008, 23, 299-311.	0.7	21

#	Article	IF	CITATIONS
1122	HR practices perceptions, emotional exhaustion, and work outcomes: A conservationâ€ofâ€resources theory in the Chinese context. Human Resource Development Quarterly, 2008, 19, 55-74.	2.1	87
1123	Guest editors' introduction growth and globalization: Evolution of human resource management practices in Asia. Human Resource Management, 2008, 47, 1-13.	3.5	59
1124	Strategic HRM practices and their impact on company performance in Chinese enterprises. Human Resource Management, 2008, 47, 15-32.	3.5	169
1125	Human resources planning on terrorism and crises in the Asia Pacific region: Crossâ€national challenge, reconsideration, and proposition from western experiences. Human Resource Management, 2008, 47, 49-72.	3.5	25
1126	Strategic human resource management, firm performance, and employee relations climate in China. Human Resource Management, 2008, 47, 73-90.	3.5	145
1127	A retrospective and prospective analysis of HRM research in Chinese firms: Implications and directions for future study. Human Resource Management, 2008, 47, 133-156.	3.5	59
1128	Information technology usage and human resource roles and effectiveness. Human Resource Management, 2008, 47, 525-540.	3.5	80
1129	Strategic HRM in China: Configurations and competitive advantage. Human Resource Management, 2008, 47, 687-706.	3.5	80
1130	The role of corporate culture in the process of strategic human resource management: Evidence from Chinese enterprises. Human Resource Management, 2008, 47, 777-794.	3.5	65
1131	Quality of working life and turnover intention in information technology work. Human Factors and Ergonomics in Manufacturing, 2008, 18, 409-423.	1.4	55
1132	The role of a "make―or internal human resource management system in Spanish manufacturing companies: Empirical evidence. Human Factors and Ergonomics in Manufacturing, 2008, 18, 464-479.	1.4	30
1133	Experience-based learning of Japanese IT professionals: A qualitative research. Journal of Strategic Information Systems, 2008, 17, 202-213.	3.3	11
1134	Intelligent impact assessment of HRM to the shareholder value. Expert Systems With Applications, 2008, 35, 2017-2031.	4.4	42
1135	Safety climate and beyond: A multi-level multi-climate framework. Safety Science, 2008, 46, 376-387.	2.6	278
1136	HRM practices affecting extrinsic and intrinsic motivation of knowledge receivers and their effect on intra-MNC knowledge transfer. International Business Review, 2008, 17, 703-713.	2.6	107
1137	The configuration of employee retention practices in multinational corporations' foreign subsidiaries. International Business Review, 2008, 17, 676-687.	2.6	47
1138	Human resource management in the project-oriented organization: Employee well-being and ethical treatment. International Journal of Project Management, 2008, 26, 577-585.	2.7	152
1139	Enterprise Culture Management in China: Insiders' Perspective. Management and Organization Review, 2008, 4, 291-314.	1.8	39

#	Article	IF	CITATIONS
1140	UNDERSTANDING THE IMPACT OF PERSONALITY TRAITS ON INDIVIDUALS' TURNOVER DECISIONS: A METAâ€ANALYTIC PATH MODEL. Personnel Psychology, 2008, 61, 309-348.	2.2	382
1141	EMPLOYEE ATTRIBUTIONS OF THE "WHY―OF HR PRACTICES: THEIR EFFECTS ON EMPLOYEE ATTITUDES AND BEHAVIORS, AND CUSTOMER SATISFACTION. Personnel Psychology, 2008, 61, 503-545.	) 2.2	970
1142	DEVELOPMENTS IN THE CRITERIONâ€RELATED VALIDATION OF SELECTION PROCEDURES: A CRITICAL REVIEW AND RECOMMENDATIONS FOR PRACTICE. Personnel Psychology, 2008, 61, 871-925.	2.2	80
1143	THE IMPACT OF HUMAN RESOURCE AND OPERATIONAL MANAGEMENT PRACTICES ON COMPANY PRODUCTIVITY: A LONGITUDINAL STUDY. Personnel Psychology, 2008, 61, 467-501.	2.2	296
1144	Highâ€Performance Work System and Organizational Turnover in East and Southeast Asian Countries <sup>1</sup> . Industrial Relations, 2008, 47, 145-152.	0.9	43
1145	Collective Bargaining and Highâ€Involvement Management in Comparative Perspective: Evidence from U.S. and German Call Centers. Industrial Relations, 2008, 47, 284-319.	0.9	41
1146	Workplace Innovations and Employee Outcomes: Evidence from Finland. Industrial Relations, 2008, 47, 430-459.	0.9	90
1147	The Effects of Selfâ€Managed and Closely Managed Teams on Labor Productivity and Product Quality: An Empirical Analysis of a Crossâ€Section of Establishments. Industrial Relations, 2008, 47, 659-697.	0.9	24
1148	Capacity building as a tool for assessing training and development activity: an Indian case study. International Journal of Training and Development, 2008, 12, 121-134.	0.5	18
1149	An exploration of the relationship between training grants and profitability of UK construction companies. International Journal of Training and Development, 2008, 12, 188-205.	0.5	6
1150	The limits of high performance work systems in unionised craftâ€based work settings. New Technology, Work and Employment, 2008, 23, 213-228.	2.6	16
1151	Similarity, Isomorphism or Duality? Recent Survey Evidence on the Human Resource Management Policies of Multinational Corporations. British Journal of Management, 2008, 19, 320-342.	3.3	195
1152	A crossâ€national study of corporate governance and employment contracts. Business Ethics, 2008, 17, 259-284.	3.5	18
1153	Estilos de dirección de RRHH dentro de las empresas: Una cuestión de intensidad en la DRRHH. Cuadernos De EconomÃa Y Dirección De La Empresa, 2008, 11, 151-177.	0.5	4
1154	PrÃ <sub>i</sub> cticas de alto rendimiento: un contexto estratégico estructura. Cuadernos De EconomÃa Y Dirección De La Empresa, 2008, 11, 113-137.	0.5	4
1155	A Meta-Analysis of Relationships Linking Employee Satisfaction to Customer Responses. Journal of Retailing, 2008, 84, 243-255.	4.0	298
1156	The value of real options investments under abnormal uncertainty: The case of the Korean economic crisis. Journal of World Business, 2008, 43, 16-34.	4.6	30
1157	The Balanced Scorecard versus quality award models as strategic frameworks. Total Quality Management and Business Excellence, 2008, 19, 583-593.	2.4	52

#	Article	IF	CITATIONS
1158	Managing the Impact of Employee Turnover on Performance: The Role of Process Conformance. Organization Science, 2008, 19, 56-68.	3.0	280
1159	Human resources control systems and performance: the role of uncertainty and risk propensity. International Journal of Manpower, 2008, 29, 161-187.	2.5	20
1160	Leadership team performance management: the case of BELRON. Team Performance Management, 2008, 14, 118-133.	0.6	5
1161	Firm size and environmental scanning pursuits across organizational life cycle stages. Journal of Small Business and Enterprise Development, 2008, 15, 540-554.	1.6	51
1162	The impact of bundles of strategic human resource management practices on the performance of European firms. International Journal of Human Resource Management, 2008, 19, 2041-2056.	3.3	106
1163	Convergence and divergence issues in strategic management – Indonesia's experience with the Balanced Scorecard in HR management. International Journal of Human Resource Management, 2008, 19, 1170-1185.	3.3	31
1164	Strategic Human Rfesource Management in Indian it Companies: Development and Validation of a Scale. Vision, 2008, 12, 35-46.	1.5	7
1165	Organisational capabilities: antecedents and implications for customer value. European Journal of Marketing, 2008, 42, 477-501.	1.7	113
1166	Could HRM support organizational innovation?. International Journal of Human Resource Management, 2008, 19, 1208-1221.	3.3	203
1167	Enhancing performance through best HRM practices, organizational learning and knowledge management. European Business Review, 2008, 20, 185-207.	1.9	102
1168	ls talent management just "old wine in new bottles�. Management Research Review, 2008, 31, 901-911.	0.8	62
1169	Governance structures and innovation in the Irish Software Industry. Journal of High Technology Management Research, 2008, 19, 36-44.	2.7	10
1170	The same yet different: Worker reports on labour practices and outcomes in a single firm across countries. Labour Economics, 2008, 15, 749-770.	0.9	15
1171	Do industries matter?. Labour Economics, 2008, 15, 673-686.	0.9	10
1172	How leaders influence organizational effectiveness. Leadership Quarterly, 2008, 19, 708-722.	3.6	418
1173	Exploring collaborative technology utilization in retailer–supplier performance. Journal of Business Research, 2008, 61, 842-849.	5.8	36
1174	How to retain local senior managers in international joint ventures: The effects of alliance relationship characteristics. Journal of Business Research, 2008, 61, 986-994.	5.8	20
1175	The prevention of workplace bullying as a question of human resource management: Measures adopted and underlying organizational factors. Scandinavian Journal of Management, 2008, 24, 221-231.	1.0	124

#	Article	IF	Citations
1176	Bureaucracy versus high performance: Work reorganization in the 1990s. Journal of Socio-Economics, 2008, 37, 1825-1845.	1.0	7
1177	Employees' motivation in the luxury hotel industry: the perceived effectiveness of human-resource practices. Managing Leisure, 2008, 13, 258-271.	0.7	32
1178	Making the Connection Between Formal Human Resource Diversity Practices and Organizational Effectiveness: Behind Management Fashion. Performance Improvement Quarterly, 1999, 12, 77-96.	0.4	26
1179	The Relationship of Learning and Performance Improvement at Different System Levels. Performance Improvement Quarterly, 2008, 13, 60-83.	0.4	5
1180	Technical Training Evaluation Practices in the United States. Performance Improvement Quarterly, 2000, 13, 84-109.	0.4	47
1181	An Examination of the Role of HRD in Voluntary Turnover in Public Service Organizations. Performance Improvement Quarterly, 2008, 15, 45-56.	0.4	6
1182	New Metrics for Employee Development. Performance Improvement Quarterly, 2008, 17, 56-80.	0.4	3
1183	The Integration of High Performance Work Systems and Workplace Safety in the Oil and Gas Industry. , 2008, , .		0
1184	Strategic human resource management: high performance people system as core competencies. , 2008, , 267-299.		3
1185	Employee commitment in MNCs: Impacts of organizational culture, HRM and top management orientations. International Journal of Human Resource Management, 2008, 19, 501-527.	3.3	97
1186	Strategic Human Resource Practices and Product Innovation. Organization Studies, 2008, 29, 821-847.	3.8	291
1187	Complementarities, firm strategies and environmental innovations: empirical evidence for a district based manufacturing system. Journal of Integrative Environmental Sciences, 2008, 5, 17-40.	0.8	26
1188	Human Resource Flexibility as a Mediating Variable Between High Performance Work Systems and Performance. Journal of Management, 2008, 34, 1009-1044.	6.3	238
1189	The Effects on Human Resource Management System and Organizational Performance: A Role of Absorptive Capacity. , 2008, , .		0
1190	Research on the Dynamic Equilibrium of Human Resource Structure Based on Markov Chain. , 2008, , .		0
1191	7 Getting There from Here: Research on the Effects of Work–Family Initiatives on Work–Family Conflict and Business Outcomes. Academy of Management Annals, 2008, 2, 305-349.	5.8	233
1192	Workforce management in project-oriented shared service organization. , 2008, , .		1
1193	3 Staffing Twentyâ€firstâ€century Organizations. Academy of Management Annals, 2008, 2, 133-165.	5.8	57

#	Article	IF	CITATIONS
1194	Will the strategic fit between business and HRM strategy influence HRM effectiveness and organizational performance?. International Journal of Manpower, 2008, 29, 92-110.	2.5	73
1195	Flexibility through HRM in management consulting firms. Personnel Review, 2008, 37, 332-349.	1.6	25
1196	What financial and nonâ€financial information on intangibles is valueâ€relevant? A review of the evidence. Accounting and Business Research, 2008, 38, 217-256.	1.0	195
1197	An explanation of human capital disclosure from the resourceâ€based perspective. Journal of Human Resource Costing and Accounting, 2008, 12, 51-64.	0.5	56
1198	Innovative human resource management and corporate performance in the context of economic liberalization in India. International Journal of Human Resource Management, 2008, 19, 1278-1297.	3.3	94
1199	Does matching pay policy with innovation strategy really improve firm performance?. Personnel Review, 2008, 37, 300-316.	1.6	10
1200	Employability and the psychological contract in European ICT sector SMEs. International Journal of Human Resource Management, 2008, 19, 1035-1055.	3.3	77
1201	Dumb and Dumber: The Impact of Downsizing on Firm Performance as Moderated by Industry Conditions. Organization Science, 2008, 19, 108-123.	3.0	199
1202	Doing well and doing good. Journal of Managerial Psychology, 2008, 23, 186-203.	1.3	124
1203	The mediating role of training utility in the relationship between training needs assessment and organizational effectiveness. International Journal of Human Resource Management, 2008, 19, 63-73.	3.3	50
1204	Devolvement of HR practices in transitional economies: Evidence from China. International Journal of Human Resource Management, 2008, 19, 840-855.	3.3	27
1205	The impact of market orientation and strategic HRM on firm performance: the case of Chinese enterprises. Journal of International Business Studies, 2008, 39, 980-995.	4.6	117
1206	Influence of Compensation Strategies in Canadian Technology-Intensive Firms on Organizational and Human Resources Performance. Group and Organization Management, 2008, 33, 269-302.	2.7	31
1207	Dimensionalizing the Architecture of Organization-Led Learning: A Framework for Collective Practice. Advances in Developing Human Resources, 2008, 10, 472-493.	2.4	4
1209	How Executive SHRM System Links to Firm Performance: The Perspectives of Upper Echelon and Competitive Dynamicsâ€. Journal of Management, 2008, 34, 853-881.	6.3	47
1210	Capacity Building Process for HR Excellence. Vision, 2008, 12, 1-13.	1.5	2
1211	The devolution of HR to the line: Implications for perceptions of people management effectiveness. International Journal of Human Resource Management, 2008, 19, 262-273.	3.3	94
1212	Managing Sexual Orientation Diversity. Group and Organization Management, 2008, 33, 602-625.	2.7	75

#	Article	IF	CITATIONS
1213	The Ever-Changing Face of Sex Stereotyping and Sex Discrimination in the Workplace. Journal of Leadership and Organizational Studies, 2008, 15, 123-134.	2.1	3
1214	Job quality and flexible practices: An investigation of employee perceptions. International Journal of Human Resource Management, 2008, 19, 473-486.	3.3	13
1215	Organisational responses to workplace harassment. Personnel Review, 2008, 38, 26-44.	1.6	92
1216	Commitment, control, and the use of competency management. Personnel Review, 2008, 37, 609-628.	1.6	21
1217	Exploration and exploitation business strategies and the contingent fit of alternative HR systems. Research in Personnel and Human Resources Management, 2008, , 149-176.	1.0	15
1218	Comparing perspectives on high involvement management and organizational performance across the British economy. International Journal of Human Resource Management, 2008, 19, 639-683.	3.3	88
1219	Evaluating Method of Human Resource Value Based on Grey Relational Analysis. , 2008, , .		0
1220	Economic Analysis and Application Practice of Outsourcing of Human Resources Management. , 2008, ,		0
1221	Talent acquisition due diligence leading to high employee engagement: case of Motorola India MDB. Industrial and Commercial Training, 2008, 40, 253-260.	0.8	37
1222	Tightening the link between employee wellbeing at work and performance. Management Decision, 2008, 46, 284-309.	2.2	234
1223	Intellectual capital in highâ€ŧech firms. Journal of Intellectual Capital, 2008, 9, 25-36.	3.1	68
1224	Unlocking the black box: line managers and HRMâ€Performance in a call centre context. International Journal of Productivity and Performance Management, 2008, 57, 275-296.	2.2	79
1225	Sustainable strategic management: construct, parameters, research directions. International Journal of Sustainable Strategic Management, 2008, 1, 35.	0.1	60
1226	Competitive strategy and performance measurement in the Malaysian context. Management Decision, 2008, 46, 5-31.	2.2	136
1227	Can They Take It With Them? The Portability of Star Knowledge Workers' Performance. Management Science, 2008, 54, 1213-1230.	2.4	460
1228	Examining the role of human resource management in continuous improvement. International Journal of Technology Management, 2008, 42, 127.	0.2	19
1229	Transfer of HRM Practices to Subsidiaries: Importance of the Efficiency of the HRM System. Management Research, 2008, 6, 63-73.	0.5	2
1230	Strategic HRM in North America: looking to the future. International Journal of Human Resource Management, 2008, 19, 1486-1499.	3.3	137

		CITATION REPORT		
#	Article		IF	Citations
1231	Research Methodology in Strategic Management. Organizational Research Methods, 2	008, 11, 643-658.	5.6	136
1232	Antecedents and Consequences Of Frontline Service Employee Commitment to Service of Marketing Theory and Practice, 2008, 16, 95-110.	e Quality. Journal	2.6	114
1233	The influence of strategic HRM and sector on perceived performance in health services International Journal of Human Resource Management, 2008, 19, 1825-1841.	organizations.	3.3	45
1234	Evaluation of Knowledge Strategies in the Indian Software Industry. Journal of Transnat Management, 2008, 13, 148-170.	tional	0.5	10
1235	New insights into the link between HRM integration and organizational performance: t role of influence distribution between HRM specialists and line managers. International Human Resource Management, 2008, 19, 2095-2112.		3.3	67
1236	The effect of human resource practices on organizational performance: evidence from International Journal of Human Resource Management, 2008, 19, 74-97.	Greece.	3.3	81
1237	HRM and organizational performance in northern and southern Europe. International Jo Human Resource Management, 2008, 19, 1187-1207.	ournal of	3.3	73
1238	Regulating the `Animal Spirits' of Entrepreneurs?. International Small Business Journal, 181-206.	2008, 26,	2.9	20
1239	Family-Friendly Environments and U.S. Army Soldier Performance and Work Outcomes. Psychology, 2008, 20, 253-270.	. Military	0.7	16
1240	HR in the hospitality industry: strategic frameworks and priorities. , 2008, , 3-22.			1
1241	Corporate Social Responsibility in Hospitality: Issues and Implications. A Case Study of Scandinavian Journal of Hospitality and Tourism, 2008, 8, 271-293.	Scandic.	1.4	145
1242	External and internal labour flexibility in Spain: a substitute or complementary effect or performance?. International Journal of Human Resource Management, 2008, 19, 1131-	n firm 1151.	3.3	36
1243	Recognizing Potential: A Naturalistic Investigation of Employee Promotion Decisions. Jo Cognitive Engineering and Decision Making, 2008, 2, 63-87.	ournal of	0.9	10
1244	Competencies and human resource management: implications for organizational compadvantage. Journal of Knowledge Management, 2008, 12, 48-55.	petitive	3.2	150
1245	Theorising underâ€ŧheorisation in research on the HRMâ€Performance Link. Personnel 126-144.	Review, 2008, 37,	1.6	37
1246	The effects of private equity and buy-outs on HRM in the UK and the Netherlands. Hum 2008, 61, 1399-1433.	an Relations,	3.8	35
1247	Bridging the research–practice gap: Developing a measurement framework for worka Journal of Management and Organization, 2008, 14, 239-258.	–life initiatives.	1.6	24
1248	Human resource development and â€~casualisation' in hotels and resorts in Eastern the best to the customer?. Journal of Management and Organization, 2008, 14, 367-38		1.6	4

# 1249	ARTICLE Serving Workers in the Human Services: The Roles of Organizational Ownership, Chain Affiliation, and Professional Leadership in Frontline Job Benefits. Nonprofit and Voluntary Sector Quarterly,	IF 1.3	Citations 25
1250	2008, 37, 443-467. Human resources outsourcing in Canadian organizations: An empirical analysis of the role of organizational characteristics, transaction costs and risks. International Journal of Human Resource Management, 2008, 19, 683-715.	3.3	28
1251	Human Resource Systems in Kenya. Cornell Hospitality Quarterly, 2008, 49, 413-427.	2.2	3
1252	Winning the War for Managerial Talent in China: An Empirical Study. Chinese Economy, 2008, 41, 34-57.	1.1	28
1253	An International Comparison of the Effects of HRM Practices and Organizational Commitment on Quality of Job Performances among European University Employees. Higher Education Policy, 2008, 21, 323-344.	1.3	24
1254	Top management team's vision and human resources management practices in innovative Spanish companies. International Journal of Human Resource Management, 2008, 19, 620-638.	3.3	30
1255	A Study of the Relationship Between Human Resource Management System and Organizational Performance: A Role of Organizational Learning. , 2008, , .		0
1256	Relationship of Human Resource Investment, Human Capital and Hi-Tech Firm's Performance. , 2008, , .		0
1257	Predictors of turnover intentions of highly educated employees in the hospitality industry. Advances in Hospitality and Leisure, 2008, , 3-28.	0.2	25
1258	Human resource practices and organizational commitment: A deeper examination. Asia Pacific Journal of Human Resources, 2008, 46, 6-20.	2.5	77
1259	Impact of behavioral performance management in a Korean application. Leadership and Organization Development Journal, 2008, 29, 427-443.	1.6	11
1260	Telework adoption, change management, and firm performance. Journal of Organizational Change Management, 2008, 21, 7-31.	1.7	66
1261	How some service firms have become part of "service excellence―folklore. Managing Service Quality, 2008, 18, 179-193.	2.4	33
1262	Developing human capital indicators: a three-way approach. International Journal of Learning and Intellectual Capital, 2008, 5, 387.	0.2	14
1263	The relationship between human resource investments and organizational performance: A firm-level examination of equilibrium theory Journal of Applied Psychology, 2008, 93, 778-788.	4.2	58
1264	Human resource configurations: Investigating fit with the organizational context Journal of Applied Psychology, 2008, 93, 864-882.	4.2	154
1265	Executive coaching: It works!. Consulting Psychology Journal, 2008, 60, 78-90.	0.6	106
1266	The adoption of HR strategies in a Confucian context. Advances in International Management, 2008, , 145-169.	0.3	8

	CITATION	CITATION REPORT	
#	Article	IF	CITATIONS
1267	Characterising human resources management practices in Portugal: an empirical analysis. International Journal of Human Resource Management, 2008, 19, 1864-1880.	3.3	8
1268	The gap between research and practice: a replication study on the HR professionals' beliefs about effective human resource practices. International Journal of Human Resource Management, 2008, 19, 1976-1988.	3.3	44
1269	Teamworking and performance: the extent and intensity of teamworking in the 1998 UK Workplace Employee Relations Survey (WERS98). International Journal of Human Resource Management, 2008, 19, 153-168.	3.3	18
1270	Developing a framework for assessing effective development activities. Personnel Review, 2008, 37, 629-646.	1.6	13
1271	Workforce management in project-oriented shared service organization. , 2008, , .		0
1274	The changed world of large law firms and their lawyers: an opportune context for organizational researchers. , 2008, , 179-222.		3
1276	Assessing the value of intangible assets: evidence from Japanese firms. International Journal of Applied Management Science, 2008, 1, 55.	0.1	2
1277	Human resource management and employment practices in the Hong Kong power supply industry: the challenge of industrial de-regulation and business re-structuring. International Journal of Human Resources Development and Management, 2008, 8, 111.	0.0	0
1278	Fostering intellectual capital through communication technologies: an analysis of knowledge-sharing determinants. International Journal of Learning and Intellectual Capital, 2008, 5, 123.	0.2	8
1279	Human capital development: a return on investment perspective. , 2008, , 347-371.		2
1280	What Financial and Non-Financial Information on Intangibles is Value Relevant? A Review of the Evidence. SSRN Electronic Journal, 2008, , .	0.4	5
1281	The Impact of Workplace Conditions on Firm Performance. SSRN Electronic Journal, 0, , .	0.4	17
1282	A Study on the Effects of Strategic HRM Systems on Performance: The Case of Pakistani Manufacturing Companies Japanese Journal of Administrative Science, 2008, 21, 47-60.	0.1	2
1283	Gone but Not Lost: The Different Performance Impacts of Employee Mobility Between Cooperators Versus Competitors. Academy of Management Journal, 2008, 51, 936-953.	4.3	230
1284	Market Implication of Human Capital Investment. SSRN Electronic Journal, 0, , .	0.4	0
1285	Integrating career development and work–family policy. , 2008, , 78-93.		1
1286	7 Getting There from Here: Research on the Effects of Work–Family Initiatives on Work–Family Conflict and Business Outcomes. Academy of Management Annals, 2008, 2, 305-349.	5.8	214
1288	Reassessing the Productivity Impact of Employee Involvement and Financial Incentives. Schmalenbach Business Review, 2008, 60, 160-181.	0.9	11

#	Article	IF	CITATIONS
1289	The Influence of Human Resource Practices and Collective Affective Organizational Commitment on Aggregate Voluntary Turnover. SSRN Electronic Journal, 0, , .	0.4	6
1290	Gestion des ressources humaines, développement durable et responsabilité sociale. Revue Internationale De Psychosociologie, 2008, Vol. XIV, 77-140.	0.2	38
1291	HRM Practices Affecting Extrinsic and Intrinsic Motivation of Knowledge Receivers and Their Effect on Intra-MNC Knowledge Transfer. SSRN Electronic Journal, 0, , .	0.4	16
1292	Transforming Caterpillars into Butterflies: The Role of Managerial Values and HR Systems in the Performance of Emergent Organizations - Executive Summary. SSRN Electronic Journal, 0, , .	0.4	0
1293	3 Staffing Twentyâ€firstâ€century Organizations. Academy of Management Annals, 2008, 2, 133-165.	5.8	61
1294	Enhancing Productivity: The Role of Management Practices. SSRN Electronic Journal, O, , .	0.4	12
1295	High Performance Work Systems in the Intellectual Disability Care Sector in Ireland; an Exploratory Study at Organisational Level. International Business Research, 2009, 2, .	0.2	1
1296	Employee Relations and Credit Risk. SSRN Electronic Journal, 0, , .	0.4	36
1297	Governing Knowledge: The Strategic Human Resource Management Dimension. SSRN Electronic Journal, 2009, , .	0.4	23
1298	Who Leaves, Where to, and Why Worry? Employee Mobility, Employee Entrepreneurship, and Effects on Source Firm Performance. SSRN Electronic Journal, 2009, , .	0.4	21
1299	Corporate Social Performance, Stakeholder Coalitions, Corporate Governance and Performance. SSRN Electronic Journal, 0, , .	0.4	3
1300	Profit Sharing, Separation and Training. SSRN Electronic Journal, 2009, , .	0.4	2
1301	Inefficient Labor of Inefficient Capital? Corporate Diversification and Productivity Around the World. SSRN Electronic Journal, 2009, , .	0.4	0
1302	HRM Systems and the Problem of Internal Fit. , 0, , 385-404.		28
1303	Small Business Strategies: Refining Strategic Management Theory for the Entrepreneurial and Small Business Contexts. SSRN Electronic Journal, 2009, , .	0.4	3
1304	Is IT Industry Productive: A Performance Based Investigation of IT Sector Firms Operating in Pakistan. International Journal of Business and Management, 2009, 4, .	0.1	3
1305	Economics and HRM. , 2009, , .		3
1306	Programas de desenvolvimento comportamental: influências sobre os objetivos estratégicos. RAE Revista De Administracao De Empresas, 2009, 49, 295-308.	0.1	5

		CITATION REPO	RT	
#	Article	IF	<del>.</del>	CITATIONS
1307	Returns for Entrepreneurs Versus Employees: The Effect of Education and Personal Control on the Relative Performance of Entrepreneurs vis-a-vis Wage Employees. SSRN Electronic Journal, 0, , .	0	.4	17
1308	Structure of Human Capital Enhancing Human Resource Management Practices in India. Internation Journal of Business and Management, 2009, 4, .	al o	.1	6
1309	The Relationship between Human Resource Management and Firm Performance in Malaysia. International Journal of Economics and Finance, 2009, 1, .	0	.2	3
1310	Employee-Organization Exchange Relationships, HRM Practices, and Quit Rates of Good and Poor Performers. Academy of Management Journal, 2009, 52, 1016-1033.	4.	.3	230
1312	HRM and Contemporary Manufacturing. , 0, , 405-427.			1
1313	Service Strategies. , 2009, , .			4
1314	Family-Friendly, Equal-Opportunity, and High-Involvement Management in Britain. , 2009, , .			1
1315	Searching for The Optimal Level of Employee Turnover: A Study of a Large U.K. Retail Organization. Academy of Management Journal, 2009, 52, 294-313.	4.	.3	113
1316	Modeling HRM and Performance Linkages. , 0, , 552-580.			6
1317	Recruitment Strategy. , 2009, , .			2
1318	HRM and the Worker. , 0, , 147-165.			6
1319	Strategic Management and HRM. , 2009, , .			20
1320	The Development of HRM in Historical and International Perspective. , 0, , 19-47.			19
1321	Strategic human resource management and tacit knowledge transfer: A case study. Human Systems Management, 2009, 28, 77-82.	0	.5	8
1322	HR Roles Effectiveness and HR Contributions Effectiveness: Comparing Evidence from HR and Line Managers. International Journal of Business and Management, 2009, 4, .	0	.1	2
1323	Job-Related Training and Benefits for Individuals: A Review of Evidence and Explanations. SSRN Electronic Journal, 0, , .	0	.4	9
1324	A longitudinal investigation on the factors affecting newcomers' adjustment: evidence from Japanes organizations. International Journal of Human Resource Management, 2009, 20, 928-952.	е 3.	.3	22
1325	Opening the black box of the relationship between HRM practices and firm performance: A comparis of MNE subsidiaries in the USA, Finland, and Russia. Journal of International Business Studies, 2009, 690-712.	son 40, 4.	.6	110

#	Article	IF	CITATIONS
1326	Psychological testing for selection purposes: a guide to evidence-based practice for human resource professionals. International Journal of Human Resource Management, 2009, 20, 2517-2532.	3.3	17
1327	High involvement work practices and firm performance. International Journal of Human Resource Management, 2009, 20, 1056-1077.	3.3	54
1328	The mediating roles of organizational justice on the relationships between HR practices and workplace outcomes: an investigation in China. International Journal of Human Resource Management, 2009, 20, 676-693.	3.3	81
1329	Human Resource Management Quality, Maturity and Consistency. , 2009, , .		0
1330	Small-Business Owners' Knowledge and Rural Tourism Establishment Performance in Spain. Journal of Travel Research, 2009, 48, 58-77.	5.8	28
1331	The UK productivity gap in the service sector: do management practices matter?. International Journal of Productivity and Performance Management, 2009, 58, 727-747.	2.2	20
1332	Information Protection at Telecommunications Firms: Human Resource Management Strategies and their Impact on Organizational Justice. Journal of Information Privacy and Security, 2009, 5, 49-77.	0.4	7
1333	Do global firms measure expatriate return on investment? An empirical examination of measures, barriers and variables influencing global staffing practices. International Journal of Human Resource Management, 2009, 20, 1309-1326.	3.3	82
1334	How Japanese manufacturing firms align their human resource policies with business strategies: testing a contingency performance prediction in a Japanese context. International Journal of Human Resource Management, 2009, 20, 34-56.	3.3	36
1335	High-performance work systems, organizational commitment, and the role of demographic features in the People's Republic of China. International Journal of Human Resource Management, 2009, 20, 2311-2330.	3.3	77
1336	The longitudinal effect of HRM effectiveness and dynamic innovation performance on organizational performance in Taiwan. International Journal of Human Resource Management, 2009, 20, 1790-1809.	3.3	16
1337	Performance management systems in an Indian manufacturing sector. Management Research Review, 2009, 32, 942-952.	0.8	13
1338	Chinese Firms' Use of Management Accounting and Controls: Facilitators, Impediments, and Performance Effects. Journal of International Accounting Research, 2009, 8, 1-30.	0.5	30
1339	Unpacking Employee Responses to Organizational Exchange Mechanisms: The Role of Social and Economic Exchange Perceptionsâ€. Journal of Management, 2009, 35, 56-93.	6.3	167
1340	Human resource policies, management accounting and organisational performance. Journal of Human Resource Costing and Accounting, 2009, 13, 245-263.	0.5	6
1341	Interdependence between Employee Education and R and D Investment in Impacting IT Firm Performance. , 2009, , .		3
1342	The Incidence of High-Performance Work Systems: Evidence from a Nationally Representative Employee Survey. Economic and Industrial Democracy, 2009, 30, 454-480.	1.2	20
1343	Explaining employment relationships with social exchange and job embeddedness Journal of Applied Psychology, 2009, 94, 277-297.	4.2	262

#	Article	IF	CITATIONS
1344	The effect of intellectual capital attributes on organizational performance. The case of the Bologna Opera House. Knowledge Management Research and Practice, 2009, 7, 365-376.	2.7	20
1345	Conversing About Performance. Management Communication Quarterly, 2009, 22, 473-501.	1.0	33
1346	Do We Practice What We Preach?. Journal of Leadership and Organizational Studies, 2009, 15, 275-286.	2.1	3
1347	Institutional pressures and HRM: developing institutional fit. Personnel Review, 2009, 38, 492-508.	1.6	116
1348	Keeping talents for advancing service firms in Asia. Journal of Service Management, 2009, 20, 482-502.	4.4	43
1349	Laborâ€management partnership at Korean firms. Personnel Review, 2009, 38, 432-452.	1.6	9
1350	An evidenceâ€based approach to developing HR strategy: transformation in Royal Mail. Strategic HR Review, 2009, 9, 10-16.	0.4	3
1351	Human capital and structural position in knowledge networks as determinants when classifying employee groups for strategic human resource management purposes. European Journal of International Management, 2009, 3, 478.	0.1	4
1352	Strategic integration of human resource management practices. Cross Cultural Management, 2009, 16, 197-214.	1.2	26
1353	Localization in the age of globalization: Institutional duality and labor management structures in China's foreign-invested enterprises. Research in the Sociology of Work, 2009, , 165-201.	1.5	2
1354	Crossâ€level effects of highâ€performance work practices on burnout. Personnel Review, 2009, 38, 509-525.	1.6	186
1355	A fuzzy multicriteria decisionâ€making methodology for selection of human resources in a Greek private bank. Career Development International, 2009, 14, 372-387.	1.3	44
1356	Strategic alignment of HRM practices in manufacturing SMEs: a <i>Gestalts</i> perspective. Journal of Small Business and Enterprise Development, 2009, 16, 7-25.	1.6	39
1357	The Challenge of Managing Employee Tenure in China. , 2009, , 13-31.		0
1358	Promoting performance and the quality of working life simultaneously. International Journal of Productivity and Performance Management, 2009, 58, 423-436.	2.2	54
1359	Dimensions of a high performance management system. International Journal of Contemporary Hospitality Management, 2009, 21, 836-853.	5.3	23
1360	Human Resource Management Role Implications for Corporate Reputation. Corporate Reputation Review, 2009, 12, 229-244.	1.1	43
1361	Liberating Leadership: How the Initiative-Freeing Radical Organizational Form Has Been Successfully Adopted. California Management Review, 2009, 51, 32-58.	3.4	78

#	Article	IF	CITATIONS
1362	Managing the learning and transfer of global management competence: Antecedents and outcomes of Japanese repatriation effectiveness. Journal of International Business Studies, 2009, 40, 200-215.	4.6	118
1363	An intellectual capital perspective of human resource strategies and practices. Knowledge Management Research and Practice, 2009, 7, 356-364.	2.7	85
1364	Inside the "black box―and "HRM― International Journal of Manpower, 2009, 30, 220-236.	2.5	29
1365	Developing Performance Management Competence. Journal of Management Education, 2009, 33, 617-644.	0.6	7
1366	Measuring HRM-Horizontal Fit: Scale Construction and Validation Using Structural Equation Modelling. Management and Labour Studies, 2009, 34, 329-350.	0.9	2
1367	Unions and the Adoption of High Performance Work Systems: Does Employment Security Play a Role?. ILR Review, 2009, 63, 109-127.	1.3	45
1368	Do they see eye to eye? Management and employee perspectives of high-performance work systems and influence processes on service quality Journal of Applied Psychology, 2009, 94, 371-391.	4.2	724
1369	Human Resources, Human Resource Management, and the Competitive Advantage of Firms: Toward a More Comprehensive Model of Causal Linkages. Organization Science, 2009, 20, 253-272.	3.0	228
1370	The Influence of Macro Structure on the Foreign Market Performance of Transnational Firms: The Value of IGO Connections, Export Dependence, and Immigration Links. Administrative Science Quarterly, 2009, 54, 229-267.	4.8	94
1371	Shareholder Returns for a Catalyst Award. Group and Organization Management, 2009, 34, 432-448.	2.7	11
1372	Building corporate social responsibility into strategy. European Business Review, 2009, 21, 109-127.	1.9	258
1373	Innovation, Working Conditions and Industrial Relations: Evidence for a Local Production System. Economic and Industrial Democracy, 2009, 30, 157-181.	1.2	18
1375	Employment Modes, High-Performance Work Practices, and Organizational Performance in the Hospitality Industry. Cornell Hospitality Quarterly, 2009, 50, 413-431.	2.2	35
1376	Human relations management, expectations and healthcare: A qualitative study. Human Relations, 2009, 62, 701-725.	3.8	40
1377	Diversity management and the effects on employees' organizational commitment: Evidence from Japan and Korea. Journal of World Business, 2009, 44, 31-40.	4.6	108
1378	Union impact on the effective adoption of High Performance Work Practices. Human Resource Management Review, 2009, 19, 39-50.	3.3	50
1379	Strategic human resource management: The evolution of the field. Human Resource Management Review, 2009, 19, 64-85.	3.3	437
1380	Strategic talent management: A review and research agenda. Human Resource Management Review, 2009, 19, 304-313.	3.3	1,062

#	Article	IF	CITATIONS
1381	Strategy, performance-measurement systems, and performance: A study of Chinese firms. The International Journal of Accounting, 2009, 44, 256-278.	1.0	34
1382	El papel del capital intelectual en la innovación tecnológica. Un aplicación a las empresas de servicios profesionales de España. Cuadernos De EconomÃa Y Dirección De La Empresa, 2009, 12, 83-109.	0.5	19
1383	Profitâ€sharing plans and affective commitment: Does the context matter?. Human Resource Management, 2009, 48, 207-226.	3.5	41
1384	Effectiveness of organizational efforts to lower turnover intentions: The moderating role of employee locus of control. Human Resource Management, 2009, 48, 289-310.	3.5	64
1385	Knowledge as a mediator between HRM practices and innovative activity. Human Resource Management, 2009, 48, 485-503.	3.5	276
1386	A metaâ€analytic investigation of the relationship between HRM bundles and firm performance. Human Resource Management, 2009, 48, 745-768.	3.5	516
1387	Global challenges to replicating HR: The role of people, processes, and systems. Human Resource Management, 2009, 48, 973-995.	3.5	66
1388	The relationship between multiple levels of learning practices and objective and subjective organizational financial performance. Journal of Organizational Behavior, 2010, 31, 481-498.	2.9	33
1389	Employee attitudes, customer satisfaction, and sales performance: assessing the linkages in US grocery stores. Managerial and Decision Economics, 2009, 30, 27-41.	1.3	20
1390	Intellectual structure of human resources management research: A bibliometric analysis of the journal <i>Human Resource Management</i> , 1985–2005. Journal of the Association for Information Science and Technology, 2009, 60, 161-175.	2.6	108
1391	Variation in partâ€ŧime job quality within the nonprofit human service sector. Nonprofit Management and Leadership, 2009, 19, 421-442.	1.7	7
1392	The strategic role of relational capabilities in the business-to-business service profit chain. Industrial Marketing Management, 2009, 38, 914-924.	3.7	72
1393	Human capital and sustainable competitive advantage: an analysis of the relationship between training and performance. International Entrepreneurship and Management Journal, 2009, 5, 139-163.	2.9	34
1394	HR practices in US and Australian family wineries: cultural contrasts and performance impact. International Entrepreneurship and Management Journal, 2009, 5, 219-240.	2.9	26
1395	HR practices as a mediator between organizational culture and transformational leadership: Implications for employee performance. Psychological Studies, 2009, 54, 114-123.	0.5	15
1396	Innovation, networking and complementarity: evidence on SME performances for a local economic system in North-Eastern Italy. Annals of Regional Science, 2009, 43, 567-597.	1.0	74
1397	Organizational change: Motivation, communication, and leadership effectiveness. Performance Improvement Quarterly, 2009, 21, 75-94.	0.4	142
1398	Exploration, exploitation, and financial performance: analysis of S&P 500 corporations. Strategic Management Journal, 2009, 30, 221-231.	4.7	662

#	Article	IF	Citations
1399	Nursing staff turnover at a Swedish university hospital: an exploratory study. Journal of Clinical Nursing, 2009, 18, 3181-3189.	1.4	34
1400	International Strategic Human Resource Management: A Comparative Case Analysis of Spanish Firms in China. Management and Organization Review, 2009, 5, 195-222.	1.8	21
1401	THROUGH THE LOOKING GLASS OF A SOCIAL SYSTEM: CROSSâ€LEVEL EFFECTS OF HIGHâ€PERFORMANCE WO SYSTEMS ON EMPLOYEES' ATTITUDES. Personnel Psychology, 2009, 62, 1-29.	RK 2.2	469
1402	CONTINGENCIES IN THE EFFECTS OF PAY RANGE ON ORGANIZATIONAL EFFECTIVENESS. Personnel Psychology, 2009, 62, 497-531.	2.2	104
1403	Research and theory on highâ€performance work systems: progressing the highâ€involvement stream. Human Resource Management Journal, 2009, 19, 3-23.	3.6	664
1404	The roles of tacit knowledge and OCB in the relationship between groupâ€based pay and firm performance. Human Resource Management Journal, 2009, 19, 120-139.	3.6	45
1405	Broadâ€based incentive plans, HR practices and company performance. Human Resource Management Journal, 2009, 19, 355-374.	3.6	14
1406	We're Not all Happy Yet: Attitudes to Work, Leadership, and High Performance Work Practices among Managers in the Public Sector. Australian Journal of Public Administration, 2009, 68, 429-445.	1.0	18
1407	Knowledge Sharing through Faceâ€ŧoâ€Face Communication and Labour Productivity: Evidence from British Workplaces. British Journal of Industrial Relations, 2010, 48, 436-459.	0.8	27
1408	Values that create value: socially responsible business practices in SMEs – empirical evidence from German companies. Business Ethics, 2009, 18, 37-51.	3.5	235
1409	Intellectual Capital Architectures and Ambidextrous Learning: A Framework for Human Resource Management. Journal of Management Studies, 2009, 46, 65-92.	6.0	456
1410	HRM and Performance: Achievements, Methodological Issues and Prospects. Journal of Management Studies, 2009, 46, 129-142.	6.0	497
1411	ANOTHER LOOK AT THE RELATIONSHIP BETWEEN INNOVATION PROXIES*. Australian Economic Papers, 2009, 48, 252-269.	1.2	48
1412	Perceived Acute Human Resource Management Problems in Small and Medium Firms: An Empirical Examination. Entrepreneurship Theory and Practice, 2009, 33, 455-479.	7.1	63
1413	Unions and Profits: A Metaâ€Regression Analysis <sup>1</sup> . Industrial Relations, 2009, 48, 146-184.	0.9	104
1414	Labor Market Regulation and Productivity Growth: Evidence for Twenty OECD Countries (1984–2004). Industrial Relations, 2009, 48, 629-654.	0.9	61
1415	Comparing appropriate decision support of human resource practices on organizational performance with DEA/AHP model. Expert Systems With Applications, 2009, 36, 6548-6558.	4.4	70
1416	Measuring organisational climate and employee engagement: Evidence for a 7 Ps model of work practices and outcomes. Australian Journal of Psychology, 2009, 61, 185-198.	1.4	40

#	Article	IF	CITATIONS
1417	High performance work systems in Ireland: human resource and organizational outcomes. International Journal of Human Resource Management, 2009, 20, 112-125.	3.3	131
1418	The effect of aligning organizational culture and business strategy with HR systems on firm performance in Chinese enterprises. International Journal of Human Resource Management, 2009, 20, 2292-2310.	3.3	56
1419	High performance work practices and firm performance: evidence from the pharmaceutical industry in China. International Journal of Human Resource Management, 2009, 20, 2331-2348.	3.3	78
1420	High performance work systems and export performance. International Journal of Human Resource Management, 2009, 20, 633-653.	3.3	33
1421	Towards a conceptual framework for the relationship between subsidiary staffing strategy and subsidiary performance. International Journal of Human Resource Management, 2009, 20, 1291-1308.	3.3	53
1422	Perceived human resource management practices and intention to leave of employees: the mediating role of organizational citizenship behaviour in a Sino-Japanese joint venture. International Journal of Human Resource Management, 2009, 20, 2250-2270.	3.3	78
1423	Development and Validation of a Multidimensional Business Capabilities Measurement Instrument. Journal of Transnational Management, 2009, 14, 215-240.	0.5	16
1424	An analysis of the relationship between total quality management-based human resource management practices and innovation. International Journal of Human Resource Management, 2009, 20, 1191-1218.	3.3	70
1425	The intra-firm diffusion of complementary innovations: Evidence from the adoption of management practices by British establishments. Research Policy, 2009, 38, 1326-1339.	3.3	55
1426	The research design used to develop a high performance management system construct for US restaurant managers. International Journal of Hospitality Management, 2009, 28, 547-555.	5.3	23
1427	Equity market valuation of human capital and stock returns. Journal of Banking and Finance, 2009, 33, 1610-1623.	1.4	55
1428	Strategic human resource practices and innovation performance — The mediating role of knowledge management capacity. Journal of Business Research, 2009, 62, 104-114.	5.8	1,011
1429	Novelty and new firm performance: The case of employment systems in knowledge-intensive service organizations. Journal of Business Venturing, 2009, 24, 338-359.	4.0	72
1430	Structural differentiation and corporate venturing: The moderating role of formal and informal integration mechanisms. Journal of Business Venturing, 2009, 24, 206-220.	4.0	124
1431	The Role of Human Resource Systems and Competitive Strategies in Hospitality Organizational Performance in Kenya. International Journal of Hospitality and Tourism Administration, 2009, 10, 174-194.	1.7	7
1433	Managing and Rewarding for High Performance. , 2009, , 194-231.		0
1434	Employee Discretion and Performance Pay. Accounting Review, 2009, 84, 589-612.	1.7	44
1435	From staff-mix to skill-mix and beyond: towards a systemic approach to health workforce management. Human Resources for Health, 2009, 7, 87.	1.1	129

#	Article	IF	CITATIONS
1436	Does intellectual capital mediate the relationship between HRM and organizational performance? Perspective of a healthcare industry in Taiwan. International Journal of Human Resource Management, 2009, 20, 1965-1984.	3.3	195
1437	Internal marketing impact on business performance in a retail context. International Journal of Retail and Distribution Management, 2009, 37, 600-628.	2.7	63
1438	Exploring the best HRM practicesâ€performance relationship: an empirical approach. Journal of Workplace Learning, 2009, 21, 614-646.	0.9	57
1439	An exploratory study of US lodging properties' organizational practices on employee turnover and retention. International Journal of Contemporary Hospitality Management, 2009, 21, 437-458.	5.3	116
1440	Conceptual Foundations of the Balanced Scorecard. Handbooks of Management Accounting Research, 2009, , 1253-1269.	0.3	186
1441	Expanding innovation system and policy – an organisational perspective. Policy Studies, 2009, 30, 533-553.	1.1	36
1442	A Case Study into the Benefits of Management Training Programs: Impacts on Hotel Employee Turnover and Satisfaction Level. Journal of Human Resources in Hospitality and Tourism, 2009, 9, 103-116.	1.0	58
1443	From bureaucratic forms towards team-based knowledge work systems: implications for human resource management. International Journal of Collaborative Enterprise, 2009, 1, 160.	0.2	12
1444	HR flexibility and firm performance: analysis of a multi-level causal model. International Journal of Human Resource Management, 2009, 20, 1009-1038.	3.3	113
1445	HR portal alignment for the creation and development of intellectual capital. International Journal of Human Resource Management, 2009, 20, 562-577.	3.3	49
1446	The interaction of expatriate pay differential and expatriate inputs on host country nationals' pay unfairness. International Journal of Human Resource Management, 2009, 20, 2135-2149.	3.3	108
1447	Employee tenure and the nationality of joint ventures in China. International Journal of Human Resource Management, 2009, 20, 2271-2291.	3.3	7
1448	Foreignness as a constraint on learning: The impact of migrants on disaster resilience in small islands. Environmental Hazards, 2009, 8, 263-277.	1.4	10
1449	The role of Spanish local development and employment officers in human resource management. International Journal of Human Resource Management, 2009, 20, 1219-1245.	3.3	0
1450	A multi-level examination of quality-focused human resource practices and firm performance: evidence from the US healthcare industry. International Journal of Human Resource Management, 2009, 20, 1945-1964.	3.3	56
1451	The effectiveness of more advanced human resource systems in small firms. International Journal of Human Resource Management, 2009, 20, 1914-1928.	3.3	29
1452	Fits in strategic human resource management and methodological challenge: empirical evidence of influence of empowerment and compensation practices on human resource performance in Canadian firms. International Journal of Human Resource Management, 2009, 20, 738-770.	3.3	46
1453	Implicit human resource management theory: a potential threat to the internal validity of human resource practice measures. International Journal of Human Resource Management, 2009, 20, 57-74.	3.3	40

#	Article	IF	CITATIONS
1454	Exploring the Consequences of Workforce Reduction. Canadian Journal of Administrative Sciences, 1998, 15, 300-309.	0.9	43
1455	Commitment vs. Controlâ€based Safety Practices, Safety Réputation, and Perceived Safety Climate. Canadian Journal of Administrative Sciences, 2000, 17, 76-84.	0.9	63
1456	HRM Practices and Organizational Commitment: Test of a Mediation Model. Canadian Journal of Administrative Sciences, 2000, 17, 319-331.	0.9	418
1457	High Involvement Work Systems and Job Insecurity in the International Iron and Steel Industry. Canadian Journal of Administrative Sciences, 2001, 18, 5-16.	0.9	19
1458	Gestion des ressources humaines et performance de la firme à capital intellectuel élevé: une application des perspectives de contingence et de configuration. Canadian Journal of Administrative Sciences, 2005, 22, 302-315.	0.9	3
1459	A PATH ANALYTIC MODEL OF QUALITY PRACTICES, QUALITY PERFORMANCE, AND BUSINESS PERFORMANCE. Production and Operations Management, 2001, 10, 494-513.	2.1	68
1460	EMPLOYEE DEVELOPMENT: AN EXAMINATION OF SERVICE STRATEGY IN A HIGH ONTACT SERVICE ENVIRONMENT. Production and Operations Management, 2003, 12, 186-203.	2.1	81
1461	HRM practices and organizational commitment profiles. International Journal of Human Resource Management, 2009, 20, 869-884.	3.3	68
1462	Human resources management and firm performance: The differential role of managerial affective and continuance commitment Journal of Applied Psychology, 2009, 94, 263-275.	4.2	322
1463	Reviewing the relationship between human resource practices and psychological contract and their impact on employee attitude and behaviours. Journal of European Industrial Training, 2009, 33, 4-31.	1.1	73
1464	Founding-Family Ownership and Firm Performance. Family Business Review, 2009, 22, 319-332.	4.5	107
1465	Benchmarking organizational commitment across nonprofit human services organizations in Pennsylvania. Benchmarking, 2009, 16, 135-150.	2.9	4
1466	The effects of training on performance in service companies. International Journal of Manpower, 2009, 30, 393-407.	2.5	18
1467	The effect of human resource practices on building learning organisations: evidence from Malaysian manufacturing firms. International Journal of Innovation and Learning, 2009, 6, 259.	0.4	4
1468	Investment in quality management practices and their impact on operational performance in cotton spinning industry. International Journal of Quality and Innovation, 2009, 1, 37.	0.3	0
1469	THE IMPACT OF GENDER DIVERSITY ON PERFORMANCE IN SERVICES AND MANUFACTURING ORGANIZATIONS Proceedings - Academy of Management, 2009, 2009, 1-6.	0.0	8
1470	Transferring Western HRM practices to developing countries. Personnel Review, 2009, 38, 104-123.	1.6	38
1471	The Consequences of Human Resource Stocks and Flows: A Longitudinal Examination of Unit Service Orientation and Unit Effectiveness. Academy of Management Journal, 2009, 52, 996-1015.	4.3	166

#	Article	IF	CITATIONS
1472	Organization technologies, AMT and competent workers. Journal of Manufacturing Technology Management, 2009, 20, 298-313.	3.3	22
1473	Enhancing Chinese SME performance through innovative HR practices. Personnel Review, 2009, 38, 175-194.	1.6	96
1474	Flexibility practices, wages and productivity: evidence from Norway. Personnel Review, 2009, 38, 526-543.	1.6	17
1475	Implementing software for managing organizational training and development. International Journal of Commerce and Management, 2009, 19, 260-277.	0.5	4
1476	Female entrepreneurs as managers. Gender in Management, 2009, 24, 14-31.	1.1	20
1477	Effects of selection and training on unit-level performance over time: A latent growth modeling approach Journal of Applied Psychology, 2009, 94, 829-843.	4.2	121
1478	Measuring and maximizing the business impact of executive coaching Consulting Psychology Journal, 2009, 61, 103-121.	0.6	34
1479	Do inclusive leaders help to reduce turnover in diverse groups? The moderating role of leader–member exchange in the diversity to turnover relationship Journal of Applied Psychology, 2009, 94, 1412-1426.	4.2	428
1480	Translating national policy changes into local HRM practices. Personnel Review, 2009, 38, 544-559.	1.6	25
1481	Intervention effects on college performance and retention as mediated by motivational, emotional, and social control factors: Integrated meta-analytic path analyses Journal of Applied Psychology, 2009, 94, 1163-1184.	4.2	147
1482	Changing the (im)balance of power: highâ€performance work systems in Brazil. Employee Relations, 2009, 32, 74-88.	1.5	8
1483	Highâ€performance workplace practices for Greek companies. EuroMed Journal of Business, 2009, 4, 21-39.	1.7	18
1484	Team working within organisations: a theoretical approach drawing on the resource-based view of the firm. International Journal of Human Resources Development and Management, 2009, 9, 1.	0.0	0
1485	Human Resource Capacity Score GRID – a tool for Human Resource Management function excellence. International Journal of Indian Culture and Business Management, 2009, 2, 211.	0.1	2
1486	Leveraging human capital and value creation by combining HRM and KM initiatives. International Journal of Learning and Intellectual Capital, 2009, 6, 202.	0.2	7
1487	HRM and Business Performance. , 0, , 533-551.		20
1488	Employment Subsystems and the â $\in$ HR Architectureâ $\in$ M. , 2009, , .		10
1489	Selection Decision-Making. , 2009, , .		4

	Сіт	ATION REPORT	
# 1490	ARTICLE Practicing Human Resource Strategy: Understanding the Relational Dynamics in Strategic HR Work by Means of a Narrative Approach. German Journal of Human Resource Management, 2009, 23, 125-146.	lF 1.9	Citations 3
1491	An ascendant view of human resource management as a critical content dimension in new venture strategy. Advances in Entrepreneurship, Firm Emergence and Growth, 2009, , 103-135.	1.5	1
1492	Comparative organizational analysis across multiple levels: A set-theoretic approach. Research in the Sociology of Organizations, 2009, , 91-116.	0.5	26
1493	A Guide to Performance Management for the Health Information Manager. Health Information Management Journal, 2009, 38, 11-17.	0.9	7
1494	Who's Driving Take-up? An Examination of Patterns of Small Business Engagement with Business Link. Environment and Planning C: Urban Analytics and City Science, 2010, 28, 257-275.	1.5	9
1495	An exploratory study of strategic performance measurement systems. Advances in Management Accounting, 2010, , 1-26.	0.4	14
1496	Having your cake and eating it too? The relationship between HR and organizational performance in healthcare. Advances in Industrial and Labor Relations, 2010, , 31-67.	0.1	12
1497	Information Security Policy Compliance: An Empirical Study of Rationality-Based Beliefs and Information Security Awareness. MIS Quarterly: Management Information Systems, 2010, 34, 523.	3.1	1,089
1498	High-performance work practices and knowledge creation in organisations. International Journal of Strategic Change Management, 2010, 2, 223.	0.7	2
1499	Auditing employee ownership in a neoâ€liberal world. Management Decision, 2010, 48, 1304-1323.	2.2	14
1500	Towards a model curriculum for graduate human resource management studies. Education, Business and Society: Contemporary Middle Eastern Issues, 2010, 3, 15-27.	0.6	2
1501	Why are jobs designed the way they are?. Research in Labor Economics, 2010, , 107-154.	0.6	9
1502	Exploring the associations of culture with careers and the mediating role of HR practices. Career Development International, 2010, 15, 401-418.	1.3	30
1503	Linking quality assurance to human resource management: a study of SMEs in Malaysia. International Journal of Quality and Reliability Management, 2010, 27, 641-657.	1.3	15
1504	Whatever happened to human resource management performance?. International Journal of Productivity and Performance Management, 2010, 59, 145-162.	2.2	39
1505	Conjuring the entrepreneurial spirit in small and medium-sized enterprises: the influence of management on corporate entrepreneurship. International Journal of Entrepreneurial Venturing, 2010, 2, 159.	0.3	2
1506	Employee Well-Being, Early-Retirement Intentions, and Company Performance. Journal of Occupational and Environmental Medicine, 2010, 52, 1255-1261.	0.9	20
1507	Strategische Bindung der Ressourcen von Fach- und FührungskrÇen. Beurteilung und Umsetzung in Unternehmen. German Journal of Human Resource Management, 2010, 24, 338-362.	n 1.9	1

#	Article	IF	CITATIONS
1508	Lead for demand and lag for supply: The use of pay level to predict hospital performance. Advances in Health Care Management, 2010, , 79-96.	0.1	0
1509	The associations between organisational performance, employee attitudes and human resource management practices: an empirical study of small businesses. Journal of General Management, 2010, 36, 1-20.	0.8	14
1510	What is really driving differences and similarities in HRM practices across national boundaries in Europe?. European Journal of International Management, 2010, 4, 362.	0.1	20
1511	Developing world market-leading companies – innovation governance in German small and medium-sized enterprises. International Journal of Business Environment, 2010, 3, 139.	0.2	6
1512	Does IT governance matter in e-HRM?. International Journal of Business Information Systems, 2010, 5, 134.	0.2	5
1513	Human resource excellence in software industry in India: an exploratory study. International Journal of Logistics Economics and Globalisation, 2010, 2, 316.	0.3	4
1514	Crisis aversion and sustainable strategic management (SSM) in emerging economies. International Journal of Sustainable Strategic Management, 2010, 2, 41.	0.1	1
1515	Creating learning organizations: a systems perspective. Learning Organization, 2010, 17, 208-227.	0.7	78
1516	Management Economics in a Large Retail Company. Management Science, 2010, 56, 1398-1414.	2.4	37
1518	Organisational determinants of employee turnover for multinational companies in Asia. Asia Pacific Journal of Management, 2010, 27, 423-443.	2.9	64
1522	High Commitment HR Practices and Top Performers. Management International Review, 2010, 50, 57-80.	2.1	70
1523	Trait Entitlement and Perceived Favorability of Human Resource Management Practices in the Prediction of Job Satisfaction. Journal of Business and Psychology, 2010, 25, 451-464.	2.5	32
1524	Does Social Performance Really Lead to Financial Performance? Accounting for Endogeneity. Journal of Business Ethics, 2010, 92, 107-126.	3.7	378
1525	Does Corporate Social Responsibility Influence Firm Performance of Indian Companies?. Journal of Business Ethics, 2010, 95, 571-601.	3.7	560
1526	What happens to gazelles? The importance of dynamic management strategy. Small Business Economics, 2010, 35, 203-226.	4.4	193
1527	The Influence of Board Monitoring, Executive Incentives, and Corporate Strategy on Employment Stability. Employee Responsibilities and Rights Journal, 2010, 22, 45-64.	0.6	7
1528	Contingent Employment Relationships Between Tour Guides and Tour Operators in Ecuador: Human Resource Management Practices and Attitudinal Outcomes. Employee Responsibilities and Rights Journal, 2010, 22, 213-234.	0.6	5
1529	Human resource management and firm performance in China: A critical review. Asia Pacific Journal of Human Resources, 2010, 48, 58-85.	2.5	69

#	Article	IF	CITATIONS
1530	Bleak house or bright prospect?: HRM in Australian SMEs over 1998-2008. Asia Pacific Journal of Human Resources, 2010, 48, 151-184.	2.5	20
1533	Causal relationship between HRM policies and organisational performance: Evidence from the Greek manufacturing sector. European Management Journal, 2010, 28, 25-39.	3.1	137
1534	Information technology infrastructure, organizational process redesign, and business value: An empirical analysis. Decision Support Systems, 2010, 49, 417-429.	3.5	82
1535	Theoretic insights on the nature of performance synergies in human resource systems: Toward greater precision. Human Resource Management Review, 2010, 20, 85-101.	3.3	154
1536	An agency theory perspective of the Israeli labor market segmentation: Past, present, and future. Human Resource Management Review, 2010, 20, 186-193.	3.3	19
1537	"Evolutionary―and "revolutionary―events affecting HRM in Israel: 1948–2008. Human Resource Management Review, 2010, 20, 176-185.	3.3	6
1538	Configurations of human resource practices and battlefield performance: A comparison of two armies. Human Resource Management Review, 2010, 20, 340-349.	3.3	15
1539	Decisionâ€making biases and affective states: their potential impact on best practice innovations. Canadian Journal of Administrative Sciences, 2010, 27, 277-291.	0.9	11
1540	The development and resulting performance impact of positive psychological capital. Human Resource Development Quarterly, 2010, 21, 41-67.	2.1	717
1541	The influence of perceived characteristics of management development programs on employee outcomes. Human Resource Development Quarterly, 2010, 21, 411-434.	2.1	12
1542	Contingent workers' impact on standard employee withdrawal behaviors: Does what you use them for matter?. Human Resource Management, 2010, 49, 109-138.	3.5	58
1543	High performance work systems in emergent organizations: Implications for firm performance. Human Resource Management, 2010, 49, 241-264.	3.5	214
1544	Human resource management practices affecting unit managers in franchise networks. Human Resource Management, 2010, 49, 225-239.	3.5	29
1545	Adopting HRM practices and their effectiveness in small firms facing productâ€market competition. Human Resource Management, 2010, 49, 265-290.	3.5	90
1546	(How) Does the HR strategy support an innovation oriented business strategy? An investigation of institutional context and organizational practices in Indian firms. Human Resource Management, 2010, 49, 377-400.	3.5	127
1547	The strength of HR practices in India and their effects on employee career success, performance, and potential. Human Resource Management, 2010, 49, 353-375.	3.5	73
1548	Boosting corporate entrepreneurship through HRM practices: Evidence from German SMEs. Human Resource Management, 2010, 49, 715-741.	3.5	118
1549	Linking human capital to competitive advantages: Flexibility in a manufacturing firm's supply chain. Human Resource Management, 2010, 49, 939-963.	3.5	63

#	Article	IF	CITATIONS
1550	Guest Editors' Note: Don't miss the boat: Research on HRM and supply chains. Human Resource Management, 2010, 49, 813-828.	3.5	46
1551	The impact of diversity and equality management on firm performance: Beyond high performance work systems. Human Resource Management, 2010, 49, 977-998.	3.5	175
1552	MANAGING LOGISTICS OUTSOURCING RELATIONSHIPS: AN EMPIRICAL INVESTIGATION IN CHINA. Journal of Business Logistics, 2010, 31, 279-299.	7.0	81
1553	SHRM and job design: Narrowing the divide. Journal of Organizational Behavior, 2010, 31, 379-388.	2.9	67
1554	The influence of age on the associations between HR practices and both affective commitment and job satisfaction: A metaâ€analysis. Journal of Organizational Behavior, 2010, 31, 1111-1136.	2.9	293
1555	Making work safer: Testing a model of social exchange and safety management. Journal of Safety Research, 2010, 41, 163-171.	1.7	109
1556	The integration of human resource and operation management practices and its link with performance: A longitudinal latent class study. Journal of Operations Management, 2010, 28, 455-471.	3.3	115
1557	Measuring the value of succession planning and management: A qualitative study of multinational companies. Performance Improvement Quarterly, 2010, 23, 5-31.	0.4	15
1558	Theory development and convergence of human resource fields: Implications for human performance technology. Performance Improvement Quarterly, 2010, 23, 39-56.	0.4	18
1559	Expatriation: Traditional criticisms and international careers: Introducing the special issue. Thunderbird International Business Review, 2010, 52, 263-274.	0.9	46
1560	Corporate responsibility and financial performance: the role of intangible resources. Strategic Management Journal, 2010, 31, 463-490.	4.7	1,452
1561	How Does Employee Involvement Stack Up? The Effects of Human Resource Management Policies on Performance in a Retail Firm. Industrial Relations, 2010, 49, 1-21.	0.9	44
1562	SHRM Theory in the Postâ€Huselid Era: Why It Is Fundamentally Misspecified. Industrial Relations, 2010, 49, 286-313.	0.9	76
1563	Do high performance work practices work in South Korea?. Industrial Relations Journal, 2010, 41, 479-504.	0.8	21
1564	Happiness at Work. International Journal of Management Reviews, 2010, 12, 384-412.	5.2	719
1565	Franchised and Small, the Most Beautiful of All; HRM and Performance in Plural Systems. Journal of Small Business Management, 2010, 48, 605-626.	2.8	34
1566	Predicting business unit performance using employee surveys: monitoring HRMâ€related changes. Human Resource Management Journal, 2010, 20, 44-63.	3.6	44
1567	STRATEGIC HUMAN RESOURCE MANAGEMENT IN SERVICE CONTEXT: TAKING CARE OF BUSINESS BY TAKING CARE OF EMPLOYEES AND CUSTOMERS. Personnel Psychology, 2010, 63, 153-196.	2.2	416

#	Article	IF	CITATIONS
1568	Predicting Committed Behavior: Exchange Ideology and Preâ€entry Perceived Organisational Support. Applied Psychology, 2010, 59, 339-359.	4.4	13
1569	A Matter of Learning: How Human Resources Affect Organizational Performance. British Journal of Management, 2012, 23, 1-21.	3.3	32
1570	Decoding the Signal Effects of Job Candidate Attraction to Corporate Social Practices. Business and Society Review, 2010, 115, 173-204.	0.9	4
1571	Value Congruence as a Source of Intrinsic Motivation. Kyklos, 2010, 63, 94-109.	0.7	34
1572	HRM Practices, Organizational Citizenship Behaviour, and Performance: A Multi‣evel Analysis. Journal of Management Studies, 2010, 47, 1219-1247.	6.0	279
1573	Knowledge Combination: A Cocitation Analysis. Academy of Management Journal, 2010, 53, 441-450.	4.3	39
1574	Impact of the HRM practices and organisation culture on managerial effectiveness in public sector organisations in India. Agricultural Economics (Czech Republic), 2010, 56, 379-386.	0.4	1
1575	The development of an instructional design model as a strategic enabler for sustainable competitive advantage. South African Journal of Business Management, 2010, 41, 25-36.	0.3	3
1576	The Adoption of Formal HRM Practices by Small Firms in Africa. Journal of Language Technology & Entrepreneurship in Africa, 2010, 2, .	0.1	3
1577	Conceptual Foundations of the Balanced Scorecard. SSRN Electronic Journal, 0, , .	0.4	111
1578	The Relationship between Emotional Intelligence, Organisational Commitment and Employees' Performance in Iran. International Journal of Business and Management, 2010, 5, .	0.1	11
1579	Profit Sharing and Employment Stability. Schmalenbach Business Review, 2010, 62, 73-92.	0.9	8
1580	How to Change an Organization to Fit the Dynamic Environment: A Case Study on a Telecom Company		
1000	of China. International Journal of Business and Management, 2010, 5, .	0.1	0
1581		0.1 4.3	0
	of China. International Journal of Business and Management, 2010, 5, . Retaining Talent: Replacing Misconceptions With Evidence-Based Strategies. Academy of Management		
1581	of China. International Journal of Business and Management, 2010, 5, . Retaining Talent: Replacing Misconceptions With Evidence-Based Strategies. Academy of Management Perspectives, 2010, 24, 48-64.	4.3	131
1581 1582	of China. International Journal of Business and Management, 2010, 5, . Retaining Talent: Replacing Misconceptions With Evidence-Based Strategies. Academy of Management Perspectives, 2010, 24, 48-64. HRM Practices and Work Outcomes: The Role of Basic Need Satisfaction. SSRN Electronic Journal, 0, , . High Performance Work Systems and the End of Fun: Do High Performance Work Systems Provide a	4.3 0.4	131 2

#	Article	IF	CITATIONS
1586	Contrasting IT Capability and Organizational Types. Journal of Organizational and End User Computing, 2010, 22, 1-23.	1.6	6
1587	Conceptualizing Employee Participation in Organizations. , 0, , 3-26.		30
1588	A Relational Model of How High-Performance Work Systems Work. Organization Science, 2010, 21, 490-506.	3.0	501
1589	Intellectual capital and the capital market: a review and synthesis. Journal of Human Resource Costing and Accounting, 2010, 14, 196-226.	0.5	46
1590	Employee voice and organizational performance: Team versus representative influence. Human Relations, 2010, 63, 371-394.	3.8	139
1591	The impact of HRM practices on service quality, customer satisfaction and performance in the Indian hotel industry. International Journal of Human Resource Management, 2010, 21, 551-566.	3.3	116
1593	The Sarbanes—Oxley Act. Nonprofit and Voluntary Sector Quarterly, 2010, 39, 275-301.	1.3	17
1594	"People as Technology―Conceptual Model: Toward a New Value Creation Paradigm for Strategic Human Resource Development. Human Resource Development Review, 2010, 9, 48-71.	1.8	65
1595	Total quality management meets human resource management. TQM Journal, 2010, 22, 5-25.	2.1	7
1596	The influence of union membership status on workers' willingness to participate in joint consultation. Human Relations, 2010, 63, 331-348.	3.8	8
1597	Using Coaching to Enhance the Effects of Behavioral Feedback to Managers. Journal of Leadership and Organizational Studies, 2010, 17, 363-369.	2.1	36
1598	Managing Performance: The Case of an Omani Oil Company. Vision, 2010, 14, 285-293.	1.5	2
1599	Strategic orientation, human resource management practices and organizational outcomes: evidence from Turkey. International Journal of Human Resource Management, 2010, 21, 2589-2613.	3.3	46
1600	Predicting turnover intentions. Management Research Review, 2010, 33, 911-923.	1.5	114
1601	Transfer of Training: A Meta-Analytic Review. Journal of Management, 2010, 36, 1065-1105.	6.3	950
1602	Human resource management and firm performance in Europe through the lens of business systems: best fit, best practice or both?. International Journal of Human Resource Management, 2010, 21, 933-962.	3.3	83
1603	Managing knowledge through human resource practices: empirical examination on the Spanish automotive industry. International Journal of Human Resource Management, 2010, 21, 2452-2467.	3.3	59
1604	Coaching as a leadership development tool for teachers. Professional Development in Education, 2010, 36, 421-441.	1.7	22

#	Article	IF	CITATIONS
1605	High involvement work system, work–family conflict, and expatriate performance – examining Taiwanese expatriates in China. International Journal of Human Resource Management, 2010, 21, 2013-2030.	3.3	62
1606	Critical social science, pragmatism and the realities of HRM. International Journal of Human Resource Management, 2010, 21, 915-931.	3.3	63
1607	Multiple Criteria Human Performance Evaluation Using Choquet Integral. International Journal of Computational Intelligence Systems, 2010, 3, 290-300.	1.6	23
1608	The Effectiveness of Strategic Human Resource Management Practices on Competitive Advantage: Dynamic Capabilities as a Mediator. , 2010, , .		0
1609	Human resource management and innovation in the Canary Islands: an ultra-peripheral region of the European Union. International Journal of Human Resource Management, 2010, 21, 1649-1666.	3.3	50
1610	Research on the Formation of Eco-Industrial Symbiosis Network Based on Stakeholders. , 2010, , .		0
1611	A comparative study of the effects of â€~best practice' HRM on worker outcomes in Malaysia and England local government. International Journal of Human Resource Management, 2010, 21, 653-675.	3.3	61
1612	The linkage of HRM and knowledge-related performance in China's technology-intensive industries. International Journal of Human Resource Management, 2010, 21, 1289-1306.	3.3	23
1613	From pay to praise? Non-cash employee recognition in Canadian and Australian firms. International Journal of Human Resource Management, 2010, 21, 1145-1172.	3.3	74
1614	Productivity, innovation strategies and industrial relations in SMEs. Empirical evidence for a local production system in northern Italy. International Review of Applied Economics, 2010, 24, 453-482.	1.3	44
1615	Multinational companies and high-performance work practices in the Spanish manufacturing industry. International Journal of Human Resource Management, 2010, 21, 1248-1271.	3.3	23
1616	Notice of Retraction: The Effectiveness of Human Resource Management Practices on Independent Innovation: Dynamic Capabilities as a Mediator. , 2010, , .		0
1617	Learner Engagement: <i>A New Perspective for Enhancing Our Understanding of Learner Motivation and Workplace Learning</i> . Academy of Management Annals, 2010, 4, 279-315.	5.8	70
1618	Study on optimum human resources management of Sports Universities. , 2010, , .		0
1619	The overlooked variable in managing human resources of Iranian organizations: workforce diversity – some evidence. International Journal of Human Resource Management, 2010, 21, 84-108.	3.3	35
1620	Human resource management practices in Indian hospitality enterprises: an empirical analysis. Managing Leisure, 2010, 15, 4-16.	0.7	10
1621	Practitioner talk: the changing textscape of HRM and emergence of HR business partnership. International Journal of Human Resource Management, 2010, 21, 873-898.	3.3	71
1623	Human resource management practices as predictors of innovation among Johor SMEs. , 2010, , .		3

#	Article	IF	CITATIONS
1624	The Effect on Organizational Performance by Human Resource Management Practices: Empirical Research on Chinese Manufacturing Industry. , 2010, , .		1
1625	The role of knowledge management in creating and sustaining high performance organisations: The case of financial institutions in Uganda. World Journal of Entrepreneurship, Management and Sustainable Development, 2010, 6, 307-324.	0.6	19
1626	Role of HR Architecture on Intellectual Capital. Vision, 2010, 14, 35-44.	1.5	2
1627	The Influence of Human Resource Management Practices on Employee Voluntary Turnover Rates in the Canadian Non Governmental Sector. ILR Review, 2010, 63, 228-246.	1.3	82
1628	The Theoretical Foundation of Industrial Relations and its Implications for Labor Economics and Human Resource Management. ILR Review, 2010, 64, 74-108.	1.3	84
1629	A Critical Review of Expatriate Adjustment Research Through a Multiple Stakeholder View: Progress, Emerging Trends, and Prospects. Journal of Management, 2010, 36, 1040-1064.	6.3	370
1630	THE HARMONIZED EFFECTS OF GENERIC STRATEGIES AND BUSINESS CAPABILITIES ON BUSINESS PERFORMANCE. Journal of Business Economics and Management, 2010, 11, 689-711.	1.1	17
1631	The relationship-service-profit chain: conceptual framework and propositions. International Journal of Services, Technology and Management, 2010, 14, 144.	0.1	7
1632	Strategic human resource management practices: effect on performance. African Journal of Economic and Management Studies, 2010, 1, 128-137.	0.5	42
1633	Establishing the Value of Flexibility Created by Training: Applying Real Options Methodology to a Single HR Practice. Organization Science, 2010, 21, 765-780.	3.0	32
1634	Notice of Retraction: The impact of job stress and its antecedents on commitment to change among IT professionals in global organizations. , 2010, , .		1
1635	Notice of Retraction: Human resource management practices and their impact on firm performance in China. , 2010, , .		0
1636	Notice of Retraction: The relationship between employees' turnover rate and industrial firm performance: A literature review. , 2010, , .		2
1637	Successful return to work: the role of fairness and workplaceâ€based strategies. International Journal of Workplace Health Management, 2010, 3, 7-24.	0.8	24
1638	The rule of Saint Benedict and corporate management: employing the whole person. Journal of Global Responsibility, 2010, 1, 207-224.	1.1	18
1639	HR practices and New Zealand firm performance: what matters and who does it?. International Journal of Human Resource Management, 2010, 21, 488-508.	3.3	29
1640	The impact of training participation and training costs on firm productivity in Belgium. International Journal of Human Resource Management, 2010, 21, 582-599.	3.3	21
1641	Human resource management systems and firm performance. Journal of Management Development, 2010, 29, 471-494.	1.1	79

#	Article	IF	CITATIONS
1642	High performance work practices in the health care sector: a Dutch case study. International Journal of Manpower, 2010, 31, 42-58.	2.5	125
1643	INCIDENCIA DE LAS POLÃTICAS DE RECURSOS HUMANOS EN LA TRANSFERENCIA DE CONOCIMIENTO Y SU EFECTO SOBRE LA INNOVACIÓN. Investigaciones Europeas De Dirección Y EconomÃa De La Empresa, 2010, 16, 149-163.	0.6	5
1644	Human resource development (HRD) for performance management. International Journal of Productivity and Performance Management, 2010, 59, 306-324.	2.2	52
1645	Talent management as a management fashion in HRD: towards a research agenda. Human Resource Development International, 2010, 13, 125-145.	2.3	150
1646	How does corporate social responsibility benefit firms? Evidence from Australia. European Business Review, 2010, 22, 411-431.	1.9	176
1647	The effect of people-related TQM practices on job satisfaction: a hierarchical model. Production Planning and Control, 2010, 21, 26-35.	5.8	73
1648	Human Resource Management High-Performance Work Practices and Contextual Setting: Does Industry Matter? A Comparison of the U.S. Restaurant Sector to the Manufacturing Industry. Journal of Foodservice Business Research, 2010, 13, 283-303.	1.3	9
1649	The relationship between human resource management practices, business strategy and firm performance: evidence from steel industry in Taiwan. International Journal of Human Resource Management, 2010, 21, 1351-1372.	3.3	103
1650	An exploratory analysis of the influence of human resource management activities and organizational climate on job satisfaction in Turkish banks. International Journal of Human Resource Management, 2010, 21, 2031-2051.	3.3	67
1651	The impact of human resource capabilities on internal customer satisfaction and organisational effectiveness. Total Quality Management and Business Excellence, 2010, 21, 633-648.	2.4	32
1652	A theory of the firm's demand for HRM practices. International Journal of Human Resource Management, 2010, 21, 615-636.	3.3	34
1653	The role of cultural values on a firm's strategic human resource management development: a comparative case study of Spanish firms in China. International Journal of Human Resource Management, 2010, 21, 1911-1930.	3.3	13
1654	Exploring TQM-Innovation relationship in continuing education: A system architecture and propositions. Total Quality Management and Business Excellence, 2010, 21, 1121-1139.	2.4	38
1655	Business strategy, human resource systems, and organizational performance in the Spanish banking industry. International Journal of Human Resource Management, 2010, 21, 2864-2888.	3.3	25
1656	The impact of human resource management practices on intention to leave of employees in the service industry in India: the mediating role of organizational commitment. International Journal of Human Resource Management, 2010, 21, 1228-1247.	3.3	134
1657	Family-friendly management, organizational performance and social legitimacy. International Journal of Human Resource Management, 2010, 21, 1575-1597.	3.3	55
1658	Being human: dignity of labor as the foundation for the spirit–work connection. Journal of Management, Spirituality and Religion, 2010, 7, 157-172.	0.9	34
1659	Managing human resources in the leisure industry. Managing Leisure, 2010, 15, 1-3.	0.7	6

#	Article	IF	CITATIONS
1660	Pay for performance and work attitudes: The mediating role of employee–organization service value congruence. International Journal of Hospitality Management, 2010, 29, 632-640.	5.3	46
1661	Estimating return on leadership development investment. Leadership Quarterly, 2010, 21, 633-644.	3.6	133
1662	What governs firm-level R&D: Internal or external factors?. Technovation, 2010, 30, 471-481.	4.2	40
1663	On IT and business value in developing countries: A complementarities-based approach. International Journal of Accounting Information Systems, 2010, 11, 314-335.	2.6	16
1664	The impact of crossâ€cultural training for expatriates in a Chinese firm. Career Development International, 2010, 15, 296-318.	1.3	49
1665	Characteristics of High―and Lowâ€performing University Departments as Assessed by the New Zealand Performance Based Research Funding (PBRF) Exercise. Australian Accounting Review, 2010, 20, 55-63.	2.5	12
1666	Is the Current Accounting Treatment of Education and Training Costs Appropriate?. Australian Accounting Review, 2010, 20, 265-273.	2.5	9
1667	The Visualization Analysis of Human Resources in Science and Technology in Foreign Research Based on the Mapping Knowledge Domain. International Business Research, 2010, 4, .	0.2	0
1668	Human Resource Practices System Differentiation: A Hotel Industry Study. Journal of Hospitality and Tourism Management, 2010, 17, 72-82.	3.5	22
1670	The role of HRM practices, procedural justice, organizational support and trust in organizational commitment and in-role and extra-role performance. International Journal of Human Resource Management, 2010, 21, 405-433.	3.3	205
1671	Knowledge as a facilitator for enhancing innovation performance through total quality management. Total Quality Management and Business Excellence, 2010, 21, 425-438.	2.4	134
1672	Employee empowerment: extent of adoption and influential factors. Personnel Review, 2010, 39, 574-599.	1.6	82
1673	The relationship between HRM practices and organizational commitment of knowledge workers. Facts obtained from Swiss SMEs. Human Resource Development International, 2010, 13, 185-205.	2.3	47
1674	Holistic decision system for human resource capability identification. Industrial Management and Data Systems, 2010, 110, 230-248.	2.2	12
1675	Environmental dynamism, human resource flexibility, and firm performance: analysis of a multi-level causal model. International Journal of Human Resource Management, 2010, 21, 1173-1206.	3.3	71
1676	High performance work systems and performance: The role of adaptive capability. Human Relations, 2010, 63, 1487-1511.	3.8	124
1677	The correlations between high performance work systems, human resource flexibility and organizational performance. , 2010, , .		2
1678	Contingency factors on the success of services for social integration and job placement schemes. Service Industries Journal, 2010, 30, 339-357.	5.0	11

#	Article	IF	CITATIONS
1679	Negotiating, accepting and resisting HRM: a Chinese case study. International Journal of Human Resource Management, 2010, 21, 851-872.	3.3	12
1680	An Explorative Research on Human Resource Development Strategy of International Medical Tourism Industry. , 2010, , .		1
1681	Approaches to corporate training systems for executives: evidence from Russian companies. Human Resource Development International, 2010, 13, 207-223.	2.3	3
1682	Notice of Retraction: The effect of human resource management practices on firm's competitive advantage: Role of dynamic capabilities and uncertain environment. , 2010, , .		1
1683	High-performance HR practices and OCB: a cross-level investigation of a causal path. International Journal of Human Resource Management, 2010, 21, 1631-1648.	3.3	86
1684	The psychological antecedents of employee referrals. International Journal of Human Resource Management, 2010, 21, 1769-1791.	3.3	19
1685	Computer-integrated manufacturing and high performance work system: the case of Taiwan. International Journal of Human Resource Management, 2010, 21, 434-454.	3.3	10
1686	Effects of project manager's competency on project success. , 2010, , .		5
1687	Human resource involvement, job-related factors, and their relation with firm performance: experiences from Greece. International Journal of Human Resource Management, 2011, 22, 1531-1553.	3.3	9
1688	Big hat, no cattle? The relationship between use of high-performance work systems and managerial perceptions of HR departments. International Journal of Human Resource Management, 2011, 22, 1672-1685.	3.3	23
1689	Performance-related reward systems (PRRS) in Japan: practices and preferences in Nordic subsidiaries. International Journal of Human Resource Management, 2011, 22, 2507-2521.	3.3	9
1690	Managing Coworker Assistance Through Organizational Identification. Human Performance, 2011, 24, 387-404.	1.4	17
1691	The moderating effect of cultural context in the relation between HPWS and performance: an exploratory study in Spanish multinational companies. International Journal of Human Resource Management, 2011, 22, 3949-3967.	3.3	31
1692	Informal institutional constraints and their impact on HRM and employee satisfaction: evidence from China's retail sector. International Journal of Human Resource Management, 2011, 22, 3168-3186.	3.3	21
1693	Effects of human resource staff ing strategies on organizational performance in catering industry. Journal of Information and Optimization Sciences, 2011, 32, 573-585.	0.2	0
1694	The gender diversity–performance relationship in services and manufacturing organizations. International Journal of Human Resource Management, 2011, 22, 1464-1485.	3.3	139
1695	Notice of Retraction: Effect of incentive pay on employees' negative behaviors: The moderating role of organizational commitment. , 2011, , .		0
1696	Collective Turnover at the Group, Unit, and Organizational Levels: Evidence, Issues, and Implications. Journal of Management, 2011, 37, 352-388.	6.3	282

#	Article	IF	CITATIONS
1697	Able, willing, and knowing: the effects of HR practices on commitment and effort in 26 European countries. International Journal of Human Resource Management, 2011, 22, 2835-2851.	3.3	25
1698	High involvement management, high-performance work systems and well-being. International Journal of Human Resource Management, 2011, 22, 1586-1610.	3.3	199
1699	Motivational effects of pay for performance: a multilevel analysis of a Korean case. International Journal of Human Resource Management, 2011, 22, 3929-3948.	3.3	8
1700	To have and to hold: modelling the drivers of employee turnover and skill retention in Australian organisations. International Journal of Human Resource Management, 2011, 22, 395-416.	3.3	13
1701	Work–life (im)â€~balance' and its consequences for everyday learning and innovation in the New Economy: evidence from the Irish IT sector. Gender, Place, and Culture, 2011, 18, 655-684.	0.8	41
1702	Exploring the <i>black box</i> in Spanish firms: the effect of the actual and perceived system on employees' commitment and organizational performance. International Journal of Human Resource Management, 2011, 22, 1401-1422.	3.3	37
1703	Critical factors in human resource practice implementation: implications of cross-cultural contextual issues. International Journal of Human Resources Development and Management, 2011, 11, 112.	0.0	10
1704	Impact of the strategic human resource management on organizational performance: evidence from Turkey. International Journal of Human Resource Management, 2011, 22, 1803-1822.	3.3	61
1705	Impact of human resource management practices on operational performance in manufacturing companies. , 2011, , .		1
1706	Competitive strategy, strategic human capital and sustained competitive advantage. , 2011, , .		1
1707	The relationship between high commitment HRM and knowledgeâ€sharing behavior and its mediators. International Journal of Manpower, 2011, 32, 604-622.	2.5	132
1708	Training is an investment with return in temporary workers. Career Development International, 2011, 16, 161-177.	1.3	77
1709	Perceived training benefits and training bundles: a Canadian study. International Journal of Human Resource Management, 2011, 22, 829-842.	3.3	28
1710	Bridging Micro and Macro Domains: Workforce Differentiation and Strategic Human Resource Management. Journal of Management, 2011, 37, 421-428.	6.3	267
1711	HRM: Performance Relationship: Need for Further Development?. International Journal of Public Administration, 2011, 34, 858-868.	1.4	6
1712	Training as a source of competitive advantage: performance impact and the role of firm strategy, the Spanish case. International Journal of Human Resource Management, 2011, 22, 574-594.	3.3	46
1713	The contribution of quality of work to organisational excellence. Total Quality Management and Business Excellence, 2011, 22, 567-585.	2.4	19
1714	Efficacy of high-performance work practices in Chinese companies. International Journal of Human Resource Management, 2011, 22, 2419-2441.	3.3	40

#	Article	IF	CITATIONS
1715	Knowledge-oriented human resource configurations, the new product development learning process, and perceived new product performance. International Journal of Human Resource Management, 2011, 22, 3202-3221.	3.3	23
1716	Trust in the employer: the role of high-involvement work practices and procedural justice in European organizations. International Journal of Human Resource Management, 2011, 22, 1069-1092.	3.3	166
1717	Crossing the level of employee's performance: HPWS, affective commitment, human capital, and employee job performance in professional service organizations. International Journal of Human Resource Management, 2011, 22, 883-901.	3.3	113
1718	Applying real options theory to HRM: an empirical study of IT software firms in India. International Journal of Human Resource Management, 2011, 22, 72-102.	3.3	22
1720	Deliberate Learning to Improve Performance in Dynamic Service Settings: Evidence from Hospital Intensive Care Units. Organization Science, 2011, 22, 907-922.	3.0	104
1721	Human Resource Management and Productivity. Handbook of Labour Economics, 2011, , 1697-1767.	1.8	148
1722	Linking Customer Interaction and Innovation: The Mediating Role of New Organizational Practices. Organization Science, 2011, 22, 980-999.	3.0	468
1723	High involvement work practices that really count: perspectives from the UAE. International Journal of Commerce and Management, 2011, 21, 21-45.	0.5	15
1724	Cultural basis of high performance organizations. International Journal of Commerce and Management, 2011, 21, 221-240.	0.5	22
1725	Utilitarianism or romanticism: the effect of rewards on employees' innovative behaviour. International Journal of Manpower, 2011, 32, 81-98.	2.5	50
1726	Social capital of the HR department, HR's change agent role, and HR effectiveness: evidence from South Korean firms. International Journal of Human Resource Management, 2011, 22, 1638-1653.	3.3	33
1727	Does human capital matter? A meta-analysis of the relationship between human capital and firm performance Journal of Applied Psychology, 2011, 96, 443-456.	4.2	756
1729	Turnover rates and organizational performance. Organizational Psychology Review, 2011, 1, 187-213.	3.0	141
1730	Human resource management in entrepreneurial firms: a literature review. International Journal of Manpower, 2011, 32, 14-33.	2.5	51
1731	Continuing the evolution: towards sustainable HRM and sustainable organizations. Business Strategy Series, 2011, 12, 226-234.	0.4	55
1732	SHRM and product innovation: testing the moderating effects of organizational culture and structure in Chinese firms. International Journal of Human Resource Management, 2011, 22, 19-33.	3.3	102
1733	Exploring the role of human resources in technology out-licensing:an empirical analysis of biotech newtechnology-based firms. Technology Analysis and Strategic Management, 2011, 23, 825-849.	2.0	34
1734	The influence of human resource management on knowledge sharing and innovation in Spain: the mediating role of affective commitment. International Journal of Human Resource Management, 2011, 22, 1442-1463.	3.3	248

#	Article	IF	CITATIONS
1735	Measuring absorptive capacity in technology transfer (TT) projects. , 2011, , .		3
1736	Effects of socially responsible human resource management on employee organizational commitment. International Journal of Human Resource Management, 2011, 22, 3020-3035.	3.3	230
1737	Assessing the Effects of Employee Turnover on the Performance of Small and Medium-Scale Enterprises in Nigeria. Journal of African Business, 2011, 12, 268-286.	1.3	9
1738	High-performance work systems and performance of French small- and medium-sized enterprises: examining causal order. International Journal of Human Resource Management, 2011, 22, 311-330.	3.3	98
1739	The relationship between perceptions of HR practices and employee outcomes: examining the role of person–organisation and person–job fit. International Journal of Human Resource Management, 2011, 22, 138-162.	3.3	309
1740	Talent management and management fashion in Chinese enterprises: exploring case studies in Beijing. International Journal of Human Resource Management, 2011, 22, 3413-3428.	3.3	51
1742	Financial utility of best employee selection practices at organizational level of performance Psychologist-Manager Journal, 2011, 14, 52-69.	0.3	2
1743	Change management practices: Impact on perceived change results. Journal of Business Research, 2011, 64, 266-272.	5.8	44
1744	Measurement of organizational investments in social capital: The service employee perspective. Journal of Business Research, 2011, 64, 572-578.	5.8	16
1745	TQM and performance: Is the relationship so obvious?. Journal of Business Research, 2011, 64, 830-838.	5.8	113
1746	The effects of ethical leadership on manager job satisfaction, commitment, behavioral outcomes, and firm performance. International Journal of Hospitality Management, 2011, 30, 1020-1026.	5.3	251
1747	Adverse workplace conditions, high-involvement work practices and labor turnover: Evidence from Danish linked employer–employee data. Labour Economics, 2011, 18, 872-880.	0.9	61
1748	Transformational leadership climate: Performance linkages, mechanisms, and boundary conditions at the organizational level. Leadership Quarterly, 2011, 22, 893-909.	3.6	102
1749	Information technology and the changing workplace in Canada: firm-level evidence. Industrial and Corporate Change, 2011, 20, 1601-1636.	1.7	36
1750	Technological learning environments and organizational practicescross-sectoral evidence from Britain. Industrial and Corporate Change, 2011, 20, 1439-1474.	1.7	0
1751	Purchasing Competence: A Stakeholder-Based Framework for Chief Purchasing Officers. Journal of Business Logistics, 2011, 32, 122-138.	7.0	22
1752	Talent Acquisition and Retention in Social Enterprises: Innovations in HR Strategies. SSRN Electronic Journal, 2011, , .	0.4	1
1753	On the Road to Abilene: Time to Manage Agreement About MBA Curricular Relevance. Academy of Management Learning and Education, 2011, 10, 148-161.	1.6	15

#	Article	IF	CITATIONS
1754	Calibrating MBA Job Preferences for the 21st Century. Academy of Management Learning and Education, 2011, 10, 9-26.	1.6	13
1755	Architectural firms: workforce, business strategy and performance. Construction Economics and Building, 2011, 11, 21-44.	0.5	3
1756	Investigating the Link between Web Data Mining and Strategic Human Resources Planning. Journal of Computer and Information Science, 2011, 4, .	0.2	3
1757	The symptoms of and consequences to selection errors in recruitment decisions. South African Journal of Business Management, 2011, 42, 23-32.	0.3	7
1758	Gestão de Recursos Humanos: uma metanálise de seus efeitos sobre desempenho organizacional. RAC: Revista De Administração Contemporânea, 2011, 15, 650-669.	0.1	11
1759	Flows of HRM Knowledge Through Informal Interorganizational Networks. SSRN Electronic Journal, 0, , .	0.4	0
1760	Strategic Human Resources Management (SHRM) in Jordanian Hotels. International Journal of Business and Management, 2011, 6, .	0.1	5
1761	Strategic Involvement of Training Professionals Employed in US-Based Global and Local Companies. SSRN Electronic Journal, 0, , .	0.4	0
1762	Theorizing the Diffusion of International Human Resource Practices: Towards an Integrated Conceptual Approach. International Journal of Business and Management, 2011, 6, .	0.1	2
1763	Impact of Human Resource Management on the Organization. SSRN Electronic Journal, 2011, , .	0.4	1
1764	Enhancing Employees' Commitment to Organisation through Training. International Journal of Business and Management, 2011, 6, .	0.1	6
1765	The Influence of HR, IT, and Market Knowledge Competencies on the Performance of HR Managers in Food Exporting Companies in Thailand. International Business Research, 2011, 5, .	0.2	2
1766	What Factors Drive Analyst Forecasts?. Financial Analysts Journal, 2011, 67, 18-29.	1.2	18
1767	The effect of human resource practices on psychological contracts at an iron ore mining company in South Africa. SA Journal of Human Resource Management, 2011, 9, .	0.6	11
1768	HRM Practices in Public and Private Universities of Pakistan: A Comparative Study. International Education Studies, 2011, 4, .	0.3	14
1769	Small Firm Innovation Performance and Employee Involvement. SSRN Electronic Journal, 2011, , .	0.4	2
1770	GRH mobilisatrice et performance des PME. Revue De Gestion Des Ressources Humaines, 2011, Nº 82, 3-18.	0.1	19
1772	Understanding IT Business Value Creation and Evaluation in Least Developed Economies. Electronic Journal of Information Systems in Developing Countries, 2011, 47, 1-18.	0.9	28

#	Article	IF	Citations
1773	The relationship between human resource management and firm performance in small businesses: evidence from Canada and New Zealand. Journal for Global Business Advancement, 2011, 4, 32.	0.3	4
1774	Work place experiences and pro-social organisational behaviour. International Journal of Logistics Economics and Globalisation, 2011, 3, 116.	0.3	1
1775	From a paternalistic model towards what? HRM trends in Korea and Taiwan. Personnel Review, 2011, 40, 700-722.	1.6	40
1776	Unravelling a Manager's Proclivity to Innovate. International Journal of Entrepreneurship and Innovation, 2011, 12, 157-168.	1.4	9
1777	Strategies for employee learning in professional service firms: A study of community pharmacies in Australia. International Journal of Training Research, 2011, 9, 234-255.	0.7	7
1778	Thriving on the Edge of Chaos: An Alternative Explanation to the Management of Crisis in Malawi's Decentralization Program. International Journal of Public Administration, 2011, 34, 800-814.	1.4	6
1779	Work analysis: From technique to theory , 2011, , 3-41.		32
1780	Does Training Policy Help to Attract, Retain, and Develop Valuable Human Resources? Analysis from the Mondragon Case. Advances in the Economic Analysis of Participatory and Labor-Managed Firms, 2011, , 231-260.	0.2	10
1781	The Effect of Multiskilling on Labor Productivity, Product Quality, and Financial Performance. Advances in the Economic Analysis of Participatory and Labor-Managed Firms, 2011, , 35-62.	0.2	2
1782	Strategic Human Resource Staffing and Organization Research: Are they One-Size-Fits-All Endeavors?. Research Methodology in Strategy and Management, 2011, , 69-87.	0.3	2
1783	What do tattoo artists know about HRM? Recruitment and selection in the body art sector. Employee Relations, 2011, 33, 570-584.	1.5	24
1784	The Positive Effects of Human Capital Reporting. Corporate Reputation Review, 2011, 14, 145-155.	1.1	21
1785	MECANISMOS DE TRANSFERÊNCIA DE CONHECIMENTO: UMA COMPARAÇÃO ENTRE MULTINACIONAIS TRADICIONAIS E EMERGENTES. RAI: Revista De Administração E Inovação, 2011, 8, .	0.8	3
1786	HR outsourcing and service quality: theoretical framework and empirical evidence. Personnel Review, 2011, 40, 364-382.	1.6	21
1787	Environmental Management Activities and Sustainable HRM in German Manufacturing Firms – Incidence, Determinants, and Outcomes. German Journal of Human Resource Management, 2011, 25, 157-177.	1.9	55
1788	A mediation model linking business strategies, human resource management, psychological contract, and organisational performance. International Journal of Human Resources Development and Management, 2011, 11, 51.	0.0	4
1789	Learning enabled human resource practices in software organisations in India. International Journal of Strategic Change Management, 2011, 3, 51.	0.7	4
1790	Membership Turnover and Collaboration Success in Online Communities: Explaining Rises and Falls from Grace in Wikipedia. MIS Quarterly: Management Information Systems, 2011, 35, 613.	3.1	192

#	Article	IF	CITATIONS
1791	Wirtschaftlichkeit von Gesundheit und Sicherheit — Herausforderungen und Entwicklungstrends. Zeitschrift Für Arbeitswissenschaft, 2011, 65, 84-88.	0.7	0
1792	Productivityâ€based hybrid model: learning from the Indoâ€Japanese and Indian auto sector. Journal of Advances in Management Research, 2011, 8, 158-171.	1.6	6
1793	Beyond the High-Performance Paradigm: Exploring the Curvilinear Relationship between High-Performance Work Systems and Organizational Performance in Taiwanese Manufacturing Firms. British Journal of Industrial Relations, 2011, 49, 486-514.	0.8	35
1794	Skill and Performance. British Journal of Industrial Relations, 2011, 49, 515-536.	0.8	32
1795	Profit Sharing, Separation and Training. British Journal of Industrial Relations, 2011, 49, 623-642.	0.8	23
1796	The Decentralization of Decision Making and Employee Involvement within the Workplace: Evidence from Four Establishment Datasets. British Journal of Industrial Relations, 2011, 49, 688-716.	0.8	11
1797	A Balancing Act: Work-Life Balance and Multiple Stakeholder Outcomes in Hospitals. British Journal of Industrial Relations, 2011, 49, 717-741.	0.8	26
1798	From Resources to Value and Back: Competition Between and Within Organizations. British Journal of Management, 2011, 22, 77-95.	3.3	17
1799	WHAT CREATES ABNORMAL PROFITS?. Scottish Journal of Political Economy, 2011, 58, 323-346.	1.1	26
1800	Assessing Cumulative Evidence within â€~Macro' Research: Why Meta-Analysis Should be Preferred Over Vote Counting. Journal of Management Studies, 2011, 48, 178-197.	6.0	110
1801	Analysing the †Black Box' of HRM: Uncovering HR Goals, Mediators, and Outcomes in a Standardized Service Environment. Journal of Management Studies, 2011, 48, 1504-1532.	6.0	173
1802	Adoption and Termination of Employee Involvement Programs. Labour, 2011, 25, 45-62.	0.5	20
1803	So Hard to Say Goodbye? Turnover Intention among U.S. Federal Employees. Public Administration Review, 2011, 71, 751-760.	2.9	146
1804	Commitment in Franchising: The Role of Collaborative Communication and a Franchisee's Propensity to Leave. Entrepreneurship Theory and Practice, 2011, 35, 559-581.	7.1	66
1805	Do HR System Characteristics Affect the Frequency of Interpersonal Deviance in Organizations? The Role of Team Autonomy and Internal Labor Market Practices. Industrial Relations, 2011, 50, 30-56.	0.9	35
1806	Why Are Quit Rates Lower Among Defense Contractors?. Industrial Relations, 2011, 50, 573-590.	0.9	1
1807	Putting Strategic Human Resource Management in Context: A Contextualized Model of High Commitment Work Systems and Its Implications in China. Management and Organization Review, 2011, 7, 153-174.	1.8	80
1808	THE IMPACT OF MOTIVATION, EMPOWERMENT, AND SKILLâ€ENHANCING PRACTICES ON AGGREGATE VOLUNTARY TURNOVER: THE MEDIATING EFFECT OF COLLECTIVE AFFECTIVE COMMITMENT. Personnel Psychology, 2011, 64, 315-350.	2.2	251

#	Article	IF	CITATIONS
1809	Trust as moderator in the relationship between HRM practices and employee attitudes. Human Resource Management Journal, 2011, 21, 303-317.	3.6	95
1810	Feminisation of the medical profession: a strategic HRM dilemma? The effects of family-friendly HR practices on female doctors' contracted working hours. Human Resource Management Journal, 2011, 21, 285-302.	3.6	24
1811	Human resource management and performance: still searching for some answers. Human Resource Management Journal, 2011, 21, 3-13.	3.6	699
1812	Exploring human capital: putting â€`human' back into strategic human resource management. Human Resource Management Journal, 2011, 21, 93-104.	3.6	354
1813	The Path Forward to Meaningful Evidence. Industrial and Organizational Psychology, 2011, 4, 68-71.	0.5	4
1814	Embedding social networks: How guanxi ties reinforce Chinese employees' retention. Organizational Behavior and Human Decision Processes, 2011, 116, 188-202.	1.4	65
1815	Measuring Employee Expectations in a Strategic Human Resource Management Research: Job Satisfaction. Procedia, Social and Behavioral Sciences, 2011, 24, 413-420.	0.5	11
1816	A comparative study on adopting human resource practices for safety management on construction projects in the United States and Singapore. International Journal of Project Management, 2011, 29, 1018-1032.	2.7	77
1817	Are social, financial, and human capital value enhancing? Evidence from Taiwanese firms. International Review of Economics and Finance, 2011, 20, 395-405.	2.2	31
1818	Predicting nonlinear effects of monitoring and punishment on employee deviance: The role of procedural justice. European Management Journal, 2011, 29, 272-282.	3.1	19
1819	Developing a capacity for organizational resilience through strategic human resource management. Human Resource Management Review, 2011, 21, 243-255.	3.3	954
1820	Performance management in unionized settings. Human Resource Management Review, 2011, 21, 96-106.	3.3	24
1821	One European model of HRM? Cranet empirical contributions. Human Resource Management Review, 2011, 21, 27-36.	3.3	71
1822	Hearing a different drummer? Convergence of human resource management in Europe — A longitudinal analysis. Human Resource Management Review, 2011, 21, 50-67.	3.3	113
1823	A stakeholder perspective of the value proposition concept. European Journal of Marketing, 2011, 45, 223-240.	1.7	298
1824	Accountability and Extra-Role Behavior. Employee Responsibilities and Rights Journal, 2011, 23, 131-144.	0.6	84
1825	Strategic Human Resource Management as Ethical Stewardship. Journal of Business Ethics, 2011, 98, 171-182.	3.7	70
1826	The Global Economic Ethic Manifesto: Implementing a Moral Values Foundation in the Multinational Enterprise. Journal of Business Ethics, 2011, 101, 213-230.	3.7	21

		LEPUKI	
#	Article	IF	CITATIONS
1827	Responsible Leadership Helps Retain Talent in India. Journal of Business Ethics, 2011, 98, 85-100.	3.7	103
1828	Affective and continuance commitment and their relations with deviant workplace behaviors in Korea. Asia Pacific Journal of Management, 2011, 28, 595-607.	2.9	35
1829	Determinants and effects of human capital reporting and controlling. Journal of Management Control, 2011, 22, 311-333.	0.8	22
1830	Education, Training and Economic Performance: Evidence from Establishment Survival Data. Journal of Labor Research, 2011, 32, 336-361.	0.5	34
1831	CBR-genetic algorithm based design team selection model for large-scale design firms. KSCE Journal of Civil Engineering, 2011, 15, 1141-1148.	0.9	4
1832	Separating wheat and chaff: age-specific staffing strategies and innovative performance at the firm level. Journal for Labour Market Research, 2011, 44, 321-338.	1.1	3
1833	Employee experienced HPWPs and job performance: Roles of person-job fit and intrinsic motivation. Frontiers of Business Research in China, 2011, 5, .	4.1	16
1834	Employees as customers: Exploring service climate, employee patronage, and turnover. Performance Improvement Quarterly, 2011, 23, 7-26.	0.4	8
1835	Are familyâ€friendly workplace practices a valuable firm resource?. Strategic Management Journal, 2011, 32, 343-367.	4.7	187
1836	International sports management: Current trends and future developments. Thunderbird International Business Review, 2011, 53, 679-686.	0.9	26
1837	Roles of recruiter political skill, influence strategy, and organization reputation in recruitment effectiveness in college sports. Thunderbird International Business Review, 2011, 53, 687-700.	0.9	13
1838	Human Resource Management Practices and the Importance of Managers' Perceptions. Canadian Journal of Administrative Sciences, 2011, 28, 122-133.	0.9	4
1839	The influence of investment in workplace learning on learning outcomes and organizational performance. Human Resource Development Quarterly, 2011, 22, 437-458.	2.1	44
1840	The effects of downsizing on labor productivity: The value of showing consideration for employees' morale and welfare in highâ€performance work systems. Human Resource Management, 2011, 50, 29-44.	3.5	99
1841	Testing alternate predictions for the performance consequences of middle managers' discretion. Human Resource Management, 2011, 50, 9-28.	3.5	34
1842	Highâ€commitment HR practices, employee effort, and firm performance: Investigating the effects of HR practices across employee groups within professional services firms. Human Resource Management, 2011, 50, 341-363.	3.5	179
1843	Organizational achievement values, highâ€involvement work practices, and business unit performance. Human Resource Management, 2011, 50, 541-558.	3.5	26
1844	An empirical study of the relationships among employee's perceptions of HR practice, human capital, and department performance: A case of AT & T Subordinate telecoms company in Taiwan. Expert Systems With Applications, 2011, 38, 3777-3783.	4.4	17

#	Article	IF	Citations
1845	Entrepreneurship: Its relationship with market orientation and learning orientation and as antecedents to innovation and customer value. Industrial Marketing Management, 2011, 40, 336-345.	3.7	312
1846	From green to sustainability: Information Technology and an integrated sustainability framework. Journal of Strategic Information Systems, 2011, 20, 63-79.	3.3	468
1847	Competency-based selection and assignment of human resources to construction projects. Scientia Iranica, 2011, 18, 163-180.	0.3	75
1848	An Employment Systems Approach to Turnover: Human Resources Practices, Quits, Dismissals, and Performance. Academy of Management Journal, 2011, 54, 695-717.	4.3	241
1849	HRM practices and organizational performance in Oman. Personnel Review, 2011, 40, 239-251.	1.6	83
1850	High-involvement information sharing practices: an international perspective. International Journal of Human Resource Management, 2011, 22, 2485-2506.	3.3	15
1851	Contractors' human resource development practices and their effects on employee soft skills. Architectural Science Review, 2011, 54, 232-245.	1.1	7
1852	Putting employee involvement in context: a cross-level model examining job satisfaction and absenteeism in high-involvement work systems. International Journal of Human Resource Management, 2011, 22, 3462-3476.	3.3	44
1853	Notice of Retraction: The disconnect between theory and practice of management in China. , 2011, , .		0
1854	Performance management effectiveness: lessons from world-leading firms. International Journal of Human Resource Management, 2011, 22, 1294-1311.	3.3	128
1855	Human capital enhancing HRM systems and frontline employees in Australian manufacturing SMEs. International Journal of Human Resource Management, 2011, 22, 2522-2538.	3.3	56
1856	The emotional labour process: An essay on the economy of feelings. Human Relations, 2011, 64, 1369-1392.	3.8	46
1857	Quality of appraisal practices in Indian PSUs: a case study. International Journal of Human Resource Management, 2011, 22, 648-705.	3.3	2
1858	Strategic human resource management and its linkage with HRM effectiveness and organizational performance: evidence from India. International Journal of Human Resource Management, 2011, 22, 3888-3912.	3.3	39
1859	A typology and assessment of human resources performance in the financial services industry: The human resources scorecard perspective. Journal of Information and Optimization Sciences, 2011, 32, 1201-1217.	0.2	3
1860	Talent management best practices. Health Care Management Review, 2011, 36, 227-240.	0.6	36
1861	Collective narratives and politics in the contemporary study of work: the new management practices debate. Work, Employment and Society, 2011, 25, 327-341.	1.9	25
1863	Antecedents and consequences of psychological and team empowerment in organizations: A meta-analytic review Journal of Applied Psychology, 2011, 96, 981-1003.	4.2	938

			_
#	ARTICLE	IF	CITATIONS
1864	High-performance work systems in foreign subsidiaries of American multinationals: An institutional model. Journal of International Business Studies, 2011, 42, 202-220.	4.6	82
1865	Salesperson engagement and performance: A theoretical model. Journal of Management and Organization, 2011, 17, 398-411.	1.6	6
1866	Understanding Your Standing: Multiple Indicators of Status and Their Influence on Employee Attachment. Corporate Reputation Review, 2011, 14, 159-174.	1.1	4
1868	Efficiencies and responsible staff stewardship: a library manager's critical selfâ€reflection. Bottom Line: Managing Library Finances, 2011, 24, 129-137.	3.1	4
1869	University corporatisation. Accounting, Auditing and Accountability Journal, 2011, 24, 408-439.	2.6	43
1870	Perceptions of the presence and effectiveness of high involvement work systems and their relationship to employee attitudes. Personnel Review, 2011, 40, 45-69.	1.6	45
1871	Looking for evidence of the relationship between corporate social responsibility and corporate financial performance in an emerging market. Asia-Pacific Journal of Business Administration, 2011, 3, 165-190.	1.5	116
1872	Disclosure of Corporate Social Responsibility and Value Creation: Evidence from China. Transnational Corporations Review, 2011, 3, 34-50.	2.0	6
1873	Organisational and psychological empowerment in the HRMâ€performance linkage. Employee Relations, 2011, 34, 138-158.	1.5	54
1874	The impact of strategic human resource management on the performance of firms in India. Journal of Indian Business Research, 2011, 3, 148-167.	1.2	21
1875	Flexible working and happiness in the NHS. Employee Relations, 2011, 33, 88-105.	1.5	64
1876	Understanding employment relationship in Indian organizations through the lens of psychological contracts. Employee Relations, 2011, 33, 551-569.	1.5	16
1877	Innovation, industrial relations and employee outcomes: evidence from Italy. Journal of Economic Studies, 2011, 38, 66-90.	1.0	11
1878	Exploring employee engagement from the employee perspective: implications for HRD. Journal of European Industrial Training, 2011, 35, 300-325.	1.1	124
1879	Impact of business strategies of automobile manufacturers in Thailand. International Journal of Emerging Markets, 2011, 6, 17-37.	1.3	18
1880	Socioemotional Wealth and Human Resource Management (HRM) in Family-Controlled Firms. Research in Personnel and Human Resources Management, 2011, , 159-217.	1.0	58
1881	Effectiveness of talent management strategies. European Journal of International Management, 2011, 5, 524.	0.1	101
1882	The impact of country culture on the adoption of new forms of work organization. International Journal of Operations and Production Management, 2011, 31, 297-323.	3.5	54

#	Article	IF	CITATIONS
1883	The effectiveness of HRM and KM in innovation performance: a literature review and research agenda. International Journal of Innovation and Learning, 2011, 9, 339.	0.4	6
1884	Relationship Between Knowledge Workers' Participation and Organizational Performance. Economic Research-Ekonomska Istrazivanja, 2011, 24, 115-130.	2.6	1
1885	Combined effect of human capital, temporary employment and organizational size on firm performance. Personnel Review, 2011, 41, 4-22.	1.6	30
1886	The Firm's Choice of Hrm Practices: Economics Meets Strategic Human Resource Management. ILR Review, 2011, 64, 526-557.	1.3	70
1887	HRM outsourcing: the impact of organisational size and HRM strategic involvement. Personnel Review, 2011, 40, 742-760.	1.6	32
1889	The role of the HR department in organisational change in a British university. Journal of Organizational Change Management, 2011, 24, 610-625.	1.7	28
1890	High performance work systems: the gap between policy and practice in health care reform. Journal of Health Organization and Management, 2011, 25, 281-297.	0.6	78
1891	The role of entrepreneurs in transferring knowledge through human resource management and joint venture. International Journal of Manpower, 2011, 32, 117-131.	2.5	14
1892	Human Capital, Efficiency, and Innovative Adaptation as Strategic Determinants of Firm Performance. Journal of Leadership and Organizational Studies, 2011, 18, 229-246.	2.1	19
1893	Age-related differences in reward preferences. International Journal of Human Resource Management, 2011, 22, 1262-1276.	3.3	42
1894	Factors influencing the effectiveness of performance measurement systems. International Journal of Operations and Production Management, 2011, 31, 1287-1310.	3.5	95
1895	Measuring Performance in US Municipalities: Do Personnel Policies Predict System Level Outcomes?. Journal of Comparative Policy Analysis: Research and Practice, 2011, 13, 11-33.	1.8	10
1896	Searching for a balance: work–family practices, work–team design, and organizational performance. International Journal of Human Resource Management, 2011, 22, 2071-2085.	3.3	13
1897	Human Resource Systems and Organizational Performance: A Multilevel Model. , 2011, , .		0
1898	Create compliance and cohesion: how rebel organizations manage to survive. Small Wars and Insurgencies, 2011, 22, 415-434.	0.6	15
1899	Managing human resources in dynamic environments to create value: role of HR options. International Journal of Human Resource Management, 2011, 22, 1918-1941.	3.3	16
1900	Balancing HRM: the psychological contract of employees. Personnel Review, 2011, 40, 664-683.	1.6	58
1901	Between universality and contingency. International Journal of Manpower, 2011, 32, 856-878.	2.5	17

#	Article	IF	CITATIONS
1902	Hospitality Culture and Climate: A Proposed Model for Retaining Employees and Creating Competitive Advantage. International Journal of Hospitality and Tourism Administration, 2011, 12, 289-304.	1.7	27
1903	Exploring a possible route through which training affects organizational performance: the case of a Greek bank. International Journal of Human Resource Management, 2011, 22, 2892-2923.	3.3	59
1904	Patient-Centered but Employee Delivered: Patient Care Innovation, Turnover Intentions, and Organizational Outcomes in Hospitals. ILR Review, 2011, 64, 423-440.	1.3	44
1907	Does diversity damage corporate value? Measuring stock price reactions to a diversity award. Ethnic and Racial Studies, 2011, 34, 2173-2191.	1.5	8
1908	Commitment to employees, labor intensity, and labor productivity in small firms. International Journal of Manpower, 2012, 33, 938-954.	2.5	18
1909	Transformational Leadership and <i>Karma-Yoga</i> : Enhancing Followers' Duty-orientation and Indifference to Rewards*. Psychology and Developing Societies, 2012, 24, 85-117.	1.0	15
1910	Multilevel Interventions: Measurement and Measures. Journal of the National Cancer Institute Monographs, 2012, 2012, 67-77.	0.9	25
1911	The effective human resource management system in transitional China: a hybrid of commitment and control practices. International Journal of Human Resource Management, 2012, 23, 2065-2086.	3.3	82
1912	All teach, all learn, all improve?. Health Care Management Review, 2012, 37, 154-164.	0.6	59
1913	Promoting employee wellbeing and quality service outcomes: The role of HRM practices. Journal of Management and Organization, 2012, 18, 702-713.	1.6	21
1914	Training as a generator of employee capabilities. International Journal of Human Resource Management, 2012, 23, 2680-2697.	3.3	31
1915	Working under intensive surveillance: When does â€~measuring everything that moves' become intolerable?. Human Relations, 2012, 65, 189-215.	3.8	81
1916	Optimizing Service Productivity. Journal of Marketing, 2012, 76, 47-66.	7.0	149
1917	Language policies and practices in wholly owned foreign subsidiaries: A recontextualization perspective. Journal of International Business Studies, 2012, 43, 808-833.	4.6	100
1918	Too much of and less than a good thing. , 2012, , .		0
1919	How does HRM enhance strategic capabilities? Evidence from the Korean management consulting industry. International Journal of Human Resource Management, 2012, 23, 126-146.	3.3	22
1920	Human Resource Occupation. Global Business Review, 2012, 13, 69-88.	1.6	4
1921	Intellectual capital and organizational commitment. Personnel Review, 2012, 41, 321-339.	1.6	42

#	Article	IF	CITATIONS
1922	The impact mechanism of strategic human capital on firm competitive advantage. , 2012, , .		0
1923	Factors impacting the knowing-doing gap in sexual harassment training. Human Resource Development International, 2012, 15, 589-608.	2.3	12
1924	Efficiency of Chinese enterprises: Does human resource management matter?. Applied Economics Letters, 2012, 19, 35-39.	1.0	5
1925	Management of innovation: role of psychological empowerment, work engagement and turnover intention in the Indian context. International Journal of Human Resource Management, 2012, 23, 928-951.	3.3	194
1926	High-involvement human resource practices, affective commitment, and organizational citizenship behaviors. Service Industries Journal, 2012, 32, 1209-1227.	5.0	89
1927	International human resource management research focus and cutting-edge analysis. , 2012, , .		2
1928	The impact of high-performance work systems in the health-care industry: employee reactions, service quality, customer satisfaction, and customer loyalty. Service Industries Journal, 2012, 32, 17-36.	5.0	122
1930	ADOPTION OF HUMAN RESOURCE PRACTICES WITHIN A SOUTH AFRICAN SMALL BUSINESS: A CASE STUDY. Journal of Enterprising Culture, 2012, 20, 459-480.	0.2	8
1931	High performance human resource practices and organizational performance. Journal of Chinese Human Resource Management, 2012, 3, 136-150.	0.7	25
1932	The Link Between Job Satisfaction and Firm Value, With Implications for Corporate Social Responsibility. Academy of Management Perspectives, 2012, 26, 1-19.	4.3	391
1933	TECHNOLOGY TRANSFER, FINANCE CHANNELS, AND SME PERFORMANCE: NEW EVIDENCE FROM DEVELOPING COUNTRIES. Singapore Economic Review, 2012, 57, 1250020.	0.9	13
1934	The role of career management between human capital and interim leadership. Journal of Advances in Management Research, 2012, 9, 124-138.	1.6	7
1935	Organizational response through innovative HRM and re-design: a comparative study from France and India. International Journal of Human Resource Management, 2012, 23, 952-976.	3.3	15
1936	The role of strategic groups in understanding strategic human resource management. Personnel Review, 2012, 41, 513-546.	1.6	34
1937	Human resource management practices and psychological contracts in Swiss firms: an employer perspective. International Journal of Human Resource Management, 2012, 23, 3178-3195.	3.3	31
1938	Employability and talent management: challenges for HRD practices. European Journal of Training and Development, 2012, 36, 26-45.	1.2	124
1939	ls Organizational Social Capital Crucial for Productivity Growth? An Exploration of "Trust―within Luxury Hotels in New Zealand. Journal of Human Resources in Hospitality and Tourism, 2012, 11, 123-145.	1.0	18
1940	Understanding the link between work life balance practices and organisational outcomes in SMEs. Personnel Review, 2012, 41, 359-379.	1.6	85

#	Article	IF	CITATIONS
1941	The dilemma facing multinational enterprises: transfer or adaptation of their human resource management systems. International Journal of Human Resource Management, 2012, 23, 1788-1807.	3.3	16
1942	The Valuation of Organizational Capital. Journal of Competitiveness, 2012, 4, 123-132.	1.4	7
1943	When Western HRM constructs meet Chinese contexts: validating the pluralistic structures of human resource management systems in China. International Journal of Human Resource Management, 2012, 23, 3983-4008.	3.3	24
1944	Using biodata as a predictor of errors, tardiness, policy violations, overall job performance, and turnover among nurses. Journal of Management and Organization, 2012, 18, 714-727.	1.6	4
1945	Attitudes of Group Incentive Participants. Group and Organization Management, 2012, 37, 589-616.	2.7	6
1946	Organizational Redesign, Information Technologies and Workplace Productivity. B E Journal of Economic Analysis and Policy, 2012, 12, .	0.5	5
1947	Global Human Resource Management: Bridging Strategic and Institutional Perspectives. Research in Personnel and Human Resources Management, 2012, , 1-52.	1.0	11
1948	A conceptual model of the effect of human resource management on organizational innovation. , 2012, , .		0
1949	Company characteristics and human resource disclosure in Spain. Social Responsibility Journal, 2012, 8, 4-20.	1.6	19
1950	Investigating reverse causality between human resource management policies and organizational performance in small firms. Management Research Review, 2012, 35, 134-156.	1.5	42
1951	Predictors of Workplace Satisfaction for U.S. Medical School Faculty in an Era of Change and Challenge. Academic Medicine, 2012, 87, 574-581.	0.8	64
1953	The HR specialist as an agent of change. Human Resource Management International Digest, 2012, 20, 24-28.	0.3	9
1954	Strategic intent, high-performance HRM, and the role of the HR director: an investigation into attitudes and practices in the country of Jordan. International Journal of Human Resource Management, 2012, 23, 3027-3044.	3.3	20
1955	Strategic Human Resource Management in China: East Meets West. Academy of Management Perspectives, 2012, 26, 55-70.	4.3	52
1956	The role of agent conscientiousness and reciprocity norm in employee layoff decisions. Management Research Review, 2012, 35, 419-440.	1.5	4
1957	Team Participation and Empowerment: A Multilevel Perspective. , 0, , 767-788.		9
1958	Strategic Human Resource Management Research in the United States: A Failing Grade After 30 Years?. Academy of Management Perspectives, 2012, 26, 12-36.	4.3	93
1959	Modelling causal relationships between employee perceptions of manager's leadership behaviour, satisfaction with HR practices, and organisational performance: the case of Greece. International Journal of Modelling in Operations Management, 2012, 2, 173.	0.0	1

#	Article	IF	CITATIONS
1960	Ownership Structure and Human Resources Strategy: The Case of Spanish Manufacturing Firms. Proceedings - Academy of Management, 2012, 2012, 15042.	0.0	0
1963	Overqualified and disadvantaged: exploring the barriers to growth of family businesses to second-generation leaders. International Journal of Entrepreneurship and Small Business, 2012, 17, 160.	0.2	4
1964	The â€~country-of-origin effect' in employee turnover intention: evidence from China. International Journal of Human Resource Management, 2012, 23, 1394-1413.	3.3	13
1965	How to safeguard critical resources of professional and managerial staff: exploration of a taxonomy of resource retention strategies. International Journal of Human Resource Management, 2012, 23, 1688-1704.	3.3	25
1966	On the counterintuitive consequences of high-performance work practices in cross-border post-merger human integration. European Journal of Cross-Cultural Competence and Management, 2012, 2, 299.	0.1	0
1967	Top management retention in cross-border acquisitions: the roles of financial incentives, acquirer's commitment and autonomy. European Journal of International Management, 2012, 6, 458.	0.1	49
1968	Debating the Americanisation of human resource management: origins, misconceptions and politics in discussing the US model. International Journal of Management Concepts and Philosophy, 2012, 6, 211.	0.1	2
1969	Intangible assets and market value of Japanese industries and firms. International Journal of Technology Management, 2012, 59, 1.	0.2	13
1970	HR attributions and the dual commitment of outsourced IT workers. Personnel Review, 2012, 41, 832-848.	1.6	40
1971	National cultures, performance appraisal practices, and organizational absenteeism and turnover: A study across 21 countries Journal of Applied Psychology, 2012, 97, 448-459.	4.2	100
1972	Doing the right thing without being told: Joint effects of initiative climate and general self-efficacy on employee proactive customer service performance Journal of Applied Psychology, 2012, 97, 651-667.	4.2	241
1973	Mediating Role of Satisfaction with Growth Opportunities on the Relationship Between Employee Development Opportunities and Citizenship Behaviors and Burnout. Journal of Applied Social Psychology, 2012, 42, 2257-2284.	1.3	13
1974	The Evolving Nature of High Performance Workplace Practices in the United States. Advances in the Economic Analysis of Participatory and Labor-Managed Firms, 2012, , 207-235.	0.2	4
1975	Determinants of Strategic HR Capabilities in MNC Subsidiaries. Journal of Management Studies, 2012, 49, 1459-1483.	6.0	44
1976	Does congruence between espoused and enacted organizational values predict affective commitment in Australian organizations?. International Journal of Human Resource Management, 2012, 23, 731-747.	3.3	57
1977	Optionsâ€based HRM, intellectual capital, and exploratory and exploitative learning in law firms' practice groups. Human Resource Management, 2012, 51, 461-485.	3.5	66
1978	Highâ€performance work system implementation in small and medium enterprises: A knowledgeâ€creation perspective. Human Resource Management, 2012, 51, 487-510.	3.5	47
1979	Gender diversity in leadership succession: Preparing for the future. Human Resource Management, 2012, 51, 575-600.	3.5	34

		CITATION REPORT	
#	Article	IF	Citations
1980	Highâ€involvement work practices and environmental capabilities: How HIWPS create environmen based sustainable competitive advantages. Human Resource Management, 2012, 51, 827-850.	tally 3.5	59
1981	Transformative Leadership: Achieving Unparalleled Excellence. Journal of Business Ethics, 2012, 109 175-187.	9, 3.7	117
1982	Graduate Employability and the Principle of Potentiality: An Aspect of the Ethics of HRM. Journal of Business Ethics, 2012, 111, 25-36.	3.7	57
1983	Exploring the Boundaries of Human Resource Managers' Responsibilities. Journal of Business Et 2012, 111, 109-119.	thics, 3.7	66
1984	Job Autonomy as a Predictor of Mental Well-Being: The Moderating Role of Quality-Competitive Environment. Journal of Business and Psychology, 2012, 27, 305-316.	2.5	68
1985	Managing cross-cultural differences: Testing human resource models in Latin America. Journal of Business Research, 2012, 65, 1773-1781.	5.8	20
1986	The Determinants and Effects of Training at Work: Bringing the Workplace Back in. European Sociological Review, 2012, 28, 283-300.	1.3	36
1987	The Science of Training and Development in Organizations. Psychological Science in the Public Interest: A Journal of the American Psychological Society, 2012, 13, 74-101.	6.7	610
1988	Turnover Intention and Turnover Behavior. Review of Public Personnel Administration, 2012, 32, 4-	23. 1.8	186
1989	Business performance of small tourism enterprises: a comparison among three sub-sectors of the industry. Anatolia, 2012, 23, 177-195.	1.3	16
1990	Does HRM facilitate employee creativity and organizational innovation? A study of Chinese firms. International Journal of Human Resource Management, 2012, 23, 4025-4047.	3.3	216
1991	Measuring HRM and organisational performance: concepts, issues, and framework. Management Decision, 2012, 50, 651-667.	2,2	46
1992	Linking human resource management practices and customer satisfaction on product quality. International Journal of Human Resource Management, 2012, 23, 3906-3924.	3.3	28
1993	Perceived high performance work system and individual creativity performance in work teams. , 20	12, ,	0
1994	The effect of training on organizational performance: differences by age composition and cultural context. International Journal of Human Resource Management, 2012, 23, 1226-1244.	3.3	22
1995	Human resources and SME performance in services: empirical evidence from the UK. International Journal of Human Resource Management, 2012, 23, 808-825.	3.3	54

1996	The Interplay Between HR Practices and Perceived Behavioural Integrity in Determining Positive Employee Outcomes. Journal of Change Management, 2012, 12, 399-415.	2.3	14
1997	A comparative study of recruitment and training practices between small and large businesses in an emerging market economy. Journal of Small Business and Enterprise Development, 2012, 19, 164-182.	1.6	26

#	Article	IF	CITATIONS
1998	The roles of implementation and organizational culture in the HR–performance link. International Journal of Human Resource Management, 2012, 23, 3114-3132.	3.3	50
1999	Toward an assessment of perceived HRM system strength: scale development and validation. International Journal of Human Resource Management, 2012, 23, 1481-1506.	3.3	110
2000	Green not (only) for profit: An empirical examination of the effect of environmental-related standards on employees' recruitment. Resources and Energy Economics, 2012, 34, 74-92.	1.1	74
2001	Management Systems, Patient Quality Improvement, Resource Availability, and Substance Abuse Treatment Quality. Health Services Research, 2012, 47, 1068-1090.	1.0	10
2002	A Configurational Approach to the Relationship between High-Performance Work Practices and Frontline Health Care Worker Outcomes. Health Services Research, 2012, 47, 1460-1481.	1.0	46
2003	Enriched job design, high involvement management and organizational performance: The mediating roles of job satisfaction and well-being. Human Relations, 2012, 65, 419-445.	3.8	277
2004	Uncertainty, task environment, and organization design: An empirical investigation. Journal of Economic Behavior and Organization, 2012, 82, 281-313.	1.0	21
2005	"Ethnic―family business or just family business? Human resource practices in the ethnic family firm. Journal of Family Business Strategy, 2012, 3, 12-17.	3.7	38
2006	How job-level HRM effectiveness influences employee intent to turnover and workarounds in hospitals. Journal of Business Research, 2012, 65, 547-554.	5.8	47
2007	Job Classification for the Purpose of Making Optimal Decisions Concerning Management Control. Canadian Journal of Administrative Sciences, 2012, 29, 231-241.	0.9	3
2008	Discretionary and transactional human resource practices and employee outcomes: The role of perceived organizational support. Human Resource Management, 2012, 51, 665-686.	3.5	100
2009	The effects of employee training on the relationship between environmental attitude and firms' performance in sustainable development. International Journal of Human Resource Management, 2012, 23, 2995-3008.	3.3	83
2010	Improving knowledge management processes: a hybrid positive approach. Journal of Knowledge Management, 2012, 16, 215-242.	3.2	106
2011	Aligning Expatriate Managers' Expectations with Complex Global Assignments. Journal of Applied Social Psychology, 2012, 42, 3026-3050.	1.3	4
2012	Expanded strategy simulations: developing better managers. Journal of Management Development, 2012, 31, 209-220.	1.1	40
2013	HR strategies for balanced growth. , 2012, , 137-161.		2
2014	Catching Falling Stars: A Human Resource Response to Social Capital's Detrimental Effect of Information Overload on Star Employees. Academy of Management Review, 2012, 37, 396-418.	7.4	177
2015	Human capital disclosure and organizational performance. Management Decision, 2012, 50, 1790-1799.	2.2	41

		CITATION RE	PORT	
#	Article		IF	CITATIONS
2016	Talent and time together. Personnel Review, 2012, 41, 408-427.		1.6	31
2017	Inefficient Labor or Inefficient Capital? Corporate Diversification and Productivity around the Journal of Financial and Quantitative Analysis, 2012, 47, 1-22.	World.	2.0	17
2018	Organization Human Resources Development Connection to Business Performance. Procedia Economics and Finance, 2012, 2, 257-264.	3	0.6	18
2019	A hybridism model of differentiated human resource management effectiveness in Chinese c Human Resource Management Review, 2012, 22, 208-219.	ontext.	3.3	19
2020	The Strategic Approach to the High-performance Paradigm: A European Perspective. Procedia and Behavioral Sciences, 2012, 58, 474-482.	a, Social	0.5	8
2021	The Relationship of HR Practices and Job Performance of Academicians towards Career Devel Malaysian Private Higher Institutions. Procedia, Social and Behavioral Sciences, 2012, 57, 102	opment in 2-118.	0.5	22
2022	Job satisfaction and quality management: an empirical analysis. International Journal of Opera and Production Management, 2012, 32, 308-328.	ations	3.5	60
2024	La investigación en recursos humanos en España de 2001 a 2010: ¿la década prodigios EconomÃa Y Dirección De La Empresa, 2012, 15, 181-191.	sa?. Cuadernos De	0.5	5
2025	Percepciones de los sistemas de trabajo de alto rendimiento e intención de marcha. Un anÃ multinivel. Investigaciones Europeas De Dirección Y EconomÃa De La Empresa, 2012, 18, 20	jlisis )6-215.	0.6	5
2026	Reviewing employee turnover: Focusing on proximal withdrawal states and an expanded crite Psychological Bulletin, 2012, 138, 831-858.	erion	5.5	364
2027	Mergers and Acquisitions Performance System: Integrated Framework for Strategy Formulati Execution Using Flexible Strategy Game-Card. Global Journal of Flexible Systems Managemen 41-56.	on and t, 2012, 13,	3.4	14
2028	HRMâ€market performance relationship: evidence from Bangladeshi organizations. South As of Global Business Research, 2012, 1, 238-255.	ian Journal	0.7	34
2030	Emerging HRM skills in Australia. Asia-Pacific Journal of Business Administration, 2012, 4, 139	∂-157.	1.5	21
2031	A contextual, flexibilityâ€based model of the HRâ€firm performance relationship. Manageme 2012, 50, 909-924.	nt Decision,	2.2	29
2032	Human resource management practices on exit, voice, loyalty, and neglect: organizational commitment as a mediator. International Journal of Human Resource Management, 2012, 23	3, 1705-1716.	3.3	61
2033	Intellectual capital and corporate performance of MNCs in Serbia. Journal of Intellectual Capi 2012, 13, 106-119.	tal,	3.1	99
2034	Personnel Selection: Ensuring Sustainable Organizational Effectiveness Through the Acquisit Human Capital. , 2012, , .	ion of		10
2035	Human resources management policies and practices scale (HRMPPS): exploratory and confi factor analysis. BAR - Brazilian Administration Review, 2012, 9, 395-420.	rmatory	0.4	80

#	Article	IF	CITATIONS
2036	The Link Between Job Satisfaction and Firm Value, with Implications for Corporate Social Responsibility. SSRN Electronic Journal, 2012, , .	0.4	18
2037	The Mediating Effect of HRM Outcomes (employee retention) on the Relationship between HRM Practices and Organizational Performance. International Journal of Human Resource Studies, 2012, 2, 75.	0.1	24
2038	Relationship between Job Satisfaction and HR Practices, an Empirical Research of Different Sectors of University Teachers in Pakistan. International Journal of Learning and Development, 2012, 2, 25.	0.1	10
2039	Job Satisfaction and Job Affect. , 0, , 496-525.		44
2040	Theorising the Interconnectivity between Corporate Social Responsibility (CSR) and Corporate Identity. Journal of Management and Sustainability, 2012, 3, .	0.2	5
2041	What Drives the Top Line?: Determinants of Sales Revenue in Private Venture–Backed Firms. , 2012, , .		1
2042	Great Places to Work $\hat{A}^{\circledast}$ : Resilience in Times of Crisis. SSRN Electronic Journal, 2012, , .	0.4	0
2043	The Transfer of Employee-Oriented CSR in Multinational SME's: An Explorative Study on the Values of Owner-Managers within International Business. SSRN Electronic Journal, 0, , .	0.4	0
2044	The importance of the mechanisms for the organizational coordination in the Excellence of the Spanish Transplant System. Intangible Capital, 2012, 8, .	0.6	5
2045	Relationship between human resource (HR) practices and perceived performance of psychiatry nurses in Ghana. African Journal of Business Management, 2012, 6, .	0.4	3
2046	Impact of Nationality on Employees' Perception towards Human Resource Management Policies. Asian Social Science, 2012, 8, .	0.1	3
2047	Human Resource Management Practices and Innovation. SSRN Electronic Journal, 0, , .	0.4	6
2048	Can Firms with the Best Training Program Withstand the Storm of Economic Policy Uncertainty?. SSRN Electronic Journal, 0, , .	0.4	0
2049	The Marriage of Autonomy and Integration: Empirical Evidence from the Assembly Line. SSRN Electronic Journal, 0, , .	0.4	0
2050	Factors Influencing Performance of ITES Firms in India. Information Resources Management Journal, 2012, 25, 46-64.	0.8	7
2051	To downsize human capital. , 0, , 134-167.		4
2052	Using Evidence-Based Human Resource Practices for Global Competitiveness. International Journal of Business and Management, 2012, 7, .	0.1	8
2053	Strategic Human Resource Management in Context: A Historical and Global Perspective. Academy of Management Perspectives, 2012, 26, 6-11.	4.3	29

#	Article	IF	Citations
2054	Analysis of the Employee Motivation Factors: Focus on Age and Gender Specific Factors. SSRN Electronic Journal, 0, , .	0.4	0
2055	The Role of HRM Practices in Predicting Faculty Turnover Intention: Empirical Evidence from Private Universities in Bangladesh. South East Asian Journal of Management, 2012, 5, .	0.1	9
2056	Job Hopping - A Review of Literature. SSRN Electronic Journal, 2012, , .	0.4	0
2057	The Effects of HPWS and Intellectual Capital on Firm Performance. SSRN Electronic Journal, 0, , .	0.4	0
2058	Realidad organizacional y teletrabajo. Comunitania Revista Internacional De Trabajo Social Y Ciencias Sociales, 2012, , 105-122.	0.0	0
2059	Where Do You Go for Human Resource Management Knowledge? The Importance of Inter-Organizational Networks. SSRN Electronic Journal, 0, , .	0.4	1
2060	Effects of Job Analysis on Personnel Utilization in Public Organizations with Specific Emphasis on Nigerian Ports Authority (NPA). SSRN Electronic Journal, 0, , .	0.4	0
2061	Recent Unrest in the RMG Sector of Bangladesh: Is this an Outcome of Poor Labour Practices?. International Journal of Business and Management, 2012, 7, .	0.1	31
2062	Antecedents of Sustainable Management Support for IT-Related Initiatives. Australasian Journal of Information Systems, 2012, 17, .	0.3	1
2063	Compensation Methods and Employees' Motivation (With Reference to Employees of National) Tj ETQq1 1 C	.784314 r 0.1	gBT /Overloc
2064	Developing High Performance: Performance Management in the Australian Public Service. SSRN Electronic Journal, 0, , .	0.4	12
2065	e-HRM: A Strategic Reveiw. International Journal of Human Resource Studies, 2012, 2, 119.	0.1	18
2066	High Performance Work Systems, Person-Organization Fit and Organizational Outcomes. Journal of Business Administration Research, 2012, 1, .	0.1	6
2067	Small Firm Innovation Performance and Employee Involvement. SSRN Electronic Journal, 2012, , .	0.4	1
2068	Impact of Workers' Training on Industrial Strikes in Nigeria. International Journal of Learning and Development, 2012, 2, 217.	0.1	0
2069	Who leaves, where to, and why worry? employee mobility, entrepreneurship and effects on source firm performance. Strategic Management Journal, 2012, 33, 65-87.	4.7	415
2070	A study of the impact of Western HRM systems on firm performance in China. Thunderbird International Business Review, 2012, 54, 311-325.	0.9	11
2071	Mixed signals in HRM: the HRM role of hospital line managers <sup>1</sup> . Human Resource Management Journal, 2012, 22, 267-282.	3.6	69

#	Article	IF	CITATIONS
2072	DO INTERNATIONAL NONâ€GOVERNMENTAL ORGANIZATIONS WALK THE TALK? RECONCILING THE â€~TWO PARTICIPATIONS' IN INTERNATIONAL DEVELOPMENT. Journal of International Development, 2012, 24, 585-601.	0.9	16
2073	Unintended? The effects of adoption of the Sarbanesâ€Oxley Act on nonprofit organizations. Nonprofit Management and Leadership, 2012, 22, 321-346.	1.7	12
2074	Mentoring as an HRD approach: Effects on employee attitudes and contributions independent of core selfâ€evaluation. Human Resource Development Quarterly, 2012, 23, 139-165.	2.1	53
2075	Does constructive performance feedback improve citizenship intentions and job satisfaction? The roles of perceived opportunities for advancement, respect, and mood. Human Resource Development Quarterly, 2012, 23, 177-201.	2.1	76
2076	Building ambidexterity: The role of human resource practices in the performance of firms from Spain. Human Resource Management, 2012, 51, 189-211.	3.5	120
2077	Training older workers: Lessons learned, unlearned, and relearned from the field of instructional design. Human Resource Management, 2012, 51, 281-298.	3.5	34
2078	Linking HRM and knowledge transfer via individualâ€level mechanisms. Human Resource Management, 2012, 51, 387-405.	3.5	118
2079	Do Announcements About Corporate Social Responsibility Create or Destroy Shareholder Wealth? Evidence from the UK. Journal of Business Ethics, 2012, 106, 253-266.	3.7	72
2080	Corporate Social Responsibility and Team Performance: The Mediating Role of Team Efficacy and Team Self-Esteem. Journal of Business Ethics, 2012, 108, 167-180.	3.7	64
2081	The Third Way Reconfigured: How and Why Nonprofit Organizations are Shifting Their Human Resource Management. Voluntas, 2012, 23, 605-635.	1.1	58
2082	Information technology investments and nonfinancial measures: A research framework. Accounting Forum, 2012, 36, 109-121.	1.7	27
2083	From the British worker question to the impact of HRM: understanding the relationship between employment relations and economic performance. Industrial Relations Journal, 2012, 43, 5-21.	0.8	6
2084	Teamwork, Skill Development and Employee Welfare. British Journal of Industrial Relations, 2012, 50, 23-46.	0.8	67
2085	Employment Relationships and Firm Innovation: The Double Role of Human Capital. British Journal of Management, 2012, 23, 223-240.	3.3	51
2086	Foreign Direct Investment and Managerial Knowledge Spillovers through the Diffusion of Management Practices. Journal of Management Studies, 2012, 49, 970-999.	6.0	99
2087	Opportunity, fair process and relationship value: career development as a driver of proactive work behaviour. Human Resource Management Journal, 2012, 22, 4-20.	3.6	50
2088	IS THERE METHOD TO THE MADNESS? EXAMINING HOW RACIOETHNIC MATCHING INFLUENCES RETAIL STORE PRODUCTIVITY. Personnel Psychology, 2012, 65, 167-199.	2.2	38
2089	The diffusion of HR practices in unions. Human Resource Management Review, 2012, 22, 27-42.	3.3	20

#	Article	IF	CITATIONS
2090	The whole is more than the sum of its parts? How HRM is configured in nonprofit organizations and why it matters. Human Resource Management Review, 2012, 22, 1-14.	3.3	60
2091	Strategy, human resource management and performance: Sharpening line of sight. Human Resource Management Review, 2012, 22, 43-56.	3.3	256
2092	Clarifying the construct of human resource systems: Relating human resource management to employee performance. Human Resource Management Review, 2012, 22, 73-85.	3.3	329
2093	Computing with words for hierarchical competency based selection of personnel in construction companies. Applied Soft Computing Journal, 2012, 12, 860-871.	4.1	65
2094	On the performance of B2B e-markets: An analysis of organizational capabilities and market opportunities. Electronic Commerce Research and Applications, 2012, 11, 59-74.	2.5	35
2095	Innovation Strategy, Human Resource Policy, and Firms' Revenue Growth: The Roles of Environmental Uncertainty and Innovation Performance*. Decision Sciences, 2012, 43, 273-302.	3.2	117
2096	Perceived Labor Productivity in Small Firms—The Effects of High–Performance Work Systems and Group Culture through Employee Retention. Entrepreneurship Theory and Practice, 2012, 36, 205-235.	7.1	90
2097	The Psychology of Competitive Advantage: An Adjacent Possibility. Industrial and Organizational Psychology, 2012, 5, 62-81.	0.5	52
2098	A Funny Thing Happened on the Way to the Future: The Focus on Organizational Competitive Advantage Lost Out. Industrial and Organizational Psychology, 2012, 5, 96-101.	0.5	9
2099	Highâ€performance work systems: what, why, how and for whom?. Asia Pacific Journal of Human Resources, 2012, 50, 169-186.	2.5	127
2100	The adoption of high performance work systems in foreign subsidiaries. Journal of World Business, 2012, 47, 106-113.	4.6	19
2101	Culture, employee work outcomes and performance: An empirical analysis of Indian software firms. Journal of World Business, 2012, 47, 194-203.	4.6	40
2102	An Integrative HRM Process Theorization: Beyond Signalling Effects and Mutual Gains. Journal of Management Studies, 2012, 49, 1109-1135.	6.0	115
2103	Flextime and Profitability. Industrial Relations, 2012, 51, 298-316.	0.9	21
2104	Gender, Race, and the New (Meritâ€Based) Employment Relationship. Industrial Relations, 2012, 51, 528-562.	0.9	58
2105	Human Resource Management's Effects on Firmâ€Level Relative Efficiency. Industrial Relations, 2012, 51, 704-730.	0.9	11
2106	Employee Wellâ€being and the HRM–Organizational Performance Relationship: A Review of Quantitative Studies. International Journal of Management Reviews, 2012, 14, 391-407.	5.2	502
2107	Training opportunities and employee exhaustion in call centres: mediation by psychological contract fulfilment. International Journal of Training and Development, 2012, 16, 107-117.	0.5	10

#	Article	IF	CITATIONS
2108	The moderating effects of organizational context on the relationship between voluntary turnover and organizational performance: Evidence from Korea. Human Resource Management, 2012, 51, 47-70.	3.5	10
2109	Increasing HR's strategic participation: The effect of HR service quality and contribution expectations. Human Resource Management, 2012, 51, 3-23.	3.5	29
2110	Family governance practices and teambuilding: paradox of the enterprising family. Small Business Economics, 2012, 38, 103-119.	4.4	79
2111	The impact of education, experience and inner circle advisors on SME performance: insights from a study of public development centers. Small Business Economics, 2012, 38, 333-349.	4.4	98
2112	Corporate entrepreneurship and information technology towards employee retention: a study of New Zealand firms. Human Resource Management Journal, 2013, 23, 109-125.	3.6	29
2113	How Managers Talk about their Consumption of Popular Management Concepts: Identity, Rules and Situations. British Journal of Management, 2013, 24, 428-444.	3.3	28
2114	Highâ€performer turnover and firm performance: The moderating role of human capital investment and firm reputation. Journal of Organizational Behavior, 2013, 34, 129-150.	2.9	63
2115	Profit Sharing and Training*. Oxford Bulletin of Economics and Statistics, 2013, 75, 940-961.	0.9	5
2116	Role of lifestyle orientation and perceived organizational functioning in psychological empowerment of IT professionals. Benchmarking, 2013, 20, 396-418.	2.9	5
2117	Missing link in the service profit chain: A meta-analytic review of the antecedents, consequences, and moderators of service climate Journal of Applied Psychology, 2013, 98, 237-267.	4.2	290
2118	The linkage between human resource practices and organizational ambidexterity: An analysis of internal labor market dynamics in a port-of-entry context. Journal of Business Economics, 2013, 83, 923-946.	1.3	13
2119	How companies motivate entrepreneurial employees: the case of organizational spin-alongs. Journal of Business Economics, 2013, 83, 319-355.	1.3	13
2120	Determinants and effects of intra-firm trainings: evidence from a large German company. Journal of Business Economics, 2013, 83, 145-169.	1.3	8
2121	Theoretical implications from the case of performance-based human resource management practices in Japan: management fashion, institutionalization and strategic human resource management perspectives. International Journal of Human Resource Management, 2013, 24, 471-486.	3.3	21
2122	Long-Term Employment and Complementary Human Resource Management Practices. Journal of Labor Research, 2013, 34, 120-145.	0.5	3
2123	Fame and fortune: a conceptual model of CEO brands. European Journal of Marketing, 2013, 47, 596-614.	1.7	86
2124	Translating corporate social performance into financial performance: exploring the moderating role of high-performance work practices. International Journal of Human Resource Management, 2013, 24, 3738-3756.	3.3	31
2125	A High Performance Work Practices Taxonomy. Journal of Management, 2013, 39, 1184-1220.	6.3	356

#	Article	IF	CITATIONS
2126	Where do We Go From Here? New Perspectives on the Black Box in Strategic Human Resource Management Research. Journal of Management Studies, 2013, 50, 1448-1480.	6.0	251
2127	Employee work–life balance outcomes in Ireland: a multilevel investigation of supervisory support and perceived organizational support. International Journal of Human Resource Management, 2013, 24, 1257-1276.	3.3	80
2128	The Impact of High-Performance Human Resource Practices on Employees' Attitudes and Behaviors. Journal of Management, 2013, 39, 366-391.	6.3	821
2129	Implementing labor flexibility: A missing link between acquired labor flexibility and plant performance. Journal of Operations Management, 2013, 31, 98-108.	3.3	36
2130	Facts and fads in academic research management: The effect of management practices on research productivity in Australia. Research Policy, 2013, 42, 1679-1693.	3.3	42
2131	Improved decision aiding in human resource management. International Journal of Productivity and Performance Management, 2013, 62, 735-757.	2.2	30
2132	The relative effect of voice, autonomy, and the wage on satisfaction with work. International Journal of Human Resource Management, 2013, 24, 1186-1201.	3.3	18
2133	High-performance work practices and hotel employee performance: The mediation of work engagement. International Journal of Hospitality Management, 2013, 32, 132-140.	5.3	362
2134	Towards a multi-perspective model of reverse knowledge transfer in multinational enterprises: A case study of Coats plc. European Management Journal, 2013, 31, 179-195.	3.1	45
2135	The effects of high-performance work systems on hospital employees' work attitudes and intention to leave: a multi-level and occupational group analysis. International Journal of Human Resource Management, 2013, 24, 3086-3114.	3.3	117
2136	Sustainable Internal Marketing and Internal Customer Motivation Model: An African Small- and Medium-sized Enterprise Perspective. Journal of Asian and African Studies, 2013, 48, 521-538.	0.9	5
2137	Meta-Analytic Review of Employee Turnover as a Predictor of Firm Performance. Journal of Management, 2013, 39, 573-603.	6.3	362
2138	HRM, Communication, Satisfaction, and Perceived Performance. Journal of Management, 2013, 39, 1637-1665.	6.3	268
2139	Does the professionalism of management practices in nonprofits and for-profits affect job satisfaction?. International Journal of Human Resource Management, 2013, 24, 1300-1321.	3.3	18
2140	Understanding safety in the context of business operations: An exploratory study using case studies. Safety Science, 2013, 55, 119-134.	2.6	33
2141	Flexibility-Oriented HRM Systems, Absorptive Capacity, and Market Responsiveness and Firm Innovativeness. Journal of Management, 2013, 39, 1924-1951.	6.3	167
2142	HRM Practices, Intrinsic Motivators, and Organizational Performance in the Public Sector. Public Personnel Management, 2013, 42, 123-150.	1.5	71
2143	Strategic human asset management: evidence from North America. Personnel Review, 2013, 42, 281-299.	1.6	28

ARTICLE IF CITATIONS Contemporary trends in employee involvement and participation. Journal of Industrial Relations, 2013, 37 2144 1.1 55, 475-487. Testing universalistic and contingency HRM assumptions across job levels. Personnel Review, 2013, 42, 2145 1.6 529-551. Age as moderator in the relationship between HR development practices and employees' positive 2146 37 1.6 attitudes. Personnel Review, 2013, 42, 724-744. Influences of organizational investments in social capital on service employee commitment and 2147 5.8 performance. Journal of Business Research, 2013, 66, 1124-1133. â€~Green' Human Resource Benefits: Do they Matter as Determinants of Environmental Management 2148 3.7 188 System Implementation?. Journal of Business Ethics, 2013, 114, 443-456. For All Good Reasons: Role of Values in Organizational Sustainability. Journal of Business Ethics, 2149 3.7 2013, 114, 393-408. Power shifts in organizations: the role of high-performance work systems. International Journal of 2150 3.3 8 Human Resource Management, 2013, 24, 1165-1185. Human resource management approaches in Spanish hotels: An introductory analysis. International 2151 5.3 Journal of Hospitality Management, 2013, 35, 339-347. A comparative study of performance appraisals, incentives and rewards practices in domestic and 2152 multinational enterprises in the country of Brunei Darussalam. International Journal of Human 3.3 23 Resource Management, 2013, 24, 3577-3598. Antecedents of Franchisee Trust. Journal of Marketing Channels, 2013, 20, 141-168. 0.4 Accelerating strategic change through action learning. Strategic HR Review, 2013, 12, 177-184. 2154 3 0.4Value relevance of human capital information. Journal of Intellectual Capital, 2013, 14, 325-345. 3.1 Exploring the performance effect of HPWS on professional service supply chain management. Supply 2156 3.7 51 Chain Management, 2013, 18, 292-307. Internal Commitment or External Collaboration? The Impact of Human Resource Management Systems 3.5 114 on Firm Innovation and Performance. Human Resource Management, 2013, 52, 263-288. Bundles of Firm Corporate Governance Practices: A Fuzzy Set Analysis. Corporate Governance: an 2158 137 2.4 International Review, 2013, 21, 390-407. Conceptualizing structural ambidexterity into the innovation of human resource management architecture: the case of LG Electronics. International Journal of Human Resource Management, 2013, 43 24, 922-943. Patterns and determinants of human resource management change in Korean venture firms after the 2160 3.3 13 financial crisis. International Journal of Human Resource Management, 2013, 24, 1006-1028. Emotional Labor and Performance in the Field of Child Life: Initial Model Exploration and Implications for Practice. Children's Health Care, 2013, 42, 168-190.

#	Article	IF	CITATIONS
2162	Similarly different: a comparison of HRM practices in MNE subsidiaries and local firms in Turkey. International Journal of Human Resource Management, 2013, 24, 2339-2368.	3.3	44
2163	External COO/presidents as expert directors: A new look at the service role of boards. Strategic Management Journal, 2013, 34, 1628-1641.	4.7	63
2164	Committed to the organization or the job? Effects of perceived HRM practices on employees' behavioral outcomes in the Japanese healthcare industry. International Journal of Human Resource Management, 2013, 24, 2089-2106.	3.3	38
2165	The role of strategic HR practices in organisational effectiveness: an empirical investigation in the country of Jordan. International Journal of Human Resource Management, 2013, 24, 3343-3362.	3.3	52
2166	When Does Employee Turnover Matter? Dynamic Member Configurations, Productive Capacity, and Collective Performance. Organization Science, 2013, 24, 210-225.	3.0	138
2167	Does training managers pay off?. International Journal of Human Resource Management, 2013, 24, 1671-1684.	3.3	47
2168	Employment systems in small firms: A multilevel analysis. International Small Business Journal, 2013, 31, 405-431.	2.9	41
2169	Union presence, employee relations and high performance work practices. Personnel Review, 2013, 42, 508-528.	1.6	26
2170	Achieving organisational competence for clinical leadership. Journal of Health Organization and Management, 2013, 27, 312-329.	0.6	42
2171	High performance work systems in corporate turnaround: a German case study. Journal of Organizational Change Management, 2013, 26, 190-216.	1.7	16
2172	Employee development and turnover intention: theory validation. European Journal of Training and Development, 2013, 37, 564-579.	1.2	72
2173	The link between perceived human resource management practices, engagement and employee behaviour: a moderated mediation model. International Journal of Human Resource Management, 2013, 24, 330-351.	3.3	481
2174	Innovation from Information Systems: An Ambidexterity Approach. SpringerBriefs in Digital Spaces, 2013, , 1-71.	0.2	0
2175	The higher returns to formal education for entrepreneurs versus employees. Small Business Economics, 2013, 40, 375-396.	4.4	89
2176	Strategic HRM in building micro-foundations of organizational knowledge-based performance. Human Resource Management Review, 2013, 23, 378-390.	3.3	102
2177	Work Design–Related Antecedents of Turnover Intention: A Multilevel Approach. Human Resource Management, 2013, 52, 1-26.	3.5	109
2178	Exploring the Fit Perspective: An Ethnographic Approach. Human Resource Management, 2013, 52, 123-144.	3.5	32
2179	Developing a tool for intellectual capital assessment: an individualâ€level perspective. Expert Systems, 2013, 30, 436-450.	2.9	24

$\sim$			<b>n</b>
C1	TAT	ION	Report

#	Article	IF	CITATIONS
2180	Una aproximación teórica a la valoración del doble ajuste en el diseño de la estrategia de recursos humanos. Investigaciones Europeas De Dirección Y EconomÃa De La Empresa, 2013, 19, 112-119.	0.6	5
2181	Lost in translation? An actor-network approach to HRIS implementation. Journal of Strategic Information Systems, 2013, 22, 225-237.	3.3	46
2182	HRD and HRM Perspectives on Organizational Performance. Human Resource Development Review, 2013, 12, 117-143.	1.8	56
2183	Commitment-based HR practices, different types of innovation activities and firm innovation performance. International Journal of Human Resource Management, 2013, 24, 208-226.	3.3	115
2184	Ethical Outcomes and Business Ethics: Toward Improving Business Ethics Education. Journal of Business Ethics, 2013, 117, 753-776.	3.7	103
2185	Turnover rates and organizational performance: A meta-analysis Journal of Applied Psychology, 2013, 98, 268-309.	4.2	311
2186	High performance work system and HCN performance. Journal of Business Research, 2013, 66, 540-546.	5.8	23
2187	Determinants affecting comprehensive property-level hotel performance: The moderating role of hotel type. International Journal of Hospitality Management, 2013, 34, 404-412.	5.3	86
2188	The evolving nature of hotel HR performance measurement systems and challenges arising: An exploratory study. Journal of Hospitality and Tourism Management, 2013, 20, 68-75.	3.5	15
2189	Relación entre las prácticas de recursos humanos, la innovación y el rendimiento en clústeres geográficos. Cuadernos De EconomÃa Y Dirección De La Empresa, 2013, 16, 238-249.	0.5	5
2190	Influencia de las prÃ <sub>l</sub> cticas de recursos humanos en la flexibilidad de los empleados. Cuadernos De EconomÃa Y Dirección De La Empresa, 2013, 16, 221-237.	0.5	10
2191	Participation Versus Procedures in Nonâ€Union Dispute Resolution. Industrial Relations, 2013, 52, 259-283.	0.9	12
2192	Keeping the Commitment Model in the Air during Turbulent Times: Employee Involvement at Delta Air Lines. Industrial Relations, 2013, 52, 343-377.	0.9	19
2193	Working hours in <scp>C</scp> hinese enterprises: evidence from matched employer–employee data. Industrial Relations Journal, 2013, 44, 57-77.	0.8	17
2194	Determinants of quality management practices: An empirical study of New Zealand manufacturing firms. International Journal of Production Economics, 2013, 142, 130-145.	5.1	64
2195	Employee engagement, organisational performance and individual well-being: exploring the evidence, developing the theory. International Journal of Human Resource Management, 2013, 24, 2657-2669.	3.3	179
2196	Employee perceptions of management relations as influences on job satisfaction and quit intentions. Asia Pacific Journal of Management, 2013, 30, 7-29.	2.9	32
2197	Human resource management practices and organizational social capital: The role of industrial characteristics. Journal of Business Research, 2013, 66, 678-687.	5.8	62

CITATION REPORT ARTICLE IF CITATIONS When does lean hurt? – an exploration of lean practices and worker health and safety outcomes. 4.9 149 International Journal of Production Research, 2013, 51, 3300-3320. Talent management: advancing the field. International Journal of Human Resource Management, 2013, 3.3 79 24, 1737-1743. Boundary Conditions of the Highâ€Investment Human Resource Systemsâ€Smallâ€Firm Labor Productivity 2.2 116 Relationship. Personnel Psychology, 2013, 66, 311-343. The Link Between Diversity and Equality Management Practice Bundles and Racial Diversity in the Managerial Ranks: Does Firm Size Matter?. Human Resource Management, 2013, 52, 215-242. Earnings Predictability, Value Relevance, and Employee Expenses. The International Journal of 1.0 14 Accounting, 2013, 48, 149-172. The impact of corporate entrepreneurship and high-performance work systems on employees' job attitudes: empirical evidence from Greece during the economic downturn. International Journal of Human Resource Management, 2013, 24, 3644-3666. 3.3 Success factors of human resource profession in Malaysia: A quantitative study. New Horizons in 0.4 3 Adult Education and Human Resource Development, 2013, 25, 49-61. How strategic considerations influence decision making on e-HRM applications. Human Resource 3.3 54 Management Review, 2013, 23, 84-92. Human resource rightsizing using centralized data envelopment analysis: Evidence from Taiwan's 3.6 66 Airports. Omega, 2013, 41, 119-130. R&D, productivity, and market value: An empirical study from high-technology firms. Omega, 2013, 3.6 41, 143-155. Firstâ€Line Managers' HR Involvement and HR Effectiveness: The Case of South Korea. Human Resource 3.5 34 Management, 2013, 52, 947-966. Explaining stakeholder evaluations of HRM capabilities in MNC subsidiaries. Journal of International 4.6 Business Studies, 2013, 44, 813-832. Promoting Employee Flexibility Through HR Practices. Human Resource Management, 2013, 52, 645-674. 3.5 47 The Effect of Strategic Human Resource Management on Organizational Performance: The Mediating 3.5 68 Role of Highâ€Performance Human Resource Practices. Human Resource Management, 2013, 52, 899-921. Development and Validation of the Performance Management Behavior Questionnaire. Personnel 2.2 61 Psychology, 2013, 66, 1-45. Group-based pay-for-performance plans and firm performance: The moderating role of empowerment practices. Asia Pacific Journal of Management, 2013, 30, 31-52. HRM systems and firm performance: The mediation role of strategic orientation. Asia Pacific Journal

2214	of Management, 2013, 30, 53-72.	2.9	•	37
2215	HR practices and turnover intention: the mediating roles of organizational commitment and organizational engagement in a selected region in Malaysia. International Journal of Human Resource Management, 2013, 24, 3002-3019.	3.5	3 :	134

37

2.9

2198

2199

2200

2202

2204

2205

2206

2208

2209

2210

2212

		CITATION REPORT		
#	Article		IF	CITATIONS
2216	High-Performance Work Systems and Job Control. Journal of Management, 2013, 39, 1	699-1724.	6.3	357
2217	Human Resource Management Practices and Trust in Public Organizations. Public Mar 2013, 15, 816-838.	agement Review,	3.4	37
2218	Spotlight on Ageâ€Diversity Climate: The Impact of Ageâ€Inclusive HR Practices on Fir Personnel Psychology, 2014, 67, 667-704.	m‣evel Outcomes.	2.2	151
2219	Universalistic and Contingent Perspectives on Human Resource Management: An Emp Spanish Hotel Industry. Journal of Human Resources in Hospitality and Tourism, 2013,		1.0	9
2220	The influence of training and training transfer factors on organisational learning and personnel Review, 2013, 42, 324-348.	erformance.	1.6	58
2221	Effects of employees' perceptions on the relationship between HR practices and firm p Korean firms. Personnel Review, 2013, 42, 573-594.	erformance for	1.6	29
2222	R&D employees' innovative behaviors in Taiwan: HRM and managerial coaching as Pacific Journal of Human Resources, 2013, 51, n/a-n/a.	s moderators. Asia	2.5	13
2223	The Relationship between HRM Practices and Organizational Performance in the Public Focusing on Mediating Roles of Work Attitudes. International Review of Public Admini- 18, 209-231.		0.5	25
2224	The Relationship Between Line Manager Behavior, Perceived HRM Practices, and Individ Performance: Examining the Mediating Role of Engagement. Human Resource Manage 839-859.	lual ment, 2013, 52,	3.5	222
2225	Impact of perceived corporate culture on organizational commitment. Management D 1071-1083.	ecision, 2013, 51,	2.2	61
2226	Generating organisational performance. International Journal of Operations and Produ Management, 2013, 33, 1599-1622.	ction	3.5	63
2227	<scp>HR</scp> practices and affective organisational commitment: (when) does <scp differentiation pay off?. Human Resource Management Journal, 2013, 23, 329-345.</scp 	>HR	3.6	87
2228	Entrepreneurial orientation and performance in young firms: The role of human resourd management. International Small Business Journal, 2013, 31, 115-136.	ce	2.9	148
2229	Strategic agility and the role of HR as a strategic business partner: an Indian perspectiv Journal of Human Resources, 2013, 51, n/a-n/a.	ve. Asia Pacific	2.5	11
2230	Corporate Social Responsibility and College Recruiting in the Hospitality Industry. Jour Resources in Hospitality and Tourism, 2013, 12, 71-90.	nal of Human	1.0	9
2231	Core Knowledge Employee Creativity and Firm Performance: The Moderating Role of R Orientation, Firm Size, and Realized Absorptive Capacity. Personnel Psychology, 2013,	iskiness 66, 443-482.	2.2	158
2232	Environmental standards and labor productivity: Understanding the mechanisms that sustainability. Journal of Organizational Behavior, 2013, 34, 230-252.	sustain	2.9	206
2233	What makes employees stay?. Strategic Outsourcing, 2013, 6, 258-276.		1.4	10

#	Article	IF	CITATIONS
2234	Corporate responsibility management in fast fashion companies: the Gap Inc. case. Journal of Fashion Marketing and Management, 2013, 17, 175-189.	1.5	44
2235	Lessons learned from a part-time worker typology applied to full-timers. American Journal of Business, 2013, 28, 210-232.	0.3	3
2236	Crossâ€functional integration and functional coordination in purchasing and supply management. International Journal of Operations and Production Management, 2013, 33, 689-721.	3.5	91
2237	The Pandora's box of social integration mechanisms. Journal of Strategy and Management, 2013, 6, 4-26.	1.9	14
2238	Careers in academe: the academic labour market as an ecoâ€system. Career Development International, 2013, 18, 196-210.	1.3	78
2239	Implementing innovative HRM: tradeâ€off effects on employee wellâ€being. Management Decision, 2013, 51, 643-660.	2.2	24
2240	Human resource management practices in midâ€sized enterprises. American Journal of Business, 2013, 28, 86-105.	0.3	18
2241	What Exactly did you Expect from CMS? American Business Schools as an Expression of Futile Relations. Dialogues in Critical Management Studies, 2013, , 3-22.	2.2	1
2242	Causes and consequences of collective turnover: A meta-analytic review Journal of Applied Psychology, 2013, 98, 412-453.	4.2	210
2243	Motivational strategies and utilisation of Internet resources as determinants of research productivity of lecturers in universities of agriculture in Nigeria. Education for Information, 2013, 30, 167-189.	0.2	0
2244	The Diffusion of Pay for Performance across Occupations. ILR Review, 2013, 66, 1115-1148.	1.3	26
2245	High performance HRM: NHS employee perspectives. Journal of Health Organization and Management, 2013, 27, 296-311.	0.6	14
2246	Going Abroad: HR Policies, National IR Systems, and Union Activity in Foreign Subsidiaries of U.S. Multinationals. ILR Review, 2013, 66, 1149-1171.	1.3	2
2247	Does strategic human resource involvement and devolvement enhance organisational performance?. International Journal of Manpower, 2013, 34, 674-692.	2.5	33
2248	Corporate Sustainability: The Environmental Design and Human Resource Management Interface in Healthcare Settings. Herd, 2013, 6, 98-118.	0.9	14
2249	Employment Opportunity for Workers Without a College Degree Across the Public, Nonprofit, and For-Profit Sectors. Work and Occupations, 2013, 40, 281-311.	2.3	3
2250	Does intellectual capital matter? High-performance work systems and bilateral innovative capabilities. International Journal of Manpower, 2013, 34, 861-879.	2.5	95
2251	The importance of mentoring and coaching for family businesses. Journal of Management and Organization, 2013, 19, 386-404.	1.6	25

#	Article	IF	CITATIONS
2252	Examining the Role of Management in Turnover. Public Performance & Management Review, 2013, 37, 134-153.	1.3	12
2253	A Study of Competencies in the Information Technology Sector in Kolkata in the Era of Global HR Management. Management and Labour Studies, 2013, 38, 255-276.	0.9	0
2254	Opening spaces for conversational practice: a conduit for effective engagement strategies and productive working arrangements. International Journal of Human Resource Management, 2013, 24, 2713-2740.	3.3	27
2255	The relationship between employees' perceptions of human resource management and their retention: from the viewpoint of attitudes toward job-specialties. International Journal of Human Resource Management, 2013, 24, 747-767.	3.3	18
2256	An Evaluation of Public Spending: The Effectiveness of a Government-Supported Networking Program in Flanders. Environment and Planning C: Urban Analytics and City Science, 2013, 31, 24-38.	1.5	13
2257	National context as a predictor of high-performance work system effectiveness in small-to-medium-sized enterprises (SMEs): a UK–French comparative analysis. International Journal of Human Resource Management, 2013, 24, 372-390.	3.3	52
2258	Guest Editors' Note: Human Resource Management and the Line. Human Resource Management, 2013, 52, 829-838.	3.5	33
2259	Does training affect individuals' turnover intention? Evidence from China. Journal of Chinese Human Resource Management, 2013, 4, 16-38.	0.7	21
2260	Enabling organizational cultural change using systemic strategic human resource management – a longitudinal case study. International Journal of Human Resource Management, 2013, 24, 1588-1612.	3.3	39
2261	Context-Emergent Turnover (CET) Theory: A Theory of Collective Turnover. Academy of Management Review, 2013, 38, 109-131.	7.4	170
2262	The influence of high performance work systems on voluntary turnover of new hires in US state governments. Personnel Review, 2013, 42, 300-323.	1.6	35
2263	Promoting Effective Psychological Contracts Through Leadership: The Missing Link Between HR Strategy and Performance. Human Resource Management, 2013, 52, 289-310.	3.5	110
2264	An empirical study on the impact of R&D investment and employee involvement on innovation commercialization — Evidence from IT firms in China. , 2013, , .		1
2265	<scp>HRM</scp> effectiveness as a moderator of the relationships between abusive supervision and technology work overload and job outcomes for technology end users. Journal of Applied Social Psychology, 2013, 43, 1686-1695.	1.3	20
2266	Business Group Affiliation, Innovation, Internationalization, and Performance: A SemiParametric Analysis. Global Strategy Journal, 2013, 3, 244-261.	4.4	15
2267	The role of hospitals' HRM in shaping clinical performance: a holistic approach. International Journal of Human Resource Management, 2013, 24, 3062-3085.	3.3	29
2268	Exploring the effects of high-performance work systems (HPWS) on the work-related well-being of Chinese hospital employees. International Journal of Human Resource Management, 2013, 24, 3196-3212.	3.3	129
2269	Working Hours in Supply Chain Chinese and Thai Factories: Evidence from the Fair Labor Association's â€~Soccer Project'. British Journal of Industrial Relations, 2013, 51, 382-408.	0.8	14

ARTICLE IF CITATIONS Qualityâ€Related HR Practices, Organizational Ethics, and Positive Work Attitudes: Implications for HRD. 2270 2.1 21 Human Resource Development Quarterly, 2013, 24, 493-523. The Effects of Outsourcing and Devolvement on the Strategic Position of HR Departments. Human 2271 3.5 39 Resource Management, 2013, 52, 923-946. Teachers' work engagement: Considering interaction with pupils and human resources practices as 2272 1.3 28 job resources. Journal of Applied Social Psychology, 2013, 43, 2017-2030. Highâ€performance work practices, work social support and their effects on job embeddedness and 136 turnover intentions. International Journal of Contemporary Hospitality Management, 2013, 25, 903-921. Sustainable human capital: product innovation and employee partnerships in technology firms. Cross 2274 1.2 15 Cultural Management, 2013, 20, 216-234. How top management team behavioural integration can impact employee work outcomes: Theory 3.8 44 development and first empirical tests. Human Relations, 2013, 66, 167-192. Training policy and organisational performance in the Spanish hotel industry. International Journal 2276 3.3 26 of Human Resource Management, 2013, 24, 2851-2875. High-performance work systems and the change management process in medium-sized firms. 2277 3.3 International Journal of Human Resource Management, 2013, 24, 2583-2607. 2278 Factors influencing university research performance. Studies in Higher Education, 2013, 38, 774-792. 2.9 100 Performance in local government HRM: the role of external customers. Baltic Journal of 2279 1.2 Management, 2013, 8, 252-268. Bridging difference – national and organisational adaptation for responsible performance. 2280 2 3.3 International Journal of Human Resource Management, 2013, 24, 2273-2277. A structural equation model for measuring human resource management practices in the Jordanian 1.6 organisations. International Journal of Organizational Analysis, 2013, 21, 565-587. Challenges and Opportunities in Healthcare Volunteer Management: Insights from Volunteer 2282 0.3 17 Administrators. Hospital Topics, 2013, 91, 43-51. A taxonomy of internationally mobile managers. International Journal of Human Resource Management, 2013, 24, 533-557. 2283 3.3 58 Identification of Multiple Theoretical Linkages for High Performance Work System. Management and 2284 0.9 3 Labour Studies, 2013, 38, 39-52. Strategic integration of HRM and firm performance in a changing environment in China: the impact of organisational effectiveness as a mediator. International Journal of Human Resource Management, 2013, 24, 2985-3001. An analysis of recruitment, training and retention practices in domestic and multinational 2286 enterprises in the country of Brunei Darussalam. International Journal of Human Resource 3.3 23 Management, 2013, 24, 2054-2081. Human resource management practices and the HRM-performance link in public and private sector 2288 1.2 organizations in three Western societal clusters. Baltic Journal of Management, 2013, 8, 416-437.

#	Article	IF	CITATIONS
2289	Making and measuring "good―HR practice in an SME: the case of a Yorkshire bakery. Employee Relations, 2013, 36, 128-147.	1.5	25
2290	Participation financière et climat socialÂ: une analyse des perceptions comparées dirigeants/salariés. Industrial Relations, 0, 68, 290-311.	0.2	7
2291	A social exchange-based model of the antecedents of workplace exclusion Journal of Applied Psychology, 2013, 98, 37-48.	4.2	125
2292	How important are work–family support policies? A meta-analytic investigation of their effects on employee outcomes Journal of Applied Psychology, 2013, 98, 1-25.	4.2	299
2293	Human resource management in small and medium enterprises in Portugal: rhetoric or reality?. International Journal of Entrepreneurship and Small Business, 2013, 20, 117.	0.2	10
2294	Contemporaneous HR practices in Indian banking scenario: a review. International Journal of Indian Culture and Business Management, 2013, 7, 441.	0.1	1
2295	Organisational diagnoses: a survey of the literature and proposition of a new diagnostic model. International Journal of Information Systems and Change Management, 2013, 6, 222.	0.1	8
2296	Walking the Tightrope: An Assessment of the Relationship between High-Performance Work Systems and Organizational Ambidexterity. Academy of Management Journal, 2013, 56, 1420-1442.	4.3	335
2297	Exploring the impact of high performance work systems in professional service firms: A practices-resources-uses-performance approach Consulting Psychology Journal, 2013, 65, 240-257.	0.6	22
2298	Theoretical contexts of managing people in emerging Chinese multinational enterprises. Journal of Chinese Human Resource Management, 2013, 4, 58-76.	0.7	9
2299	An Exploration of the Roles of HR Departments in Vietnam. Journal of General Management, 2013, 39, 83-113.	0.8	9
2300	The Impact of Human Resource Management Practices in the Entrepreneurial Process: Evidence from China. Journal of General Management, 2013, 38, 73-89.	0.8	8
2301	Does training influence organisational performance?. European Journal of Training and Development, 2013, 37, 380-413.	1.2	43
2302	Internal integration within human resource management subsystems. Journal of Managerial Psychology, 2013, 28, 699-719.	1.3	21
2303	Research Note: The Marketing—Finance Interface — A New Direction for Tourism and Hospitality Management. Tourism Economics, 2013, 19, 1197-1206.	2.6	7
2304	Does Product Market Competition Foster Corporate Social Responsibility?. Proceedings - Academy of Management, 2013, 2013, 10714.	0.0	0
2305	Trading telecommuting flexibility for fewer training opportunities?. Management Research, 2013, 11, 235-259.	0.5	4
2306	Mediator analysis of psychological empowerment: reverse causality with strategic HRM dimensions and firm performance. International Journal of Indian Culture and Business Management, 2013, 6, 430.	0.1	5

#	Article	IF	CITATIONS
2307	Competitive intelligence key players within firms: The case of high-technology European firms. Human Systems Management, 2013, 32, 121-130.	0.5	3
2309	Implementing High-Performance Work Practices in Healthcare Organizations: Qualitative and Conceptual Evidence. Journal of Healthcare Management, 2013, 58, 446-462.	0.4	8
2310	The Impact of Stakeholder Orientation on Innovation: Evidence from a Natural Experiment. SSRN Electronic Journal, 0, , .	0.4	13
2311	Investment in no tangible compensation for the work-family balance. Intangible Capital, 2013, 9, .	0.6	1
2312	Does Lean Capability Building Improve Labor Standards? Evidence from the Nike Supply Chain. SSRN Electronic Journal, 0, , .	0.4	0
2313	The capital budgeting process: A methodological approach based on financial and intellectual value creation. Intangible Capital, 2013, 9, .	0.6	1
2314	Balanced Scorecard adoption in Portuguese organizations: Contingent and institutional variables. Intangible Capital, 2013, 9, .	0.6	1
2315	An Investigation of Relationship among Emotional Intelligence, Organizational Commitment and Job Satisfaction: Evidence from Academics in Brunei Darussalam. International Business Research, 2013, 6, .	0.2	18
2316	Organizational Learning during IT Outsourcing: Evidence from EMR Implementations. SSRN Electronic Journal, 0, , .	0.4	1
2317	An assessment of the moderating role of employees' cultural orientations amongst foreign manufacturing multinational companies in Kenya. SA Journal of Human Resource Management, 2013, 11,	0.6	5
2318	The Estimation of Human Resources Management Practices' Share in Employees Performance of Iran Public Sector. Journal of Management Research, 2013, 5, .	0.0	0
2319	The Causality between Employees' Economic Rewards and Sustainable Performance of Nigerian Quoted Manufacturing Firms. International Journal of Business and Management, 2013, 8, .	0.1	0
2320	Credit Where Credit is Due: A Field Survey of the Effects of Leader's Credit Allocation on Employee Turnover. SSRN Electronic Journal, 0, , .	0.4	0
2321	Bundles of Firm Corporate Governance Practices: A Fuzzy Set Analysis. SSRN Electronic Journal, 2013, ,	0.4	3
2322	Do Gay-Friendly Corporate Policies Enhance Firm Performance?. SSRN Electronic Journal, 2013, , .	0.4	4
2323	Do Human Resource Management Practices Inspire Employees' Retention?. Research Journal of Applied Sciences, Engineering and Technology, 2013, 6, 3625-3633.	0.1	19
2324	The Benefits of Climate for Inclusion for Gender-Diverse Groups. Academy of Management Journal, 2013, 56, 1754-1774.	4.3	634
2325	Human Resource Management Practices on Organizational Performance in Libya Firm. Public Administration Research, 2013, 2, .	0.1	4

#	Article	IF	CITATIONS
2326	Human Resource Management Practices on Food and Beverage Performance a Conceptual Framework for the Jordan Hotel Industry. , 2013, 02, .		1
2327	Cross-Cultural Management of an Indian Multinational in its Western Subsidiaries: An Exploratory Study. Transnational Corporations Review, 2013, 5, 30-45.	2.0	3
2328	Big Data Investment, Skills, and Firm Value. SSRN Electronic Journal, 0, , .	0.4	2
2329	Talent Management and Career Development: What it Takes to Get Promoted. SSRN Electronic Journal, 2013, , .	0.4	1
2331	Human Resource Manager Selection Based on Logarithmic Fuzzy Preference Programming and TOPSIS Methods. International Journal of Human Resource Studies, 2013, 3, 14.	0.1	3
2332	The Relationship between Human Resource Practices and Firm Performance in Iran. Research Journal of Applied Sciences, Engineering and Technology, 2013, 5, 3883-3887.	0.1	0
2334	Why Workers Switch Industry? The Case of Textile Industry of Pakistan. Asian Journal of Business Management, 2013, 5, 130-139.	0.3	4
2335	17. What Do Managers Do? Exploring Persistent Performance Differences among Seemingly Similar Enterprises. , 2013, , 680-731.		94
2337	What matters for organisational change? Evidence from DEPZ, Bangladesh. SA Journal of Human Resource Management, 2013, 11, .	0.6	1
2338	Institutionalization Strategy Enhancing Firm Resources: Isomorphism from Firms and Its Strategic Implications. Journal of Management and Strategy, 2014, 5, .	0.1	1
2339	Contemporary Trends in Brazilian Human Resource Management Studies over the Last Decade (2001–2010). International Business Research, 2014, 7, .	0.2	1
2340	Comparative Study Of Managements' Retention Policies And Academic Staff Turnover In Federal And State Higher Institutions In Lagos State, Nigeria, (2001 – 2010). Mediterranean Journal of Social Sciences, 2014, , .	0.1	0
2342	Performance Appraisals and Job Satisfaction. SSRN Electronic Journal, 2014, , .	0.4	2
2343	Managing the academic talent void: Investigating factors in academic turnover and retention in South Africa. SA Journal of Industrial Psychology, 2014, 40, .	0.5	38
2344	Factor Analysis of Obstacles Restraining Productivity Improvement Programs in Manufacturing Enterprises in Oman. Journal of Industrial Engineering, 2014, 2014, 1-7.	0.6	4
2345	The Relationship among Leadership Commitment, Organizational Performance, and Employee Engagement. International Business Research, 2014, 7, .	0.2	12
2346	From the Stockholder to the Stakeholder: How Sustainability Can Drive Financial Outperformance. SSRN Electronic Journal, 0, , .	0.4	142
2347	The concept of HPWS-Performance relationship: Framework for Education Industry. Intangible Capital, 2014, 10, .	0.6	3

CITATI	 D	_
	REDU	ID T
CITAT	ICLF U	

#	Article	IF	CITATIONS
2348	HR as a Strategic Partner: A Critical Review. International Journal of Human Resource Studies, 2014, 4, 1.	0.1	4
2349	Human Resources (HR) as a Strategic Business Partner: Value Creation and Risk Reduction Capacity. International Journal of Human Resource Studies, 2014, 4, 154.	0.1	19
2350	Corporate Social Responsibility as a Remedy for Moral Hazard?. SSRN Electronic Journal, 0, , .	0.4	6
2351	Relationship between Perceived Organizational Politics, Organizational Trust, Human Resource Management Practices and Turnover Intention Among Nigerian Nurses. SSRN Electronic Journal, 0, , .	0.4	3
2352	Functional Flexibility in Human Resource Management Systems: Conceptualization and Measurement. International Journal of Business Administration, 2014, 5, .	0.1	3
2353	VariÃjveis contextuais como moderadoras da relação grh-desempenho organizacional: uma metanálise. Gestão & Produção, 2014, 21, 303-321.	0.5	0
2354	The Relationship between High Performance Work Practices and Organizational Citizenship Behavior: The Role of Positive Psychological Capital. SSRN Electronic Journal, 2014, , .	0.4	0
2355	Human resources management in fitness centers and their relationship with the organizational performance. Intangible Capital, 2014, 10, .	0.6	1
2356	Making the Best of It? Human Resource Management Practices in Universities of Azad Jammu & Kashmir. International Journal of Human Resource Studies, 2014, 4, 48.	0.1	1
2357	Productivity Enhancement at Home via Cross-Border Acquisitions: The Roles of Learning and Contemporaneous Domestic Investments. SSRN Electronic Journal, 0, , .	0.4	0
2358	Antecedents of Line Manager Engagement: The Effect of Formal HR Practices on Middle- and Upper-Middle Executives. SSRN Electronic Journal, 0, , .	0.4	0
2359	Why Employee Turnover Research as Organisational Unit of Analysis and Developing Countries Contexts are Important?. SSRN Electronic Journal, 0, , .	0.4	0
2360	An Aspirational Framework for Strategic Human Resource Management. Academy of Management Annals, 2014, 8, 1-56.	5.8	472
2361	Performance Appraisal, Performance Management, and Firm-Level Performance: A Review, a Proposed Model, and New Directions for Future Research. Academy of Management Annals, 2014, 8, 127-179.	5.8	118
2362	Fragmentação do conhecimento cientÃfico em administração: uma análise crÃŧica. RAE Revista De Administracao De Empresas, 2014, 54, 254-267.	0.1	6
2363	Income Inequality and the Firm. SSRN Electronic Journal, 2014, , .	0.4	0
2364	Revisitando a controvérsia sobre a transmissibilidade intercultural do conhecimento administrativo. Cadernos EBAPE BR, 2014, 12, 553-572.	0.1	2
2365	On the Incentive Effect of Job Rotation. SSRN Electronic Journal, 2014, , .	0.4	1

		CITATION RE	PORT	
#	Article		IF	Citations
2366	Research Productivity and Values. Mediterranean Journal of Social Sciences, 2014, , .		0.1	4
2367	Assessing the Relationship between Human Resource Management and Employee Job Case Study of a Food and Beverage Company. Journal of Business Administration Rese	Satisfaction: A arch, 2014, 3, .	0.1	2
2368	Factors that Determines the Success of Business Demon Value Added Management. Be Economic Research, 2014, 4, 321.	usiness and	0.1	0
2369	A Theoretical Model to Solve Cost Shifting Problem. SSRN Electronic Journal, 0, , .		0.4	0
2370	The Three Hurdles of Tax Planning: How Business Context, Aims of Tax Planning, and Ta Power Affect Tax Expense. SSRN Electronic Journal, 2014, , .	ax Manager	0.4	2
2371	Can HRM Practices Improve Job Satisfaction of Ready Made Garment (RMG) Workers in Alternative Solution to Recent Unrest. International Journal of Business and Manageme	n Bangladesh? An ent, 2014, 9, .	0.1	9
2372	Managerial Challenges Impacting on a TBM Design: A Kingdom of Saudi Arabia Metro F Engineering Management Research, 2014, 3, .	roject.	0.2	1
2373	Simon Peter and Transformative Leadership: Leadership Insights for Today's Leader Management and Strategy, 2014, 5, .	rs. Journal of	0.1	1
2374	Managerial perceptions of corporate social and financial performance in the global fore International Forestry Review, 2014, 16, 319-338.	est industry.	0.3	13
2375	Managing an aging workforce: What is the value of human resource management prac different age groups of workers?. Tékhne, 2014, 12, 58-68.	tices for	0.8	13
2376	Factors Affecting Lodging Career Success: An Analysis of Management Philosophies. Jo Quality Assurance in Hospitality and Tourism, 2014, 15, 1-18.	urnal of	1.7	4
2377	Health and performance: science or advocacy?. Journal of Organizational Effectiveness	, 2014, 1, 316-334.	1.4	6
2378	Life Insurance Companies' Performance and Intellectual Capital: A long-term perspectiv Journal of Information Technology and Decision Making, 2014, 13, 755-777.	ve. International	2.3	19
2379	Do labour market reforms reduce labour productivity growth? A panel data analysis of countries (1960–2004). International Labour Review, 2014, 153, 365-393.	20 OECD	1.0	55
2380	The Impact of Human Resource Management Practices on Employee Turnover. Procedi Behavioral Sciences, 2014, 156, 223-226.	a, Social and	0.5	17
2381	Managing electronic communications: a new challenge for human resource managers. Journal of Human Resource Management, 2014, 25, 2234-2252.	International	3.3	26
2382	Goal Management, Management Reform, and Affective Organizational Commitment ir Sector. International Public Management Journal, 2014, 17, 463-492.	ı the Public	1.2	27
2383	Management practices of Australian manufacturing firms: why are some firms more inr International Journal of Production Research, 2014, 52, 6496-6517.	novative?.	4.9	21

#	Article	IF	CITATIONS
2384	Improving integration of human resources into quality management system standards. International Journal of Quality and Reliability Management, 2014, 31, 738-750.	1.3	18
2385	Four questions every leader needs to ask about talent management. Strategic HR Review, 2014, 13, 63-68.	0.4	1
2386	The influence of HR practices and job satisfaction on interpersonal deviance in the workplace. Journal of Management and Organization, 2014, 20, 691-709.	1.6	11
2387	Who should be the respondent? Comparing predictive powers between managers' and employees' responses in measuring high-performance work systems practices. International Journal of Human Resource Management, 2014, 25, 2667-2680.	3.3	20
2388	HR Practices and Knowledge Sharing Behavior. Public Personnel Management, 2014, 43, 586-607.	1.5	49
2389	The influence of global uncertainty on the cross-border performance appraisal. Personnel Review, 2014, 43, 19-40.	1.6	17
2390	Enhancing organizational performance of Malaysian SMEs. International Journal of Manpower, 2014, 35, 973-995.	2.5	63
2391	The Influence of Family-Friendly Policies on Turnover and Performance in South Korea. Public Personnel Management, 2014, 43, 520-542.	1.5	31
2392	What Was, What Is, and What May Be in OP/OB. Annual Review of Organizational Psychology and Organizational Behavior, 2014, 1, 1-21.	5.6	53
2393	Hospitality finance and managerial accounting research. International Journal of Contemporary Hospitality Management, 2014, 26, 751-777.	5.3	33
2394	Balancing Efficiency, Equity, and Voice. ILR Review, 2014, 67, 1063-1094.	1.3	36
2395	Role of Human Resource Practices in Enhancing Organizational Learning in Chinese Construction Organizations. Journal of Management in Engineering - ASCE, 2014, 30, 194-204.	2.6	34
2396	Bridging Human Capital and Social Capital Theories. , 2014, , 113-140.		0
2397	Optimal Hiring and Retention Policies for Heterogeneous Workers Who Learn. Management Science, 2014, 60, 110-129.	2.4	41
2398	On the heterogeneity of Generation Y job preferences. Employee Relations, 2014, 36, 319-332.	1.5	67
2399	A multilevel model of strategic human resource implications of employee furloughs. Research in Personnel and Human Resources Management, 2014, , 99-146.	1.0	9
2400	Elements of a talent strategy for effective relationship building: A study among bank sales and service providers. Journal of Financial Services Marketing, 2014, 19, 118-131.	2.2	4
2401	A dynamic multilevel model of performance rating. Research in Personnel and Human Resources Management, 2014, , 147-176.	1.0	4

		CITATION REPORT		
#	Article		IF	CITATIONS
2402	Sustainable HRM. Asia-Pacific Journal of Business Administration, 2014, 6, 206-224.		1.5	62
2403	Investigating and explaining organizational antecedents of PSM. Evidence-based HRM, 20	014, 2, 28-56.	0.5	24
2404	Can a socially responsible casino better retain its management staff? From an internal cu perspective. Asia Pacific Journal of Marketing and Logistics, 2014, 26, 520-539.	stomer	1.8	18
2405	Cultural impact of human resource practices on job satisfaction. Cross Cultural Manager 21, 55-77.	nent, 2014,	1.2	59
2406	Human resource management practices among frontline employees in the Jordanian orga International Journal of Commerce and Management, 2014, 24, 6-24.	anizations.	0.5	9
2407	Dynamic efficiency: intellectual capital in the Chinese non-life insurance firms. Journal of Management, 2014, 18, 937-951.	Knowledge	3.2	45
2408	An integrated approach to explain the manufacturing function's contribution to business performance. International Journal of Operations and Production Management, 2014, 34	; ł, 1126-1152.	3.5	11
2409	Beneficence as a source of competitive advantage. Journal of Management Development 1057-1079.	;, 2014, 33,	1.1	9
2410	In the eyes of Janus. Journal of Organizational Effectiveness, 2014, 1, 56-76.		1.4	9
2411	Deepening the consequences of double fit for organisational performance. Management Review, 2014, 37, 1026-1048.	Research	1.5	7
2412	Getting inside the black box. Personnel Review, 2014, 43, 490-514.		1.6	46
2414	The performance and employee development system at the company Y Soft Corporation	, a.s , 2014, , .		0
2415	Qualified immigrants' success: Exploring the motivation to migrate and to integrate. International Business Studies, 2014, 45, 151-168.	Journal of	4.6	143
2416	Organizational Citizenship Behaviour, Job Performance and HR Practices: A Relational Per Management and Labour Studies, 2014, 39, 449-460.	spective.	0.9	31
2417	A Structural Equation Model for Measuring the Impact of Employee Retention Practices of Turnover Intentions: An Indian Perspective. South Asian Journal of Human Resources Mar 2014, 1, 221-247.		0.7	15
2418	The impact of operations and maintenance practices on power plant performance. Journa Manufacturing Technology Management, 2014, 25, 1148-1173.	al of	3.3	23
2419	ls Organizational Justice the New Industrial Relations? A Debate on Individual Versus Coll Underpinnings of Justice. Negotiation and Conflict Management Research, 2014, 7, 155-		1.0	7
2420	Strategic human resource management in the <scp>A</scp> sia <scp>P</scp> acific regionand differences?. Asia Pacific Journal of Human Resources, 2014, 52, 400-419.	on: similarities	2.5	11

#	Article	IF	CITATIONS
2421	Content vs. Process in the <scp>HRM</scp> â€Performance Relationship: An Empirical Examination. Human Resource Management, 2014, 53, 527-544.	3.5	100
2422	<pre><scp>PUBLIC MANAGEMENT IN POLITICAL INSTITUTIONS</scp>: <scp>EXPLAINING PERCEPTIONS OF WHITE HOUSE CHIEF OF STAFF INFLUENCE</scp>. Public Administration, 2014, 92, 744-760.</pre>	2.3	2
2423	The Relationships of Informal High Performance Work Practices to Job Satisfaction and Workplace Profitability. Industrial Relations, 2014, 53, 501-534.	0.9	30
2424	What we will do versus what we can do: The relative effects of unit-level NPD motivation and capability. Strategic Management Journal, 2014, 35, 1867-1880.	4.7	46
2425	HR Professional Role Tensions: Perceptions and Responses of the Top Management Team. Human Resource Management, 2014, 53, 115-130.	3.5	33
2426	Strategic Importance of Human Resource Practices on Job Satisfaction in Private Hospitals. Procedia, Social and Behavioral Sciences, 2014, 150, 394-403.	0.5	10
2427	Highâ€Involvement Work Practices and the Opportunities for Promotion in the Organization. Industrial Relations, 2014, 53, 295-324.	0.9	9
2428	Highâ€Performance Work Systems and Teachers' Work Performance: The Mediating Role of Quality of Working Life. Human Resource Management, 2014, 53, 817-833.	3.5	45
2429	Training and Performance of a Diverse Workforce. Human Resource Management, 2014, 53, 749-772.	3.5	19
2430	Exploring <scp>HRM</scp> Metaâ€Features that Foster Employees' Innovative Work Behaviour in Times of Increasing Work–Life Conflict. Creativity and Innovation Management, 2014, 23, 211-225.	1.9	55
2431	The direct and indirect impact of employee benefits on firm performance in <scp>C</scp> hina. Asia Pacific Journal of Human Resources, 2014, 52, 476-495.	2.5	12
2432	Skills and the role of HRM: towards a research agenda for the Asia Pacific region. Asia Pacific Journal of Human Resources, 2014, 52, 4-22.	2.5	12
2433	Best Practices for Building High Performance in Human Resource Management. Global Business and Organizational Excellence, 2014, 33, 39-50.	4.2	8
2434	<scp>HRM</scp> systems between control and commitment: occurrence, characteristics and effects on <scp>HRM</scp> outcomes and firm performance. Human Resource Management Journal, 2014, 24, 424-441.	3.6	71
2435	The <scp>HR</scp> –performance link using two differently measured <scp>HR</scp> practices. Asia Pacific Journal of Human Resources, 2014, 52, 370-387.	2.5	23
2436	The Limits on Pay as a Strategic Tool: Obstacles to Alignment in Nonâ€Union Environments. British Journal of Industrial Relations, 2014, 52, 553-578.	0.8	4
2437	Lean manufacturing as a high-performance work system: the case of Cochlear. International Journal of Production Research, 2014, 52, 6434-6447.	4.9	23
2438	Job design under lean manufacturing and the quality of working life: a job demands and resources perspective. International Journal of Human Resource Management, 2014, 25, 2996-3015.	3.3	62

#	Article	IF	CITATIONS
2439	The relationship between training outsourcing and employee commitment to organization. Human Resource Development International, 2014, 17, 145-163.	2.3	8
2440	Highâ€commitment human resource practices in a <scp>T</scp> aiwanese service industry: differentiating effects of demographic and functional diversity. Asia Pacific Journal of Human Resources, 2014, 52, 443-459.	2.5	11
2441	Impact of Human Capital Investment on Firm Performance: An Empirical Study of Chinese Industrial Firms. Advances in Intelligent Systems and Computing, 2014, , 1269-1280.	0.5	3
2442	The lean-performance relationship in services: a theoretical model. International Journal of Operations and Production Management, 2014, 34, 750-785.	3.5	78
2443	MNC knowledge transfer, subsidiary absorptive capacity and HRM. Journal of International Business Studies, 2014, 45, 38-51.	4.6	98
2444	Cultural drivers of high performing knowledge-intensive service organisations. Journal of Management and Organization, 2014, 20, 56-78.	1.6	8
2445	Director Human Capital, Information Processing Demands, and Board Effectiveness. Journal of Management, 2014, 40, 557-585.	6.3	139
2446	Variability in HRM implementation among line managers and its effect on performance: a 2-1-2 mediational multilevel approach. International Journal of Human Resource Management, 2014, 25, 3039-3059.	3.3	43
2447	The effects of staffing and training on firm productivity and profit growth before, during, and after the Great Recession Journal of Applied Psychology, 2014, 99, 361-389.	4.2	188
2448	The impact of industrial clusters on human resource and firms performance. Journal of Modelling in Management, 2014, 9, 141-159.	1.1	17
2449	Incentives and performance measures for open innovation practices. Measuring Business Excellence, 2014, 18, 45-54.	1.4	34
2450	Stimulating Informal Learning Activities Through Perceptions of Performance Appraisal Quality and Human Resource Management System Strength: A Two-Wave Study. Academy of Management Learning and Education, 2014, 13, 45-61.	1.6	120
2451	A retrospective on: MNC knowledge transfer, subsidiary absorptive capacity, and HRM. Journal of International Business Studies, 2014, 45, 52-62.	4.6	83
2452	Employee Productivity, Employment Growth, and the Crossâ€Border Acquisitions by Emerging Market Firms. Human Resource Management, 2014, 53, 987-1004.	3.5	16
2454	Does Technical or Strategic HRM Provide a Better Explanation of Organization Performance?. IBusiness, 2014, 06, 52-62.	0.4	3
2455	YÜKSEK PERFORMANSLI İNSAN KAYNAKLARI YÖNETİMİ UYGULAMALARI, PSİKOLOJİK GÜÇLENDİI BAĞLILIK ARASINDAKİ İLİŞKİLERİN İNCELENMESİ: TEKSTİL SEKTĖRÜNDE BİR ARAŞTIRMA. D Sosyal Bilimler Enstitüsü Dergisi, 2014, 16, 607.	RME VE DI okou 22 EylÃ <sup>1</sup>	JYGUSAL ⁄4kÜniversi
2456	Determinants of best HR practices in Chinese SMEs. Journal of Small Business and Enterprise Development, 2014, 21, 414-430.	1.6	30
2457	Giving Nonselective Downsizing a Performance Review. Human Resource Development Review, 2014, 13, 58-78.	1.8	6

#	Article	IF	CITATIONS
2458	Towards a moderated mediation model of innovative work behaviour enhancement. Journal of Organizational Change Management, 2014, 27, 642-659.	1.7	29
2459	Linking HRM competency to firm performance: an empirical investigation of Chinese firms. Personnel Review, 2014, 43, 898-914.	1.6	33
2460	High commitment work system, transactive memory system, and new product performance. Journal of Business Research, 2014, 67, 631-640.	5.8	60
2461	Exploring the link between human resource practices and turnover in multi-brand companies: The role of brand units' images. European Management Journal, 2014, 32, 177-189.	3.1	16
2462	Performance evaluation of CPA firms in Taiwan from the perspective of industry-specific client groups. Service Business, 2014, 8, 267-293.	2.2	12
2463	The moderating influence of HR operational autonomy on the entrepreneurial orientation–performance link in franchise systems. International Entrepreneurship and Management Journal, 2014, 10, 827-844.	2.9	27
2464	Observer Effects without Demand Characteristics: An Inductive Investigation of Video Monitoring and Performance. Journal of Business and Psychology, 2014, 29, 541-553.	2.5	19
2465	Knowledge-based resources and innovation in the hotel industry. International Journal of Hospitality Management, 2014, 38, 65-73.	5.3	150
2466	Strategic human resource practice implementation: The critical role of line management. Human Resource Management Review, 2014, 24, 271-281.	3.3	120
2467	The impact of human performance focused safety and health management practices on injury and illness rates: Do size and industry matter?. Safety Science, 2014, 62, 157-167.	2.6	35
2468	High-performance work system and intention to leave: a mediation model. International Journal of Human Resource Management, 2014, 25, 367-389.	3.3	63
2469	Work–Life â€~Balance', Recession and the Gendered Limits to Learning and Innovation (Or, Why It Pays) Tj	ETQq11(	0.784314 rg
2470	Chinese firms' sustainable development—The role of future orientation, environmental commitment, and employee training. Asia Pacific Journal of Management, 2014, 31, 195-213.	2.9	47
2471	Bayesian analysis of employee suggestions in a food company. International Journal of Advanced Manufacturing Technology, 2014, 70, 2059-2070.	1.5	5
2472	The Impact of Corporate Social Responsibility on Organizational Commitment: Exploring Multiple Mediation Mechanisms. Journal of Business Ethics, 2014, 125, 563-580.	3.7	374
2473	Board Age and Gender Diversity: A Test of Competing Linear and Curvilinear Predictions. Journal of Business Ethics, 2014, 125, 497-512.	3.7	240
2474	The Impact of Human Resource Management on Environmental Performance: An Employee-Level Study. Journal of Business Ethics, 2014, 121, 451-466.	3.7	551
2475	Does governance confer organisational resilience? Evidence from UK employee owned businesses. European Management Journal, 2014, 32, 66-72.	3.1	71

#	Article	IF	CITATIONS
2476	Differentiating the workforce: The performance effects of using contingent labor in a context of high-performance work systems. Journal of Business Research, 2014, 67, 1334-1341.	5.8	27
2477	A system of safety management practices and worker engagement for reducing and preventing accidents: An empirical and theoretical investigation. Accident Analysis and Prevention, 2014, 68, 117-130.	3.0	220
2478	Staff turnover costs: In search of accountability. International Journal of Hospitality Management, 2014, 36, 231-243.	5.3	23
2479	The influence of lead indicator strength on the use of nonfinancial measures in performance management: Evidence from CEO compensation schemes. Strategic Management Journal, 2014, 35, 826-844.	4.7	48
2480	The role of New Forms of Work Organization in developing sustainability strategies in operations. International Journal of Production Economics, 2014, 147, 147-160.	5.1	141
2481	Organizational effectiveness, people and performance: new challenges, new research agendas. Journal of Organizational Effectiveness, 2014, 1, 2-13.	1.4	34
2482	Managing innovative work behavior: the role of human resource practices. Personnel Review, 2014, 43, 184-208.	1.6	210
2483	Human resource management in Lean Production adoption and implementation processes: Success factors in the aeronautics industry. BRQ Business Research Quarterly, 2014, 17, 47-68.	2.2	68
2484	Performance Appraisal, Performance Management, and Firm-Level Performance: A Review, a Proposed Model, and New Directions for Future Research. Academy of Management Annals, 2014, 8, 127-179.	5.8	84
2485	Resource-Based Perspectives on Unit-Level Human Capital. Journal of Management, 2014, 40, 316-346.	6.3	284
2486	Stakeholder harm index: A framework to review work intensification from the critical HRM perspective. Human Resource Management Review, 2014, 24, 313-329.	3.3	59
2487	Enterprise Sustainability and HRM in Small and Medium-Sized Enterprises. CSR, Sustainability, Ethics & Governance, 2014, , 127-152.	0.2	9
2488	Only a matter of chance? How firm performance measurement impacts study results. European Management Journal, 2014, 32, 46-65.	3.1	18
2489	Influences of HR Practices, Social Exchange, and Trust on Turnover Intentions of Public IT Professionals. Public Personnel Management, 2014, 43, 140-175.	1.5	47
2490	Linking organizational trust with employee engagement: the role of psychological empowerment. Personnel Review, 2014, 43, 377-400.	1.6	147
2491	A study of network-building HR practices for TMT, strategic flexibility and firm performance. Nankai Business Review International, 2014, 5, 95-114.	0.6	15
2492	Star Performers in Twentyâ€First Century Organizations. Personnel Psychology, 2014, 67, 313-350.	2.2	189
2493	Core employee based human capital and revenue productivity in small firms: An empirical investigation. Journal of Business Research, 2014, 67, 2473-2479.	5.8	47

#	Article	IF	CITATIONS
2494	The influence of underlying philosophies on talent management: Theory, implications for practice, and research agenda. Journal of World Business, 2014, 49, 192-203.	4.6	242
2495	The historical development of American HRM broadly viewed. Human Resource Management Review, 2014, 24, 196-218.	3.3	75
2496	The surveying of the effect of the incentive pays to the degree of the attraction of resources in bank branches through the data mining technique. , 2014, , .		0
2497	Multiple dimensions of human resource development and organizational performance. Journal of Organizational Behavior, 2014, 35, 851-870.	2.9	57
2498	Applying the job demands–resources model to migrant workers: Exploring how and when geographical distance increases quit propensity. Journal of Occupational and Organizational Psychology, 2014, 87, 303-328.	2.6	21
2499	Talent management and career development: What it takes to get promoted. Journal of World Business, 2014, 49, 236-244.	4.6	63
2500	Performance-enhancing compensation practices and employee productivity: The role of workplace bullying. Human Resource Management Review, 2014, 24, 5-16.	3.3	73
2501	Beyond strategic human resource management: is sustainable human resource management the next approach?. International Journal of Human Resource Management, 2014, 25, 1069-1089.	3.3	507
2502	Alternative uses of temporary work and new forms of work organisation. Production Planning and Control, 2014, 25, 762-782.	5.8	20
2504	Video interviewing: A potential selection tool for hospitality managers – A study to understand applicant perspective. International Journal of Hospitality Management, 2014, 36, 90-100.	5.3	36
2505	Why do firms seek to share human resource management knowledge? The importance of inter-firm networks. Journal of Business Research, 2014, 67, 190-199.	5.8	54
2506	Psychological capital. International Journal of Physical Distribution and Logistics Management, 2014, 44, 621-634.	4.4	32
2507	High performance work systems, cultures and gender demography. Employee Relations, 2014, 36, 693-707.	1.5	23
2508	The effects of human resource systems on operational performance in mass customisation manufacturing environments. Production Planning and Control, 2014, 25, 1213-1230.	5.8	10
2509	Working better together? Empowerment, panopticon and conflict approaches to teamwork. Economic and Industrial Democracy, 2014, 35, 483-506.	1.2	14
2510	Guest Editors' Introduction: Is the HRM Process Important? Past, Current, and Future Challenges. Human Resource Management, 2014, 53, 489-503.	3.5	107
2511	Compassion Practices and <scp>HCAHPS</scp> : Does Rewarding and Supporting Workplace Compassion Influence Patient Perceptions?. Health Services Research, 2014, 49, 1670-1683.	1.0	72
2512	Group incentives and financial performance: the moderating role of innovation. Human Resource Management Journal, 2014, 24, 77-94.	3.6	49

#	Article	IF	CITATIONS
2513	Toward a conceptual framework for exploring multilevel relationships between Lean Management and Six Sigma, enabling HRM, strategic climate and outcomes in healthcare. International Journal of Human Resource Management, 2014, 25, 2911-2925.	3.3	48
2514	ls transfer of training related to firm performance?. International Journal of Training and Development, 2014, 18, 104-115.	0.5	37
2515	Value relevance of human capital based disclosures: Moderating effects of labor productivity, investor sentiment, analyst coverage and audit quality. Advances in Accounting, 2014, 30, 338-353.	0.4	7
2516	The efficacy of high performance work practices in the Middle East: evidence from Algerian firms. International Journal of Human Resource Management, 2014, 25, 252-275.	3.3	44
2517	The adoption of high performance work practices in small businesses: the influence of markets, business characteristics and HR expertise. International Journal of Human Resource Management, 2014, 25, 1149-1169.	3.3	51
2518	Usage, benefits and barriers of human resource information system in universities. VINE: the Journal of Information and Knowledge Management Systems, 2014, 44, 519-536.	1.0	27
2519	Socially Responsible Practices: An Exploratory Study on Scale Development using Stakeholder Theory. Decision Sciences, 2014, 45, 683-716.	3.2	59
2520	Service Quality in Malaysian Public Sector: The Role of Transfer of Training. Procedia, Social and Behavioral Sciences, 2014, 144, 111-117.	0.5	10
2521	Unions and the adoption of high-performance work systems in Korea: moderating roles of firms' competitive strategies. International Journal of Human Resource Management, 2014, 25, 1858-1880.	3.3	17
2522	An employee-centred analysis: professionals' experiences and reactions to HRM. International Journal of Human Resource Management, 2014, 25, 673-695.	3.3	23
2523	The Fascinating Psychological Microfoundations of Strategy and Competitive Advantage. Annual Review of Organizational Psychology and Organizational Behavior, 2014, 1, 145-172.	5.6	83
2524	Building spiritual capabilities to sustain sustainability-based competitive advantages. Journal of Management, Spirituality and Religion, 2014, 11, 143-158.	0.9	41
2525	Manufacturing flexibility and advanced human resource management practices. Production Planning and Control, 2014, 25, 303-317.	5.8	42
2526	Absorptive Capacity, Proximity in Cooperation and Integration Mechanisms. Empirical Evidence from CIS Data. Industry and Innovation, 2014, 21, 332-357.	1.7	29
2527	Criteria for a lean organisation: development of a lean assessment tool. International Journal of Production Research, 2014, 52, 4587-4607.	4.9	153
2528	Is flexible labour good for innovation? Evidence from firm-level data. Cambridge Journal of Economics, 2014, 38, 1207-1219.	0.8	96
2529	Work-related road traffic injury: a multilevel systems protocol. Injury Prevention, 2014, 20, e6-e6.	1.2	9
2530	Big Data Investment, Skills, and Firm Value. Management Science, 2014, 60, 1452-1469.	2.4	275

#	Article	IF	Citations
" 2531	Impacts of Job Analysis on Organizational Performance: An Inquiry on Indian Public Sector	0.6	13
2001	Enterprises. Procedia Economics and Finance, 2014, 11, 166-181.	0.0	10
2532	Strategy, training and performance fit. International Journal of Hospitality Management, 2014, 42, 100-116.	5.3	58
2533	La habilidad de los directivos y su papel mediador entre formación e innovación. Revista Europea De Dirección Y EconomÃa De La Empresa, 2014, 23, 127-136.	0.3	9
2534	High-performance work systems and organizational performance: testing the mediation role of employee outcomes using evidence from PR China. International Journal of Human Resource Management, 2014, 25, 68-90.	3.3	115
2535	Human resource management issues in supply chain management research. International Journal of Physical Distribution and Logistics Management, 2014, 44, 434-463.	4.4	122
2536	Delineating and Reviewing the Role of Newcomer Capital in Organizational Socialization. Annual Review of Organizational Psychology and Organizational Behavior, 2014, 1, 439-457.	5.6	71
2537	Aging Populations and Management. Academy of Management Journal, 2014, 57, 929-935.	4.3	190
2538	Managing the front office department: staffing issues in Malaysian hotels. Anatolia, 2014, 25, 24-38.	1.3	16
2539	Explaining Breadth and Depth of Employee Voice across Firms: A Voice Factor Demand Model. Journal of Labor Research, 2014, 35, 296-319.	0.5	19
2540	HRM and its effect on employee, organizational and financial outcomes in health care organizations. Human Resources for Health, 2014, 12, 35.	1.1	35
2541	The relationship between organisational factors and the effectiveness of environmental management. Journal of Environmental Management, 2014, 144, 186-196.	3.8	63
2542	The Relationships Between MBO System Strength and Goal limate Quality and Strength. Human Resource Management, 2014, 53, 505-525.	3.5	15
2543	Many moving parts: Factors influencing the effectiveness of HRM practices designed to improve knowledge transfer within MNCs. Journal of International Business Studies, 2014, 45, 63-72.	4.6	55
2544	The Effects of High-Performance Work Practices on Perceived Organizational Support and Turnover Intentions: Evidence from the Airline Industry. Journal of Human Resources in Hospitality and Tourism, 2014, 13, 103-119.	1.0	28
2545	High-Performance Work Systems, Corporate Social Performance and Employee Outcomes: Exploring the Missing Links. Journal of Business Ethics, 2014, 120, 423-435.	3.7	132
2546	The impact of best HRM practices on performance – identifying enabling factors. Employee Relations, 2014, 36, 535-561.	1.5	52
2547	How High ommitment <scp>HRM</scp> Relates to Engagement and Commitment: The Moderating Role of Task Proficiency. Human Resource Management, 2014, 53, 403-420.	3.5	141
2549	Organizational Workâ€Family Culture and Working Mothers' Affective Commitment: How Career Expectations Matter. Human Resource Management, 2014, 53, 683-700.	3.5	24

		CITATION REPORT		
#	Article		IF	Citations
2550	The impact of human resource management practices on performance. TQM Journal, 20	)14, 26, 125-142.	2.1	102
2551	High-Performance Work Systems and Organizational Performance in Emerging Econom from MNEs in Turkey. Management International Review, 2014, 54, 325-359.	ies: Evidence	2.1	36
2552	Working capital management and profitability: evidence from Indian manufacturing cor Decision, 2014, 41, 313-326.	npanies.	0.8	37
2553	Human resource management and performance: Evidence from small and medium-sizec International Small Business Journal, 2014, 32, 545-570.	firms.	2.9	187
2554	Innovative Work Behaviour: The Impact of Comprehensive HR System Perceptions and t Work–Life Conflict. Industry and Innovation, 2014, 21, 91-116.	he Role of:	1.7	37
2555	The Impact of Production Variance Presentation Format on Employees' Decision Ma Management Accounting, 2014, , 149-179.	king. Advances in	0.4	1
2556	A multilevel analysis of the effects of HR diversity management on employee knowledge case of Chinese employees. International Journal of Human Resource Management, 201		3.3	38
2557	The Relationship Between HRM Practices and Turnover Intentions. Public Personnel Mar 43, 58-82.	nagement, 2014,	1.5	16
2558	HR measurement as an instrument of the HR department in its exchange relationship w management: A qualitative study based on resource dependence theory. Scandinavian J Management, 2014, 30, 444-460.		1.0	17
2559	A conceptual framework and practical guide for assessing fitness-to-operate in the offsh gas industry. Accident Analysis and Prevention, 2014, 68, 156-171.	nore oil and	3.0	26
2560	South Korean MNEs' international HRM approach: Hybridization of global standards practices. Journal of World Business, 2014, 49, 549-559.	and local	4.6	54
2561	Core work evaluation: The viability of a higher-order work attitude construct. Journal of Behavior, 2014, 85, 27-38.	Vocational	1.9	9
2562	Adopting Industrial Organizational Psychology for Eco Sustainability. Procedia Environm Sciences, 2014, 20, 533-542.	iental	1.3	1
2563	Engagement, Workplace Satisfaction, and Retention of Surgical Specialists in Academic United States. Journal of the American College of Surgeons, 2014, 219, 31-42.	Medicine in the	0.2	53
2564	Firm-level innovation activity, employee turnover and HRM practices — Evidence from China Economic Review, 2014, 30, 583-597.	Chinese firms.	2.1	26
2565	Training and performance: The mediating role of organizational learning. BRQ Business Quarterly, 2014, 17, 161-173.	Research	2.2	84
2566	Research and practice in HRM: A historical perspective. Human Resource Management F 219-231.	₹eview, 2014, 24,	3.3	60
2567	Small firm innovation performance and employee involvement. Small Business Economic 21-38.	cs, 2014, 43,	4.4	111

#	Article	IF	CITATIONS
2568	From HRM practices to the practice of HRM: setting a research agenda. Journal of Organizational Effectiveness, 2014, 1, 122-140.	1.4	45
2569	Emerging Issues and Challenges for HRM in Public Sectors Banks of India. Procedia, Social and Behavioral Sciences, 2014, 133, 358-363.	0.5	7
2570	Perceived Support and Women's Intentions to Stay at a Sport Organization. British Journal of Management, 2014, 25, 407-424.	3.3	31
2571	Firmâ€specific human capital, organizational incentives, and agency costs: Evidence from retail banking. Strategic Management Journal, 2014, 35, 1279-1301.	4.7	92
2572	Management Practices, Relational Contracts, and the Decline of General Motors. Journal of Economic Perspectives, 2014, 28, 49-72.	2.7	74
2573	Dialing it in: A Missed Opportunity Regarding the Strategic Use of Telework?. Industrial Relations, 0, 69, 550-574.	0.2	6
2574	System Reactivity Components in Cellular Manufacturing Subjected to Frequent Unavailability of Physical and Human Resources. , 2014, , .		0
2575	A typology of talent-management strategies. , 0, , 177-194.		7
2576	Accounting for Profit and the History of Capital. Critical Historical Studies, 2014, 1, 171-214.	0.5	21
2577	Developing the model of human resource management bundles and firm performance in the Pacific Island countries. International Journal of Business Competition and Growth, 2014, 3, 213.	0.1	1
2578	The effect of human capital management practices on employee positive behavioural outcomes. International Journal of Management Practice, 2014, 7, 204.	0.1	4
2581	Quality of the Firm's Training and Stock Returns. Journal of Wealth Management, 2014, 16, 48-54.	0.5	1
2582	When do business units benefit more from collective citizenship behavior of management teams? An upper echelons perspective Journal of Applied Psychology, 2014, 99, 523-534.	4.2	15
2583	Do high-commitment work systems affect creativity? A multilevel combinational approach to employee creativity Journal of Applied Psychology, 2014, 99, 665-680.	4.2	200
2584	Soul mates or odd couples? Alignment theory and HRD. European Journal of Training and Development, 2014, 38, 286-301.	1.2	4
2587	Human Resource Management Practices and Innovation. , 2014, , .		39
2589	Emerging markets and regional patterns in talent management: the challenge of India and China. , 0, , 224-253.		4
2590	CAN FIRMS WITH THE BEST TRAINING PROGRAM WITHSTAND THE STORM OF ECONOMIC POLICY UNCERTAINTY?. Journal of Business Economics and Management, 2014, 16, 206-213.	1.1	1

#	Article	IF	CITATIONS
2591	Measuring the Contribution of Workers' Health and Psychosocial Workâ€Environment on Production Efficiency. Production and Operations Management, 2014, 23, 2191-2208.	2.1	30
2592	The common welfare human resource management system. Personnel Review, 2014, 43, 937-956.	1.6	18
2593	Déréglementation du marché du travail <i>versus</i> gains de productivité? Analyse des données de vingt pays de l'OCDE (1960–2004). International Labour Review, 2014, 153, 397-427.	0.1	0
2594	Linking a tridimensional linkage of TQM, SCM and organisational performance: a proposed conceptual framework. International Journal of Modelling in Operations Management, 2014, 4, 53.	0.0	2
2595	Antecedents and Moderators of Software Professionals' Performance. SAGE Open, 2014, 4, 215824401452143.	0.8	4
2596	¿Cómo afecta la desreglamentación a la productividad laboral? Análisis con datos de panel de 20 paÃses de la OCDE (1960–2004). International Labour Review, 2014, 133, 403-434.	0.1	1
2597	Intuition's value for organizational innovativeness and why managers still refrain from using it. Management Decision, 2014, 52, 526-539.	2.2	12
2598	Corporate social responsibility and financial performance: an analysis of bank community responsibility. International Journal of Banking, Accounting and Finance, 2014, 5, 342.	0.1	10
2599	Improving post-assignment behavioral outcomes of expatriates. Journal of Global Mobility, 2014, 2, 298-316.	1.2	7
2600	What if expatriates decide to leave? The mediation effect of the psychological contract fulfilment. Management Research, 2014, 12, 103-122.	0.5	2
2601	Vouching for childcare assistance with two quasi-experimental studies. Journal of Managerial Psychology, 2014, 29, 994-1008.	1.3	11
2602	Increasing Energy and Performance Through Customer Passion: An Organizational Level Study. Research on Emotion in Organizations, 2014, , 49-78.	0.1	1
2603	La relación estratégica entre gestión humana y la responsabilidad social empresarial: Avances de una explicación en un caso colombiano. Suma De Negocios, 2014, 5, 15-28.	0.4	7
2604	Human Resource Practices and Firm Performance in China: The Moderating Roles of Regional Human Capital Quality and Firm Innovation Strategy. Management and Organization Review, 2015, 11, 237-261.	1.8	15
2605	The Moderating Effect of Employee Relations on Networking Towards Workplace Happiness among Married Women in Malaysia. Procedia, Social and Behavioral Sciences, 2015, 211, 306-312.	0.5	5
2606	Human Resource Management in Professional Services Firms: Too Good to Be True? Transcending Conflicting Institutional Logics. German Journal of Human Resource Management, 2015, 29, 102-130.	1.9	16
2607	Leadership Models for Team Dynamics and Cohesion: The Mars Mission. Research on Managing Groups and Teams, 2015, , 213-245.	0.6	1
2608	Understanding the shortage of village doctors in China and solutions under the policy of basic public health service equalization: evidence from Changzhou. International Journal of Health Planning and Management, 2015, 30, E42-55.	0.7	30

#	Article	IF	Citations
2609	†You're Not Going Anywhere': Employee Retention, Symbolic Violence and the Structuring of Subordination in a UK-Based Call Centre. Sociological Review, 2015, 63, 801-819.	0.9	15
2611	The Effects of Human Resource Capability and Internal Customer Satisfaction on Organizational Effectiveness. International Journal of Distributed Sensor Networks, 2015, 11, 835194.	1.3	11
2613	The moderating role of social networks within the radical innovation process: a multidimensionality of human capital-based analysis. International Journal of Technology Management, 2015, 69, 117.	0.2	16
2614	Strategic fulcrum for a knowledge-based economy: a conceptual 'knowledge-HR' archetype. Middle East J of Management, 2015, 2, 97.	0.2	4
2615	Exploring the Linkage between Awareness and Perception of High-performance Work Practices with Employee Well-being at Workplace: A New Dimension for HRM. Jindal Journal of Business Research, 2015, 4, 81-100.	0.8	11
2617	It matters how old you feel: Antecedents and performance consequences of average relative subjective age in organizations Journal of Applied Psychology, 2015, 100, 1511-1526.	4.2	83
2618	Taking it to another level: Do personality-based human capital resources matter to firm performance?. Journal of Applied Psychology, 2015, 100, 935-947.	4.2	53
2619	Exploring factors that influence work analysis data: A meta-analysis of design choices, purposes, and organizational context Journal of Applied Psychology, 2015, 100, 1603-1631.	4.2	8
2620	Developing collective customer knowledge and service climate: The interaction between service-oriented high-performance work systems and service leadership Journal of Applied Psychology, 2015, 100, 1089-1106.	4.2	129
2621	Linking Selective Hiring to Organizational Commitment: Evidence From the Hotel Industry of Malaysia. SHS Web of Conferences, 2015, 18, 01002.	0.1	1
2623	Will †structural reforms' of labour markets reduce productivity growth? A firm-level investigation. European Journal of Economics and Economic Policies: Intervention, 2015, 12, 300-317.	0.2	8
2625	Holding employees accountable for the accomplishment of organizational goals: The case of the u.s. federal government. International Journal of Organization Theory and Behavior, 2015, 18, 75-104.	0.5	6
2626	HRM and temporary workers' well-being: a study in Portugal and Brazil. Cross Cultural Management, 2015, 22, 447-463.	1.2	17
2627	The Impact of Work–Family Programs on the Relationship between Gender Diversity and Performance. Human Resource Management, 2015, 54, 553-576.	3.5	24
2628	HRM at a Crossroads: Comments on "Evolution of Strategic HRM Through Two Founding Books: A 30th Anniversary Perspective on Development of the Field― Human Resource Management, 2015, 54, 417-421.	3.5	21
2629	The one best way? â€~Scientific' research on <scp>HRM</scp> and the threat to critical scholarship. Human Resource Management Journal, 2015, 25, 399-407.	3.6	63
2630	Strong HRM processes and line managers' effective HRM implementation: a balanced view. Human Resource Management Journal, 2015, 25, 600-616.	3.6	55
2631	Patently Wrong? Firm Strategy and the Decision to Disband Technological Assets. European Management Review, 2015, 12, 83-98.	2.2	12

#	Article	IF	CITATIONS
2632	Coping with Demographic Change in Job Markets: How Age Diversity Management Contributes to Organisational Performance. German Journal of Human Resource Management, 2015, 29, 5-30.	1.9	23
2633	Work Recognition and Labor Productivity: Evidence from French Data. Managerial and Decision Economics, 2015, 36, 508-516.	1.3	2
2634	Human Performance Technology: Research and Theory to Practice. Performance Improvement, 2015, 54, 37-46.	0.4	3
2638	The <scp>RBV</scp> theory foundation of strategic <scp>HRM</scp> : critical flaws, problems for research and practice, and an alternative economics paradigm. Human Resource Management Journal, 2015, 25, 516-540.	3.6	58
2639	Back to the Future: Implications for the Field of HRM of the Multistakeholder Perspective Proposed 30 Years Ago. Human Resource Management, 2015, 54, 427-438.	3.5	186
2640	Applicant attraction to flexible work arrangements: Separating the influence of flextime and flexplace. Journal of Occupational and Organizational Psychology, 2015, 88, 726-749.	2.6	86
2641	Entrepreneurial orientation and innovation performance: roles of strategic <scp>HRM</scp> and technical turbulence. Asia Pacific Journal of Human Resources, 2015, 53, 163-184.	2.5	48
2642	Training match and mismatch as a driver of key employee behaviours. Human Resource Management Journal, 2015, 25, 478-495.	3.6	17
2643	Retaining a diverse workforce: the impact of genderâ€focused human resource management. Human Resource Management Journal, 2015, 25, 580-599.	3.6	27
2644	Engaging Employees. Journal of Patient Safety, 2015, 11, 221-227.	0.7	12
2645	Evolution of Strategic HRM as Seen Through Two Founding Books: A 30th Anniversary Perspective on Development of the Field. Human Resource Management, 2015, 54, 389-407.	3.5	100
2646	Workplace policies and training in China: evidence from matched employee-employer data. International Journal of Manpower, 2015, 36, 986-1011.	2.5	8
2647	Are Unions Good or Bad for Organizations? The Moderating Role of Management's Response. British Journal of Industrial Relations, 2015, 53, 423-459.	0.8	24
2648	The Effect of Family Business Professionalization as a Multidimensional Construct on Firm Performance. Journal of Small Business Management, 2015, 53, 516-538.	2.8	121
2651	The Implementation of High Performance Work System in Public Organizations: Implication for Organizational Performance Asian Social Science, 2015, 11, 139.	0.1	4
2652	Balancing Performance by Human Resource Management Practices. Asian Social Science, 2015, 11, .	0.1	7
2653	The Role of Recruitment and Selection Practices in the Organizational Performance of Iraqi Oil and Gas Sector: A Brief Literature Review. Review of European Studies, 2015, 7, .	0.1	10
2654	Moderating Role of Ethical Climates on HRM Practices and Organizational Performance: A Proposed Conceptual Model. Mediterranean Journal of Social Sciences, 2015, , .	0.1	1

#	Article	IF	CITATIONS
2655	Strength of the HRM system: The development of a measure. Journal of Industrial Engineering and Management, 2015, 8, .	1.0	10
2656	Academic Factors and Turnover Intention: Impact of Organization Factors. Higher Education Studies, 2015, 5, .	0.3	11
2658	Investigating Critical Factors Affecting the Operational Excellence of Service Firms in Jordan. Journal of Management Research, 2015, 8, 157.	0.0	17
2659	Corporate Social Responsibility and the Prevention of Knowledge Spillovers: Evidence from Inevitable Disclosure Doctrines. SSRN Electronic Journal, 2015, , .	0.4	1
2660	Corporate Social Responsibility and Firm Value in the Sport Recreation Sector: A Review. Business Management and Strategy, 2015, 6, 28.	0.4	5
2661	Organisation's Commitment towards its Workers (OCW): Evidence from the Netherlands. International Journal of Human Resource Studies, 2015, 5, 10.	0.1	0
2662	A Review of HRM Practices and Labor Productivity: Evidence from Libyan Oil Companies. Asian Social Science, 2015, 11, .	0.1	1
2663	An Overview of the Management Commitment to Safety Elements for Mitigating Accidents in the Construction Industry. Jurnal Teknologi (Sciences and Engineering), 2015, 74, .	0.3	3
2664	ESTRATÉGIA SOCIOAMBIENTAL BASEADA EM RECURSOS E AMBIGUIDADE CAUSAL. RAE Revista De Administracao De Empresas, 2015, 55, 699-711.	0.1	2
2665	All Things Great and Small: Organizational Size, Boundaries of the Firm, and a Changing Environment. Academy of Management Annals, 2015, 9, 715-802.	5.8	138
2666	Employee Engagement in the Public Sector: A Case Study of Western Africa. International Journal of Human Resource Studies, 2015, 5, 70.	0.1	3
2667	The Effects of Organizational Performance on the Relationship between Perceived Organizational Support and Career Satisfaction: An Application on Insurance Industry. Journal of Management Research, 2015, 7, 35.	0.0	9
2670	Retention Factors and Their Relative Significance in Ceramic Manufacturing Industries in India. Asian Social Science, 2015, 11, .	0.1	2
2671	Investigating Factors that Influence Employees' Turnover Intention: A Review of Existing Empirical Works. International Journal of Business and Management, 2015, 10, 152.	0.1	36
2672	Impact of Collective Human Capital as Competitive Advantage on Performance. SSRN Electronic Journal, 0, , .	0.4	0
2673	Relationship between Human Resources Management Practices, Transformational Leadership, and Knowledge Sharing on Innovation in Iranian Electronic Industry. Asian Social Science, 2015, 11, .	0.1	18
2674	Determinants of employees turnover intention: A case study of the Islamia University of Bahawalpur. African Journal of Business Management, 2015, 9, 615-623.	0.4	4
2675	Performance Appraisal and Training and Development of Human Resource Management Practices (HRM) on Organizational Commitment and Turnover Intention. Asian Social Science, 2015, 11, .	0.1	36

ARTICLE IF CITATIONS Atraindo novos funcionÃ; rios para empresas de alta performance: uma crÃtica Ãs razões dos 0.1 3 2677 profissionais de recursos humanos. Cadernos EBAPE BR, 2015, 13, 103-120. The Recent Challenges of Globalization and the Role of Employee Engagement – The Case of Vietnam. 2678 0.1 International Journal of Human Resource Studies, 2015, 5, 69. Antecedents of Strategic Human Resource Management Practices on Intangible Firm Performance: 2679 0.1 3 Analytical Investigation of SMEs. Asian Social Science, 2015, 11, . Intentional Turnover of the Administrative Staff in a Private Faith-Based Higher Institution, 2680 0.1 Southwest Nigeria. Mediterranean Journal of Social Sciences, 2015, , . The Impact of Negatively Reciprocal Inclinations on Worker Behavior: Evidence from a Retrenchment 2681 0.4 0 of Pension Rights. SSRN Electronic Journal, 0, , . The Role of HR Managers: A Conceptual Framework. Asian Social Science, 2015, 11, . 0.1 Key Performance Indicators in Corporate Finance. Asian Social Science, 2015, 11, . 2683 0.1 3 Instrument Development for Organisational Health. Asian Social Science, 2015, 11, . 2684 0.1 Human resource development as a correlate of performance of the banking industry in Ogun State, 2685 0.2 4 Nigeria. Journal of Economics and International Finance, 2015, 7, 112-126. HRM Process Advantage for Firm Performance. Management and Organizational Studies, 2015, 2, . 0.2 2686 Innovation and firm performance: the role of human resource management practices. Evidence-based 2687 0.5 19 HRM, 2015, 3, 64-80. High performance work system, HRD climate and organisational performance: an empirical study. 2688 1.2 European Journal of Training and Development, 2015, 39, 239-257. High-performance human resource management and firm performance. Industrial Management and 2689 2.2 41 Data Systems, 2015, 115, 353-382. Mapping the frontier of theory in industrial relations: the contested role of worker representation. Socio-Economic Review, 2015, 13, 157-184. Do high-performance work practices exacerbate or mitigate the gender pay gap?. Cambridge Journal of 2691 0.8 6 Economics, 2015, 39, 537-564. Perceived senior leadership opportunities in MNCs: The effect of social hierarchy and capital. Journal 2692 24 of International Business Studies, 2015, 46, 285-307. Examining Organizational Innovation and Knowledge Management Capacity The Central Role of 2693 Strategic Human Resources Practices (SHRPs). Procedia, Social and Behavioral Sciences, 2015, 181, 0.5 29 377-387. Simultaneous versus sequential complementarity in the adoption of technological and 2694 organizational innovations: the case of innovations in the design sphere. Industrial and Corporate 1.7 Change, 2015, 24, 345-382.

#	Article	IF	CITATIONS
2695	Voluntary Turnover in Nonprofit Human Service Organizations: The Impact of High Performance Work Practices. Human Service Organizations Management, Leadership and Governance, 2015, 39, 182-207.	0.7	49
2696	The Role of Management Capacity in the Innovation Process for Firm Profitability. Economic Complexity and Evolution, 2015, , 455-482.	0.1	1
2697	Business Education. , 2015, , 10-14.		2
2698	Normology: Integrating insights about social norms to understand cultural dynamics. Organizational Behavior and Human Decision Processes, 2015, 129, 1-13.	1.4	230
2699	Increasing organizational performance by human resource management. Tehnicki Vjesnik, 2015, 22, 263-269.	0.3	4
2700	Implementation of high-performance work practices in the Spanish private sector. Evidence-based HRM, 2015, 3, 159-180.	0.5	4
2701	The effects of human resource practices on firm performance in Thailand's manufacturing industry. Journal for Global Business Advancement, 2015, 8, 84.	0.3	1
2702	An exploratory study of the cultural context of organisational climate and human resource practices. Asia Pacific Journal of Human Resources, 2015, 53, 432-447.	2.5	7
2703	Dollars and sense: the financial impact of Canadian wellness initiatives. Health Promotion International, 2015, 30, 495-504.	0.9	2
2704	The adoption of HIV/AIDS policies and practices in businesses in Botswana: an exploratory study. International Journal of Human Resource Management, 2015, 26, 2833-2852.	3.3	2
2705	Does organizational culture or organizational culture fit really matter?. , 2015, , .		0
2706	How to enhance the impact of training on service quality?. Journal of Workplace Learning, 2015, 27, 514-529.	0.9	7
2707	Unlocking the black box of the conceptual relationship between HRM system and organizational performance. Journal of Developing Areas, 2015, 49, 413-420.	0.2	4
2708	Talent management, talent mindset competency and job performance: the mediating role of job satisfaction. European Journal of International Management, 2015, 9, 28.	0.1	47
2709	Impact of developer turnover on quality in open-source software. , 2015, , .		71
2710	HRM Practices Enhancing Research Performance. Procedia, Social and Behavioral Sciences, 2015, 213, 775-780.	0.5	4
2711	Employee participation and outcomes: organizational strategy does matter. Employee Relations, 2015, 37, 604-622.	1.5	21
2712	Transformational leadership and organisational commitment in manufacturing and service small to medium-sized enterprises. Personnel Review, 2015, 44, 970-990.	1.6	41

ARTICLE IF CITATIONS # Two profiles of the Dutch high performing employee. European Journal of Training and Development, 2713 1.2 4 2015, 39, 570-585. Small firm training: just meeting the day-to-day needs of the business. Employee Relations, 2015, 37, 2714 1.5 547-567. Part time work, productivity and institutional policies. Journal of Organizational Effectiveness, 2015, 2715 1.4 3 2, 176-200. Making the right move. Investigating employers' recruitment strategies. Personnel Review, 2015, 44, 2716 781-800. The effect of high-involvement human resource management practices on supply chain integration. 2717 4.4 83 International Journal of Physical Distribution and Logistics Management, 2015, 45, 716-746. Connecting HRM and change management: the importance of proactivity and vitality. Journal of Organizational Change Management, 2015, 28, 627-640. 2718 1.7 The effects of human resource management practices on employees' organisational commitment. 2719 1.6 52 International Journal of Organizational Analysis, 2015, 23, 472-492. Owners and employees wages: a question of rent appropriability. Management Decision, 2015, 53, 2720 250-267. Virtuous leadership – insights for the 21st century. Journal of Management Development, 2015, 34, 2721 1.1 31 1181-1200. Effect of HR practice on NPD performance. Nankai Business Review International, 2015, 6, 256-280. Anti-Shirking Effects of Group Incentives and Human-Capital-Enhancing HR Practices. Advances in the 2723 2 0.2 Economic Analysis of Participatory and Labor-Managed Firms, 2015, , 199-221. The effects of HRM practices on firm performance in Thailand's manufacturing industry. Journal for 2724 0.3 Global Business Advancement, 2015, 8, 250. Linking high-performance work systems and business performance: the role of employees' attitudes 2725 0.1 3 and behaviours. European Journal of International Management, 2015, 9, 648. Outsourcing maintenance in complex process industries. Asia Pacific Journal of Marketing and 1.8 Logistics, 2015, 27, 801-825. Do employees high in general human capital tend to have higher turnover intention? The moderating 2727 1.6 41 role of high-performance HR practices and P-O fit. Personnel Review, 2015, 44, 739-756. Why do firms adopt employee share ownership? Bundling ESO and direct involvement for developing human capital investments. Employee Relations, 2015, 37, 296-313. The impact of bundled high performance human resource practices on intention to leave. 2729 0.9 16 International Journal of Educational Management, 2015, 29, 431-460. Participatory workplace activities, employee-level outcomes and the mediating role of work 1.5 intensification. Management Research Review, 2015, 38, 540-558.

#	Article	IF	CITATIONS
2731	Strategic fit framework of succession planning: effects on career attitudes and career success. International Journal of Human Resources Development and Management, 2015, 15, 233.	0.0	1
2732	AHP as an effective consensus-based selection tool: a case of personnel selection for the Ministry of Foreign Affairs in Saudi Arabia. Journal for Global Business Advancement, 2015, 8, 138.	0.3	6
2733	Do strategic factors affect adoption of profit sharing? Longitudinal evidence from Canada. International Journal of Human Resource Management, 2015, 26, 971-1001.	3.3	11
2734	The impact of talent management and employee engagement on organisational performance. International Journal of Management Practice, 2015, 8, 311.	0.1	7
2735	Why Complementary HRM Practices Impact Performance: The Case of Rewards, Job Design, and Work Climate in a Knowledgeâ€ <del>S</del> haring Context. Human Resource Management, 2015, 54, 955-976.	3.5	77
2736	Experienced high performance work system, extroversion personality, and creativity performance. Asia Pacific Journal of Management, 2015, 32, 531-549.	2.9	69
2737	Dimensions and location of high-involvement management: fresh evidence from the UK Commission's 2011 Employer Skills Survey. Human Resource Management Journal, 2015, 25, 166-183.	3.6	16
2738	Do external diversity practices boost focal firm performance? The case of supplier diversity. International Journal of Human Resource Management, 2015, 26, 2227-2247.	3.3	18
2739	A European perspective on country moderation effects: Environmental management systems and sustainability-related human resource benefits. Journal of World Business, 2015, 50, 379-388.	4.6	38
2740	Training investment and organizational outcomes: a moderated mediation model of employee outcomes and strategic orientation of the HR function. International Journal of Human Resource Management, 2015, 26, 2632-2651.	3.3	30
2741	Employers' social contacts and their hiring behavior in a factorial survey. Social Science Research, 2015, 51, 93-107.	1.1	29
2742	The influence of technology on the future of human resource management. Human Resource Management Review, 2015, 25, 216-231.	3.3	283
2743	Productivity enhancement at home via crossâ€border acquisitions: The roles of learning and contemporaneous domestic investments. Strategic Management Journal, 2015, 36, 640-658.	4.7	84
2744	Comment la marque donne du sens au collaborateur : vers une vision élargie du capital-marque. Recherche Et Applications En Marketing, 2015, 30, 30-57.	0.2	14
2745	Workplace Flexibility Practices and Corporate Performance: Evidence from the British Private Sector. British Journal of Management, 2015, 26, 347-364.	3.3	23
2746	Involvement work systems and operational effectiveness: Exploring the moderating effect of national power distance. Journal of International Business Studies, 2015, 46, 332-354.	4.6	39
2747	Why "they―occupies the critical network positions?. Management Decision, 2015, 53, 100-123.	2.2	6
2748	Strategic integration of HRM for organizational performance: Nepalese reality. South Asian Journal of Clobal Business Research, 2015, 4, 110-128.	0.7	22

#	Article	IF	CITATIONS
2749	Behavioral Ambidexterity: The Impact of Incentive Schemes on Productivity, Motivation, and Performance of Employees in Commercial Banks. Human Resource Management, 2015, 54, s45.	3.5	69
2750	The mediating role of leadership and people management practices on HRD and organizational performance. Human Resource Development International, 2015, 18, 220-234.	2.3	25
2751	Orientation Training and Job Satisfaction: A Sector and Gender Analysis. Human Resource Management, 2015, 54, 303-321.	3.5	26
2752	An integrative model for competency development in organizations: the Flemish case. International Journal of Human Resource Management, 2015, 26, 2543-2568.	3.3	27
2753	A "coalesced framework―of talent management and employee performance. International Journal of Productivity and Performance Management, 2015, 64, 544-566.	2.2	81
2754	Would Better Earning, Work Environment, and Promotion Opportunities Increase Employee Performance? An Investigation in State and Other Sectors in Vietnam. Public Organization Review, 2015, 15, 565-579.	1.1	33
2755	Direct and indirect contribution of HRM practice to hotel company performance. International Journal of Hospitality Management, 2015, 49, 56-65.	5.3	29
2756	From legalism to strategic HRM in India? Grievance management in transition. Asia Pacific Journal of Management, 2015, 32, 619-643.	2.9	16
2757	The mediating effect of strategic human resource practices on knowledge management and firm performance. Revista Europea De Dirección Y EconomÃa De La Empresa, 2015, 24, 138-148.	0.3	45
2759	Career Development: Multilevel Perspective. , 2015, , 128-134.		0
2760	Explaining the black box: HPWS and organisational climate. Personnel Review, 2015, 44, 666-688.	1.6	46
2761	High performance HRM and establishment performance in Pakistan: an empirical analysis. Employee Relations, 2015, 37, 506-524.	1.5	37
2762	What are the best HRM practices for retaining experts? A longitudinal study in the Canadian information technology sector. International Journal of Manpower, 2015, 36, 416-432.	2.5	17
2763	Controllers as business partners in managerial decision-making. Journal of Accounting and Organizational Change, 2015, 11, 24-46.	1.1	31
2764	Creation of firm performance through resource orchestration: the case of ÜLKER. Competitiveness Review, 2015, 25, 179-204.	1.8	5
2765	Forging a Single-Edged Sword: Facilitating Positive Age and Disability Diversity Effects in the Workplace Through Leadership, Positive Climates, and HR Practices. Work, Aging and Retirement, 2015, 1, 41-63.	3.0	96
2766	Intangible assets and decline: a population ecology perspective. Journal of Management and Organization, 2015, 21, 755-771.	1.6	7
2767	Exploring the relationships between HPWS, organizational ambidexterity and firm performance in Chinese professional service firms. Journal of Chinese Human Resource Management, 2015, 6, 52-70.	0.7	37

#	Article	IF	CITATIONS
2768	High-Performance Work Practices and Core Employee Wages. ILR Review, 2015, 68, 426-456.	1.3	8
2769	Knowledge Flows in MNEs and the Role of HRM. , 2015, , 21-36.		2
2770	Bundles of <scp>HRM</scp> practices and performance: empirical evidence from a <scp>L</scp> atin <scp>A</scp> merican context. Human Resource Management Journal, 2015, 25, 311-330.	3.6	62
2771	Nose to Tail: Using the Whole Employment Relationship to Link Worker Participation to Operational Performance. Advances in Industrial and Labor Relations, 2015, , 143-176.	0.1	37
2772	The influence of internal HRM activity fit on the dynamics within the "black box― Human Resource Management Review, 2015, 25, 352-367.	3.3	45
2773	Strategic human resource management: Insights from the international hotel industry. International Journal of Hospitality Management, 2015, 47, 65-75.	5.3	58
2774	ls your sustainability strategy sustainable? Creating a culture of sustainability. Corporate Governance (Bingley), 2015, 15, 1-17.	3.2	179
2775	Green Human Resource Management: Policies and practices. Cogent Business and Management, 2015, 2, .	1.3	297
2776	How to support consumer-brand relationships. Marketing Intelligence and Planning, 2015, 33, 216-234.	2.1	18
2777	Estructura intelectual de la investigación sobre dirección de recursos humanos: un análisis bibliométrico aplicado a la revista The International Journal of Human Resource Management, 2000-2012. Revista Europea De Dirección Y EconomÃa De La Empresa, 2015, 24, 149-161.	0.3	4
2778	Unlike the Cheese, Performance Management Does Not Stand Alone. Industrial and Organizational Psychology, 2015, 8, 119-121.	0.5	2
2779	A patent-based study of the relationships among technological portfolio, ambidextrous innovation, and firm performance. Technology Analysis and Strategic Management, 2015, 27, 1193-1211.	2.0	35
2780	Do commitment based human resource practices influence job embeddedness and intention to quit?. IIMB Management Review, 2015, 27, 240-251.	0.7	34
2781	Healthy organization: analysing its meaning based on the HERO Model / Organizaciones saludables: analizando su significado desde el Modelo HERO. Revista De Psicologia Social, 2015, 30, 323-350.	0.3	16
2782	An analysis of continuous reform of human resource strategic management of the SMEs in China. , 2015, , .		1
2783	e-Recruitment, gender discrimination, and organizational results of listed companies on the Spanish Stock Exchange. Revista De Psicologia Del Trabajo Y De Las Organizaciones, 2015, 31, 155-164.	0.9	13
2784	Egalitarianism makes organizations stronger: Cross-national variation in institutional and psychological equality predicts talent levels and the performance of national teams. Organizational Behavior and Human Decision Processes, 2015, 129, 80-92.	1.4	14
2785	Ambidexterity and Unit Performance: Intellectual Capital Antecedents and Crossâ€Level Moderating Effects of Human Resource Practices. Human Resource Management, 2015, 54, s111.	3.5	48

#	Article	IF	CITATIONS
2786	Performance management in Polish companies internationalizing their market activities. International Journal of Human Resource Management, 2015, 26, 1965-1982.	3.3	6
2787	The Impact of Strategic Human Resource Management on Employee Outcomes in Private and Public Limited Companies in Malaysia. Journal of Human Values, 2015, 21, 75-86.	0.5	6
2788	A comparison of international HRM practices by Indian and European MNEs: evidence from Africa. International Journal of Human Resource Management, 2015, 26, 2676-2700.	3.3	38
2789	Human capital in multinational enterprises: Does strategic alignment matter?. Journal of International Business Studies, 2015, 46, 806-829.	4.6	46
2790	How brand gives employees meaning: Towards an extended view of brand equity. Recherche Et Applications En Marketing, 2015, 30, 30-54.	0.3	6
2791	¿Cómo influye el capital humano en la calidad de servicio? Una aplicación al sector bancario andorrano. Revista Espanola De Financiacion Y Contabilidad, 2015, 44, 146-179.	0.3	5
2792	Dynamic capabilities, human resources and operating routines. Industrial Management and Data Systems, 2015, 115, 1388-1411.	2.2	24
2793	High-performance work systems and school effectiveness: the case of Malaysian secondary schools. Asia Pacific Education Review, 2015, 16, 461-475.	1.4	6
2794	Factors Influencing the Employees' Service Performance in Ministry of Education in Sultanate of Oman. Procedia, Social and Behavioral Sciences, 2015, 197, 23-30.	0.5	6
2795	How do high performance work systems influence organizational innovation in professional service firms?. Employee Relations, 2015, 37, 209-231.	1.5	151
2796	Teamwork and Organizational Innovation: The Moderating Role of the HRM Context. Creativity and Innovation Management, 2015, 24, 261-277.	1.9	69
2797	Talent management in Russian companies: domestic challenges and international experience. International Journal of Human Resource Management, 2015, 26, 1051-1075.	3.3	61
2798	Determinants of highâ€performance work systems in small and mediumâ€sized private enterprises in <scp>C</scp> hina. Asia Pacific Journal of Human Resources, 2015, 53, 185-203.	2.5	18
2799	Effect of diversity on human resource management and organizational performance. Journal of Business Research, 2015, 68, 857-861.	5.8	59
2800	Does HRM generate ambidextrous employees for ambidextrous learning? The moderating role of management support. International Journal of Human Resource Management, 2015, 26, 589-615.	3.3	75
2801	A multilevel examination of highâ€performance work systems and unitâ€level organisational ambidexterity. Human Resource Management Journal, 2015, 25, 79-101.	3.6	57
2802	Attitudes Toward Organizational Change Among Public Middle Managers. Public Personnel Management, 2015, 44, 70-98.	1.5	44
2803	When Voice Matters. Journal of Management, 2015, 41, 1530-1554.	6.3	234

#	Article	IF	CITATIONS
2804	The stock market valuation of intellectual capital in the IT industry. Review of Quantitative Finance and Accounting, 2015, 45, 279-304.	0.8	16
2805	The role of relational resources in the knowledge management capability and innovation of professional service firms. Human Relations, 2015, 68, 731-764.	3.8	34
2806	Containing conflict: a relational approach to the study of high-involvement work practices in the health-care setting. International Journal of Human Resource Management, 2015, 26, 100-122.	3.3	19
2807	High performance work systems and organizational effectiveness: The mediating role of social capital. Human Resource Management Review, 2015, 25, 126-137.	3.3	115
2808	Market competition, HRM, and firm performance: The conventional paradigm critiqued and reformulated. Human Resource Management Review, 2015, 25, 107-125.	3.3	86
2809	Knowledge as a key in the relationship between high-performance work systems and workforce productivity. Journal of Business Research, 2015, 68, 1035-1044.	5.8	42
2810	Strategic Human Resource Management Practices and Competitive Priorities of the Manufacturing Performance in Karachi. Global Journal of Flexible Systems Management, 2015, 16, 37-61.	3.4	22
2811	How effective human resource management promotes corporate entrepreneurship: evidence from China. International Journal of Human Resource Management, 2015, 26, 1586-1601.	3.3	35
2812	Managing for innovation: Managerial control and employee level outcomes. Journal of Business Research, 2015, 68, 371-379.	5.8	38
2813	A three-step design science approach to develop a novel human resource-planning framework in projects: the cases of construction projects in USA, Europe, and Iran. International Journal of Project Management, 2015, 33, 419-434.	2.7	34
2814	360 Degrees of Pressure. Journal of Hospitality and Tourism Research, 2015, 39, 271-292.	1.8	49
2815	Human resource systems and competitive advantage: an ethical climate perspective. Business Ethics, 2015, 24, 186-204.	3.5	20
2816	Human resource management practices and project success, a moderating role of Islamic Work Ethics in Pakistani project-based organizations. International Journal of Project Management, 2015, 33, 435-445.	2.7	47
2817	Validation of a Multidimensional HR Flexibility Measure. Journal of Management, 2015, 41, 1098-1131.	6.3	76
2818	Talented people and strong brands: The contribution of human capital and brand equity to firm value. Strategic Management Journal, 2015, 36, 2122-2131.	4.7	133
2819	Implications of Family Business Employment for Employees' Innovative Work Involvement. Family Business Review, 2015, 28, 123-144.	4.5	100
2820	Resource orchestration in practice: <scp>CEO</scp> emphasis on <scp>SHRM</scp> , commitmentâ€based <scp>HR</scp> systems, and firm performance. Strategic Management Journal, 2015, 36, 360-376.	4.7	314
2821	High-Performance Work System and Safety Performance. , 2015, , 157-165.		0

#	Article	IF	CITATIONS
2822	My Strengths Count!. Human Resource Management, 2015, 54, 81-103.	3.5	112
2823	Can Knowledge-Intensive Teamwork Be Managed? Examining the Roles of HRM Systems, Leadership, and Tacit Knowledge. Journal of Management, 2016, 42, 524-554.	6.3	286
2824	Evaluating sustainable advantages in productivity with a systematic procedure. International Journal of Advanced Manufacturing Technology, 2016, 87, 1435-1442.	1.5	8
2825	Developing and Leveraging Human Capital Resource to Promote Service Quality. Journal of Management, 2016, 42, 480-499.	6.3	70
2826	The Relation between Learning Orientation and Variables of Firm Performance with Strategic Human Resources Management Applications in the Islamic Banks in Turkey. International Business Research, 2016, 9, 40.	0.2	0
2827	A Framework for Human Resource Configurations in Knowledge-intensive Organizations. International Journal of Business Administration, 2016, 7, .	0.1	3
2828	Employees' Perception Regarding the Role of Specific HRM Practices in Knowledge Intensive Firms. International Journal of Social Sciences and Management, 2016, 3, 246-255.	0.2	4
2829	Human Capital, Organizational Demography and Organizational Performance: The Analysis of CPA Firms in Taiwan. International Business Research, 2016, 9, 126.	0.2	0
2830	Work force retention: Role of work environment, organization commitment, supervisor support and training & development in ceramic sanitary ware industries in India. Journal of Industrial Engineering and Management, 2016, 9, 612.	1.0	14
2831	Effective talent management in Malaysian SMES: A proposed framework. Journal of Developing Areas, 2016, 50, 393-401.	0.2	12
2832	Internal Corporate Social Responsibility and Performance: A Study of Publicly Traded Companies. BAR - Brazilian Administration Review, 2016, 13, .	0.4	20
2833	Organizational Social Capital and Commitment-Based HR Practices as the Determining Factors of Organizational Performance. International Journal of Business and Management, 2016, 11, 129.	0.1	3
2834	Guua De Evaluaciin. CCmo Evaluar la Efectividad de una Polltica que Busque Hacer Estrattgica la Gestiin del Talento Humano en el Sector PPblico Colombiano? (Evaluation Guide. How to Evaluate the) Tj ETQqO (	0 0 rgBT /0	Overlock 10 1
2835	SMEs and Electronic Commerce: The Case of Istanbul. Business and Management Research, 2016, 5, .	0.1	0
2836	The Impact of Human Resource Management (Hrm) Practices on Labour Productivity in Libyan National Oil Corporations: The Mediating Role of Social Skills. Mediterranean Journal of Social Sciences, 2016, ,	0.1	1
2837	Applied Servant Leadership Strategies: A Case Study on SAS. SSRN Electronic Journal, 2016, , .	0.4	0
2838	High Involvement Management Practices, Technology Uses, Work Motivation and Job Search Behaviour. SSRN Electronic Journal, 0, , .	0.4	1
2839	The Strategic Management of High-Growth Firms: A Review and Theoretical Conceptualization. SSRN Electronic Journal, 2016, , .	0.4	1

#	Article	IF	CITATIONS
2840	High involvement work programs (HIWP) measurement model validation and its capacity to predict perceived performance. Intangible Capital, 2016, 12, 1308.	0.6	4
2841	The Impact of Human Resources Management on Employee Performance: Organizational Commitment Mediator Variable. Asian Social Science, 2016, 12, 176.	0.1	17
2842	Working Conditions, Work Outcomes, and Policy in Asian Developing Countries. SSRN Electronic Journal, 0, , .	0.4	8
2843	Moderating Role of the Transformational Leadership in the Relationship between HRM Practices and Performance: A Study of ICT Companies of Malaysia. Asian Social Science, 2016, 12, 1.	0.1	1
2844	Do Organizational Culture Attributes Matter? For Small to Medium Sized Enterprises It Enhances or Acts in Place of Entrepreneurial Orientation. SSRN Electronic Journal, 2016, , .	0.4	0
2845	Efectos de las polÃŧicas de recursos humanos socialmente responsables en el capital intelectual. Intangible Capital, 2016, 12, 549.	0.6	8
2846	¿Se mide el retorno de la inversión en las PolÃŧicas de Recursos Humanos? Un análisis en España. Innovar, 2016, 26, 91-100.	0.1	2
2847	Human resource management practices, employee engagement and organizational citizenship behaviours (ocb) in selected firms in Uganda. African Journal of Business Management, 2016, 10, 1-12.	0.4	7
2848	Factores y prácticas de alto desempeño que influyen en el clima laboral: Análisis de un caso. Innovar, 2016, 26, 119-136.	0.1	21
2849	Antecedents and Consequences of Employee Attrition: A Review of Literature. SSRN Electronic Journal, 0, , .	0.4	0
2851	A Review on the Country Health System, Its Challenges and the Corrective Solutions. Modern Applied Science, 2016, 10, 227.	0.4	1
2852	How digital technologies are revolutionising the training function in companiesÂ: an exploratory study of a population of managers attending a MOOC. Revue De Gestion Des Ressources Humaines, 2016, N° 102, 42-58.	0.1	9
2854	Deconstructing AMO framework: a systematic review. Intangible Capital, 2016, 12, 1040.	0.6	128
2855	The effect of human resource management system on employees' commitment: The mediating role of the AMO model. Journal of Developing Areas, 2016, 50, 17-29.	0.2	7
2856	Linking HRM Practices and Institutional Setting to Collective Turnover: An Empirical Exploration. Administrative Sciences, 2016, 6, 18.	1.5	9
2857	Managerial Gender Diversity and Firm Performance: An Integration of Different Theoretical Perspectives. SSRN Electronic Journal, 2016, , .	0.4	1
2858	Identified Research Gaps in Employee Engagement. International Business Research, 2016, 10, 63.	0.2	10
2859	L'impact des stratégies génériques sur les pratiques de gestion des ressources humaines. Gestion 2000 2017, Volume 33, 75-90.	<sup>)</sup> ,0.1	О

#	Article	IF	CITATIONS
2860	The Stock Performance of C. Everett Koop Award Winners Compared With the Standard & Poor's 500 Index. Journal of Occupational and Environmental Medicine, 2016, 58, 9-15.	0.9	58
2861	Single―and Multipleâ€Informant Research Designs to Examine the Human Resource Managementâ^'Performance Relationship. British Journal of Management, 2016, 27, 646-668.	3.3	37
2862	Cutting Cost, Not Corners In Hes Organizational Capability. , 2016, , .		0
2863	Colliding Employer-Employee Perspectives of Employee Turnover: Evidence from a Born-Global Industry. Thunderbird International Business Review, 2016, 58, 601-615.	0.9	10
2864	Does Training Really Matter to the Rural Poor Borrowers in Bangladesh? A Case Study on BRAC. Journal of International Development, 2016, 28, 1092-1103.	0.9	19
2865	A meta-analysis of different HR-enhancing practices and performance of small and medium sized firms. Journal of Business Venturing, 2016, 31, 485-504.	4.0	88
2866	Great Places to Work <sup>®</sup> : Resilience in Times of Crisis. Human Resource Management, 2016, 55, 479-498.	3.5	44
2867	Learning Strategies in Enterprises: empirical findings, implications and perspectives for the immediate future. European Journal of Education, 2016, 51, 227-243.	1.7	6
2868	The Research-Practice Gap in Human Resource Management: A Cross-Cultural Study. Human Resource Management, 2016, 55, 179-200.	3.5	41
2869	Tribal diversity, human resources management practices, and firm performance. Canadian Journal of Administrative Sciences, 2016, 33, 182-196.	0.9	6
2870	Credit Where Credit is Due: A Field Survey of the Interactive Effects of Credit Expectations and Leaders' Credit Allocation on Employee Turnover. Human Resource Management, 2016, 55, 341-355.	3.5	9
2871	To Thine Shareholders Be True? Linking Large Corporate Ownership to Firms' Use of Commitment Human Resource Practices. Human Resource Management, 2016, 55, 567-589.	3.5	9
2872	Crossâ€level effects of highâ€performance work systems (HPWS) and employee wellâ€being: the mediating effect of organisational justice. Human Resource Management Journal, 2016, 26, 211-231.	3.6	150
2873	Unpacking the black box: understanding the relationship between strategy, HRM practices, innovation and organizational performance. Human Resource Management Journal, 2016, 26, 112-133.	3.6	127
2874	Maximizing the Benefits of Internationalization: The Moderating Role of Labour Flexibility. Industrial Relations, 0, 71, 350-372.	0.2	4
2875	Sustainable Development of Human Resources Inspired by Chinese Philosophies: A Repositioning Based on François Jullien's Works. Management and Organization Review, 2016, 12, 503-524.	1.8	6
2876	High Performance Work Systems and Organizational Values: Resource-based View Considerations. Procedia, Social and Behavioral Sciences, 2016, 235, 332-341.	0.5	24
2877	Strategic Human Resource Management and Firm Performance: The Mediating Role of Entrepreneurial Orientation. Procedia, Social and Behavioral Sciences, 2016, 235, 372-381.	0.5	41

$\sim$		<u> </u>	
Сітат	ION	REDU	DT
CITAL	ION.	<b>NLFU</b>	

#	Article	IF	CITATIONS
2878	Superior Organizational Performance through SHRM Implications, Mediating Effect of Management Capability: An Implementation on Islamic Banking. Procedia, Social and Behavioral Sciences, 2016, 235, 807-816.	0.5	8
2879	Occupational pension scheme: an innovative tool in HRM. Management Research, 2016, 14, 106-129.	0.5	1
2880	Drilling Competency Model, A Case Study of an Upstream Oil & Gas Company. , 2016, , .		3
2881	Perceived High-performance Work System and Employee Performance: Role of Self-efficacy and Learning Orientation. Metamorphosis, 2016, 15, 115-133.	0.8	17
2882	Knowledge work intensification and self-management: the autonomy paradox. Work Organisation, Labour and Globalisation, 2016, 10, .	0.6	27
2883	Return on Retention (RoR): A Grounded Theory Study of Knowledge Workers in Indian IT Services Industry. Management and Labour Studies, 2016, 41, 267-293.	0.9	1
2884	Has the reduction of employment been efficient in the restructuring of banks in Europe? An insight into the overbranched sector in Spain. Journal of Transnational Management, 2016, 21, 217-235.	0.5	1
2885	The Effect of SHRM Practices on Innovation Performance: The Mediating Role of Global Capabilities. Procedia, Social and Behavioral Sciences, 2016, 235, 797-806.	0.5	13
2886	Addressing Differences Between Inbound and Outbound Agents for Effective Call Center Management. Global Business and Organizational Excellence, 2016, 36, 70-86.	4.2	7
2887	What Did You Expect to Happen? Aligning HR Practices with Knowledge Management Outcomes. Eurasian Studies in Business and Economics, 2016, , 165-182.	0.2	1
2888	High-performance work systems, joint impact of transformational leadership, an empowerment climate and organizational ambidexterity. Journal of Organizational Change Management, 2016, 29, 424-444.	1.7	33
2889	The relative importance of human resource management practices for innovation. Economics of Innovation and New Technology, 2016, 25, 769-800.	2.1	31
2890	Society of University Surgeons' presidential address: Our greatest resource. Surgery, 2016, 160, 38-46.	1.0	2
2891	Internal marketing, employee job satisfaction, and perceived organizational performance in microfinance institutions. International Journal of Bank Marketing, 2016, 34, 773-796.	3.6	59
2892	Are high performance work practices really necessary in family SMEs? An analysis of the impact on employee retention. Journal of Family Business Strategy, 2016, 7, 75-89.	3.7	96
2893	Human resource management: the promise, the performance, the consequences. Journal of Organizational Effectiveness, 2016, 3, 181-190.	1.4	21
2894	The Impact of Negatively Reciprocal Inclinations on Worker Behavior: Evidence from a Retrenchment of Pension Rights. Management Science, 2016, 62, 668-681.	2.4	12
2895	Turnover and Unit-Level Financial Performance: An Analysis of the Costs and Benefits of Voluntary and Involuntary Turnover in Unskilled Jobs. Advances in Management Accounting, 2016, , 35-65.	0.4	5

#	Article	IF	CITATIONS
2896	Human resources management and performance in the hotel industry. International Journal of Contemporary Hospitality Management, 2016, 28, 490-515.	5.3	39
2897	Investigation of factors influencing employee performance. International Journal of Organizational Analysis, 2016, 24, 340-368.	1.6	2
2898	High performance work systems and organizational service performance: The roles of different organizational climates. International Journal of Hospitality Management, 2016, 55, 118-128.	5.3	23
2899	The link between high performance work practices and organizational performance. Employee Relations, 2016, 38, 578-595.	1.5	81
2900	Other Organizational Perspectives on the Contribution of Human Resources Management to Organizational Performance. , 2016, , 63-106.		2
2901	Human resource management practices and organizational effectiveness: internal fit matters. Journal of Organizational Effectiveness, 2016, 3, 139-163.	1.4	61
2902	Job Motivating Potential Score and Its Relationship with Employees' Organizational Commitment among Health Professionals. Osong Public Health and Research Perspectives, 2016, , .	0.7	7
2903	Centralized allocation of human resources. An application to public schools. Computers and Operations Research, 2016, 73, 104-114.	2.4	24
2904	High Performance Work System in India: Examining the Role of Employee Engagement. Journal of Asia-Pacific Business, 2016, 17, 130-150.	0.8	56
2905	Entrepreneurial orientation and human resource management: effects from HRM practices. Journal of Organizational Effectiveness, 2016, 3, 164-180.	1.4	20
2906	Relationship between job satisfaction and organisational performance. Economic Research-Ekonomska Istrazivanja, 2016, 29, 118-130.	2.6	179
2907	Entrepreneurial and network knowledge in emerging economies. Review of International Business and Strategy, 2016, 26, 392-409.	2.3	30
2908	Resolving Workplace Conflicts through Litigation: Evidence, Analysis, and Implications. Advances in Industrial and Labor Relations, 2016, , 31-67.	0.1	0
2909	HR Positioning—A Matter of National Culture? Facts from Hungary. Business Perspectives and Research, 2016, 4, 136-144.	1.6	1
2910	A multilevel perspective on faultlines: Differentiating the effects between group- and organizational-level faultlines Journal of Applied Psychology, 2016, 101, 86-107.	4.2	50
2911	Le rÃ1e médiateur de la satisfaction au travail dans le lien entre l'intensité de la gestion des ressources humaines et le roulement du personnel. Revue Gestion Et Organisation, 2016, 8, 87-95.	0.0	2
2912	Software Project Managers' Perceptions of Productivity Factors. , 2016, , .		13
2913	Exploring the relationship among human resource flexibility, organizational innovation and adaptability culture. Chinese Management Studies, 2016, 10, 657-674.	0.7	38

#	Article	IF	CITATIONS
2914	Multisource feedback, human capital, and the financial performance of organizations Journal of Applied Psychology, 2016, 101, 1569-1584.	4.2	27
2915	Human resource management executive presence in top management. International Journal of Organizational Analysis, 2016, 24, 985-1001.	1.6	4
2916	The message and the messenger. Personnel Review, 2016, 45, 1240-1258.	1.6	19
2917	Are employee-friendly workplaces conducive to innovation?. Journal of Corporate Finance, 2016, 40, 61-79.	2.7	84
2918	Perceptions of sustainable organizational support: mediating the effects of health supporting work environments on employer attractiveness. Managementforschung, 2016, 26, 97-119.	1.2	1
2919	Guiding metaphors for knowledge-intensive firms. International Journal of Organizational Analysis, 2016, 24, 743-772.	1.6	15
2920	The link between e-HRM use and HRM effectiveness: an empirical study. Personnel Review, 2016, 45, 1281-1301.	1.6	69
2921	When East meets West: comparing the utilization of highâ€performance work systems in Chinese and Irish professional service firms. Asia Pacific Journal of Human Resources, 2016, 54, 8-31.	2.5	11
2922	Antecedents and Outcomes of Diversity and Equality Management Systems: An Integrated Institutional Agency and Strategic Human Resource Management Approach. Human Resource Management, 2016, 55, 83-107.	3.5	65
2923	Does Pension Plan Structure Affect Turnover Patterns?. Journal of Public Administration Research and Theory, 2016, 26, 787-799.	2.2	15
2924	Human Resource Management and Market Orientation Strategies in Family and Non-family Firms in Ghana: How Do They Relate to Competitive Strategy and Firm Performance?. , 2016, , 123-153.		2
2925	Modeling patient care quality: an empirical high-performance work system approach. Personnel Review, 2016, 45, 1176-1199.	1.6	16
2926	Localization HRM practices and financial performance: evidence from the Sultanate of Oman. Review of International Business and Strategy, 2016, 26, 431-442.	2.3	14
2927	The HR executive effect on firm performance and survival. Strategic Management Journal, 2016, 37, 2346-2361.	4.7	34
2928	Adoption and correlates of Western concepts of high performance work system in the IT industry in India. International Journal of Organizational Analysis, 2016, 24, 550-572.	1.6	7
2929	Human Capital and HRM as a Source of Competitive Advantage and Effectiveness: Evidence from Poland. , 2016, , 175-196.		2
2930	The impact of intellectual capital – knowledge management strategy fit on firm performance. Management Decision, 2016, 54, 1861-1885.	2.2	88
2931	The genetic code: HRM internal integration scale. Management Research, 2016, 14, 298-316.	0.5	0

#	Article	IF	CITATIONS
2932	Linking educational leadership styles to the HR architecture for new teachers in primary education. SpringerPlus, 2016, 5, 1754.	1.2	1
2933	What most attracts potential candidates? Innovative perks, training, or ethics?. Career Development International, 2016, 21, 634-655.	1.3	17
2934	High performance work systems and organization attraction. Employee Relations, 2016, 38, 682-702.	1.5	6
2935	Employer trustworthiness, worker pride, and camaraderie as a source of competitive advantage. Journal of Strategy and Management, 2016, 9, 322-343.	1.9	11
2936	Staying and performing. Personnel Review, 2016, 45, 947-968.	1.6	73
2937	Human capital, service innovation advantage, and business performance. International Journal of Operations and Production Management, 2016, 36, 974-994.	3.5	76
2938	What it takes to get proactive: An integrative multilevel model of the antecedents of personal initiative Journal of Applied Psychology, 2016, 101, 687-701.	4.2	116
2939	HRM as a strategic business partner. , 2016, , 87-109.		10
2940	Seamless Service? On the Role and Impact of Service Orchestrators in Human-Centered Service Systems. Journal of Service Research, 2016, 19, 458-476.	7.8	60
2941	Management capability and performance in Spanish family firms. Academia Revista Latinoamericana De Administracion, 2016, 29, 303-325.	0.6	7
2942	Human resource and customer benefits through sustainable operations. International Journal of Operations and Production Management, 2016, 36, 1719-1740.	3.5	24
2943	Success and failure in international assignments. Journal of Global Mobility, 2016, 4, 386-407.	1.2	20
2944	The relationship between socioemotional and financial wealth. Management Research, 2016, 14, 215-233.	0.5	50
2945	A review of the hotel industry in Nigeria: size, structure and issues. Worldwide Hospitality and Tourism Themes, 2016, 8, 117-133.	0.8	7
2946	What is the effect of size on the use of the EFQM excellence model?. International Journal of Operations and Production Management, 2016, 36, 1800-1820.	3.5	20
2947	High performance work systems and employees' intention to leave. Management Research Review, 2016, 39, 1587-1615.	1.5	25
2948	HRM Specificities' on Portugal Hotel Units. Springer Proceedings in Business and Economics, 2016, , 393-410.	0.3	0
2949	Customer orientation and firm's business performance. European Journal of Marketing, 2016, 50, 2162-2191.	1.7	38

#	Article	IF	CITATIONS
2951	The Centers for Disease Control and Prevention System in China: Trends From 2002–2012. American Journal of Public Health, 2016, 106, 2093-2102.	1.5	16
2952	The Emerging Outline of Selected HRM Business Practices In MNC In Central Europe – The Empirical Research Findings. Journal of Intercultural Management, 2016, 8, 105-137.	0.8	4
2953	The question of the solution to the problem of prediction of the critical conditions. , 2016, , .		1
2954	Emotional appeal in recruitment advertising and applicant attraction: Unpacking national cultural differences. Journal of Organizational Behavior, 2016, 37, 1202-1223.	2.9	23
2955	The link between training satisfaction, work engagement and turnover intention. European Journal of Training and Development, 2016, 40, 407-429.	1.2	74
2956	Domains of reciprocity beyond monetary compensation: How do non-pecuniary factors affect effort and shirking?. Cogent Economics and Finance, 2016, 4, 1178884.	0.8	0
2957	Measuring the use of human resources practices and employee attitudes. Evidence-based HRM, 2016, 4, 94-115.	0.5	21
2958	The professional lives of expatriate academics. Journal of Global Mobility, 2016, 4, 112-130.	1.2	36
2959	Human Resource Architectures for New Teachers in Flemish Primary Education. Educational Management Administration and Leadership, 2016, 44, 970-995.	2.2	9
2960	The role of knowledge-based psychological climates in human resource management systems. Management Decision, 2016, 54, 1222-1246.	2.2	6
2961	Private Equity and Workers' Career Paths: The Role of Technological Change. Review of Financial Studies, 2016, 29, 2455-2489.	3.7	71
2962	High commitment HR practices, the employment relationship and job performance: A test of a mediation model. European Management Journal, 2016, 34, 328-337.	3.1	84
2963	HRM practices and organizational performance in the UAE banking sector. International Journal of Productivity and Performance Management, 2016, 65, 773-791.	2.2	45
2964	Editorial Essay. ILR Review, 2016, 69, 787-802.	1.3	4
2965	Do investments in human capital lead to employee share ownership? Evidence from French establishments. Economic and Industrial Democracy, 2016, 37, 567-591.	1.2	14
2966	Pay Attention! The Liabilities of Respondent Experience and Carelessness When Making Job Analysis Judgments. Journal of Management, 2016, 42, 1904-1933.	6.3	11
2967	The impact of high-performance work systems on firm performance: The moderating effects of the human resource function's influence. Journal of Management and Organization, 2016, 22, 328-348.	1.6	17
2968	The Complementary Use of Experiments and Field Data to Evaluate Management Practices: The Case of Subjective Performance Evaluations. Journal of Institutional and Theoretical Economics, 2016, 172, 364.	0.1	18

#	Article	IF	CITATIONS
2969	The Empress. CASE Journal, 2016, 12, 3-26.	0.1	0
2970	Globalization and convergence–divergence of HRM across nations: New measures, explanatory theory, and non-standard predictions from bringing in economics. Human Resource Management Review, 2016, 26, 338-351.	3.3	34
2971	Customer-based brand equity and human resource management image. European Journal of Marketing, 2016, 50, 1185-1208.	1.7	29
2972	How Top Management HR Beliefs and Values Affect Highâ€Performance Work System Adoption and Implementation Effectiveness. Human Resource Management, 2016, 55, 413-435.	3.5	47
2973	Knowledge flows in the emerging market MNC: The role of subsidiary HRM practices in Korean MNCs. International Business Review, 2016, 25, 233-243.	2.6	28
2974	The Impact of Human Resource Practices on Actual and Perceived Organizational Performance in a Middle Eastern Emerging Market. Human Resource Management, 2016, 55, 261-281.	3.5	36
2975	The HRM Process Approach: The Influence of Employees' Attribution to Explain the HRM-Performance Relationship. Human Resource Management, 2016, 55, 201-217.	3.5	93
2976	The Impact of Employees' and Managers' Training on the Performance of Small―and Medium‧ized Enterprises: Evidence from a Randomized Natural Experiment in the <scp>UK</scp> Service Sector. British Journal of Industrial Relations, 2016, 54, 409-421.	0.8	35
2977	CSR related management practices and firm performance: An empirical analysis of the quantity–quality trade-off on French data. International Journal of Production Economics, 2016, 171, 405-416.	5.1	115
2978	Assessing the enduring impact of influential papers. Marketing Letters, 2016, 27, 115-129.	1.9	5
2979	Impact of gender-focused human resource management on performance: The mediating effects of gender diversity. Australian Journal of Management, 2016, 41, 376-397.	1.2	41
2980	The chain effect from human resource-based clinical governance through emotional intelligence and CSR to knowledge sharing. Knowledge Management Research and Practice, 2016, 14, 126-143.	2.7	31
2981	Adoption of Highâ€Performance Work Systems by Local Subsidiaries of Developed Country and Turkish MNEs and Indigenous Firms in Turkey. Human Resource Management, 2016, 55, 1001-1024.	3.5	22
2982	Managerial Gender Diversity and Firm Performance. Group and Organization Management, 2016, 41, 5-31.	2.7	61
2983	Does Payâ€forâ€Performance Strain the Employment Relationship? The Effect of Manager Bonus Eligibility on Nonmanagement Employee Turnover. Personnel Psychology, 2016, 69, 395-429.	2.2	19
2984	The impact of HR political skill in the HRM and organisational performance relationship. Australian Journal of Management, 2016, 41, 161-181.	1.2	12
2985	Impression Management in Organizations: Critical Questions, Answers, and Areas for Future Research. Annual Review of Organizational Psychology and Organizational Behavior, 2016, 3, 377-406.	5.6	267
2986	Are regional systems greening the economy? Local spillovers, green innovations and firms' economic performances. Economics of Innovation and New Technology, 2016, 25, 692-713.	2.1	71

# 2987	ARTICLE The mediating role of job satisfaction in the relationship between job training satisfaction and turnover intentions. Industrial and Commercial Training, 2016, 48, 42-52.	IF 0.8	Citations
2988	Recommendations for Creating Better Concept Definitions in the Organizational, Behavioral, and Social Sciences. Organizational Research Methods, 2016, 19, 159-203.	5.6	359
2989	The Impact of Stakeholder Orientation on Innovation: Evidence from a Natural Experiment. Management Science, 2016, 62, 1982-2001.	2.4	292
2990	Expectations, effectiveness and discrepancies: exploring multiple HR roles in the Chinese business context. International Journal of Human Resource Management, 2016, 27, 1101-1133.	3.3	8
2991	Gaining competitive advantage through the right business model: analysis based on case studies. Journal of Strategy and Management, 2016, 9, 138-155.	1.9	19
2992	Factors Related to Job Satisfaction in Urology. Urology Practice, 2016, 3, 169-174.	0.2	9
2993	An Exploration of the Role Duality Experienced by HR Professionals as Both Implementers and Recipients of HR Practices: Evidence from the Indian Railways. Human Resource Management, 2016, 55, 127-142.	3.5	16
2994	How Global Are Boundaryless Careers and How Boundaryless Are Global Careers? Challenges and a Theoretical Perspective. Thunderbird International Business Review, 2016, 58, 13-27.	0.9	23
2995	Measuring Organizational Performance: A Case for Subjective Measures. British Journal of Management, 2016, 27, 214-224.	3.3	196
2996	Modelling and evaluation of investment strategies in human resources for logistics improvement. International Journal of Simulation and Process Modelling, 2016, 11, 36.	0.1	5
2997	Exploring the Relationship Between Multi-Dimensional Top Management Support and Project Success: An International Study. EMJ - Engineering Management Journal, 2016, 28, 54-67.	1.4	37
2998	Hire someone like me, or hire someone I need: entrepreneur identity and early-stage hiring in small firms. Journal of Small Business and Entrepreneurship, 2016, 28, 187-201.	3.0	17
2999	Competition and constraint. Employee Relations, 2016, 38, 286-303.	1.5	17
3000	Related and unrelated variety as regional drivers of enterprise productivity and innovation: A multilevel study. Research Policy, 2016, 45, 844-856.	3.3	131
3001	Exploring the HRM-performance relationship: the role of creativity climate and strategy. Employee Relations, 2016, 38, 438-462.	1.5	46
3002	A Study of HR Flexibility and Firm Performance: A Perspective from IT Industry. Global Journal of Flexible Systems Management, 2016, 17, 57-75.	3.4	26
3003	Investigation of nurses' intention to leave: a study of a sample of UK nurses. Journal of Health Organization and Management, 2016, 30, 154-173.	0.6	29
3004	Relation between human resource development climate and organisational commitment: empirical study in Indian banking sector. International Journal of Indian Culture and Business Management, 2016, 12, 204.	0.1	3

#	Article	IF	CITATIONS
3005	The effects of high-performance work systems on hospital employees' work-related well-being: Evidence from Greece. European Management Journal, 2016, 34, 424-438.	3.1	68
3006	Doing business in India: cross-cultural issues in managing human resources. Cross Cultural and Strategic Management, 2016, 23, 184-204.	1.0	18
3007	A resource-based view on enablers of supplier integration: evidence from China. Industrial Management and Data Systems, 2016, 116, 416-444.	2.2	32
3008	Employee Mobility and Organizational Outcomes. Journal of Management, 2016, 42, 85-113.	6.3	163
3009	Family governance oversight, performance, and high performance work systems. Journal of Business Research, 2016, 69, 2130-2137.	5.8	19
3010	Operations management and the resource based view: Another view. Journal of Operations Management, 2016, 41, 95-106.	3.3	185
3011	Effect of workplace innovation on organisational performance and sickness absence. World Review of Entrepreneurship, Management and Sustainable Development, 2016, 12, 101.	0.2	10
3012	Retaining project management competence — Antecedents and consequences. International Journal of Project Management, 2016, 34, 145-157.	2.7	72
3013	Building from below: subsidiary management moderation of employment practices in MNCs in China. International Journal of Human Resource Management, 2016, 27, 2275-2303.	3.3	6
3014	Work Uncertainty and Extensive Work Effort. ILR Review, 2016, 69, 656-682.	1.3	12
3015	The role of human resource management practices in bank performance. Total Quality Management and Business Excellence, 2016, 27, 382-397.	2.4	25
3016	Role of Internal Marketing on Employees' Perceived Job Performance in an Asian Integrated Resort. Journal of Hospitality Marketing and Management, 2016, 25, 589-612.	5.1	22
3017	High-investment HR values and firm performance among local firms and U.S. MNCs' subsidiaries in South Asia: a comparative study. International Journal of Human Resource Management, 2016, 27, 1426-1447.	3.3	10
3018	SCP-relevance and class-effect in performance – A comparative analysis of restaurants and petroleum firms. International Journal of Hospitality Management, 2016, 52, 33-45.	5.3	6
3019	Bridging knowledge in ambidextrous HRM systems: empirical evidence from hidden champions. International Journal of Human Resource Management, 2016, 27, 355-381.	3.3	54
3020	Are high-performance work practices related to individually perceived stress? A job demands-resources perspective. International Journal of Human Resource Management, 2016, 27, 45-66.	3.3	77
3021	Rigidities through flexibility: flexible labour and the rise of management bureaucracies. Cambridge Journal of Economics, 2016, 40, 1137-1147.	0.8	27
3022	Unraveling the impact of workforce age diversity on labor productivity: The moderating role of firm size and job security. Journal of Organizational Behavior, 2016, 37, 193-212.	2.9	40

#	Article	IF	CITATIONS
3023	The role of HRM and social capital configuration for knowledge sharing in post-M&A integration: a framework for future empirical investigation. International Journal of Human Resource Management, 2016, 27, 2790-2822.	3.3	56
3024	The moderating effect of †Green' HRM on the association between proactive environmental management and financial performance in small firms. International Journal of Human Resource Management, 2016, 27, 239-261.	3.3	167
3025	The Effects of Part-Time Workers on Establishment Financial Performance. Journal of Management, 2016, 42, 1635-1662.	6.3	16
3026	HRM practices for human and social capital development: effects on innovation capabilities. International Journal of Human Resource Management, 2016, 27, 928-953.	3.3	108
3027	CEO Intellectual Stimulation and Employee Work Meaningfulness. Group and Organization Management, 2016, 41, 203-231.	2.7	37
3028	High Performance Work Systems and Organizational Performance: An Empirical Study on Manufacturing and Service Organizations in Pakistan. Public Organization Review, 2016, 16, 421-442.	1.1	7
3029	Strategic Human Resource Management of Volunteers and the Link to Hospital Patient Satisfaction. Nonprofit and Voluntary Sector Quarterly, 2016, 45, 409-424.	1.3	16
3030	Goals, Trust, Participation, and Feedback: Linking Internal Management With Performance Outcomes. Journal of Public Administration Research and Theory, 2016, 26, 327-343.	2.2	117
3031	Best fit, best practice, or stuck in the middle? The impact of unit ownership on unit HR performance in franchise systems. International Entrepreneurship and Management Journal, 2016, 12, 697-711.	2.9	8
3032	High-performance work practices and organisational performance in small firms: the role of guanxi. Total Quality Management and Business Excellence, 2016, 27, 628-646.	2.4	8
3033	Global software development: an exploratory study of challenges of globalization, HRM practices and process improvement. Review of Managerial Science, 2016, 10, 649-682.	4.3	14
3034	Good Neighbors but Bad Employers: Two Faces of Corporate Social Responsibility Programs. Journal of Business Ethics, 2016, 138, 295-310.	3.7	44
3035	Does Turnover Intention Matter? Evaluating the Usefulness of Turnover Intention Rate as a Predictor of Actual Turnover Rate. Review of Public Personnel Administration, 2016, 36, 240-263.	1.8	161
3036	Labour productivity and innovation performance: The importance of internal labour flexibility practices. Economic and Industrial Democracy, 2017, 38, 271-293.	1.2	53
3038	The Impact of Human Resource Management on Corporate Social Performance Strengths and Concerns. Business and Society, 2017, 56, 391-418.	4.2	57
3039	Performance appraisals and job satisfaction. International Journal of Human Resource Management, 2017, 28, 750-774.	3.3	76
3040	Influencing public sector performance: studying the impact of ability-, motivation- and opportunity-enhancing human resources practices on various performance outcomes in the public sector. International Review of Administrative Sciences, 2017, 83, 717-737.	1.9	22
3041	HRM and knowledge-transfer: a micro analysis in a Middle Eastern emerging market. International Journal of Human Resource Management, 2017, 28, 2762-2791.	3.3	15

#	Article	IF	CITATIONS
3042	Linking human resources practices with performance: the simultaneous mediation of collective affective commitment and human capital. International Journal of Human Resource Management, 2017, 28, 3149-3178.	3.3	72
3043	The intellectual structure of human resource management research: a bibliometric study of <i>the international journal of human resource management</i> , 2000–2012. International Journal of Human Resource Management, 2017, 28, 1786-1815.	3.3	65
3044	Does alignment matter? The performance implications of HR roles connected to organizational strategy. International Journal of Human Resource Management, 2017, 28, 3179-3201.	3.3	24
3045	A mediated model of the effects of human resource management policies and practices on the intention to promote women: An investigation of the theory of planned behaviour. International Journal of Human Resource Management, 2017, 28, 1309-1331.	3.3	9
3046	The effect of human resource practices on perceived organizational support in the People's Republic of China. International Journal of Human Resource Management, 2017, 28, 1261-1290.	3.3	38
3047	The organizational infrastructure of continuous improvement – an empirical analysis. Operations Management Research, 2017, 10, 33-46.	5.0	34
3048	Act Expediently, with Autonomy: Vicarious Learning, Empowered Behaviors, and Performance. Journal of Business and Psychology, 2017, 32, 131-145.	2.5	16
3049	Determinants and effects of formal target agreements: an empirical investigation of German firms. Review of Managerial Science, 2017, 11, 1-18.	4.3	10
3050	Institutions, complementarity, human resource management and performance in a South-East Asian Petrostate: the case of Brunei. International Journal of Human Resource Management, 2017, 28, 2538-2569.	3.3	17
3051	Are High-Performance Work Systems always a valuable retention tool? The roles of workforce feminization and flexible work arrangements. European Management Journal, 2017, 35, 128-136.	3.1	28
3052	Does Lean Improve Labor Standards? Management and Social Performance in the Nike Supply Chain. Management Science, 2017, 63, 707-728.	2.4	158
3053	Human resource practices, employee attitudes and small firm performance. International Small Business Journal, 2017, 35, 470-494.	2.9	80
3054	Unions and Job Quality in the UK. Work and Occupations, 2017, 44, 47-67.	2.3	23
3055	Highâ€Performance Work Systems in Professional Service Firms: Examining the Practicesâ€Resourcesâ€Usesâ€Performance Linkage. Human Resource Management, 2017, 56, 329-352.	3.5	90
3056	Understanding Employees' Perceptions of Human Resource Practices: Effects of Demographic Dissimilarity to Managers and Coworkers. Human Resource Management, 2017, 56, 69-91.	3.5	97
3057	Intellectual Capital-Enhancing HR, Absorptive Capacity, and Innovation. Human Resource Management, 2017, 56, 431-454.	3.5	87
3058	Influence of firm size on the competencies required to management engineers in the Jordanian telecommunications sector. European Journal of Engineering Education, 2017, 42, 547-560.	1.5	0
3059	Exploring the Complementarities Within Highâ€Performance Work Systems: A Setâ€Theoretic Analysis of UK Firms. Human Resource Management, 2017, 56, 651-672.	3.5	51

# 3060	ARTICLE Stronger may not be better: organizational identity strength and performance of Indian <scp>SME</scp> s. Asia Pacific Journal of Human Resources, 2017, 55, 234-254.	IF 2.5	Citations
3061	Corporate social responsibility as an employee governance tool: Evidence from a quasiâ€experiment. Strategic Management Journal, 2017, 38, 163-183.	4.7	328
3062	Career Management in High-Performing Organizations: A Set-Theoretic Approach. Human Resource Management, 2017, 56, 501-518.	3.5	65
3063	A new model for measuring salesperson lifetime value. Journal of Business and Industrial Marketing, 2017, 32, 274-281.	1.8	4
3064	Learning for Purpose: Challenges and Opportunities for Human Capital Development in the Social Sector. Management for Professionals, 2017, , 113-137.	0.3	1
3065	Management compensation systems in Central and Eastern Europe: a comparative analysis. International Journal of Human Resource Management, 2017, 28, 1661-1689.	3.3	26
3066	Linking innovative human resource practices, employee attitudes and intention to leave in healthcare services. Employee Relations, 2017, 39, 34-53.	1.5	47
3067	On the same page: Exploring the link between cross-level leadership fit and innovation. Human Performance, 2017, 30, 1-20.	1.4	7
3068	Breadth of external knowledge sourcing and product innovation: The moderating role of strategic human resource practices. European Management Journal, 2017, 35, 261-272.	3.1	118
3069	Employee involvement climate and climate strength. Journal of Organizational Effectiveness, 2017, 4, 18-38.	1.4	12
3070	Teaching HRM in contemporary hospitality management: a case study drawing on HR analytics and big data analysis. Journal of Teaching in Travel and Tourism, 2017, 17, 34-54.	1.9	18
3071	Performance evaluation of auditors: a constructive or a destructive tool of audit output. Managerial Auditing Journal, 2017, 32, 215-231.	1.4	14
3072	Benefit flexibility and benefit satisfaction: does employee's personality matter?. Personnel Review, 2017, 46, 2-16.	1.6	9
3073	Virtues and Principles in Managing People in the Organization. International Handbooks in Business Ethics, 2017, , 199-209.	0.1	0
3074	Performance appraisal and performance management: 100 years of progress?. Journal of Applied Psychology, 2017, 102, 421-433.	4.2	288
3075	Hang the low-hanging fruit even lower - Evidence that energy efficiency matters for corporate financial performance. Journal of Cleaner Production, 2017, 147, 66-74.	4.6	25
3076	Examining the effects of corporate social responsibility and ethical leadership on turnover intention. Personnel Review, 2017, 46, 526-550.	1.6	93
3077	Orchestrating the flow of human resources: Insights from Spanish soccer clubs. Strategic Organization, 2017, 15, 441-460.	3.1	20

#	Article	IF	CITATIONS
3078	A multiple-criteria approach to human resource management assessment in organizations with respect to industry. Kybernetes, 2017, 46, 419-432.	1.2	4
3079	Strategic human resource management, human capital and competitive advantage: is the field going in circles?. Human Resource Management Journal, 2017, 27, 1-21.	3.6	239
3080	Do Factory Managers Know What Workers Want? Manager–Worker Information Asymmetries and Pareto Optimal Human Resource Management Policies. Asian Development Review, 2017, 34, 65-87.	0.8	6
3081	GestiÃf³n diferencial de recursos humanos: una revisiÃf³n e integraciÃf³n de la literatura. Estudios Gerenciales, 2017, 33, 39-51.	0.5	17
3082	HC and financial performance with two HRM strategies. International Journal of Productivity and Performance Management, 2017, 66, 459-478.	2.2	4
3083	What about the employees in entrepreneurial firms? A multi-level analysis of the relationship between entrepreneurial orientation, role ambiguity, and social support. International Small Business Journal, 2017, 35, 969-990.	2.9	24
3084	Exploring the link between topâ€down information sharing and organisational performance: the moderating role of flexible manufacturing strategy. Human Resource Management Journal, 2017, 27, 598-613.	3.6	4
3085	Complementarities between Employee Involvement and Financial Participation. ILR Review, 2017, 70, 395-418.	1.3	18
3086	Antecedents and consequences of diversity and equality management systems: The importance of gender diversity in the TMT and lower to middle management. European Management Journal, 2017, 35, 440-453.	3.1	49
3087	Re-examining high reliability: actively organising for safety. BMJ Quality and Safety, 2017, 26, 248-251.	1.8	89
3088	Knowledge and entrepreneurship creation: what is the connection?. World Journal of Entrepreneurship, Management and Sustainable Development, 2017, 13, 2-15.	0.6	7
3089	Doctor-patient relationships (DPR) in China. Journal of Health Organization and Management, 2017, 31, 110-124.	0.6	32
3090	The impact of collaboration and knowledge networks on citations. Journal of Informetrics, 2017, 11, 407-422.	1.4	89
3091	The impact of foreign trade and ownership on enterprise exits: new insights through micro data linking. AStA Wirtschafts- Und Sozialstatistisches Archiv, 2017, 11, 8-32.	1.0	2
3092	Job attitudes, job satisfaction, and job affect: A century of continuity and of change Journal of Applied Psychology, 2017, 102, 356-374.	4.2	315
3093	HR Practices, Learning Culture and Human Capital: A Study on Indian Business and Professional Service Sector. Global Business Review, 2017, 18, 678-690.	1.6	10
3094	Moderating role of productivity on diversified conglomerates and performance: the case of Malaysia. Asia-Pacific Journal of Business Administration, 2017, 9, 118-133.	1.5	5
3095	Does motivation matter? The influence of the agency perspective on temporary agency workers. Employee Relations, 2017, 39, 561-581.	1.5	9

#	Article	IF	CITATIONS
3096	The impact of human resources practices on consumers' investment intentions. Employee Relations, 2017, 39, 475-486.	1.5	4
3097	Commitment-based HR systems and organizational outcomes in services. International Journal of Manpower, 2017, 38, 432-448.	2.5	9
3098	AMBIVALENT IMPACT OF CUSTOMER SATISFACTION ON FIRM VALUE IN EMERGING MARKETS: THE CASE OF KOREA. Journal of Business Economics and Management, 2017, 18, 258-272.	1.1	3
3099	Leadership development practices and hospital financial outcomes. Health Services Management Research, 2017, 30, 140-147.	1.0	6
3100	Predicting market orientation through internal market orientation as culture and behaviour: an empirical application in Spanish hotels. Service Industries Journal, 2017, 37, 229-255.	5.0	17
3101	A Comprehensive Framework for Implementing an Effective Employer Brand Strategy. Global Business Review, 2017, 18, S75-S94.	1.6	4
3102	The Effect of a Leadership Training Program on Consideration of Future Consequences. Journal of Leadership Studies, 2017, 10, 35-42.	0.4	2
3103	How Do Investments in Human Resource Management Practices Affect Firm-Specific Risk in the Restaurant Industry?. Cornell Hospitality Quarterly, 2017, 58, 374-386.	2.2	9
3104	Doing more with less: productivity or starvation? The Intellectual Asset Health Check. Public Money and Management, 2017, 37, 31-38.	1.2	3
3105	Human Resources Management, Citizenship Behavior, and Turnover Intention in the Portuguese Public Administration. International Journal of Public Administration, 2017, 40, 979-988.	1.4	10
3107	The Study on the Key Elements in Strategic HRM: from Strategy to Organizational Performance. MATEC Web of Conferences, 2017, 100, 05020.	0.1	4
3108	Determinants of user demand for lifelong learning in institutions of higher education. International Journal of Training and Development, 2017, 21, 145-166.	0.5	6
3109	How does human resource management influence organisational performance? An integrative approach-based analysis. International Journal of Productivity and Performance Management, 2017, 66, 797-821.	2.2	38
3110	Why do high-performance human resource practices matter for team creativity? The mediating role of collective efficacy and knowledge sharing. Asia Pacific Journal of Management, 2017, 34, 565-586.	2.9	86
3111	Assessment of efficiency of manual and non-manual human resources for tourist hotel industry. International Journal of Contemporary Hospitality Management, 2017, 29, 1074-1095.	5.3	10
3112	Does Judge Turnover Affect Judicial Performance? Evidence from Italian Court Records. Justice System Journal, 2017, 38, 52-77.	0.3	9
3113	A Road Well Traveled: The Past, Present, and Future Journey of Strategic Human Resource Management. Annual Review of Organizational Psychology and Organizational Behavior, 2017, 4, 45-65.	5.6	98
3114	Effects of human capital on the relationship between export and firm innovation. Chinese Management Studies, 2017, 11, 322-345.	0.7	21

#	Article	IF	CITATIONS
3115	HRM and innovation: a multiâ€level organisational learning perspective. Human Resource Management Journal, 2017, 27, 300-317.	3.6	55
3116	The role of multilevel synergistic interplay among team mastery climate, knowledge hiding, and job characteristics in stimulating innovative work behavior. Human Resource Management Journal, 2017, 27, 281-299.	3.6	240
3117	Intellectual Capital Management and Information Risk. Lecture Notes in Information Systems and Organisation, 2017, , 303-315.	0.4	0
3118	A previous trainee experience: does it matter for retention of young graduates?. International Journal of Organizational Analysis, 2017, 25, 270-281.	1.6	4
3119	Decoding training effectiveness: the role of organisational factors. Journal of Workplace Learning, 2017, 29, 200-216.	0.9	21
3120	The relationship between high performance work systems and employee proactive behaviour: role breadth selfâ€efficacy and flexible role orientation as mediating mechanisms. Human Resource Management Journal, 2017, 27, 403-422.	3.6	70
3121	Highâ€performance work systems and creativity implementation: the role of psychological capital and psychological safety. Human Resource Management Journal, 2017, 27, 440-458.	3.6	101
3122	Firm performance in challenging business climates: does managerial work engagement make a difference?. Asian Business and Management, 2017, 16, 25-49.	1.7	5
3123	Vocational education and training in India: a labour market perspective. Journal of Vocational Education and Training, 2017, 69, 246-265.	0.9	44
3124	The effect of employee advocacy and perceived organizational support on job embeddedness and turnover intention in hotels. Journal of Hospitality and Tourism Management, 2017, 31, 118-125.	3.5	85
3125	Institutional Compatibility and the Diffusion of "Best Practices― Human Resource Management in Foreign-Invested Enterprises in China. Chinese Sociological Review, 2017, 49, 1-34.	2.1	6
3126	Human capital matters: Market valuation of firm investments in training and the role of complementary assets. Strategic Management Journal, 2017, 38, 1895-1914.	4.7	83
3127	Environmental management and labour productivity: The moderating role of capital intensity. Journal of Environmental Management, 2017, 190, 158-169.	3.8	51
3128	Employees' perceptions of high-performance work systems and innovative behaviour: The role of exploratory learning. European Management Journal, 2017, 35, 273-281.	3.1	55
3129	Evaluation of training programs in Russian manufacturing companies. European Journal of Training and Development, 2017, 41, 119-143.	1.2	20
3130	Evolutionary trends of developer coordination: a network approach. Empirical Software Engineering, 2017, 22, 2050-2094.	3.0	32
3131	Perceived organizational support as the mediator of the relationships between high-performance work practices and counter-productive work behavior: Evidence from airline industry. Journal of Air Transport Management, 2017, 59, 107-115.	2.4	38
3132	Creating value through the balanced scorecard: how does it work?. Management Decision, 2017, 55, 2181-2199.	2.2	10

#	Article	IF	Citations
т 3133	Exploring the Relationship Between Job Quality, Performance Management, and Career Initiative: A	0.8	3
	Two-Level, Two-Actor Study. SAGE Open, 2017, 7, 215824401772173. Causal modelling of HR flexibility and firm performance in Indian IT industries. Journal of Modelling		
3134	in Management, 2017, 12, 631-651.	1.1	7
3135	The impact of pay-for-performance perception and pay level satisfaction on employee work attitudes and extra-role behaviors. Journal of Chinese Human Resource Management, 2017, 8, 94-113.	0.7	14
3136	The Determinants of Firm Performance and Bribery: Evidence from Manufacturing Firms in Nigeria. International Economic Journal, 2017, 31, 647-669.	0.5	6
3137	High performance work system and organisational performance: role of knowledge management. Personnel Review, 2017, 46, 1770-1795.	1.6	65
3138	Highâ€performance work systems, job demands, and employee wellâ€being in Pakistan's insurance industry. Global Business and Organizational Excellence, 2017, 37, 48-58.	4.2	6
3139	Innovations in human resource practices: measurement development and validation. International Journal of Innovation Science, 2017, 9, 396-416.	1.5	7
3140	Organizational Change, Uncertainty, and Employee Stress: Sensemaking Interpretations of Work Environments and the Experience of Politics and Stress. Research in Occupational Stress and Well Being, 2017, , 105-135.	0.1	11
3141	The relationship between training satisfaction, organisational citizenship behaviour, and turnover intention. Journal of Organizational Effectiveness, 2017, 4, 267-290.	1.4	36
3142	Where are they going? Case of British and Japanese human resource management. Journal of Asia Business Studies, 2017, 11, 296-322.	1.3	5
3143	Factors affecting labour productivity: an integrative synthesis and productivity modelling. Global Business and Economics Review, 2017, 19, 299.	0.2	8
3144	The impact of career development on employee performance: an empirical study of the public sector in Indonesia. International Review of Public Administration, 2017, 22, 276-299.	0.5	17
3146	The Good, the Not So Bad, and the Ugly of Competitive Human Resource Practices: A Multidisciplinary Conceptual Framework. Group and Organization Management, 2017, 42, 707-747.	2.7	12
3147	Revisiting the Corporate Social and Financial Performance Link: A Contingency Approach. Business and Society Review, 2017, 122, 327-358.	0.9	4
3148	Systemic Awareness Modeling: A Synthesis of Strategic HR Decision-Making Practices. Research in Personnel and Human Resources Management, 2017, , 287-325.	1.0	1
3149	Impact of intellectual capital on corporate performance: evidence from the Arab region. Journal of Intellectual Capital, 2017, 18, 884-903.	3.1	116
3150	Role of Organizational Learning and Innovation in between High-performance HR Practices and Business Performance: A Study of Telecommunication Sector. Vision, 2017, 21, 259-273.	1.5	10
3151	A study on management practices and manufacturing performance in India and Malaysia. Journal of Asia Business Studies, 2017, 11, 278-295.	1.3	12

#	Article	IF	CITATIONS
3152	Effects of supportive work environment on employee retention. International Journal of Organizational Analysis, 2017, 25, 703-722.	1.6	69
3153	Aggregate personality and organizational competitive advantage. Journal of Occupational and Organizational Psychology, 2017, 90, 461-480.	2.6	13
3154	The contribution of tangible and intangible resources, and capabilities to a firm's profitability and market performance. European Journal of Management and Business Economics, 2017, 26, 252-275.	1.7	101
3155	Emotions and Emotional Regulation in HRM: A Multi-Level Perspective. Research in Personnel and Human Resources Management, 2017, , 1-52.	1.0	21
3156	Well-governed responsibility spurs performance. Journal of Cleaner Production, 2017, 166, 1059-1073.	4.6	8
3157	Developing an empirical typology of diversity-oriented human resource management practices. Journal of Management Development, 2017, 36, 915-929.	1.1	11
3158	Empirical Study of Project Managers Leadership Competence and Project Performance. EMJ - Engineering Management Journal, 2017, 29, 189-205.	1.4	45
3159	Corporate social responsibility as a legitimacy maintenance strategy in the professional accountancy firm. British Accounting Review, 2017, 49, 513-531.	2.2	23
3160	SMEs: The effects of strategic management. , 2017, , .		6
3161	Tackling hurdles to digital transformation - the role of competencies for successful IIoT implementation. , 2017, , .		9
3162	Can HRM alleviate the negative effects of the resource curse on firms? Evidence from Brunei. Personnel Review, 2017, 46, 1931-1947.	1.6	8
3163	Do No Harm, Except Unto Thyself. Anesthesia and Analgesia, 2017, 125, 1840-1842.	1.1	2
3164	Strategic flexibility, innovative HR practices, and firm performance. Personnel Review, 2017, 46, 1335-1357.	1.6	51
3165	Strategic Training and Development and Their Role in Shaping Competitive Advantage. , 0, , 545-565.		0
3166	High-performance work system and employee creativity. Personnel Review, 2017, 46, 1318-1334.	1.6	78
3167	The Impact of Reputation on Corporate Financial Performance: Median Regression Approach. Business Systems Research, 2017, 8, 40-58.	0.5	20
3168	An overview of contemporary international human resource management studies. Library Hi Tech, 2017, 35, 490-508.	3.7	5
3169	A Schumpeterian model of investment and innovation with labor market regulation. Economics of Innovation and New Technology, 0, , 1-24.	2.1	3

~			-	
( ``		ON	REPC	NDT
$\sim$	$\Pi \cap \Pi$		ILLI C	

#	Article	IF	CITATIONS
3170	The impact of knowledge and motivation management on creativity. Employee Relations, 2017, 39, 732-752.	1.5	41
3171	An examination of the moderating effect of electronic-HRM on high-performance work practices and organisational performance link. Evidence-based HRM, 2017, 5, 222-241.	0.5	18
3172	Impact of human resource management practices on employee turnover intentions. Journal of Indian Business Research, 2017, 9, 212-228.	1.2	35
3173	Pre-M&A "Leadership�: Might Behavioral Due Diligence Assessment be the Answer?. Advances in Mergers and Acquisitions, 2017, , 37-66.	0.8	1
3174	Toward evidence-based HR. Journal of Organizational Effectiveness, 2017, 4, 127-132.	1.4	59
3175	Global perspectives on top management team pay structures. Evidence-based HRM, 2017, 5, 183-195.	0.5	1
3176	Human Resource Intelligence—Enhancing the Quality of Decision Making and Improving Business Performance. , 2017, , 99-121.		1
3177	Using a robust performance measurement system to illuminate intellectual capital. International Journal of Accounting Information Systems, 2017, 26, 1-19.	2.6	49
3178	Cross-level effects of HRM bundle on employee well-being and job performance. Chinese Management Studies, 2017, 11, 520-537.	0.7	11
3179	The dynamics between entrepreneurial orientation, transformational leadership, and intrapreneurial intention in Iranian R&D sector. International Journal of Entrepreneurial Behaviour and Research, 2017, 23, 769-792.	2.3	41
3180	Exploring the role of employee voice between high-performance work system and organizational innovation in small and medium enterprises. Journal of Small Business and Enterprise Development, 2017, 24, 670-688.	1.6	70
3181	The neglected state of organizational-level turnover studies in the Chinese context: a call for research. Frontiers of Business Research in China, 2017, 11, .	4.1	2
3182	Formal human resource practices in family firms. Journal of Family Business Management, 2017, 7, 151-165.	2.6	25
3183	The Three Hurdles of Tax Planning: How Business Context, Aims of Tax Planning, and Tax Manager Power Affect Tax Expense. Contemporary Accounting Research, 2017, 34, 494-524.	1.5	30
3184	Evolution of a Strange Pathology: HRM as a Strategic Business Partner and Employee Advocate in the USA. Employee Responsibilities and Rights Journal, 2017, 29, 1-14.	0.6	5
3185	How can competitiveness be achieved in post-crisis Europe: deregulating employment relations or enhancing high performance work practices?. International Journal of Human Resource Management, 2017, 28, 3089-3108.	3.3	8
3186	An evidence-based review of HR Analytics. International Journal of Human Resource Management, 2017, 28, 3-26.	3.3	301
3187	The relationships among participatory management practices for improving firm profitability: Evidence from the South Korean manufacturing industry. International Journal of Human Resource Management, 2017, 28, 1712-1738.	3.3	6

#	Article	IF	CITATIONS
3188	From Human Resource Management to Human Dignity Development: A Dignity Perspective on HRM and the Role of Workplace Democracy. , 2017, , 173-195.		28
3189	Corporate governance, human capital, and productivity: evidence from Chinese non-listed firms. Applied Economics, 2017, 49, 2655-2668.	1.2	10
3190	Talent management and dynamic view of talent in small and medium enterprises. Human Resource Management Review, 2017, 27, 431-441.	3.3	158
3191	High Performance Work Systems for Service Quality: Boundary Conditions and Influence Processes. Human Resource Management, 2017, 56, 747-767.	3.5	29
3192	The Pervasiveness And Trajectory Of Methodological Choices: A 20‥ear Review Of Human Resource Management Research. Human Resource Management, 2017, 56, 887-913.	3.5	33
3193	The association between human resource investment by audit firms and their audit quality. Asia-Pacific Journal of Accounting and Economics, 2017, 24, 249-271.	0.7	12
3194	Collective turnover: An expanded meta-analytic exploration and comparison. Human Resource Management Review, 2017, 27, 61-86.	3.3	34
3195	Employee ownership and firm performance: A variance decomposition analysis of European firms. Journal of Business Research, 2017, 70, 248-254.	5.8	52
3196	Improvement of Productivity and Employee Performance Through an Efficient Human Resource Management Practices. Advances in Intelligent Systems and Computing, 2017, , 727-737.	0.5	10
3197	Younger supervisors, older subordinates: An organizational-level study of age differences, emotions, and performance. Journal of Organizational Behavior, 2017, 38, 461-486.	2.9	45
3198	Differentiating HR systems' impact: moderating effects of age on the HR system–work outcome association. Journal of Organizational Behavior, 2017, 38, 415-438.	2.9	32
3199	Conceptualizing HRM system strength through a cross-cultural lens. International Journal of Human Resource Management, 2017, 28, 132-148.	3.3	74
3200	Chief human resources officers on top management teams: an empirical analysis of contingency, institutional, and homophily antecedents. Business Research, 2017, 10, 49-77.	4.0	12
3201	The Strategic Management of High-Growth Firms: A Review and Theoretical Conceptualization. Long Range Planning, 2017, 50, 431-456.	2.9	121
3202	Locals know best? Subsidiary HR autonomy and subsidiary performance. Journal of World Business, 2017, 52, 83-96.	4.6	40
3203	After the Venture: The Reproduction and Destruction of Entrepreneurial Opportunity. Strategic Entrepreneurship Journal, 2017, 11, 18-35.	2.6	35
3204	Exploring the relationship between HRM and firm performance: A meta-analysis of longitudinal studies. Human Resource Management Review, 2017, 27, 87-96.	3.3	175
3205	Drift or alignment? A configurational analysis of law firms' ability to combine profitability with professionalism. Journal of Professions and Organization, 0, , jow011.	0.9	5

#	Article	IF	Citations
3206	Does the human capital of board directors add value to firms? Evidence from an Asian market. Cogent Economics and Finance, 2017, 5, 1385439.	0.8	9
3207	Examining the strategy-performance link of Latin American businesses – a configurational approach. International Food and Agribusiness Management Review, 2017, 20, 279-292.	0.8	2
3208	The Resource-based View. , 2017, , 123-182.		79
3209	Human Resources Strategy. , 2017, , 631-653.		19
3210	Life on the line: exploring highâ€performance practices from an employee perspective. Industrial Relations Journal, 2017, 48, 500-517.	0.8	4
3211	Profit Sharing Strategy, Employee Commitment and Intention of Stay. , 2017, , .		0
3212	Evaluating Efficiency of Personnel in Nepalese Commercial Banks. International Advances in Economic Research, 2017, 23, 379-394.	0.4	2
3214	It's (Not) All About the Jacksons. Journal of Management, 2017, 43, 534-554.	6.3	42
3215	Causality Between High-Performance Work Systems and Organizational Performance. Journal of Management, 2017, 43, 973-997.	6.3	184
3216	Does Culture Pay? Compensating Differentials, Job Satisfaction, and Organizational Practices. SSRN Electronic Journal, 0, , .	0.4	1
3218	The Institutions of Governance. A Framework for Analysis. SSRN Electronic Journal, 2017, , .	0.4	0
3219	Out With The Old, In With The New?. Proceedings of the ACM on Human-Computer Interaction, 2017, 1, 1-19.	2.5	5
3221	Emotional Capital in Family Businesses: Decisions from Human Resource Management Perspective. , 0, , .		1
3222	Behavior of Internal Customer in Family Business: Strategies and Actions for Improving Their Satisfaction. Frontiers in Psychology, 2017, 8, 1266.	1.1	2
3223	From Training to Organizational Behavior: A Mediation Model through Absorptive and Innovative Capacities. Frontiers in Psychology, 2017, 8, 1532.	1.1	21
3224	A Multilevel Examination of High-Performance Work Systems and Organizational Citizenship Behavior: A Social Exchange Theory Perspective. Eurasia Journal of Mathematics, Science and Technology Education, 2017, 13, .	0.7	2
3225	Implementation of Responsible Research and Innovation (RRI) Practices in Industry: Providing the Right Incentives. Sustainability, 2017, 9, 1759.	1.6	66
3226	Using Human Resource Management Practices to Predict Quality Service Delivery: Case of Public Secondary Schools in Kenya. International Journal of Business and Management, 2017, 12, 121.	0.1	2

#	Article	IF	CITATIONS
3227	The Effect of Human Resource Management (HRM) Practices in Service-Oriented Organizational Citizenship Behaviour (OCB): Case of Telecommunications and Internet Service Providers in Malaysia. Asian Social Science, 2017, 13, 67.	0.1	7
3228	Mediation role of job satisfaction on HRM-operational performance relationship: A three-way moderation effect by gender. Journal of Developing Areas, 2017, 51, 437-452.	0.2	8
3229	A path analysis study of factors influencing hospital staff perceptions of quality of care factors associated with patient satisfaction and patient experience. BMC Health Services Research, 2017, 17, 739.	0.9	15
3230	Fuzzy System for Human Resource Performance Evaluation. , 2017, , .		1
3231	Seeking Solutions for Novel Problems: The Evolution of Knowledge Sources in the Renewable Electricity Industry. SSRN Electronic Journal, 0, , .	0.4	1
3232	The Impact of Incentive Systems and Organizational Value Statement Delivery on Employees' Performance. SSRN Electronic Journal, 2017, , .	0.4	0
3233	Training and Skill Development for Employee Retention and Performance Enhancement in Banks. SSRN Electronic Journal, 0, , .	0.4	1
3234	Filling up the HRM â€~Black Box'; do creativity and management philosophy matter?. Management Science Letters, 2017, , 163-176.	0.8	3
3235	Exploring the Organizational Culture's Moderating Role of Effects of Corporate Social Responsibility (CSR) on Firm Performance: Focused on Corporate Contributions in Korea. Sustainability, 2017, 9, 1883.	1.6	44
3237	Motivating Information Technology Professionals: The case of New Zealand. Australasian Journal of Information Systems, 0, 21, .	0.3	10
3238	Relationship between SHRM and Organizational Performance among Iraqi Oil Companies. Journal of Global Economics, 2017, 05, .	0.1	6
3240	Atuação do LÃder na Gestão Estratégica de Pessoas: Reflexões, Lacunas e Oportunidades. RAC: Revista De Administração Contemporânea, 2017, 21, 41-61.	0.1	24
3241	Assessing impact of changes in human resources features on enterprise activities: simulation model. SHS Web of Conferences, 2017, 35, 01057.	0.1	0
3243	Going Beyond the SHRM Paradigm: Examining Four Approaches to Governing Employees. Journal of Management, 2018, 44, 1598-1619.	6.3	61
3244	Training Engagement Theory: A Multilevel Perspective on the Effectiveness of Work-Related Training. Journal of Management, 2018, 44, 732-756.	6.3	79
3245	Corporate Social Responsibility and Firm Financial Performance: The Mediating Role of Productivity. Journal of Business Ethics, 2018, 149, 671-688.	3.7	193
3246	Linking Merger and Acquisition Strategies to Postmerger Integration: A Configurational Perspective of Human Resource Management. Journal of Management, 2018, 44, 1793-1818.	6.3	67
3247	Human resource practices and innovation in the hotel industry: The mediating role of human capital. Tourism and Hospitality Research, 2018, 18, 72-83.	2.4	97

#	Article	IF	CITATIONS
3248	Multi-level gaps: a study of intended, actual and experienced human resource practices in a hypermarket chain in India. International Journal of Human Resource Management, 2018, 29, 360-398.	3.3	27
3249	The Business Case for Women Leaders: Meta-Analysis, Research Critique, and Path Forward. Journal of Management, 2018, 44, 2473-2499.	6.3	223
3250	HRM and Innovative Capabilities of Family Businesses. Journal of Promotion Management, 2018, 24, 637-659.	2.4	6
3251	Do environmental management systems affect the knowledge management process? The impact on the learning evolution and the relevance of organisational context. Journal of Knowledge Management, 2018, 22, 603-620.	3.2	44
3253	Testing horizontal and vertical alignment of HR practices designed to achieve strategic organizational goals. Journal of Organizational Effectiveness, 2018, 5, 158-181.	1.4	20
3254	A comprehensive threeâ€dimensional sustainability measure: The â€~missing P' of â€~people' – a vital stakeholder in sustainable development. Corporate Social Responsibility and Environmental Management, 2018, 25, 772-787.	5.0	24
3255	Person-organisation fit and turnover intention: the mediating role of work engagement. Journal of Management Development, 2018, 37, 285-298.	1.1	44
3256	High performance work systems and corporate performance: the influence of entrepreneurial orientation and organizational learning. Frontiers of Business Research in China, 2018, 12, .	4.1	21
3257	Easier said than done: a review of antecedents influencing effective HR implementation. International Journal of Human Resource Management, 2018, 29, 3001-3025.	3.3	26
3258	The "HR–lineâ€connecting HRM system―and its effects on employee turnover. Human Resource Management, 2018, 57, 1219-1231.	3.5	22
3259	Are Bonus Pools Driven by Their Incentive Effects? Evidence from Fluctuations in Gainsharing Incentives. ILR Review, 2018, 71, 567-599.	1.3	6
3260	The (potential) demise of HRM?. Human Resource Management Journal, 2018, 28, 377-391.	3.6	96
3261	The Development of County HR Policies: The Perspectives of Counties in Two States. Public Personnel Management, 2018, 47, 398-418.	1.5	4
3262	HR systems, HR departments, and perceived establishment labor productivity. Human Resource Management, 2018, 57, 1415-1428.	3.5	29
3263	How spirituality, climate and compensation affect job performance. Social Responsibility Journal, 2018, 14, 396-409.	1.6	16
3264	Change management in Indo-Japanese cross-cultural collaborative contexts. Journal of Organizational Change Management, 2018, 31, 154-172.	1.7	12
3265	Knowledge processes and firm performance: the mediating effect of employee creativity. Journal of Organizational Change Management, 2018, 31, 512-531.	1.7	43
3266	Highâ€performance work systems as a remedy for growing pains: evidence from South Korean organizations. Asia Pacific Journal of Human Resources, 2018, 56, 293-316.	2.5	7

#	Article	IF	CITATIONS
3267	HRM development in post-colonial societies. International Journal of Cross Cultural Management, 2018, 18, 125-147.	1.3	10
3268	Expanding the work–life balance discourse to LGBT employees: Proposed research framework and organizational responses. Human Resource Management, 2018, 57, 1355-1370.	3.5	22
3269	Managing Innovations: A Study of the Implementation of Electronic Medical Records in Dutch Hospitals. International Journal of Innovation and Technology Management, 2018, 15, 1850006.	0.8	10
3270	Moderating effect of pay dispersion on the relationship between employee share ownership and labor productivity. Human Resource Management, 2018, 57, 1083-1096.	3.5	7
3271	Antecedents and Consequences of Sustainable Human Resource Management: Empirical Evidence from India. Jindal Journal of Business Research, 2018, 7, 61-85.	0.8	6
3272	HR on board! The implications of human resource expertise on boards of directors for diversity management. Human Resource Management, 2018, 57, 1127-1143.	3.5	24
3273	Organizational learning capability and open innovation. Management Decision, 2018, 56, 1217-1231.	2.2	44
3274	The impact of corporate label change on long-term labor productivity. Journal of Business Research, 2018, 86, 96-108.	5.8	10
3275	Can HPWS and Unions Work Together to Reduce Employee Turnover Intention in Foreign MNCs in China?. Advances in Industrial and Labor Relations, 2018, , 213-242.	0.1	7
3276	Exploring the mediating effects between transformational leadership and organizational performance. Employee Relations, 2018, 40, 412-432.	1.5	86
3277	HRM practices of MNEs and domestic firms in Ghana: divergence or convergence?. Personnel Review, 2018, 47, 2-21.	1.6	17
3278	Crossâ€level effects of support climate: Main and moderating roles. Human Resource Management, 2018, 57, 1205-1218.	3.5	17
3279	An integrative approach to HRM–firm performance relationship: a missing link to corporate governance. Corporate Governance (Bingley), 2018, 18, 331-352.	3.2	6
3280	Mapping the "intellectual structure―of research on human resources in the "tourism and hospitality management scientific domain― International Journal of Contemporary Hospitality Management, 2018, 30, 1741-1768.	5.3	46
3281	Human resource management and performance at the Indian Railways. Journal of Organizational Change Management, 2018, 31, 47-61.	1.7	12
3282	Well-being through learning: a systematic review of learning interventions in the workplace and their impact on well-being. European Journal of Work and Organizational Psychology, 2018, 27, 247-268.	2.2	40
3283	An empirical test of replacement costs of turnover using human capital corporate panel in Korea. Asia Pacific Business Review, 2018, 24, 312-329.	2.0	3
3284	Frontline managers' contribution to mission achievement: A study of how people management affects thoughtful care. Human Service Organizations Management, Leadership and Governance, 2018, 42, 166-184.	0.7	8

	CHATION	<b>NEFORT</b>	
#	Article	IF	Citations
3285	Leveraging high-involvement practices to develop mass customization capability: A contingent configurational perspective. International Journal of Production Economics, 2018, 196, 335-345.	5.1	51
3286	Further exploring the links between high-performance work practices and firm performance: A multiple-mediation model in the German context. German Journal of Human Resource Management, 2018, 32, 5-26.	1.9	13
3287	Initial resource heterogeneity differences between family and non-family firms: Implications for resource acquisition and resource generation. Long Range Planning, 2018, 51, 693-719.	2.9	14
3288	High-performance work practices and hotel employee outcomes. International Journal of Contemporary Hospitality Management, 2018, 30, 1112-1133.	5.3	63
3289	How multiple networks help in creating knowledge: evidence from alternative energy patents. Scientometrics, 2018, 115, 51-77.	1.6	11
3290	Market Entry Strategies and Performance of Chinese Firms in Germany: The Moderating Effect of Home Government Support. Management International Review, 2018, 58, 147-170.	2.1	34
3291	Examining cross-cultural compatibility of high performance work practices. International Business Review, 2018, 27, 563-583.	2.6	17
3292	Revisiting the rigor–relevance relationship: An institutional logics perspective. Human Resource Management, 2018, 57, 1371-1383.	3.5	11
3293	Disentangling supply chain management competencies and their impact on performance. International Journal of Physical Distribution and Logistics Management, 2018, 48, 630-655.	4.4	40
3294	Atlas Container Corporation: Thinking Outside the Box. Advances in the Economic Analysis of Participatory and Labor-Managed Firms, 2018, , 193-219.	0.2	0
3295	Risk and organizational effectiveness. Journal of Organizational Effectiveness, 2018, 5, 110-123.	1.4	0
3296	The dark side of high performance human resource practices in the visitor economy. International Journal of Hospitality Management, 2018, 74, 122-129.	5.3	32
3297	Embedding â€~familiness' in HRM practices to retain a new generation of migrant workers in China. Asia Pacific Business Review, 2018, 24, 561-577.	2.0	13
3298	Which HR Bundles are Utilized in Social Enterprises? The Case of Social Enterprises in Thailand. Journal of Social Entrepreneurship, 2018, 9, 110-131.	1.7	13
3299	The dynamic nature of HRM implementation: a structuration perspective. International Journal of Human Resource Management, 2018, 29, 3026-3045.	3.3	40
3300	Examining the Impact of HRD Practices on Organizational Commitment and Intention to Stay Within Selected Software Companies in India. Advances in Developing Human Resources, 2018, 20, 11-43.	2.4	36
3301	Do high-involvement work practices affect employee earnings in union and non-union settings in the Irish private sector?. Personnel Review, 2018, 47, 425-440.	1.6	2
3302	Hours underemployment and employee turnover: the moderating role of human resource practices. International Journal of Human Resource Management, 2018, 29, 1565-1587.	3.3	11

#	Article	IF	CITATIONS
3303	Can Talent Management Practices Be Considered as a Basis for Sustainable Competitive Advantages in Emergingâ€Market Firms? Evidence from Russia. Thunderbird International Business Review, 2018, 60, 69-87.	0.9	29
3304	Business Cultural Intelligence Quotient: A Fiveâ€Country Study. Thunderbird International Business Review, 2018, 60, 237-250.	0.9	28
3305	More Similar Than Different: Experimental Evidence on the (In) Significance of Gender for the Effect of Different Incentives on Compliance Behavior. Administration and Society, 2018, 50, 217-239.	1.2	3
3306	Individual perceptions of HR practices, HRM strength and appropriateness of care: a meso, multilevel approach. International Journal of Human Resource Management, 2018, 29, 286-310.	3.3	39
3307	Human resource management practices and voluntary turnover: a study of internal workforce and external labor market contingencies. International Journal of Human Resource Management, 2018, 29, 571-594.	3.3	15
3308	Corporate Sustainable Innovation and Employee Behavior. Journal of Business Ethics, 2018, 150, 1071-1088.	3.7	80
3309	Application and development of the people capability maturity model level of an organisation. Total Quality Management and Business Excellence, 2018, 29, 329-345.	2.4	7
3310	Team Manager's Implementation, High Performance Work Systems Intensity, and Performance: A Multilevel Investigation. Journal of Management, 2018, 44, 2690-2715.	6.3	84
3311	Does Economics and Business Education Wash Away Moral Judgment Competence?. Journal of Business Ethics, 2018, 150, 559-577.	3.7	30
3313	Environmental and Social Disclosures and Firm Risk. Journal of Business Ethics, 2018, 152, 613-626.	3.7	183
3313 3314	Environmental and Social Disclosures and Firm Risk. Journal of Business Ethics, 2018, 152, 613-626. Retaining and satisfying project managers – antecedents and outcomes of project managers' perceived organizational support. International Journal of Human Resource Management, 2018, 29, 1950-1971.	3.7 3.3	183 15
	Retaining and satisfying project managers – antecedents and outcomes of project managers' perceived		
3314	Retaining and satisfying project managers – antecedents and outcomes of project managers' perceived organizational support. International Journal of Human Resource Management, 2018, 29, 1950-1971. High-performance work practices and nurses' intention to leave: the mediating role of organizational cynicism and the moderating role of human resource management-related educational background.	3.3	15
3314 3315	Retaining and satisfying project managers – antecedents and outcomes of project managers' perceived organizational support. International Journal of Human Resource Management, 2018, 29, 1950-1971. High-performance work practices and nurses' intention to leave: the mediating role of organizational cynicism and the moderating role of human resource management-related educational background. International Journal of Human Resource Management, 2018, 29, 465-484. Ability–motivation–opportunity enhancing human resource practices and firm performance: Evidence	3.3 3.3	15 23
3314 3315 3316	<ul> <li>Retaining and satisfying project managers – antecedents and outcomes of project managers' perceived organizational support. International Journal of Human Resource Management, 2018, 29, 1950-1971.</li> <li>High-performance work practices and nurses' intention to leave: the mediating role of organizational cynicism and the moderating role of human resource management-related educational background. International Journal of Human Resource Management, 2018, 29, 465-484.</li> <li>Ability–motivation–opportunity enhancing human resource practices and firm performance: Evidence from India. Journal of Management and Organization, 2018, 24, 730-747.</li> <li>Employee Age and Company Performance: An Integrated Model of Aging and Human Resource</li> </ul>	3.3 3.3 1.6	15 23 26
3314 3315 3316 3317	Retaining and satisfying project managers – antecedents and outcomes of project managers' perceived organizational support. International Journal of Human Resource Management, 2018, 29, 1950-1971.         High-performance work practices and nurses' intention to leave: the mediating role of organizational cynicism and the moderating role of human resource management-related educational background. International Journal of Human Resource Management, 2018, 29, 465-484.         Ability–motivation–opportunity enhancing human resource practices and firm performance: Evidence from India. Journal of Management and Organization, 2018, 24, 730-747.         Employee Age and Company Performance: An Integrated Model of Aging and Human Resource Management, 2018, 44, 3124-3150.         Learning capabilities, human resource management innovation and competitive advantage.	<ul><li>3.3</li><li>3.3</li><li>1.6</li><li>6.3</li></ul>	15 23 26 40
3314 3315 3316 3317 3318	Retaining and satisfying project managers â€" antecedents and outcomes of project managers' perceived organizational support. International Journal of Human Resource Management, 2018, 29, 1950-1971.         High-performance work practices and nurses' intention to leave: the mediating role of organizational cynicism and the moderating role of human resource management-related educational background. International Journal of Human Resource Management, 2018, 29, 465-484.         Abilityâ€" motivationâ€" opportunity enhancing human resource practices and firm performance: Evidence from India. Journal of Management and Organization, 2018, 24, 730-747.         Employee Age and Company Performance: An Integrated Model of Aging and Human Resource Management Practices. Journal of Management, 2018, 44, 3124-3150.         Learning capabilities, human resource management innovation and competitive advantage. International Journal of Human Resource Management, 2018, 29, 1736-1766.         Reducing environmental uncertainty: How high performance work systems moderate the resource dependenceâ€firm performance relationship. Canadian Journal of Administrative Sciences, 2018, 35,	<ul> <li>3.3</li> <li>3.3</li> <li>1.6</li> <li>6.3</li> <li>3.3</li> </ul>	15 23 26 40 53

#	Article	IF	CITATIONS
3322	High-performance human resource practices and firm performance: the mediating role of employees' competencies and the moderating role of climate for creativity. International Journal of Human Resource Management, 2018, 29, 1683-1708.	3.3	78
3323	Highâ€performance work systems and firm capabilities in Korea: a fit perspective with organizational culture. Asia Pacific Journal of Human Resources, 2018, 56, 317-340.	2.5	17
3324	High commitment HRM and organizational and occupational turnover intentions: the role of organizational and occupational commitment. International Journal of Human Resource Management, 2018, 29, 1661-1682.	3.3	30
3325	Talent management of skilled migrants: propositions and an agenda for future research. International Journal of Human Resource Management, 2018, 29, 2054-2079.	3.3	52
3326	An assessment of safety climate, job satisfaction and turnover intention relationships using a national sample of workers from the USA. International Journal of Occupational Safety and Ergonomics, 2018, 24, 27-34.	1.1	27
3327	Firm performance: taxonomy of European companies using self-organizing maps. Quality and Quantity, 2018, 52, 457-477.	2.0	2
3328	Organizational Configurations for Sustainability and Employee Productivity: A Qualitative Comparative Analysis Approach. Business and Society, 2018, 57, 216-251.	4.2	60
3329	Laying the Foundation: Preparing the Field of Business and Society for Investigating the Relationship Between Business and Inequality. Business and Society, 2018, 57, 1252-1285.	4.2	15
3330	Customer service-focused HRM systems and firm performance: evidence from the service industry in Taiwan. International Journal of Human Resource Management, 2018, 29, 2804-2826.	3.3	18
3331	The Strategic Value of Selection Practices: Antecedents and Consequences of Firm-level Selection Practice Usage. Academy of Management Journal, 2018, 61, 46-66.	4.3	36
3332	Retaining Critical Human Capital: Volunteer Firefighters in the Commonwealth of Pennsylvania. Voluntas, 2018, 29, 43-58.	1.1	18
3333	The mediating role of the employee relations climate in the relationship between strategic HRM and organizational performance in Chinese banks. Journal of Innovation & Knowledge, 2018, 3, 115-122.	7.3	56
3334	The direct and moderating effect of learning orientation on individual performance in the banking industry in China: contextualization of highâ€performance work systems. Asia Pacific Journal of Human Resources, 2018, 56, 360-383.	2.5	14
3335	Highâ€performance work systems and employee engagement: empirical evidence from China. Asia Pacific Journal of Human Resources, 2018, 56, 341-359.	2.5	65
3336	Measuring Human, Physical and Structural Capital Efficiency Performance of Insurance Companies. Social Indicators Research, 2018, 137, 281-315.	1.4	21
3337	Rewards for Patents and Inventor Behaviors in Industrial Research and Development. Academy of Management Journal, 2018, 61, 264-292.	4.3	25
3338	Are Family Firms Good Employers?. Academy of Management Journal, 2018, 61, 553-585.	4.3	149
3339	Principals' configuration of a bundle of human resource practices. Does it make a difference for the relationship between teachers' fit, job satisfaction and intention to move to another school?.	2.2	9

#	Article	IF	CITATIONS
3340	ls nepotism so bad for family firms? A socioemotional wealth approach. Human Resource Management Review, 2018, 28, 83-97.	3.3	74
3341	Human resource management and project based organizing: Fertile ground, missed opportunities and prospects for closer connections. International Journal of Project Management, 2018, 36, 121-133.	2.7	56
3343	Development of human resource management in Vietnam: A semantic analysis. Asia Pacific Journal of Management, 2018, 35, 241-284.	2.9	22
3344	Don't know, don't care: An exploration of evidence based knowledge and practice in human resource management. Human Resource Management Review, 2018, 28, 103-115.	3.3	37
3345	Bifurcated HR practices in family firms: Insights from the normative-adaptive approach to stepfamilies. Human Resource Management Review, 2018, 28, 68-82.	3.3	44
3346	Managing Family Members: How Monitoring and Collaboration Affect Extraâ€Role Behavior in Family Firms. Human Resource Management, 2018, 57, 957-977.	3.5	31
3347	Perceptions of HR practices, person–organisation fit, and affective commitment: The moderating role of career stage. Human Resource Management Journal, 2018, 28, 61-75.	3.6	66
3348	HRM and performance—The role of talent management as a transmission mechanism in an emerging market context. Human Resource Management Journal, 2018, 28, 148-166.	3.6	73
3349	Bang for the buck: Understanding employee benefit allocations and new venture survival. International Small Business Journal, 2018, 36, 104-125.	2.9	19
3350	In Search of the High Road: Meaning and Evidence. ILR Review, 2018, 71, 3-34.	1.3	58
3351	Theoretical Models of Human Resource Management: The Anthropological Model as a Full Model to Manage Human Resources. Management and Industrial Engineering, 2018, , 157-172.	0.3	1
3352	On the shoulders of giants: a meta-review of strategic human resource management. International Journal of Human Resource Management, 2018, 29, 6-33.	3.3	126
3353	The Benefits of Walking Your Talk: Aggregate Effects of Behavioral Integrity on Guest Satisfaction, Turnover, and Hotel Profitability. Cornell Hospitality Quarterly, 2018, 59, 257-274.	2.2	22
3354	Highâ€performance organizing, environmental management, and organizational performance: An evolutionary economics perspective. Human Resource Management, 2018, 57, 159-175.	3.5	17
3355	Pulling in different directions? Exploring the relationship between vertical pay dispersion and highâ€performance work systems. Human Resource Management, 2018, 57, 127-143.	3.5	13
3356	People Management in the Public Sector. , 2018, , 15-46.		11
3357	Beyond <i>Moneyball</i> to social capital inside and out: The value of differentiated workforce experience ties to performance. Human Resource Management, 2018, 57, 761-780.	3.5	36
3358	Integrating strategic human capital and strategic human resource management. International Journal of Human Resource Management, 2018, 29, 34-67.	3.3	165

#	Article	IF	CITATIONS
3359	Team-bonding and team-bridging social capital: conceptualization and implications. Team Performance Management, 2018, 24, 17-42.	0.6	8
3360	Human capital resources: a call to retire settled debates and to start a few new debates. International Journal of Human Resource Management, 2018, 29, 68-86.	3.3	31
3361	Green human resource management research in emergence: A review and future directions. Asia Pacific Journal of Management, 2018, 35, 769-803.	2.9	377
3362	Systemic justice and burnout: A multilevel model. Human Resource Management Journal, 2018, 28, 92-111.	3.6	7
3363	A review of high performance work practices (HPWPs) literature and recommendations for future research in the hospitality industry. International Journal of Contemporary Hospitality Management, 2018, 30, 365-388.	5.3	56
3364	Balancing board? The effects of board independence and capital on firms offering workâ€family benefits. Human Resource Management, 2018, 57, 457-469.	3.5	14
3365	What drives a salesperson's goal achievement? An empirical examination. Journal of Business and Industrial Marketing, 2018, 33, 3-18.	1.8	3
3366	Measuring Employee Development. Global Business Review, 2018, 19, 455-476.	1.6	2
3367	Resource configurations, product development capability, and competitive advantage: An empirical analysis of their evolution. Journal of Business Research, 2018, 85, 32-50.	5.8	38
3368	The "human side―of open innovation: The role of employee diversity in firm-level openness. Research Policy, 2018, 47, 218-231.	3.3	233
3369	Who commits? Who engages?. Employee Relations, 2018, 40, 23-42.	1.5	8
3370	Rationality as the Basic Criterion for the Evaluation of Judgment and Decision-Making Processes. MIR Series in International Business, 2018, , 11-50.	0.2	0
3371	A list-scheduling heuristic for the short-term planning of assessment centers. Journal of Scheduling, 2018, 21, 131-142.	1.3	4
3372	The Professionalization of Human Resource Management: Examining Undergraduate Curricula and the Influence of Professional Organizations. Journal of Management Education, 2018, 42, 211-238.	0.6	7
3373	Reducing intentions to resist future change: Combined effects of commitmentâ€based <scp>HR</scp> practices and ethical leadership. Human Resource Management, 2018, 57, 249-261.	3.5	66
3374	Decent Work: The Moral Status of Labor in Human Resource Management. Journal of Business Ethics, 2018, 147, 835-853.	3.7	23
3375	Do LGBTâ€ <b>s</b> upportive corporate policies enhance firm performance?. Human Resource Management, 2018, 57, 263-278.	3.5	84
3376	Isolationist versus Integrationist: An Indian Perspective on High-Performance Work Practices. FIIB Business Review, 2018, 7, 216-227.	2.2	2

ARTICLE IF CITATIONS Staffing Practices and Employee Performance: The Role of Age. SSRN Electronic Journal, 0, , . 3377 0.4 1 Do High-Performance Work Systems Really Satisfy Employees? Evidence from China. Sustainability, 3378 1.6 2018, 10, 3360. Corporate Governance and LGBT-Supportive HR Policies from CSR, Resource-based, and Agency 3379 0.4 0 Perspectives. SSRN Electronic Journal, 0, , . Raising the Curtain in People Management by Exploring How Sustainable HRM Translates to Practice: 3380 The Case of Lithuanian Organizations. Sustainability, 2018, 10, 4356. Manufacturing Productivity with Worker Turnover. SSRN Electronic Journal, 0, , . 3381 7 0.4 Where there is light, there is dark: a dual process model of high-performance work systems in the eyes 3383 4.1 of employees. Frontiers of Business Research in China, 2018, 12, . An Evidence-Based Model for Agile Organizational Change. SSRN Electronic Journal, 2018, , . 3384 0.4 1 Sign of â€<sup>-</sup>Cross-Vergenceâ€<sup>™</sup> in Global HRM-CSR? The UK and Japan Compared. , 0, , . 3385 3386 Understanding linkage between human resource management practices and intention to leave., 2018,,. 5 Impact of intellectual capital on financial performance: evidence from the Bangladeshi textile sector. 1.1 Journal of Accounting and Organizational Change, 2018, 14, 429-454. The effects of corporate social responsibility on firm performance: A stakeholder approach. Journal 3388 3.5 124 of Hospitality and Tourism Management, 2018, 37, 89-96. Competency requirements of supply chain planners & amp; analysts and personal preferences of hiring 3389 3.7 managers. Śupply Chain Managemént, 2018, 23, 480-499 Achieving Competitive Advantage Through Strategic Job Design: The Case of Service Sector in China., 3390 0 2018, , 1-14. Influence of Social Exchange Relationships on Affective Commitment and Innovative Behavior: Role of 3391 1.6 Perceived Organizational Support. Sustainability, 2018, 10, 4418. La gestiÃ<sup>3</sup>n de recursos humanos y la construcciÃ<sup>3</sup>n de subjetividades en las nuevas condiciones de la 3392 2 0.6 economÃa. Universitas Psychologíca, 2018, 17, 1-14. Organizational Citizenship Behaviour Creating Competitive Advantage in Indian Health Care Industry: 13 The Moderating Role of HR Practices. Global Busines's Review, 2018, 19, 1275-1289. What are the Effects of Employee Voice Mechanisms on Performance, Diversity, and Employee 3394 0.4 0 Satisfaction Dimensions in Public Corporations?. SSRN Electronic Journal, 0, , . The Framework for Effective Human Resource Management at Construction Site. MATEC Web of 0.1 Conferences, 2018, 203, 02002.

#	Article	IF	CITATIONS
3396	Knowledge and quality-management activities' influences on technology communication and innovation with African foreign investment experience. Journal of Psychology in Africa, 2018, 28, 310-315.	0.3	6
3397	Disparities in ratings of internal and external applicants: A case for model-based inter-rater reliability. PLoS ONE, 2018, 13, e0203002.	1.1	7
3398	Local isomorphism and multinational enterprises' human resource management practices: Extending the research agenda. Journal of Management and Organization, 2018, , 1-16.	1.6	2
3399	Continuous innovation in the hotel industry. International Journal of Contemporary Hospitality Management, 2018, 30, 3609-3631.	5.3	34
3400	Impact of Human Resource Management Practices on Employees' Turnover Intention in United Arab Emirates (UAE) Health Care Services. International Journal of Information Systems in the Service Sector, 2018, 10, 21-41.	0.2	5
3401	The soft side of environmentally-sustainable organizations. RAUSP Management Journal, 2018, 53, 622-627.	0.8	26
3402	Talent Development and Its Role in Shaping Absorptive Capacity in Emerging Market Firms: The Case of Russia. Advances in Developing Human Resources, 2018, 20, 444-459.	2.4	8
3403	Contextual influences on HRM practices in social enterprises: the case of Thailand. International Journal of Emerging Markets, 2018, 13, 1969-2000.	1.3	12
3404	Productivity paradox? The impact of office redesign on employee productivity. International Journal of Productivity and Performance Management, 2018, 67, 1918-1939.	2.2	20
3405	Validation of a short form of the Inventory of Organizational Learning Facilitators. Journal of Workplace Learning, 2018, 30, 245-261.	0.9	1
3406	Employee empowerment leading to flexible role orientation: A disposition-based contingency framework. IIMB Management Review, 2018, 30, 330-342.	0.7	15
3407	The Impact of Organizational Culture and Performance Work System on Employees' Performance. International Business Research, 2018, 11, 199.	0.2	3
3408	Accentuating the positive. International Journal of Manpower, 2018, 39, 954-970.	2.5	10
3409	Strategic human resource management and public employee retention. Review of Economics and Political Science, 2018, 3, 20-39.	1.1	29
3410	Retaining an ageing workforce: <scp>T</scp> he effects of highâ€performance work systems and flexible work programmes. Human Resource Management Journal, 2018, 28, 585-604.	3.6	25
3411	Changing dominance in mixed profession groups: putting theory into practice. European Journal of Work and Organizational Psychology, 2018, 27, 375-386.	2.2	16
3412	Dynamic Capabilities: Do They Really Matter in Strategy Implementation? Evidence from Small and Medium Manufacturing Firms in Kenya. Studies in Asian Social Science, 2018, 5, 44.	1.0	0
3413	Labour productivity in M&As: industry sector vs. services sector. Service Industries Journal, 2018, 38, 1043-1066.	5.0	4

CITATION REPORT IF CITATIONS Leadership, job crafting, and employee health and performance. Leadership and Organization 51 1.6 Development Journal, 2018, 39, 620-632. Incentive pay configurations: the influence of national culture. Evidence-based HRM, 2018, 6, 187-202. Interplay between P-O fit, transformational leadership and organizational social capital. Personnel 1.6 14 Review, 2018, 47, 913-930. Perceived Location Autonomy and Work Environment Choice: The Mediating Influence of Intrinsic 2.0 Motivation. Journal of Applied Behavioral Science, The, 2018, 54, 325-348. Content is King, Leadership Lags., 2018,,. 3 Virtual team experiences in an emerging economy: a qualitative study. Journal of Organizational Change Management, 2018, 31, 778-794. 1.7 Family Involvement in Middle Management and Its Impact on the Labor Productivity of Family Firms. 1.8 18 Management and Organization Review, 2018, 14, 249-274. Resource-Based View., 2018, , 1457-1466. The trade-off between synergy success and efficiency gains in M&A strategy. EuroMed Journal of 19 1.7 Business, 2018, 13, 163-184. Employee cooperative behavior in organizations: a vignette experiment on the relationship between training and helping intentions. International Journal of Training and Development, 2018, 22, 192-209. Relative Importance of Human Resource Practices on Affective Commitment and Turnover Intention in 1.1 13 South Korea and United States. Frontiers in Psychology, 2018, 9, 669. High performance work practices and knowledge workers' propensity for knowledge management processes. Knowledge Management Research and Practice, 2018, 16, 356-365. Specific Practices of Human Resource Management in the Creation and Development of Micro and Small Firms, Case Studies in Portuguese Firms. Studies on Entrepreneurship, Structural Change and 0.3 0 Industrial Dynamics, 2018, , 137-171.

Pay openness movement: Is it merited? Does it influence more desirable employee outcomes than pay 3427 16 secrecy?. Organization Management Journal, 2018, 15, 58-77. Could the pre-M&A performances predict integration risk in cross-border M&As?. 3428 1.6 5 International Journal of Organizational Analysis, 2018, 26, 652-668. The Dark Side of Wars for Talent and Layoffs: Evidence from Korean Firms â€. Sustainability, 2018, 10, 3429 1365. Drivers and Barriers in Socially Responsible Human Resource Management. Sustainability, 2018, 10, 1532. 3430 1.6 39

3431	High commitment human resource practices and employee behavior: a multi-level analysis. International Journal of Manpower, 2018, 39, 674-686.	2.5	20
------	--	-----	----

ARTICLE

3414

3415

3416

3417

3418

3420

3421

3422

3423

3424

3425

#	Article	IF	CITATIONS
3432	A Research Revolution in SHRM: New Challenges and New Research Directions. Research in Personnel and Human Resources Management, 2018, , 141-161.	1.0	27
3433	How perceived empowerment HR practices influence work engagement in social enterprises – a moderated mediation model. International Journal of Human Resource Management, 2018, 29, 2971-2999.	3.3	30
3434	SHRM and context: why firms want to be as different as legitimately possible. Journal of Organizational Effectiveness, 2018, 5, 202-210.	1.4	37
3435	Strategic human resource management and its impact on performance – do Chinese organizations adopt appropriate HRM policies?. Journal of Chinese Human Resource Management, 2018, 9, 62-76.	0.7	6
3436	How Do High-Performance Work Systems Affect Individual Outcomes: A Multilevel Perspective. Frontiers in Psychology, 2018, 9, 586.	1.1	33
3437	High-performance work systems and employee outcomes in Indian call centres: a mediation approach. Personnel Review, 2018, 47, 931-950.	1.6	27
3438	The science and practice of workforce analytics: Introduction to the <i>HRM</i> special issue. Human Resource Management, 2018, 57, 679-684.	3.5	92
3439	Hotel Guests' Satisfaction with Employees in Istanbul and Barcelona. Journal for Labour Market Research, 2018, , 65-80.	0.6	0
3440	Role of human resource practices in absorptive capacity and R&D cooperation. Journal of Evolutionary Economics, 2018, 28, 885-913.	0.8	8
3441	The role of quality control circles on new product development: A case study of Thailand. Quality Management Journal, 2018, 25, 129-141.	0.9	3
3442	The impact of manager training on employee turnover intentions. Journal of Hospitality and Tourism Insights, 2018, 1, 203-219.	2.2	25
3443	Tenure of top management team, employee relationship, and value of airlines. Research in Transportation Business and Management, 2018, 28, 85-91.	1.6	8
3444	HRM practices and the multifaceted nature of organization performance. EuroMed Journal of Business, 2018, 13, 315-334.	1.7	43
3445	A metaâ€analysis of empowerment and voice as transmitters of highâ€performance managerial practices to job performance. Journal of Organizational Behavior, 2018, 39, 1296-1313.	2.9	63
3446	Exploring Leaders' Discriminatory, Passive-Aggressive Behavior Toward Protected Class Employees using Diversity Intelligence. Advances in Developing Human Resources, 2018, 20, 263-284.	2.4	32
3447	Frontiers of efficiency wages: unconventional wisdom?. Journal of Management History, 2018, 24, 300-315.	0.5	2
3448	The link between perceived high-performance work practices, employee attitudes and service quality. Employee Relations, 2018, 40, 801-821.	1.5	46
3449	Intention to quit and the role of dark personality and perceived organizational support: A moderation and mediation model. PLoS ONE, 2018, 13, e0195155.	1.1	15

#	Article	IF	CITATIONS
3450	Employees as Conduits for Effective Stakeholder Engagement: An Example from B Corporations. Journal of Business Ethics, 2019, 160, 913-936.	3.7	42
3451	Employee perceptions of corporate social responsibility: Effects on pride, embeddedness, and turnover. Personnel Psychology, 2019, 72, 107-137.	2.2	165
3452	Cutbacks revisited: the relationship between resources and performance. Public Management Review, 2019, 21, 515-536.	3.4	11
3453	The Mediating Role of Ethical Climate in the Relationship Between Performance Appraisal and Organizational Performance. International Journal of Public Administration, 2019, 42, 642-653.	1.4	10
3454	Einführung in die Arbeits-, Organisations- und Personalpsychologie. Springer-Lehrbuch, 2019, , 1-20.	0.1	2
3455	An investigation of the relationship between gender composition and organizational performance in Taiwan—The role of task complexity. Asia Pacific Journal of Management, 2019, 36, 275-304.	2.9	12
3456	The cost of injustice: overall justice, emotional exhaustion, and performance among entrepreneurs: do founders fare better?. Small Business Economics, 2019, 53, 355-368.	4.4	25
3457	A sustainable franchisor-franchisee relationship model: Toward the franchise win-win theory. International Journal of Hospitality Management, 2019, 76, 13-24.	5.3	28
3458	TACKLING HURDLES TO DIGITAL TRANSFORMATION — THE ROLE OF COMPETENCIES FOR SUCCESSFUL INDUSTRIAL INTERNET OF THINGS (IIoT) IMPLEMENTATION. International Journal of Innovation Management, 2019, 23, 1950036.	0.7	37
3459	Global Talent Management and Performance in Multinational Enterprises: A Multilevel Perspective. Journal of Management, 2019, 45, 540-566.	6.3	166
3460	Chinese and Irish professional service firms compared: Linking HPWS, organizational coordination, and firm performance. Journal of Business Research, 2019, 95, 266-276.	5.8	35
3461	Organizational culture, leaders' vision of talent, andHRfunctions on career changers' commitment: the moderating effect of training in South Korea. Asia Pacific Journal of Human Resources, 2019, 57, 345-368.	2.5	5
3462	HRM practices and organizational change: Evidence from Italian clinical directorates. Health Services Management Research, 2019, 32, 78-88.	1.0	5
3463	Employeeâ€friendly practices, product market competition and firm value. Journal of Business Finance and Accounting, 2019, 46, 200-224.	1.5	21
3464	Human resource management as key pillar of company strategy: Analysis of the line managers' perception. Journal of Management and Organization, 2019, 25, 175-188.	1.6	3
3466	Application of human resource management's universal model: An examination of people versus institutions as barriers of internationalization for SMEs in a small developing country. Thunderbird International Business Review, 2019, 61, 363-374.	0.9	40
3467	High-performance work systems, management team flexibility, employee flexibility and service-oriented organizational citizenship behaviors. International Journal of Human Resource Management, 2021, 32, 3912-3949.	3.3	14
3468	Women on corporate boards and firm's financial performance. Women's Studies International Forum, 2019, 76, 102251.	0.6	42

#	Article	IF	Citations
3469	Strengthening People Analytics through Wearable IOT Device for Real-Time Data Collection. , 2019, , .		34
3470	Incorporating poverty in society into strategic human resource management. International Journal of Human Resource Management, 2019, , 1-24.	3.3	4
3471	Effect of best management practices on the performance and productivity of small firms. Production Planning and Control, 2019, 30, 919-934.	5.8	6
3472	Advantages and Unintended Consequences of Using Electronic Human Resource Management (eHRM) Processes. , 2019, , 879-920.		1
3473	Managing the performance of non-family employees: a case study of a China-based family-SME. Small Enterprise Research: the Journal of SEAANZ, 2019, 26, 125-142.	1.1	2
3474	High-performance work systems and innovation in Vietnamese small firms. International Small Business Journal, 2019, 37, 732-753.	2.9	34
3475	Science Mapping the Knowledge Base on Sustainable Human Resource Management, 1982–2019. Sustainability, 2019, 11, 3938.	1.6	25
3476	Chapter 1 High-involvement Work Processes and Systems: A Review of Theory, Distribution, Outcomes, and Tensions. Research in Personnel and Human Resources Management, 2019, , 1-52.	1.0	30
3477	Sustainable Human Resource Management Nurtures Change-Oriented Employees: Relationship between High-Commitment Work Systems and Employees' Taking Charge Behaviors. Sustainability, 2019, 11, 3550.	1.6	9
3478	Chapter 4 Organizational Influences on Work–Home Boundary Permeability: A Multidimensional Perspective. Research in Personnel and Human Resources Management, 2019, , 133-172.	1.0	8
3479	Organizational Commitment and Employees' Retention among Jordanians. SSRN Electronic Journal, 2019, , .	0.4	0
3480	Impact of High-Performance Work System on Job Satisfaction, Organizational Commitment, Job Complexities and Intention to Quit: A Karachi Based Study on Banking and Education Industry SSRN Electronic Journal, 0, , .	0.4	0
3481	Implementing commitment HR practices: line manager attributions and employee reactions. International Journal of Human Resource Management, 2021, 32, 3339-3369.	3.3	10
3482	Chapter 5 Third Party Employment Branding: What are its Signaling Dimensions, Mechanisms, and Sources?. Research in Personnel and Human Resources Management, 2019, , 173-226.	1.0	19
3484	Attracting employees in developing countries through corporate social responsibility initiatives. Strategic Change, 2019, 28, 255-258.	2.5	1
3485	The Impact of Strategic Human Resource Management Practices on Competitive Advantage Sustainability: The Mediation of Human Capital Development and Employee Commitment. Sustainability, 2019, 11, 5782.	1.6	84
3486	The Impact of Training on Turnover Intention: The Role of Growth Need Strength among Vietnamese Female Employees. South East Asian Journal of Management, 2019, 13, .	0.1	6
3487	Big data contributions to human resource management: a systematic review. International Journal of Human Resource Management, 2021, 32, 4337-4362.	3.3	59

#	Article	IF	CITATIONS
3488	HRM and work outcomes: the role of basic need satisfaction and age. International Journal of Human Resource Management, 2022, 33, 169-202.	3.3	9
3489	The Collaboration of Human Resource Management and Line Management–An International Comparison. Organization Management Journal, 2019, 16, 262-277.	0.5	0
3490	Leveraging Technology for Talent Management. International Journal of Sociotechnology and Knowledge Development, 2019, 11, 16-30.	0.4	20
3491	The Role of employees' perceptions of HPWS in the HPWS-performance relationship: A multilevel perspective. Asia Pacific Journal of Management, 2021, 38, 1113-1138.	2.9	22
3492	Impact of training on employee motivation in human resources management. Procedia Computer Science, 2019, 158, 802-810.	1.2	41
3493	Positive organizational scholarship in healthcare: The impact of employee training on performance, turnover, and stress. Journal of Management and Organization, 2019, , 1-20.	1.6	1
3494	An empirical study on the relationship of corporate financial performance and human capital concerning corporate social responsibility: Applying SEM and Bayesian SEM. Cogent Business and Management, 2019, 6, 1656443.	1.3	16
3495	Employee share ownership, training, and early promotion policy as a bundle in enhancing labor productivity: A test of the threeâ€way interaction effect. Human Resource Management, 2019, 58, 603-620.	3.5	8
3496	Managing multiple forms of strategic training fit through the Balanced Scorecard. International Journal of Training and Development, 2019, 23, 240-252.	0.5	2
3497	Integrating organizational learning with high-performance work system and entrepreneurial orientation: a moderated mediation framework. Frontiers of Business Research in China, 2019, 13, .	4.1	11
3498	Unveiling International New Ventures' Success: Employee's Entrepreneurial Behavior. Administrative Sciences, 2019, 9, 56.	1.5	2
3499	Predicting Employee Career Development based on Employee Personal Background and Education Status. , 2019, , .		1
3500	Context and HRM: Theory, Evidence, and Proposals. International Studies of Management and Organization, 2019, 49, 355-371.	0.4	27
3501	High-performance Work Practices, Affective Commitment of Employees and Organizational Performance: A Multi-level Modelling Using 2-1-2 Mediation Analysis. Global Business Review, 2021, 22, 1594-1609.	1.6	7
3502	Human resources management practice, job satisfaction and affective organisational commitment relationships: The effects of ethnic similarity and difference. SA Journal of Industrial Psychology, 0, 45, .	0.5	2
3503	Does employee welfare affect corporate debt maturity?. European Management Journal, 2019, 37, 674-686.	3.1	17
3504	Mandatory corporate social responsibility in India and its effect on corporate financial performance: Perspectives from institutional theory and resourceâ€based view. Business Strategy and Development, 2019, 2, 106-116.	2.2	58
3505	Information, beliefs, and motivation: The antecedents to human resource attributions. Journal of Organizational Behavior, 2019, 40, 570-586.	2.9	44

ARTICLE IF CITATIONS Assessing Impact of Human Capital, SRHRM and Employee Related Factors on Firm Performance. Journal 3506 3.1 3 of Industrial Integration and Management, 2019, 04, 1850018. Industry capital intensity and firms' utilization of HCWS: does firm size matter?. Personnel Review, 1.6 2019, 48, 492-510. Drivers and internalisation of the EFQM excellence model. International Journal of Quality and 3508 1.3 18 Reliability Management, 2019, 36, 398-419. High performance work practices and organizational performance-mediation analysis of explanatory theories. International Journal of Productivity and Performance Management, 2019, 68, 797-816. Formal voice mechanisms and portfolio career workers' prosocial voice in Japan and Korea: the mediating role of managers' issue-related leadership activities. Asia Pacific Business Review, 2019, 25, 3510 2.0 3 194-226. High performance work practices, organizational performance and strategic thinking. International Journal of Organizational Analysis, 2019, 27, 370-395. 3511 1.6 Role of burnout and mentoring between high performance work system and intention to leave: 3512 5.8 47 Moderated mediation model. Journal of Business Research, 2019, 98, 166-176. Melting pot or tribe? Country-level ethnic diversity and its effect on subsidiaries. Journal of 3.5 International Business Policy, 2019, 2, 37-61. Influence of high-performance work system on employee service performance and OCB: the mediating 3514 0.7 23 role of resilience. Journal of Global Entrepreneurship Research, 2019, 9, 1. The Role of Workplace Leaders Who Champion Workforce Inter-Personnel Diversity., 2019, 27-45. What makes employees want to stay? A study in the Malaysian manufacturing sector. Global Business 3516 4.2 5 and Organizational Excellence, 2019, 38, 33-43. Proliferation and propagation of breakthrough performance management theories and praxes. 2.2 International Journal of Productivity and Performance Management, 2019, 68, 670-674. Hotel internal branding: A participatory action study with a case hotel. Journal of Hospitality and 3518 3.5 22 Tourism Management, 2019, 40, 31-39. Chapter 6 Reviewing Creativity and Innovation Research Through the Strategic HRM Lens. Research in 1.0 Personnel and Human Resources Management, 2019, , 227-271. Human resource management (HRM) practices and organizational performance. Employee Relations, 3520 49 1.5 2019, 41, 949-970. Antecedents and outcomes of employee empowerment practices: A theoretical extension with empirical evidence. Human Resource Management Journal, 2019, 29, 564-584. Perceived human resource management and presenteeism. Asia-Pacific Journal of Business 3522 1.59 Administration, 2019, 11, 110-130. Driving innovation: Public policy and human capital. Research Policy, 2019, 48, 103791. 3.3 98

#	Article	IF	CITATIONS
3524	The high-performance work system and commitment of the Portuguese Navy personnel. Military Psychology, 2019, 31, 251-266.	0.7	4
3525	Finding the right management approach in independent hotels. International Journal of Contemporary Hospitality Management, 2019, 31, 2862-2883.	5.3	11
3526	High-performance work practices versus work-role ambiguity. Human Systems Management, 2019, 38, 141-148.	0.5	6
3527	Do HRD practices affect perceived market performance through operational performance? Evidence from software industry. International Journal of Productivity and Performance Management, 2019, 69, 85-108.	2.2	11
3528	Unpacking the relationship between high-performance work systems and innovation performance in SMEs. Personnel Review, 2019, 48, 977-1000.	1.6	44
3529	Advancing knowledge on human resource management in family firms: An introduction and integrative framework. German Journal of Human Resource Management, 2019, 33, 147-166.	1.9	30
3530	The "good workplace― Journal of Participation and Employee Ownership, 2019, 2, 60-90.	0.5	9
3531	The state of innovation system research: What happens beneath the surface?. Research Policy, 2019, 48, 103787.	3.3	46
3532	How Do Employees Respond to the CSR Initiatives of their Organizations: Empirical Evidence from Developing Countries. Sustainability, 2019, 11, 2646.	1.6	28
3533	Environmental orientation and employee-based brand equity in 4 to 5-star hotels. Anatolia, 2019, 30, 404-419.	1.3	6
3534	Organizational antecedents of firms' adoption of strategic human resource practices: Toward a reconciliation of CEO perceptions and family influence. German Journal of Human Resource Management, 2019, 33, 223-248.	1.9	1
3535	Exploring the influence of pre-training factors on training effectiveness-moderating role of trainees' reaction: a study in the public sector in India. Human Resource Development International, 2019, 22, 283-304.	2.3	15
3536	What Drives Differences in Management Practices?. American Economic Review, 2019, 109, 1648-1683.	4.0	212
3537	Does Lesbian and Gay Friendliness Pay Off? A New Look at LGBT Policies and Firm Performance. SSRN Electronic Journal, 2019, , .	0.4	1
3538	Human resource practices and organizational commitment: The mediating role of job satisfaction in emerging economy. Cogent Business and Management, 2019, 6, .	1.3	29
3539	Examining the link between flexible working arrangement bundles and employee work effort. Human Resource Management, 2019, 58, 431-449.	3.5	40
3540	The Mediating Effect of Job Satisfaction on the Relationship of HR Practices and Employee Job Performance: Empirical Evidence from Higher Education Sector. SSRN Electronic Journal, 0, , .	0.4	1
3541	Highâ€Performance Work Practices and Job Satisfaction: Gender's Moderating Role. European Management Review, 2019, 16, 333-345.	2.2	11

#	Article	IF	CITATIONS
3542	MNEs' Subsidiary HRM Practices and Firm Innovative Performance: A Tacit Knowledge Approach. Sustainability, 2019, 11, 1388.	1.6	19
3543	People Make the Difference: An Explorative Study on the Relationship between Organizational Practices, Employees' Resources, and Organizational Behavior Enhancing the Psychology of Sustainability and Sustainable Development. Sustainability, 2019, 11, 1499.	1.6	39
3544	Human resource development (HRD) practices and banking industry effectiveness. European Journal of Training and Development, 2019, 43, 250-271.	1.2	29
3545	Antecedents of ethical infrastructures against workplace bullying. Personnel Review, 2019, 48, 672-690.	1.6	19
3546	Meso-level Influences on Well-being, Resilience and Innovation: Creating an Ambidextrous Context Through HRM. , 2019, , 55-85.		1
3547	Perceptions of supervisor competence, perceived employee mobility, and abusive supervision. Personnel Review, 2019, 48, 691-706.	1.6	7
3548	Environmentally sustainable or economically sustainable? The effect of Chinese manufacturing firms' corporate sustainable strategy on their green performances. Business Strategy and the Environment, 2019, 28, 989-997.	8.5	40
3549	Management practices and SME performance. Scottish Journal of Political Economy, 2019, 66, 527-558.	1.1	32
3550	Inclusion climate: A multilevel investigation of its antecedents and consequences. Human Resource Management, 2019, 58, 353-369.	3.5	35
3551	Information sharing and innovative work behavior: The role of workâ€based learning, challenging tasks, and organizational commitment. Human Resource Development Quarterly, 2019, 30, 361-381.	2.1	63
3552	Who is in charge? A review and a research agenda on the â€~human side' of the circular economy. Journal of Cleaner Production, 2019, 222, 793-801.	4.6	252
3553	How Trust in One's Employer Moderates the Relationship Between HRM and Engagement Related Performance. International Studies of Management and Organization, 2019, 49, 23-42.	0.4	12
3554	The challenges of job hunting and recruitment in Ghana: Opportunity for improvement. Global Business and Organizational Excellence, 2019, 38, 35-42.	4.2	5
3555	The influence of age on the job resources-engagement relationship. International Journal of Organizational Analysis, 2019, 27, 1218-1238.	1.6	6
3556	Human resources training: A bibliometric analysis. Journal of Business Research, 2019, 101, 627-636.	5.8	98
3557	Falling Not Far from the Tree: Entrepreneurs and Organizational Heritage. Organization Science, 2019, 30, 337-360.	3.0	48
3558	Digitization of Human Resource Practices- An Emerging Trend. SSRN Electronic Journal, 0, , .	0.4	2
3559	Institutional Factors and High-Performance Work Organisations (HPWOs) in Sub-Saharan Africa (SSA). Management and Industrial Engineering, 2019, , 199-218.	0.3	2

#	Article	IF	CITATIONS
3560	What drives alignment between offered and perceived well-being initiatives in organizations? A cross-case analysis of employer–employee shared strategic intentionality. European Management Journal, 2019, 37, 742-759.	3.1	10
3561	Leveraging human assets for MNCs performance: the role of management development, human resource system and employee engagement. International Journal of Human Resource Management, 2021, 32, 2729-2758.	3.3	15
3562	Calculative and collaborative HRM practices, turnover and performance. International Journal of Manpower, 2019, 40, 616-642.	2.5	10
3563	Managing the Behavior of Public Frontline Employees through Change-Oriented Training: Evidence from a Randomized Field Experiment. Journal of Public Administration Research and Theory, 2019, 29, 556-571.	2.2	21
3564	Internal control systems, working capital management and financial performance of supermarkets. Cogent Business and Management, 2019, 6, .	1.3	32
3565	Linking Human Capital Resourcing Practices and Performance of Financial Cooperatives in Kenya: Does Presence of Formal Human Resource Department Matter?. Management and Labour Studies, 2019, 44, 148-167.	0.9	2
3566	CEO servant leadership and firm innovativeness in hotels. International Journal of Contemporary Hospitality Management, 2019, 31, 1647-1665.	5.3	42
3567	Relationship between human resource management practices, ethical climates and organizational performance, the missing link. PSU Research Review, 2019, 3, 50-69.	1.3	23
3568	Human resource management, employee engagement, and nonprofit hospital performance. Nonprofit Management and Leadership, 2019, 29, 549-567.	1.7	27
3569	Emotional intelligence of the HR decision-maker and high-performance HR practices in SMEs. European Journal of Management and Business Economics, 2019, 28, 52-89.	1.7	25
3570	Corporate governance and lesbian, gay, bisexual, and transgenderâ€supportive human resource policies from corporate social responsibility, resourceâ€based, and agency perspectives. Human Resource Management, 2019, 58, 317-336.	3.5	30
3571	Participatory HRM and firm performance. Employee Relations, 2019, 41, 1098-1119.	1.5	6
3572	Disentangling the strength of the HRM system: effects on employees reactions. Employee Relations, 2019, 42, 281-299.	1.5	10
3573	Work–life programmes and organisational outcomes: the role of the human resource system. Personnel Review, 2019, 49, 516-536.	1.6	8
3574	Supporting SMEs' internationalisation through a deeper understanding of human and technology barriers. Journal of Organizational Effectiveness, 2019, 6, 205-226.	1.4	16
3575	Do "high-performance―human resource practices work in public universities? Mediation of organizational and supervisors' supports. African Journal of Economic and Management Studies, 2019, 10, 493-506.	0.5	3
3576	Understanding employee longevity in independent fine dining restaurants. International Journal of Contemporary Hospitality Management, 2019, 31, 4062-4085.	5.3	7
3577	HRM practices and effectiveness: a comparison of US Hispanic and non-Hispanic family firms. Journal of Small Business and Enterprise Development, 2019, 26, 726-746.	1.6	11

#	Article		CITATIONS
3578	Do SHRM and HPWS shape employees' affective commitment and empowerment?. Evidence-based HRM, 2019, 7, 300-324.		15
3579	Creating an innovative organization. Journal of Modelling in Management, 2019, 15, 50-88.	1.1	20
3580	The effect of managing different types of work on open innovation. Journal of Organizational Change Management, 2019, 33, 1-15.	1.7	2
3581	Dealing with non-performers. Journal of Strategy and Management, 2019, 13, 111-127.	1.9	0
3582	Competition, market commonality, and resource similarity: precursors to HPWS. Personnel Review, 2019, 48, 1830-1847.	1.6	6
3583	Do performance measures matter in the relationship between high-performance work system and organizational performance?. International Journal of Manpower, 2019, 41, 241-257.	2.5	8
3584	LMX and HRM: a multi-level review of how LMX is used to explain the employment relationship. , 2019, , .		7
3585	Towards Understanding Employee Attrition using a Decision Tree Approach. , 2019, , .		4
3586	The association between subjective job insecurity and job performance across different employment groups. Career Development International, 2019, 25, 229-246.	1.3	13
3587	Management practices and small firms' productivity in emerging countries. Competitiveness Review, 2019, 29, 356-374.	1.8	7
3588	How to improve organisational citizenship behaviour by combining ability, motivation and opportunity. Employee Relations, 2019, 42, 398-416.	1.5	18
3589	Organizational success, human resources practices and exploration–exploitation learning. Employee Relations, 2019, ahead-of-print, .	1.5	4
3590	High-performance work practices and organizational performance in Pakistan. International Journal of Manpower, 2019, 41, 318-338.	2.5	9
3591	The impact of training on firm outcomes: longitudinal evidence from Canada. International Journal of Manpower, 2019, 41, 117-131.	2.5	5
3592	Intellectual capital and the firm: evolution and research trends. Journal of Intellectual Capital, 2019, 20, 555-580.	3.1	56
3593	The mediating effect of interactional justice on human resource practices and organizational support in a healthcare organization. Journal of Organizational Effectiveness, 2019, 6, 129-144.	1.4	18
3594	Employee involvement, financial participation and firm performance. Journal of Participation and Employee Ownership, 2019, 2, 115-132.	0.5	2
3595	Relationship between human resource management practices and informal workplace learning. Journal of Workplace Learning, 2019, 31, 551-576.	0.9	11

	CHATION	REPORT	
#	Article	IF	Citations
3596	HRM reforms and job-related well-being of academics. Personnel Review, 2019, 49, 597-619.	1.6	10
3597	Are high-performance work systems (HPWS) appreciated by everyone? The role of management position and gender on the relationship between HPWS and affective commitment. Employee Relations, 2019, 41, 1046-1064.	1.5	22
3598	High-commitment organization and employees' job performance. International Journal of Manpower, 2019, 40, 1305-1318.	2.5	15
3599	Firm performance: is organizational learning capability the magic wand?. International Journal of Productivity and Performance Management, 2019, 68, 1411-1433.	2.2	17
3600	How would the managementof human behavior variables influence customer-oriented management?. Kybernetes, 2019, 49, 797-818.	1.2	2
3601	HRM Smart Contracts on the Blockchain. , 2019, , .		4
3602	Virtuous circle: Human capital and human resource management in social enterprises. Human Resource Management, 2020, 59, 401-421.	3.5	28
3603	Understanding the Contribution of HRM Bundles for Employee Outcomes Across the Life-Span. Frontiers in Psychology, 2019, 10, 2518.	1.1	5
3604	e-HRM in a Cloud Environment. International Journal of Human Capital and Information Technology Professionals, 2019, 10, 16-40.	0.5	7
3605	Linking I-O and Lean: Lessons from high performance work systems. Industrial and Organizational Psychology, 2019, 12, 264-266.	0.5	0
3606	People at the Heart of Corporate Governance: Reimagining the Role of HRM. NHRD Network Journal, 2019, 12, 364-375.	0.1	0
3607	SHRM: A Research-based Overview for the Practitioner. NHRD Network Journal, 2019, 12, 214-224.	0.1	0
3608	Strategic Dilemmas: How Managers Use HR Practices to Meet Multiple Goals. British Journal of Industrial Relations, 2019, 57, 513-539.	0.8	10
3609	Role Clarity and Satisfaction for Knowledge Workers. Lecture Notes in Management and Industrial Engineering, 2019, , 11-16.	0.3	0
3610	Employee treatment and its implications for bondholders. European Financial Management, 2019, 25, 1047-1079.	1.7	6
3611	Workplace Hiring and Retention. , 2019, , 79-100.		0
3612	The circular path of social sustainability: An empirical analysis. Journal of Cleaner Production, 2019, 212, 916-924.	4.6	55
3613	Human resource policy and teacher appraisal in Ontario in the era of professional accountability. Management in Education, 2019, 33, 5-10.	0.9	2

#	Article	IF	CITATIONS
3614	Effect of regulatory modes on work performance: the moderating role of job familiarity and job complexity / El efecto del modo de regulación en el rendimiento laboral: el rol moderador de la familiaridad con el trabajo y la complejidad de la tarea. Revista De Psicologia Social, 2019, 34, 1-25.	0.3	2
3615	Hospitality employees' unrealistic optimism in promotion perception: myth or reality?. Journal of Human Resources in Hospitality and Tourism, 2019, 18, 172-193.	1.0	4
3616	The moderated mediation processes in firm-specific human capital development and task performance relationship. International Journal of Organizational Analysis, 2019, 27, 396-413.	1.6	6
3617	Foundations of hospitality performance measurement research: A co-citation approach. International Journal of Hospitality Management, 2019, 79, 21-40.	5.3	25
3618	Virtuous cycles of service quality: an empirical test. International Journal of Operations and Production Management, 2019, 39, 357-380.	3.5	3
3619	Justice perceptions, perceived insider status, and gossip at work: A social exchange perspective. Journal of Business Research, 2019, 97, 30-42.	5.8	46
3620	The Direct and Indirect Impact of Gender Diversity in New Venture Teams on Innovation Performance. Entrepreneurship Theory and Practice, 2019, 43, 505-528.	7.1	64
3621	HRM and the health of hospitals. Health Services Management Research, 2019, 32, 89-102.	1.0	6
3622	The strategic human resource management approaches and organisational performance. Journal of Advances in Management Research, 2019, 16, 181-193.	1.6	24
3623	Impact of human resource development (HRD) practices on pharmaceutical industry's performance. European Journal of Training and Development, 2019, 43, 188-210.	1.2	19
3624	Strategic IT management: how companies can benefit from an increasing IT influence. Journal of Enterprise Information Management, 2019, 32, 251-273.	4.4	7
3625	Smart industry and the pathways to HRM 4.0: implications for SCM. Supply Chain Management, 2019, 24, 124-146.	3.7	142
3626	Top management team gender diversity and productivity: the role of board gender diversity. Equality, Diversity and Inclusion, 2019, 38, 71-86.	0.7	26
3627	Age diversity management and organisational outcomes: The role of diversity perspectives. Human Resource Management Journal, 2019, 29, 287-307.	3.6	21
3628	Specific HR practices and employee commitment: the mediating role of job satisfaction. Employee Relations, 2019, 41, 420-435.	1.5	49
3629	A Systematic Review of Human Resource Management Systems and Their Measurement. Journal of Management, 2019, 45, 2498-2537.	6.3	230
3630	The Changing Nature of Employee and Labor-Management Relationships. Annual Review of Organizational Psychology and Organizational Behavior, 2019, 6, 195-219.	5.6	17
3631	"Don't you want to stay?―The impact of training and recognition as human resource practices on volunteer turnover. Nonprofit Management and Leadership, 2019, 29, 509-527.	1.7	34

#	Article	IF	CITATIONS
3632	Expanding the concept of fit in strategic human resource management: An examination of the relationship between human resource practices and charismatic leadership on organizational outcomes. Human Resource Management, 2019, 58, 187-202.	3.5	66
3633	A Highâ€Growth Firm Contingency Test of the Formalizationâ€Performance Relationship. Journal of Small Business Management, 2019, 57, 374-396.	2.8	11
3634	Progressive human resource management and firm performance. International Journal of Organizational Analysis, 2019, 27, 471-493.	1.6	12
3635	Up for Review: Unravelling the Link between Formal Evaluations and Performanceâ€Based Rewards. Industrial Relations, 2019, 58, 108-137.	0.9	2
3636	Deploying human capital for innovation: A study of multi-country manufacturing firms. International Journal of Production Economics, 2019, 208, 241-253.	5.1	51
3637	The virtuous circle of human resource investments: <scp>A</scp> precrisis and postcrisis analysis. Human Resource Management Journal, 2019, 29, 181-198.	3.6	14
3638	Founding conditions and benefit offerings: evidence from US startups. Personnel Review, 2019, 48, 141-162.	1.6	2
3639	Collective voice mechanisms, HRM practices and organizational performance in Italian manufacturing firms. European Management Journal, 2019, 37, 398-410.	3.1	22
3640	Mapping the relationships between high-performance work systems, employee resilience and engagement: a study of the banking industry in China. International Journal of Human Resource Management, 2019, 30, 1239-1260.	3.3	192
3641	Examining the impact of succession management practices on organizational performance: A national study of U.S. hospitals. Health Care Management Review, 2019, 44, 356-365.	0.6	18
3642	Stuck in the middle? Human resource management at the interface of academia and industry. International Journal of Human Resource Management, 2019, 30, 3081-3112.	3.3	5
3643	Bundles of HRM practices in family and non-family firms: the impact on enhancing performance. International Journal of Human Resource Management, 2019, 30, 2971-2992.	3.3	11
3644	Corporate Citizenship and Employee Outcomes: Does a High-Commitment Work System Matter?. Journal of Business Ethics, 2019, 156, 1079-1097.	3.7	16
3645	Which HRM practices enhance employee outcomes at work across the life-span?. International Journal of Human Resource Management, 2019, 30, 2777-2808.	3.3	46
3646	Do HR Practices Influence Job Satisfaction? Examining the Mediating Role of Employee Engagement in Indian Public Sector Undertakings. Global Business Review, 2019, 20, 119-132.	1.6	29
3647	The expanded scientific and technical human capital model: the addition of a cultural dimension. Journal of Technology Transfer, 2019, 44, 681-699.	2.5	31
3648	On Establishing Legitimate Goals and Their Performance Impact. Journal of Business Ethics, 2019, 157, 731-751.	3.7	7
3649	Do high-performance human resource practices work? The mediating role of organizational learning capability. Journal of Management and Organization, 2019, 25, 189-210.	1.6	24

#	Article	IF	CITATIONS
3650	Why firms adopt empowerment practices and how such practices affect firm performance? A transaction cost-exchange perspective. Human Resource Management Review, 2019, 29, 111-124.	3.3	35
3651	Scrooge Posing as Mother Teresa: How Hypocritical Social Responsibility Strategies Hurt Employees and Firms. Journal of Business Ethics, 2019, 157, 339-358.	3.7	111
3652	The Effects of Politicization on Performance: The Mediating Role of HRM Practices. Review of Public Personnel Administration, 2019, 39, 544-569.	1.8	26
3653	The Impact of Corporate Welfare Policy on Firm-Level Productivity: Evidence from Unemployment Insurance. Journal of Business Ethics, 2019, 159, 795-815.	3.7	13
3654	The Influence of Hotels High-Commitment HRM on Job Engagement of Employees: Mediating Effects of Workplace Happiness and Mental Health. Applied Research in Quality of Life, 2019, 14, 507-525.	1.4	16
3655	Multinationals and Skills Policy Networks: HRM as a Player in Economic and Social Concerns. British Journal of Management, 2019, 30, 593-609.	3.3	9
3656	The effect of green human resource management on hotel employees' eco-friendly behavior and environmental performance. International Journal of Hospitality Management, 2019, 76, 83-93.	5.3	548
3657	An empirical examination of the relationship between skills shortage and firm performance: The role of high-performance work systems. Journal of Management and Organization, 2019, 25, 695-710.	1.6	2
3658	The management of professional employees: linking progressive HRM practices, cognitive orientations and organizational citizenship behavior. International Journal of Human Resource Management, 2019, 30, 2705-2731.	3.3	20
3659	The effectiveness of high-involvement work practices in manufacturing firms: Does context matter?. Journal of Management and Organization, 2019, 25, 303-330.	1.6	12
3660	Strengthening organizational ambidexterity with top management team mechanisms and processes. International Journal of Human Resource Management, 2019, 30, 586-617.	3.3	28
3661	Mediating links between HRM bundle and individual innovative behavior. Journal of Management and Organization, 2019, 25, 157-172.	1.6	15
3662	Effects of Human Resource Management Systems on Employee Proactivity and Group Innovation. Journal of Management, 2019, 45, 819-846.	6.3	85
3663	The role of HR practices in developing employee resilience: a case study from the Pakistani telecommunications sector. International Journal of Human Resource Management, 2019, 30, 1342-1369.	3.3	41
3664	Promoting knowledge sharing in Tunisian KIFs through HRM Practices. The mediating role of human capital and learning climate. International Journal of Human Resource Management, 2019, 30, 2321-2359.	3.3	12
3665	The Impact of Accountability on Organizational Performance in the U.S. Federal Government: The Moderating Role of Autonomy. Review of Public Personnel Administration, 2019, 39, 3-23.	1.8	36
3666	Drivers of Collective Human Capital Flow: The Impact of Reputation and Labor Market Conditions. Journal of Management, 2019, 45, 1145-1172.	6.3	21
3667	Coming to America: work visas, international diversity, and organizational attractiveness among highly skilled Asian immigrants. International Journal of Human Resource Management, 2019, 30, 2293-2319.	3.3	15

#	Article	IF	CITATIONS
3668	Managing Expectations to Create High Performance Government. Review of Public Personnel Administration, 2019, 39, 185-208.	1.8	18
3669	Formalized HR practices and firm performance: an empirical comparison of family and non-family firms. International Journal of Human Resource Management, 2019, 30, 1084-1110.	3.3	43
3670	High-Performance Work Practices and Organizational Creativity During Organizational Change: A Collective Learning Perspective. Journal of Management, 2019, 45, 909-925.	6.3	61
3671	What one thinks determines one's actions: the importance of employees' perception in implementing HR systems. Asia Pacific Journal of Human Resources, 2019, 57, 85-102.	2.5	9
3672	Ambidextrous work in smart city project alliances: unpacking the role of human resource management systems. International Journal of Human Resource Management, 2019, 30, 680-701.	3.3	90
3673	Forming a firm innovation strategy through commitment-based human resource management. International Journal of Human Resource Management, 2019, 30, 1931-1955.	3.3	10
3674	Benchmarking healthcare logistics processes – a comparative case study of Danish and US hospitals. Total Quality Management and Business Excellence, 2019, 30, 108-134.	2.4	16
3675	Linking operation plans to business objectives using QFD. Total Quality Management and Business Excellence, 2019, 30, 135-150.	2.4	4
3676	Examining the relationship between strategic HRM and hospital employees' work attitudes: an analysis across occupational groups in public and private hospitals. International Journal of Human Resource Management, 2019, 30, 794-814.	3.3	16
3677	Employee ambidexterity, high performance work systems and innovative work behaviour: How much balance do we need?. International Journal of Human Resource Management, 2019, 30, 565-585.	3.3	96
3678	Technological capabilities, resilience capabilities and organizational effectiveness. International Journal of Human Resource Management, 2019, 30, 1370-1392.	3.3	68
3679	The Application of the Multilevel Paradigm in Human Resource Management–Outcomes Research: Taking Stock and Going Forward. Journal of Management, 2019, 45, 786-818.	6.3	72
3680	Ambidextrous organizations in the banking sector: an empirical verification of banks' performance and conceptual development. International Journal of Human Resource Management, 2020, 31, 272-302.	3.3	38
3681	The contingent role of distributed leadership in the relationship between HR practices and organizational ambidexterity in the cross-border M&As of emerging market multinationals. International Journal of Human Resource Management, 2020, 31, 232-253.	3.3	30
3682	Process control and quality performance: the role of shop-floor leadership practices. Total Quality Management and Business Excellence, 2020, 31, 829-846.	2.4	2
3683	The impact of status-leveling symbols on employee attitudes: a moderated mediational analysis. International Journal of Human Resource Management, 2020, 31, 2495-2520.	3.3	4
3684	How to retain motivated employees in their jobs?. Economic and Industrial Democracy, 2020, 41, 910-953.	1.2	8
3685	Effects of HRM practices, lean production practices and lean duration on performance. International Journal of Human Resource Management, 2020, 31, 1467-1512.	3.3	21

#	Article	IF	CITATIONS
3686	Employee emotional resilience during post-merger integration across national boundaries: Rewards and the mediating role of fairness norms. Journal of World Business, 2020, 55, 100888.	4.6	29
3687	People management: developing and testing a measurement scale. International Journal of Human Resource Management, 2020, 31, 705-737.	3.3	14
3688	Union substitution effects of human resource management practices in South Korean workplaces, 2005–2013. International Journal of Human Resource Management, 2020, 31, 1047-1070.	3.3	6
3689	Shaping the organisational context for corporate entrepreneurship and performance in Iran: the interplay between social context and performance management. International Journal of Human Resource Management, 2020, 31, 1020-1046.	3.3	12
3690	HR practices for enhancing sustainable employability: implementation, use, and outcomes. International Journal of Human Resource Management, 2020, 31, 886-907.	3.3	70
3691	Employee Volunteer Programs are Associated with Firm-Level Benefits and CEO Incentives: Data on the Ethical Dilemma of Corporate Social Responsibility Activities. Journal of Business Ethics, 2020, 162, 449-472.	3.7	14
3692	Reciprocal Relationships Between Workplace Childcare Initiatives and Collective Turnover Rates of Men and Women. Journal of Management, 2020, 46, 470-494.	6.3	8
3693	Leveraging "Green―Human Resource Practices to Enable Environmental and Organizational Performance: Evidence from the Qatari Oil and Gas Industry. Journal of Business Ethics, 2020, 164, 371-388.	3.7	108
3694	Towards an integration of employee voice and silence. Human Resource Management Review, 2020, 30, 100674.	3.3	62
3695	Investigating the impact of workforce racial diversity on the organizational corporate social responsibility performance: An institutional logics perspective. Journal of Business Research, 2020, 107, 138-152.	5.8	20
3696	Transformational Leadership, High-Performance Work System Consensus, and Customer Satisfaction. Journal of Management, 2020, 46, 1469-1497.	6.3	26
3697	Win-Win-Lose? Sustainable HRM and the promotion of unsustainable employee outcomes. Human Resource Management Review, 2020, 30, 100676.	3.3	35
3698	Built to Collaborate? Organization Design and Coalition Success. Health Promotion Practice, 2020, 21, 654-664.	0.9	1
3699	Employeeâ€centered philosophy, highâ€commitment work practices, and performance: moderating roles of market environments and strategies. Asia Pacific Journal of Human Resources, 2020, 58, 247-267.	2.5	6
3700	Performance appraisal: dimensions and determinants. International Journal of Human Resource Management, 2020, 31, 1984-2015.	3.3	20
3701	The impact of CEO transformational leadership on organizational voluntary turnover and employee innovative behaviour: the mediating role of collaborative HRM. Asia Pacific Journal of Human Resources, 2020, 58, 197-219.	2.5	13
3702	Sustainable HRM strategies and employment relationships as drivers of the triple bottom line. Human Resource Management Review, 2020, 30, 100689.	3.3	74
3703	Global post-merger agility, transactive memory systems and human resource management practices. Human Resource Management Review, 2020, 30, 100697.	3.3	9

#	Article	IF	CITATIONS
3704	Merit, Diversity, and Performance: Does Diversity Management Moderate the Effect of Merit Principles on Governmental Performance?. Public Personnel Management, 2020, 49, 83-110.	1.5	17
3705	High Performance Work Systems and Employee Turnover Intentions: Moderating Effect of Psychological Attachment. Advances in Intelligent Systems and Computing, 2020, , 240-250.	0.5	0
3706	Does Korean-style management have a future?. Asian Business and Management, 2020, 19, 147-170.	1.7	11
3707	International experience, attitudes toward women and the adoption of supportive <scp>HR</scp> practices. Asia Pacific Journal of Human Resources, 2020, 58, 66-84.	2.5	6
3708	Workforce diversity and firm performance: Relational coordination as a mediator and structural empowerment and multisource feedback as moderators. Human Resource Management, 2020, 59, 5-23.	3.5	47
3709	Engagement as a Privilege and Disengagement as a Pathology. Journal of Management Inquiry, 2020, 29, 220-235.	2.5	5
3710	Double-edged effect of talent management on organizational performance: the moderating role of HRM investments. International Journal of Human Resource Management, 2020, 31, 2188-2216.	3.3	34
3711	Fostering integration through HRM practices: An empirical examination of absorptive capacity and knowledge transfer in cross-border M&As. Journal of World Business, 2020, 55, 100947.	4.6	40
3712	Line Managers as Paradox Navigators in HRM Implementation: Balancing Consistency and Individual Responsiveness. Journal of Management, 2020, 46, 203-233.	6.3	44
3713	Innovating for competitive advantage: managerial risk-taking ability counterbalances management controls. Journal of Management and Governance, 2020, 24, 389-409.	2.4	15
3714	Information Source Credibility and Job Seekers' Intention to Apply: The Mediating Role of Brands. Global Business Review, 2020, 21, 743-762.	1.6	13
3715	Human Resource Practices as Predictors of Organizational Performance: A Structural Equation Modeling Approach. Global Business Review, 2020, 21, 1087-1112.	1.6	11
3716	Human Resource Management Practices, Emotional Exhaustion, and Organizational Commitment – With the Example of the Hotel Industry. Journal of China Tourism Research, 2020, 16, 472-486.	1.2	13
3717	Strategic Conflict Management? A Study of Workplace Dispute Resolution in Wales. ILR Review, 2020, 73, 411-430.	1.3	7
3718	Knowledge transfer between self-initiated expatriates and their organizations: Research propositions for managing SIEs. International Business Review, 2020, 29, 101634.	2.6	30
3719	Data Analytics, Innovation, and Firm Productivity. Management Science, 2020, 66, 2017-2039.	2.4	120
3720	Peering Inside the "Black Box― The Impact of Management-Side Representatives on the Industrial Relations Climate of Organizations. Labor Studies Journal, 2020, 45, 250-272.	0.4	5
3721	Creating an ethical organizational environment: The relationship between ethical leadership, ethical organizational climate, and unethical behavior. Personnel Psychology, 2020, 73, 43-71.	2.2	102

#	Article		CITATIONS
3722	Job role localisation in the oil and gas industry: A case study of Ghana. The Extractive Industries and Society, 2020, 7, 328-336.	0.7	4
3723	Common Good HRM: A paradigm shift in Sustainable HRM?. Human Resource Management Review, 2020, 30, 100705.	3.3	161
3724	Beltâ€∎ndâ€Road Initiative: Driving the need to understand intellectual capital in Chinese multinational enterprises. Thunderbird International Business Review, 2020, 62, 279-290.	0.9	4
3725	Ideal Organizations for the New Ideal Workers: Exploring the Role of Life-Friendly Work Practices. Contributions To Management Science, 2020, , 73-91.	0.4	1
3726	Pathways towards sustainability in manufacturing organizations: Empirical evidence on the role of green human resource management. Business Strategy and the Environment, 2020, 29, 212-228.	8.5	260
3727	Do high performance work systems generate negative effects? How and when?. Human Resource Management Review, 2020, 30, 100699.	3.3	55
3728	Healthy Business? Managerial Education and Management in Health Care. Review of Economics and Statistics, 2020, 102, 506-517.	2.3	26
3729	Linking employer branding orientation and firm performance: Testing a dual mediation route of recruitment efficiency and positive affective climate. Human Resource Management, 2020, 59, 83-99.	3.5	50
3730	Relationships among Emotional and Material Rewards, Job Satisfaction, Burnout, Affective Commitment, Job Performance, and Turnover Intention in the Hotel Industry. Journal of Quality Assurance in Hospitality and Tourism, 2020, 21, 371-401.	1.7	78
3731	Indigenization of staffing in MNEs: The case of Saudi Arabia. Asia Pacific Journal of Management, 2020, 37, 879-898.	2.9	10
3732	Human resource management systems, employee wellâ€being, and firm performance from the mutual gains and critical perspectives: The wellâ€being paradox. Human Resource Management, 2020, 59, 235-253.	3.5	102
3733	Social capital development as innovation in human resource development: A case of Technical Universities in Ghana. African Journal of Science, Technology, Innovation and Development, 2020, 12, 27-32.	0.8	3
3734	A collaborative architecture of the industrial internet platform for manufacturing systems. Robotics and Computer-Integrated Manufacturing, 2020, 61, 101854.	6.1	72
3735	Quality standards and competitive advantage: the role of human issues in tourism organizations. Current Issues in Tourism, 2020, 23, 2515-2532.	4.6	2
3736	Enhancing the role of human resource management in corporate sustainability and social responsibility: A multi-stakeholder, multidimensional approach to HRM. Human Resource Management Review, 2020, 30, 100708.	3.3	161
3737	Development or maintenance? Dualâ€oriented human resource system, employee achievement motivation, and work wellâ€being. Human Resource Management, 2020, 59, 311-325.	3.5	21
3738	Growing the service brand. International Journal of Research in Marketing, 2020, 37, 281-300.	2.4	6
3739	The role of temporal focus, dispositional employability, and training on the perceived internal career prospects of talents. International Journal of Human Resource Management, 2020, 31, 1106-1133.	3.3	12

#	Article		CITATIONS
3740	Family ownership and environmental performance: The mediation effect of human resource practices. Business Strategy and the Environment, 2020, 29, 1548-1562.	8.5	47
3741	The (negative) impact of supply-side labour market reforms on productivity: an overview of the evidence1. Cambridge Journal of Economics, 2020, 44, 445-464.	0.8	29
3742	The paradoxical mechanisms of highâ€performance work systems (HPWSs) on perceived workload: A dualâ€path mediation model. Human Resource Management Journal, 2020, 30, 278-292.	3.6	21
3743	Managing Autonomy in Industrial Research and Development: A Project-Level Investigation. Organization Science, 2020, 31, 165-181.	3.0	19
3744	Preceding operational capabilities as antecedents for productivity and innovation performance. Journal of Business Economics, 2020, 90, 537-561.	1.3	9
3745	Impact of supply chain analytics and customer pressure for ethical conduct on socially responsible practices and performance: An exploratory study. International Journal of Production Economics, 2020, 225, 107571.	5.1	44
3746	Training and its influence on competitive strategy implementation. Human Resource Development Quarterly, 2020, 31, 149-172.	2.1	3
3747	Police Cadets' Career Plans in China: Testing the Mediation and Moderation Effects of Job Satisfaction. Police Quarterly, 2020, 23, 202-231.	2.1	2
3748	GENDER DIVERSITY AND INNOVATION PERFORMANCE: EVIDENCE FROM R&D WORKFORCE IN SWEDEN. International Journal of Innovation Management, 2020, 24, 2050061.	0.7	6
3749	Employee perceptions of HR practices: A critical review and future directions. International Journal of Human Resource Management, 2020, 31, 128-173.	3.3	110
3750	Human Resource Management in India: Performance and Complementarity. European Management Review, 2020, 17, 373-389.	2.2	14
3751	Toward a high-performance management system in health care, Part 5: How high-performance work practices facilitate speaking up in health care organizations. Health Care Management Review, 2020, 45, 278-289.	0.6	8
3752	How do offshoring-related changes in job characteristics affect onshore managers' affective organizational commitment? The moderating role of perceived organizational valence. Journal of Information Technology, 2020, 35, 316-336.	2.5	4
3753	High-Performance Work Practices and Organizational Innovativeness: The Roles of Relational Coordination Competencies and Market Turbulence as a Mediator or Moderator. Journal of Open Innovation: Technology, Market, and Complexity, 2020, 6, 83.	2.6	8
3754	Linking work, occupational identity and burnout: the case of managers. International Journal of Workplace Health Management, 2020, 14, 12-31.	0.8	4
3755	How do HRM practices improve employee satisfaction?. Economic and Industrial Democracy, 2022, 43, 972-996.	1.2	2
3756	Perceived Human Resource Management Practices and Intention to Stay in Private Higher Education Institutions in Malaysia: The Role of Organizational Citizenship Behaviour. Global Business Review, 2024, 25, 162-179.	1.6	8
3757	High-performance work practices and medical professionals' work outcomes: the mediating effect of perceived organizational support. Journal of Advances in Management Research, 2020, ahead-of-print, .	1.6	13

#	Article	IF	CITATIONS
3758	Rediscovering the "Human―in strategic human capital. Human Resource Management Review, 2021, 31, 100781.	3.3	27
3759	Agile for HR: Fine in practice, but will it work in theory?. Human Resource Management Review, 2021, 31, 100791.	3.3	18
3760	The impact of high-performance human resource practices on the research performance and career success of academics in Saudi Arabia. Career Development International, 2020, 25, 671-690.	1.3	13
3761	Employment relations and perceived organizational performance: the moderating role of technological intensity. Employee Relations, 2020, 43, 109-130.	1.5	6
3762	Innovative human resource management: measurement, determinants and outcomes. International Journal of Innovation Science, 2020, 12, 287-302.	1.5	8
3763	Organizational Practices for the Aging Workforce: Development and Validation of the Later Life Workplace Index. Work, Aging and Retirement, 2021, 7, 352-386.	1.4	12
3764	Antecedents for enhanced level of cyber-security in organisations. Journal of Enterprise Information Management, 2021, 34, 1597-1629.	4.4	14
3765	<pre><scp>HR</scp> ambidexterity and absorptive capacities: A paradoxâ€based approach to <scp>HRM</scp> capabilities and practice adoption in <scp>MNC</scp> subsidiaries. Human Resource Management, 2021, 60, 863-883.</pre>	3.5	10
3766	ls there internal fit among ability-, motivation-, and opportunity-enhancing HR practices? Evidence from South Korea. Review of Managerial Science, 2021, 15, 2049-2074.	4.3	9
3767	Exploring the effectiveness of maintenance and quality management strategies in Indian manufacturing enterprises. Benchmarking, 2020, 27, 1399-1431.	2.9	15
3768	HRM formality differences in Pakistani SMEs: a three-sector comparative study. Employee Relations, 2020, 42, 1513-1529.	1.5	12
3769	Managing workers in Thai social enterprises: the role of founders. International Journal of Organizational Analysis, 2020, 28, 18-48.	1.6	2
3770	Technology and talent analytics for talent management – a game changer for organizational performance. International Journal of Organizational Analysis, 2020, 28, 457-473.	1.6	34
3771	Towards a high-performance HR bundle process for lean service operations. International Journal of Quality and Reliability Management, 2020, 38, 25-45.	1.3	10
3772	Implementation of strategic human resource management practices: a review of the national scientific production and new research paths. REGE Revista De Gestão, 2020, 27, 229-246.	1.0	7
3773	Getting the Measure of Employeeâ€Driven Innovation and Its Workplace Correlates. British Journal of Industrial Relations, 2020, 58, 904-935.	0.8	7
3774	A new approach for improving work distribution in business processes supported by BPMS. Business Process Management Journal, 2020, 26, 1643-1660.	2.4	6
3775	High-performance work systems, innovation and knowledge sharing. Employee Relations, 2020, 43, 438-458.	1.5	54

		CITATION RI	EPORT	
#	Article		IF	Citations
3777	The role of prevailing individual absorptive capacity versus absorptive capacity develop different innovation outcomes. Knowledge Management Research and Practice, 2022,		2.7	7
3778	The Pursuit of Happiness in PR: Joy, Satisfaction and Motivation during Working as Con Manager on Purposeful Cases. Advances in Public Relations and Communication Mana 137-154.	nmunication gement, 2020, ,	0.5	1
3779	Worker flows, reallocation dynamics, and firm productivity: new evidence from longitu matched employer–employee data. Industrial and Corporate Change, 2021, 30, 75-1	dinal .08.	1.7	2
3780	Works councils, training activities and innovation: a study of German firms. Internatior Human Resources Development and Management, 2020, 20, 269.	nal Journal of	0.0	0
3781	Discriminated by an algorithm: a systematic review of discrimination and fairness by algorition-making in the context of HR recruitment and HR development. Business Resear 795-848.		4.0	111
3782	Subsidiarity as secret of success: "Hidden Champion―SMEs and subsidiarity as wi configuration in interdisciplinary case studies. Employee Relations, 2020, 43, 524-554.	nning HRM	1.5	6
3783	Corporate governance, human capital resources, and firm performance: Exploring the r Journal of General Management, 2020, 45, 192-205.	nissing links.	0.8	12
3784	The Effect of Employee Desire and Employee Engagement on Organizational Performa from ICT Sector in Kerala, India. Management and Labour Studies, 2020, 45, 500-518.	nce: Evidence	0.9	1
3785	When labour market rigidities are useful for innovation. Evidence from German IAB firn Research Policy, 2020, 49, 104066.	n-level data.	3.3	24
3786	Perceptions of HPWS and performance: cross-level effects of team psychological contr Performance Management, 2020, 26, 429-450.	acts. Team	0.6	5
3787	High-performance work systems in mainland China: a review and research agenda. Asia Review, 2020, 26, 563-587.	I Pacific Business	2.0	5
3788	The internal control manager and operational efficiency: evidence from Korea. Manage Journal, 2020, 35, 979-1006.	rial Auditing	1.4	4
3789	Exploring the influence of paternalistic leadership on voice behavior. Employee Relation 542-560.	ıs, 2020, 42,	1.5	16
3790	High performance work systems in the tourism and hospitality industry: a critical review International Journal of Contemporary Hospitality Management, 2020, 32, 2365-2395		5.3	34
3791	Identification of barriers to synergistic implementation of TQM-SCM. International Jour and Reliability Management, 2020, 38, 363-388.	nal of Quality	1.3	3
3792	Sustainable human resource management: a systematic review of a developing field. Jo Responsibility, 2020, 11, 295-324.	ournal of Global	1.1	35
3793	High-performance work system and organizational citizenship behaviour at the shop fl Benchmarking, 2020, 27, 1369-1398.	oor.	2.9	25
3794	What determines the adoption of employee empowerment practices by MNE subsidiar Chinese Management Studies, 2020, 14, 871-894.	ies in China?.	0.7	2

#	Article	IF	CITATIONS
3795	Understanding the effects of perceived organizational support and high-performance work systems on health harm through sustainable HRM lens: a moderated mediated examination. Employee Relations, 2022, 44, 629-649.	1.5	23
3796	Research in nonprofit human resource management from 2015 to 2018. Employee Relations, 2020, 42, 1055-1100.	1.5	13
3797	Are graduates as good as they think? A discussion of overconfidence among graduates and its impact on employability. Education and Training, 2020, 63, 377-391.	1.7	10
3798	Valuing human capital career development: a real options approach. Journal of Intellectual Capital, 2020, 21, 781-807.	3.1	9
3799	Abusive supervision, high-performance work systems, and subordinate silence. Personnel Review, 2020, 49, 1637-1653.	1.6	21
3800	Effects of Dubai quality award on organisational performance in the United Arab Emirates. TQM Journal, 2020, 32, 1413-1441.	2.1	3
3801	The role of high-performance work system and human capital in enhancing job performance. World Journal of Entrepreneurship, Management and Sustainable Development, 2020, 16, 195-206.	0.6	10
3802	Exploring the intellectual structure and evolution of 24 top business journals: a scientometric analysis. Electronic Library, 2020, 38, 493-511.	0.8	10
3803	Measuring the impact of human resource management (HRM) practices on pharmaceutical industry's effectiveness: the mediating role of employee competencies. Employee Relations, 2020, 42, 1353-1380.	1.5	12
3804	High involvement work systems, happiness at work (HAW) and absorptive capacity: a bathtub study. Employee Relations, 2020, 42, 949-970.	1.5	14
3805	Corporate social responsibility and innovation: a comparative study. Industrial Management and Data Systems, 2020, 120, 863-882.	2.2	56
3806	Specific Human Resource Practices Towards Middle Managers and Their Effects on Their Strategic Roles. International Journal of Customer Relationship Marketing and Management, 2020, 11, 53-70.	0.2	2
3807	HR signals in the context of HRM-firm performance relationship: development of a conceptual framework. International Journal of Productivity and Performance Management, 2020, 70, 376-390.	2.2	7
3808	The impact of extrinsic and intrinsic rewarding system on employee motivation in the context of Sri Lankan apparel sector. International Journal of Business Excellence, 2020, 20, 51.	0.2	1
3809	Business strategy, performance appraisal and organizational results. Personnel Review, 2020, 50, 515-534.	1.6	15
3810	The influence of organizational culture and HRM on building innovative capability. International Journal of Productivity and Performance Management, 2020, 69, 1373-1393.	2.2	20
3811	How to use language agents for knowledge transfer? Evidence from translators and multinational organizations in Korea. Journal of Knowledge Management, 2020, 24, 899-919.	3.2	2
3812	A Study on the Analysis of Training and Retention Strategies in some selected IT sectors at Odisha. , 2020, , .		0

	CHATION	LPORT	
#	Article	IF	CITATIONS
3813	How hybrid HR systems affect performance in call centers. Personnel Review, 2020, 50, 918-934.	1.6	3
3814	Mechanism of organisational excellence as a mediator on the relationship between human resource management and organisational performance: empirical evidence from public sector. International Journal of Quality and Reliability Management, 2020, 38, 822-838.	1.3	4
3815	Performance Appraisal of Knowledge Workers Using Augmented Additive Ratio Assessment (A-ARAS) Method: A Case Study. IEEE Transactions on Engineering Management, 2022, 69, 2285-2295.	2.4	9
3816	Sustainable HRM for Sustainable Careers of Women Professionals. , 2020, , 87-108.		0
3817	SME managers' causal beliefs on HRM as success factor of the firm. Journal of Small Business Management, 2020, , 1-25.	2.8	10
3818	Effect of High-Performance Work Practices on Academic Research Productivity. Latin American Business Review, 2021, 22, 189-214.	1.0	4
3819	Innovation in the 21st Century: Architectural Change, Purpose, and the Challenges of Our Time. Management Science, 2021, 67, 5479-5488.	2.4	49
3820	Increasing perceived work meaningfulness by implementing psychological need-satisfying performance management practices. Human Resource Management Review, 2022, 32, 100792.	3.3	20
3822	Linking Human Resources Management Practices with Commitment to Service Quality and the Interacting Role of Service Climate in the Private Hospitals: A Study in India. Hospital Topics, 2020, 98, 172-183.	0.3	3
3823	Training transfer climate: examining the role of high performance work system and organizational performance in the power sector of India. Benchmarking, 2021, 28, 291-306.	2.9	11
3824	Employee involvement for continuous improvement and production repetitiveness: a contingency perspective for achieving organisational outcomes. Production Planning and Control, 2020, , 1-17.	5.8	14
3825	The Intensity of Organizational Change and the Perception of Organizational Innovativeness; with Discussion on Open Innovation. Journal of Open Innovation: Technology, Market, and Complexity, 2020, 6, 66.	2.6	12
3826	Greening the workplace through supervisory behaviors: assessing what really matters to employees. International Journal of Human Resource Management, 2022, 33, 1754-1781.	3.3	11
3827	Does Employing Older Workers Affect Workplace Performance?. Industrial Relations, 2020, 59, 532-562.	0.9	12
3828	"Big brother is watching youâ€ı surveillance via technology undermines employees' learning and voice behavior during digital transformation. Journal of Business Economics, 2021, 91, 565-594.	1.3	11
3830	Facilitating the Implementation Process of High-Performance Work Systems: The Role of Authentic Leadership. Frontiers in Psychology, 2020, 11, 550711.	1.1	4
3831	The Relationship between E-Commerce and Firm Performance: The Mediating Role of Internet Sales Channels. Sustainability, 2020, 12, 6993.	1.6	24
3832	Does a diverse board matter? A mediation analysis of board racial diversity and firm performance. Corporate Governance (Bingley), 2020, 20, 1223-1241.	3.2	20

#	Article	IF	CITATIONS
3833	Engaging Employees for the Long Run: Long-Term Investors and Employee-Related CSR. Journal of Business Ethics, 2021, 174, 35-63.	3.7	19
3834	Real earnings management practices for meeting earnings benchmarks: Indian evidence. Decision, 2020, 47, 265-291.	0.8	0
3835	Does employee participation matter? An empirical study on the effects of participation on well-being and organizational performance. Central European Journal of Operations Research, 2021, 29, 1397-1425.	1.1	16
3836	Demystifying the differences in the impact of training and incentives on employee performance: mediating roles of trust and knowledge sharing. Journal of Knowledge Management, 2020, 24, 1987-2006.	3.2	44
3837	What benefits do healthcare organisations receive from leadership and management development programmes? A systematic review of the evidence. BMJ Leader, 2020, 4, 21-36.	0.8	5
3838	Responsible leadership and workplace deviant behaviour: modelling trust and turnover intention as mediator. Leadership and Organization Development Journal, 2020, 41, 939-952.	1.6	14
3839	An Examination of Whether and How Prevention Climate Alters the Influence of Turnover on Performance. Journal of Management, 2020, , 014920632097845.	6.3	0
3840	Improving fire department turnout times: training versus sanctions in a high public service motivation environment. International Public Management Journal, 2020, , 1-24.	1.2	1
3841	SME performance: does organizational learning capability really matter?. International Journal of Organizational Analysis, 2021, 29, 1093-1116.	1.6	8
3842	Impact of High Performance Work Systems on Organizational Performance. International Journal of Asian Business and Information Management, 2020, 11, 16-28.	0.7	2
3843	Glassdoor's best places to work internationally: Are they best for shareholders?. International Journal of Finance and Economics, 2020, , .	1.9	1
3844	Lean HRM practices in work integration social enterprises: Moving towards social lean production. Evidence from Italian case studies*. Annals of Public and Cooperative Economics, 2020, 91, 545-563.	1.3	10
3845	High-performance work practices, employee well-being, and supportive leadership: spillover mechanisms and boundary conditions between HRM and leadership behavior. International Journal of Human Resource Management, 2022, 33, 2109-2137.	3.3	43
3846	HR4.0: An Analytics Framework to redefine Employee Engagement in the Fourth Industrial Revolution. , 2020, , .		6
3847	Factors Influencing Employees' Perception of Human Resource Practice: A Fuzzy Interpretive Structural Modeling Approach. Jindal Journal of Business Research, 2020, 9, 41-55.	0.8	5
3848	Frequent CEO Turnover and Firm Performance: The Resilience Effect of Workforce Diversity. Journal of Business Ethics, 2021, 173, 185-203.	3.7	22
3849	Employee compensation and new venture performance: does benefit type matter?. Small Business Economics, 2020, 57, 1453.	4.4	6
3850	An agent-based approach for modeling and simulation of human resource management as a complex system: Management strategy evaluation. Simulation Modelling Practice and Theory, 2020, 104, 102118.	2.2	11

#	Article	IF	CITATIONS
3851	Evaluating Climate between Working Excellence and Organizational Innovation: What Comes First?. Sustainability, 2020, 12, 3340.	1.6	8
3852	Fuzzy modeling in human resource management. E3S Web of Conferences, 2020, 166, 13010.	0.2	6
3853	The nexus between HRM, employee engagement and organizational performance of federal public service organizations in Ethiopia. Heliyon, 2020, 6, e04094.	1.4	39
3854	The practitioner-academic gap: A view from the middle. Human Resource Management Review, 2022, 32, 100748.	3.3	11
3855	Power to the outsiders: External hiring and decision authority allocation within organizations. Strategic Management Journal, 2020, 41, 1628-1652.	4.7	7
3856	The Double Edge of Professional Agency: The Contradictory Roles of Human Resource Professionals in the Implementation of the Parental Leave Policy in South Korea. Sociological Perspectives, 2020, 63, 870-893.	1.4	1
3857	Using a configurational approach to understand information and technologies in human resources management. , 2020, , .		1
3858	Human Resource Management–Performance Research: Is Everyone Really on the Same Page on Employee Involvement?. International Journal of Management Reviews, 2020, 22, 408-426.	5.2	13
3859	The unwelcoming experience of abusive supervision and the impact of leader characteristics: turning employees into poor organizational citizens and future quitters. European Journal of Work and Organizational Psychology, 2020, 29, 601-618.	2.2	23
3860	Do they really coexist? An empirical analysis of a conjoint implementation of Quality Management System and High Performance Work System on organizational effectiveness. PLoS ONE, 2020, 15, e0229508.	1.1	7
3861	The effect of hotel chain affiliation on economic performance: The moderating role of tourist districts. International Journal of Hospitality Management, 2020, 87, 102493.	5.3	8
3862	"Digging Deeper―into the Relationship Between Safety Climate and Turnover Intention Among Stone, Sand and Gravel Mine Workers: Job Satisfaction as a Mediator. International Journal of Environmental Research and Public Health, 2020, 17, 1925.	1.2	16
3863	University stakeholders' perceptions of the impact and benefits of, and barriers to, human resource information systems in Spanish universities. International Review of Administrative Sciences, 2020, , 002085231989064.	1.9	8
3864	Influence of Business Commitment to Sustainability, Perceived Value Fit, and Gender in Job Seekers' Pursuit Intentions: A Cross-Country Moderated Mediation Analysis. Sustainability, 2020, 12, 4395.	1.6	11
3865	Corporate Social Responsibility and Operating Performance: The Role of Local Character in Emerging Economies. Sustainability, 2020, 12, 4874.	1.6	5
3866	Benefitting from benefits—A comparison of employee satisfaction in family and non-family firms. Journal of Family Business Strategy, 2022, 13, 100351.	3.7	13
3867	The effects of high performance work systems in employees' service-oriented OCB. International Journal of Hospitality Management, 2020, 90, 102610.	5.3	56
3868	Women on corporate boards and sustainable development in the American and European markets: Is there a limit to gender policies?. Corporate Social Responsibility and Environmental Management, 2020, 27, 2642-2656.	5.0	37

#	Article	IF	CITATIONS
3869	Work climate drivers and employee heterogeneity. International Journal of Human Resource Management, 2020, , 1-33.	3.3	13
3870	Articulating the value of human resource planning (HRP) activities in augmenting organizational performance toward a sustained competitive firm. Journal of Asia Business Studies, 2020, 14, 62-90.	1.3	28
3871	Service quality in the healthcare sector: do human resource management practices matter?. British Journal of Health Care Management, 2020, 26, 1-9.	0.1	3
3872	Mapping the Link between Corporate Social Responsibility (CSR) and Human Resource Management (HRM): How Is This Relationship Measured?. Sustainability, 2020, 12, 1678.	1.6	34
3873	What Do We Still Need to Know about Employee Creativity: A fsQCA Approach. Sustainability, 2020, 12, 1140.	1.6	2
3874	From start to finish: Flexi-time as a social exchange and its impact on organizational outcomes. European Management Journal, 2020, 38, 591-601.	3.1	7
3875	Designing and implementing high-performance work systems: Insights from consulting practice for academic researchers. Human Resource Management Review, 2022, 32, 100749.	3.3	26
3876	A Process for Human Resource Performance Evaluation Using Computational Intelligence: An Approach Using a Combination of Rule-Based Classifiers and Supervised Learning Algorithms. IEEE Access, 2020, 8, 39403-39419.	2.6	10
3877	Workforce environment and audit fees: International evidence. Journal of Contemporary Accounting and Economics, 2020, 16, 100182.	1.2	10
3878	The real problem: The deadly combination of psychologisation, scientism, and normative promotionalism takes strategic human resource management down a 30â€year dead end. Human Resource Management Journal, 2020, 30, 49-72.	3.6	47
3879	Friend or foe? The impact of highâ€performance work practices on workplace bullying. Human Resource Management Journal, 2020, 30, 312-326.	3.6	15
3880	High-performance work systems and organizational performance across societal cultures. Journal of International Business Studies, 2020, 51, 353-388.	4.6	31
3881	Demystifying misted mirrors to investigate emerging people issues in SMEs: Implications for strategic change. Strategic Change, 2020, 29, 35-45.	2.5	4
3882	Passion at work: A metaâ€analysis of individual work outcomes. Journal of Organizational Behavior, 2020, 41, 311-331.	2.9	131
3883	Tying the Acquirer's Human Resource Management Quality to Crossâ€Border Acquisition Divestment Probability: Curvilinear Connection with Slacklining. British Journal of Management, 2020, 31, 568-588.	3.3	9
3884	Searching for knowledge in response to proximate and remote problem sources: Evidence from the U.S. renewable electricity industry. Strategic Management Journal, 2020, 41, 1412-1449.	4.7	9
3885	HRM and radical innovation: A dual approach with exploration as a mediator. European Management Journal, 2020, 38, 791-803.	3.1	32
3886	The effect of increasing employee compensation on firm performance: Evidence from the restaurant industry. International Journal of Hospitality Management, 2020, 88, 102513.	5.3	20

#	Article	IF	CITATIONS
3887	Understanding sustainable human resource management – organizational value linkages: The strength of the SHRM system. Human Systems Management, 2020, 39, 51-68.	0.5	23
3888	The impact of manager's emotional intelligence on performance: The case of Vietnam. Management Science Letters, 2020, , 2201-2210.	0.8	1
3889	Code and commit metrics of developer productivity: a study on team leaders perceptions. Empirical Software Engineering, 2020, 25, 2519-2549.	3.0	18
3890	How Do Leader–Member Interactions Influence the HRM–Performance Relationship? A Multiple Exchange Perspective. Human Performance, 2020, 33, 282-301.	1.4	20
3891	Green Human Resource Management (GHRM) Practices and Millennial Employees' Turnover Intentions in Tourism Industry in Malaysia: Moderating Role of Work Environment. Global Business Review, 2023, 24, 642-662.	1.6	38
3892	The influence of calculative ("hardâ€) and collaborative ("softâ€) HRM on the layoffâ€performance relationship in high performance workplaces. Human Resource Management Journal, 2021, 31, 202-224.	3.6	16
3893	The impact of HRM digitalization on firm performance: investigating threeâ€way interactions. Asia Pacific Journal of Human Resources, 2021, 59, 20-43.	2.5	35
3894	Does Modernizing Union Administrative Practices Promote or Hinder Union Revitalization? A Comparative Study of US, UK and Australian Unions. British Journal of Industrial Relations, 2021, 59, 370-397.	0.8	1
3895	What happens when the going gets tough? Linking change scepticism, organizational identification, and turnover intentions. Public Management Review, 2021, 23, 1056-1080.	3.4	9
3896	DO HIGH-PERFORMANCE WORK PRACTICES INDUCE INNOVATIVE WORK BEHAVIOUR? THE CASE OF THE QATARI BANKING SECTOR. International Journal of Innovation Management, 2021, 25, 2150003.	0.7	2
3897	Matching learning conditions to explicit knowledge characteristics: informing employer-supported investments in individual human capital. Human Resource Development International, 2021, 24, 23-47.	2.3	2
3898	Testing causeâ€andâ€effect relationships within a balanced scorecard. Accounting and Finance, 2021, 61, 1815-1849.	1.7	10
3899	High-performance work systems and key employee attitudes: the roles of psychological capital and an interactional justice climate. International Journal of Human Resource Management, 2021, 32, 443-477.	3.3	58
3900	Investing in HR? Human resource function investments and labor productivity in US organizations. International Journal of Human Resource Management, 2021, 32, 307-330.	3.3	13
3901	From external knowledge to competitive advantage: absorptive capacity, firm performance, and the mediating role of labour productivity. Technology Analysis and Strategic Management, 2021, 33, 18-30.	2.0	20
3902	Hybrid Context, Management Practices and Organizational Performance: A Configurational Approach. Journal of Management Studies, 2021, 58, 718-748.	6.0	28
3903	Humane entrepreneurship: Some steps in the development of a measurement scale. Journal of Small Business Management, 2021, 59, 509-533.	2.8	23
3904	The moderating role of HR practices on the career adaptability–job crafting relationship: a study among employee–manager dyads. International Journal of Human Resource Management, 2021, 32, 1339-1367.	3.3	30

#	Article	IF	CITATIONS
3905	Unlocking the full potential of absorptive capacity: the systematic effects of high commitment work systems. International Journal of Human Resource Management, 2021, 32, 1171-1199.	3.3	5
3906	The turn to employees in the measurement of human resource practices: A critical review and proposed way forward. Human Resource Management Journal, 2021, 31, 1-17.	3.6	53
3907	The mediating effects of professional and organizational commitment on the relationship between HRM practices and professional employees' intention to stay. International Journal of Human Resource Management, 2021, 32, 1828-1864.	3.3	10
3908	Analytical strategies in HRM systems research: a comparative analysis and some recommendations. International Journal of Human Resource Management, 2021, 32, 1923-1952.	3.3	19
3909	Benefit of the doubt: the buffering influence of normative contracts on the breach–workplace performance relationship. International Journal of Human Resource Management, 2021, 32, 1390-1417.	3.3	6
3910	The benefits of eHRM and Al for talent acquisition. Journal of Tourism Futures, 2021, 7, 40-52.	2.3	43
3911	The mediating role of informal learning on work engagement: older workers in the US public sector. European Journal of Training and Development, 2021, 45, 200-217.	1.2	12
3912	Moderating Effects of Management Philosophy on High-Performance Work Practices–Firm Performance Relationship. Journal of African Business, 2021, 22, 379-393.	1.3	6
3913	Satisfaction matters: the relationships between HRM practices, work engagement and turnover intention. International Journal of Manpower, 2021, 42, 21-50.	2.5	58
3914	Mediating effects of person–environment fit on the relationship between high-performance human resource practices and firm performance. International Journal of Manpower, 2021, 42, 356-371.	2.5	13
3915	Strategic HRM and organisational performance: does turnover intention matter?. International Journal of Organizational Analysis, 2021, 29, 656-681.	1.6	23
3916	An investigation of the uber driver reward system in china – an application of a dynamic pricing model. Technology Analysis and Strategic Management, 2021, 33, 44-57.	2.0	2
3917	HRM practices and organizational commitment link: maritime scope. International Journal of Organizational Analysis, 2021, 29, 260-276.	1.6	12
3918	The external effect of a migrated star player on domestic sports league: an empirical analysis of three Asian leagues – Japan, Korea and Taiwan[1]. International Journal of Sports Marketing and Sponsorship, 2021, 22, 262-292.	0.8	3
3919	Too much tenure? Nonlinear effects and moderated influences of unitâ€level tenure and labor productivity. Human Resource Management, 2021, 60, 363-375.	3.5	4
3920	A new look at the relationships between transformational leadership and employee attitudes—Does a highâ€performance work system substitute and/or enhance these relationships?. Human Resource Management, 2021, 60, 377-398.	3.5	27
3921	Employee Physical Activity: A Multidisciplinary Integrative Review. Journal of Management, 2021, 47, 144-170.	6.3	22
3922	HR practice salience: explaining variance in employee reactions to HR practices. International Journal of Human Resource Management, 2021, 32, 512-542	3.3	14

#	Article	IF	CITATIONS
3923	Corporate social responsibility and firm performance in the hotel industry. The mediating role of green human resource management and environmental outcomes. Journal of Business Research, 2021, 123, 57-69.	5.8	155
3924	How do changes in human resource programs lead to innovation: an organizational entrainment perspective on the temporal mechanisms in HRM. Personnel Review, 2021, 50, 319-343.	1.6	2
3925	Getting Their Hands Dirty: How Female Managers Motivate Female Worker Productivity Through Subordinate Scut Work. Management Science, 2021, 67, 3299-3320.	2.4	15
3926	Employee Motivation to Co-Create Value (EMCCV): Construction and Validation of Scale. Journal of Retailing and Consumer Services, 2021, 58, 102334.	5.3	17
3927	The mediating effects of HRM practices on the relationship between SCM and SMEs firm performance in Thailand. Supply Chain Management, 2021, 26, 87-101.	3.7	15
3928	Personnel selection: a longstanding story of impact at the individual, firm, and societal level. European Journal of Work and Organizational Psychology, 2021, 30, 444-455.	2.2	5
3929	Exploring types, drivers and outcomes of social e-HRM. Employee Relations, 2021, 43, 788-806.	1.5	3
3930	Examining the effects of workplace well-being and high-performance work systems on health harm: a Sustainable HRM perspective. Society and Business Review, 2021, 16, 71-93.	1.7	15
3931	Factors fostering creativity in start-up teams. , 2021, , 123-144.		2
3932	Anatomy of the Italian occupational structure: concentrated power and distributed knowledge. Industrial and Corporate Change, 2021, 29, 1345-1379.	1.7	17
3933	Forty years of research on human resource management in family firms: analyzing the past; preparing for the future. Journal of Family Business Management, 2021, 11, 264-285.	2.6	12
3934	High-performance work systems and employee voice behaviour: an integrated model and research agenda. Personnel Review, 2021, 50, 1530-1543.	1.6	26
3935	Understanding the impact of intellectual capital on entrepreneurship: a literature review. Journal of Intellectual Capital, 2021, 22, 528-559.	3.1	26
3936	Are they worth it? Warmth and competence perceptions influence the investment of slack resources in and the efficacy of HPWS. Personnel Psychology, 2021, 74, 611-640.	2.2	18
3937	<scp>Highâ€performance</scp> work systems with internal and external contingencies: The moderating roles of organizational slack and industry instability. Human Resource Management, 2021, 60, 415-433.	3.5	11
3938	Enhancing supply chain learning and innovation performance through human resource management. Journal of Business and Industrial Marketing, 2021, 36, 552-568.	1.8	15
3939	Supply chain management in the era of circular economy: the moderating effect of big data. International Journal of Logistics Management, 2021, 32, 337-356.	4.1	135
3940	Who Is a Better Decision Maker? Dataâ€Driven Expert Ranking Under Unobserved Quality. Production and Operations Management, 2021, 30, 127-144.	2.1	8

#	Article	IF	CITATIONS
3941	A meta-analysis of mediating mechanisms between employee reports of human resource management and employee performance: different pathways for descriptive and evaluative reports?. International Journal of Human Resource Management, 2021, 32, 394-442.	3.3	25
3942	HR Practices, Customer-Focused Outcomes, and OCBO: The POS-Engagement Mediation Chain. Employee Responsibilities and Rights Journal, 2021, 33, 77-97.	0.6	6
3943	A multi-attribute framework for the selection of high-performance work systems: the hybrid DEMATEL-MABAC model. Economic Research-Ekonomska Istrazivanja, 2021, 34, 970-997.	2.6	5
3944	A passenger running west on a ship headed east: positioning Turkish HRM on the convergence and divergence continuum. Management Research Review, 2021, 44, 25-58.	1.5	0
3945	Human Resource Management and Organisational Performance: The Mediating Role of Social Exchange. European Management Review, 2021, 18, 125-136.	2.2	38
3946	Not just good for her: A temporal analysis of the dynamic relationship between representation of women and collective employee turnover. Organization Studies, 2021, 42, 85-107.	3.8	31
3947	The Role of Firm Size and Knowledge Intensity in the Performance Effects of Collective Turnover. Journal of Management, 2021, 47, 993-1023.	6.3	18
3948	Pay-for-Performance and Other Practices: Alternative Paths for Human Resource Management Effectiveness in Public Social Care Organizations. Review of Public Personnel Administration, 2021, 41, 78-104.	1.8	5
3949	How and When Does Socially Responsible HRM Affect Employees' Organizational Citizenship Behaviors Toward the Environment?. Journal of Business Ethics, 2021, 169, 371-385.	3.7	62
3950	Work–life programs and performance in Australian organisations: the role of organisation size and industry type. Asia Pacific Journal of Human Resources, 2021, 59, 227-249.	2.5	4
3951	Strategic talent management systems and employee behaviors: the mediating effect of calling. Asia Pacific Journal of Human Resources, 2021, 59, 84-108.	2.5	14
3952	Exploring the Curvature of the Relationship Between HRM–CSR and Corporate Financial Performance. Journal of Business Ethics, 2021, 170, 857-873.	3.7	17
3953	Which Way to High Performance? Comparing Performance Effects of High-Performance Work System Components in Small- to Medium-Sized Establishments. ILR Review, 2021, 74, 352-387.	1.3	12
3954	A human resource management review on public management and public administration research: stop right there…before we go any further…. Public Management Review, 2021, 23, 483-500.	3.4	62
3956	The Moderating Effect of Age on the Association Between High-Performance Work Systems and Employee Performance in Different Work Roles. Work, Aging and Retirement, 2021, 7, 214-228.	1.4	4
3957	STRATEGIES FOR IMPROVING THE PERFORMANCE OF HUMAN RESOURCES THROUGH AN ORGANIZATIONAL WORK PRODUCTIVITY. Jurnal ASRO, 2021, 12, 98.	0.0	0
3959	Corporate credit rating feature importance: Does ESG matter?. SSRN Electronic Journal, 0, , .	0.4	5
3960	Who Has Trouble Hiring? Evidence from a National IT Survey. ILR Review, 2022, 75, 608-637.	1.3	2

#	Article	IF	CITATIONS
3961	The Effect of HR Practices and Psychological Contract on Employee Performance: The Polish Experience in Business Services Sector. Eurasian Studies in Business and Economics, 2021, , 3-19.	0.2	2
3962	Social Comparison and the Value of Performance Trajectory Information: A Field Experiment in the Workplace. SSRN Electronic Journal, 0, , .	0.4	0
3963	Linking leader humility with service performance: the role of service climate and customer mistreatment. Asian Business and Management, 2023, 22, 621-642.	1.7	14
3964	Recursos humanos e eficiência: um estudo em hospitais brasileiros de pequeno porte. Nova Economia, 2021, 31, 217-245.	0.1	1
3965	The Link Between Human Resource Practices, Knowledge Management Practices, and Innovation. , 2021, , 41-56.		0
3966	Impact of Strategic Human Resource Management Practices on Performance: Study on Employees in the Sri Lankan Banking Sector. International Journal of Scientific Advances, 2021, 2, .	0.0	0
3967	The impact of human resource management activities on job satisfaction. Anali Ekonomskog Fakulteta U Subotici, 2021, 57, 117-131.	0.1	6
3968	A review of work–life programs and organizational outcomes. Personnel Review, 2022, 51, 543-563.	1.6	5
3969	Knowledge management and human resources performance: evidence from Turkish family businesses. Journal of Family Business Management, 2022, 12, 185-199.	2.6	5
3970	Professional Development and Training Needs for Administrators in an Islamic University Malaysia. , 2021, , 396-414.		0
3971	Machine Learning Framework for Multi-Level Classification of Company Revenue. IEEE Access, 2021, 9, 96739-96750.	2.6	11
3972	Developments in the HRM–Performance Research stream: The mediation studies. German Journal of Human Resource Management, 2021, 35, 83-113.	1.9	19
3973	Managerial Attention, Employee Attrition, and Productivity: Evidence from a Field Experiment. SSRN Electronic Journal, 0, , .	0.4	0
3974	Insider econometrics meets people analytics and strategic human resource management. International Journal of Human Resource Management, 2022, 33, 2373-2419.	3.3	13
3975	Ðм2алÐ,Ð∙ ÑовременныÑорганÐ,Ð∘ÕŤÐ,гÁнÐ,½Ð,Ý2нÍ2Ñ‹ÑÐ, Ð,нÍ2фоÑ	€Ð¼Đ°Ñ† 0.4	ĐĐ¾Đ½Đ¼
3976	The Resource-Based View of the Firm, Human Resources, and Human Capital: Progress and Prospects. Journal of Management, 2021, 47, 1796-1819.	6.3	59
3977	The managerial implications of the labor market and workplace shortage in Central Eastern Europe. Strategic Management, 2021, 26, 31-41.	0.5	3
3978	YEŞİL İNSAN KAYNAKLARI YÖNETİMİ ÖLÇEĞİ'Nİ TÜRKÇEYE UYARLAMA ÇALIŞMASI. Elek Dergisi, 0, , .	ronik Sos	yal <sub>1</sub> Bilimler

#	Article	IF	Citations
3979	The Effects of Fairness on Female Managers' Perception of Career Prospects and Job Satisfaction: A Study across Sectors. International Journal of Public Administration, 0, , 1-14.	1.4	2
3980	A meta-analytical study on the association of human resource management practices with financial, market and operational performance. South African Journal of Business Management, 2021, 52, .	0.3	0
3981	The Digital Transformation of the Talent Management Process: A Spanish Business Case. Sustainability, 2021, 13, 2264.	1.6	12
3982	The antecedents of corporate entrepreneurship: multilevel, multisource evidence. Review of Managerial Science, 2022, 16, 355-390.	4.3	8
3983	Eeny, Meeny, Miny, Moe: Hire Him and Let Her Go? Using Science to Reduce Hiring Bias. NHRD Network Journal, 2021, 14, 259-273.	0.1	1
3984	Examining the "dark-side―of high performance work systems in the Greek manufacturing sector. Employee Relations, 2021, 43, 1104-1129.	1.5	17
3985	Performance characteristics of very small enterprises: funhouse mirror or obviousness?. Transnational Corporations Review, 0, , 1-18.	2.0	0
3986	A meta-analytical study on the association of human resource management practices with financial, market and operational performance. South African Journal of Business Management, 2021, 52, .	0.3	0
3987	Human resource practices, perceived employability and turnover intention: does age matter?. Applied Economics, 2021, 53, 3306-3320.	1.2	7
3988	How does informal entrepreneurship influence the performance of small formal firms? A cross-country institutional perspective. Entrepreneurship and Regional Development, 0, , 1-20.	2.0	4
3989	Human resource analytics: a review and bibliometric analysis. Personnel Review, 2022, 51, 251-283.	1.6	44
3990	Workgroup's Openness to Diversity and Employees' Perception of Human Resources Practices: The Moderating Effect of Group Membership. Global Business Review, 0, , 097215092098864.	1.6	0
3991	Retaining and supporting employees with mental illness through inclusive organizations: lessons from five Canadian case studies. Equality, Diversity and Inclusion, 2022, 41, 435-453.	0.7	4
3992	High-performance work practices, socioemotional wealth preservation, and family firm labor productivity <sup>*</sup> . BRQ Business Research Quarterly, 2023, 26, 237-255.	2.2	4
3993	Everyone must help: performance implications of CEO and top management team human capital and corporate political activity. Journal of Organizational Effectiveness, 2021, 8, 190-207.	1.4	4
3994	Strategic Human Resource Management and COVIDâ€19: Emerging Challenges and Research Opportunities. Journal of Management Studies, 2021, 58, 1378-1382.	6.0	111
3995	The effects of HRM approach on quality management techniques and performance. Total Quality Management and Business Excellence, 0, , 1-29.	2.4	3
3996	Impacting the bottom line: Exploring the effect of a selfâ€efficacy oriented training intervention on unitâ€level sales growth. Human Resource Development Quarterly, 0, , .	2.1	1

# 3997	ARTICLE The configurations of HRM bundles in MNCs by their contributions to subsidiaries' performance and	IF 1.3	Citations
3998	cultural dimensions. International Journal of Cross Cultural Management, 2021, 21, 123-166. Human resources and corporate failure prediction modeling: Evidence from Belgium. Journal of Forecasting, 2021, 40, 1325-1341.	1.6	8
3999	Managing voluntary collective turnover: the impact of a cynical workplace climate. Personnel Review, 2021, ahead-of-print, .	1.6	2
4000	People Management Practices that Underpin Lean Management Outcomes. Global Journal of Flexible Systems Management, 2021, 22, 75-94.	3.4	3
4001	Effects of High-Performance Work Systems (HPWS) on Hospitality Employees' Outcomes through Their Organizational Commitment, Motivation, and Job Satisfaction. Sustainability, 2021, 13, 3226.	1.6	39
4002	A design of turnover intention antecedents and their relation on work design for firms. Revista Amazonia Investiga, 2021, 10, 24-33.	0.1	0
4003	Strategic Human Resource Management: 37 Years in Academia, How Many in Practice? A Focus on Large Companies. , 0, , .		0
4004	Looking at both sides of high-performance work systems and individual performance: a job demandsâ^resources model. Journal of Management and Organization, 2023, 29, 872-892.	1.6	6
4005	Predictive HR analytics and talent management: a conceptual framework. Journal of Management Analytics, 2021, 8, 195-221.	1.6	19
4006	Workplace performance: a sustainable approach. Asia Pacific Journal of Human Resources, 2021, 59, 567-581.	2.5	8
4007	Does lesbian and gay friendliness pay off? A new look at LGBT policies and firm performance. Accounting and Finance, 2022, 62, 213-242.	1.7	18
4008	Yüksek Performanslı İş Sistemlerinin Çalışan Performansı Üzerindeki Etkisinde İşe Tutkunluğ Atatürk Üniversitesi İktisadi Ve İdari Bilimler Dergisi, 0, , .	un Aracı	:lık Rolü.
4009	High performance work systems and innovation in New Zealand SMEs: testing firm size and competitive environment effects. International Journal of Human Resource Management, 2022, 33, 3324-3352.	3.3	34
4010	Establishing a typology for productive intelligence: a systematic literature mapping. Management Review Quarterly, 2022, 72, 789-822.	5.7	3
4011	Human resource practices and performance in microfinance organizations: Do intellectual capital components matter?. Knowledge and Process Management, 2021, 28, 209-222.	2.9	8
4012	The Evolution of Resource-Based Inquiry: A Review and Meta-Analytic Integration of the Strategic Resources–Actions–Performance Pathway. Journal of Management, 2021, 47, 1383-1429.	6.3	45
4013	Resource leverage, resource depletion: A multilevel perspective on multiple team membership Journal of Applied Psychology, 2022, 107, 298-309.	4.2	6
4014	Gratitude and Turnover Intention in E-Commerce Startups. Journal of Electronic Commerce in Organizations, 2021, 19, 34-54.	0.6	9

ARTICLE IF CITATIONS # EXAMINING THE KEY SUCCESS FACTORS IN AFRICA BASED ON 3 ASPECTS: ADAPTATION, EFFICIENCY AND STRATEGIC POSITIONING FROM A SURVEY ON ENTREPRENEURS IN BURKINA FASO. International Journal of 4015 0 0.5 Advanced Economics, 2021, 3, 1-9. El papel educativo de la formaciÃ<sup>3</sup>n informal en la creaciÃ<sup>3</sup>n de un modelo empresarial de nuevos 0.1 negocios. Apuntes Universitarios, 2021, 11, 285-310. Pandemic and labor growth factors., 2021, , 13-24. 4017 0.1 1 Performance appraisal justice and affective commitment: examining the moderating role of age and 4018 gender. International Journal of Organizational Analysis, 2022, 30, 24-46. Sustainability in Career Development: The Impact of Career Development Culture and Career Support 4019 0.3 2 of Senior Management on Career Satisfaction. Emerging Markets Journal, 2021, 10, 1-9. Human resource practices, employee competencies and firm performance: a 2-1-2 multilevel mediational analysis. Personnel Review, 2022, 51, 1100-1119. 1.6 Humane Entrepreneurial Framework: A model for effective corporate entrepreneurship. Journal of 4021 2.8 19 Small Business Management, 2021, 59, 397-416. Does a sense of calling facilitate sustainability? Research on the influence of calling on employee 4022 8.5 green behavior. Business Strategy and the Environment, 2021, 30, 3145-3159. Lordly Management and its Discontents: †Human Resource Management' in Pakistan. Work, Employment 4023 1.9 7 and Society, 2022, 36, 465-484. Predictors and Outcomes of Successful Localization in the Aviation Industry: The Case of Oman. 4024 1.2 Advances in Hospitality and Tourism Research, 2021, 9, 418-443. Predictors of Organizational Commitment. Xinan Jiaotong Daxue Xuebao/Journal of Southwest 4025 0.1 1 Jiaotong University, 2021, 56, 568-580. Impact of HR Practices on Organizational Effectiveness. International Journal of Asian Business and Information Management, 2021, 12, 157-168. Using system traps to understand and potentially prevent <scp>human resource development</scp> 4027 2.1 3 intervention failure. Human Resource Development Quarterly, 2022, 33, 47-67. Employee voice behavior: A moderated mediation analysis of high-performance work system. International Journal of Productivity and Performance Management, 2022, 71, 3100-3117. 4028 2.2 Role of human and structural capital on performance through human resource practices in Indian 4029 microfinance institutions: A mediated moderation approach. Knowledge and Process Management, 2 2.9 2021, 28, 165-180. Deriving Intellectual Capital Bottom-Line in Professional Service Firms. International Journal of Knowledge Management, 2021, 17, 1-26. Intangible asset value of employee satisfaction in high-contact services. International Journal of 4031 5.313 Hospitality Management, 2021, 94, 102810. Employee participation and job satisfaction in SMEs: investigating strategic exploitation and 3.3 exploration as moderators. International Journal of Human Resource Management, 2022, 33, 3197-3223.

#	Article	IF	CITATIONS
4033	The Emergence of Value-Based Leadership Behavior at the Frontline of Management: A Role Theory Perspective and Future Research Agenda. Frontiers in Psychology, 2021, 12, 635106.	1.1	12
4034	TQM, employee outcomes and performance: the contingency effect of environmental uncertainty. International Journal of Quality and Reliability Management, 2022, 39, 647-672.	1.3	5
4035	Highâ€involvement human resource practices and their impact on organizational ambidexterity: The mediating role of employees' ambidextrous behaviors. Global Business and Organizational Excellence, 2021, 40, 23-36.	4.2	5
4036	The impact of talent management practices on employee turnover and retention intentions. Global Business and Organizational Excellence, 2022, 41, 21-34.	4.2	24
4037	Executive pay dispersion: Reconciling the differing effects of pay inequality and pay inequity on firm performance. International Journal of Human Resource Management, 2022, 33, 3056-3084.	3.3	8
4038	Editorial: What are registered reports and why are they important to the future of human resource management research?. Human Resource Management Journal, 2021, 31, 595-602.	3.6	3
4039	How prevalent is workplace mistreatment? A metaâ€analytic investigation. Journal of Organizational Behavior, 2021, 42, 1082-1098.	2.9	27
4040	Transmission mechanism of simmelian ties on the knowledge spiral – the conducive combination of a high-performance work practice and knowledge fermentation. Journal of Organizational Change Management, 2021, 34, 1003-1017.	1.7	3
4041	The provision of work–life balance practices across welfare states and industries and their impact on extraordinary turnover. Social Policy and Administration, 0, , .	2.1	2
4042	The Effect of Human Resource Practices and Organizational Commitment on Employee Performance. Annals of Contemporary Developments in Management & HR, 2021, 3, 11-26.	0.7	1
4043	Complementarities in the sourcing, use and exploitation of managerial and technological innovations. Economics of Innovation and New Technology, 2023, 32, 393-413.	2.1	4
4044	A Multilevel Contingency Model of Employee Ownership and Firm Productivity: The Moderating Roles of Industry Growth and Instability. Organization Science, 2021, 32, 625-648.	3.0	8
4045	Examining the synergetic impact of ability-motivation-opportunity-enhancing high performance work practices. Human Performance, 2021, 34, 168-188.	1.4	4
4046	Human factors and ergonomics in manufacturing in the industry 4.0 context – A scoping review. Technology in Society, 2021, 65, 101572.	4.8	86
4047	The Drivers of Employees' Active Innovative Behaviour in Chinese High-Tech Enterprises. Sustainability, 2021, 13, 6032.	1.6	3
4048	Workplace Innovation and Organizational Performance in the Hospitality Industry. Sustainability, 2021, 13, 5847.	1.6	1
4049	High-performance work system: a systematic review of literature. International Journal of Organizational Analysis, 2022, 30, 1624-1643.	1.6	18
4050	Performance management problem of four small and medium-sized enterprises (SMEs): towards a performance resolution. Journal of Small Business and Enterprise Development, 2021, 28, 690-710.	1.6	10

#	Article	IF	CITATIONS
4051	Organisational accreditation, workforce training and perceptions of performance. Industrial Relations Journal, 2021, 52, 291-314.	0.8	2
4052	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.	1.1	10
4054	When and Why Perceived Organizational Environmental Support Fails to Work: From a Congruence Perspective. Management and Organization Review, 2022, 18, 519-550.	1.8	2
4055	The role of inter-team relational coordination in the high-performance work systems–team performance linkage. International Journal of Human Resource Management, 2022, 33, 3662-3702.	3.3	6
4056	Impact of perceived organizational support on employee performance in IT firms – a comparison among Pakistan and Saudi Arabia. International Journal of Organizational Analysis, 2022, 30, 795-815.	1.6	10
4057	Management of Primary Teachers according to the Approach of Competency-based Human Resources Management. Addaiyan Journal of Arts Humanities and Social Sciences, 0, , 93-116.	0.0	0
4058	Influence of high-performance work practices on organizational citizenship behaviour: the mediating role of affective commitment. South Asian Journal of Business Studies, 2021, ahead-of-print, .	0.5	1
4059	New Working Practices: A Scientometric Review. Malaysian Journal of Real Estate, 2021, 15, 49-62.	0.2	0
4060	Examining the moderating role of HIHRP in the relationship between external integration and productivity. Supply Chain Management, 2022, 27, 509-525.	3.7	2
4061	Gamifying the gig: transitioning the dark side to bright side of online engagement. Australasian Journal of Information Systems, 0, 25, .	0.3	15
4062	Linking highâ€performance work systems and employee wellâ€being: A multilevel examination of the roles of organisationâ€based selfâ€esteem and departmental formalisation. Human Resource Management Journal, 2022, 32, 92-116.	3.6	16
4063	ÖRGÜTSEL SİNİZM İLE ÖRGÜTSEL ÖZDEŞLEŞME ARASINDAKİ İLİŞKİ ÜZERİNE BİR ÇA Bilimler Dergisi, 0, , .	LIÅŽMA. T	rakya Üni 2
4065	Firm employee relations system and financial performance: Unfolding the Dual-Causal relationship and the associated temporal and resource boundary conditions. International Journal of Human Resource Management, 0, , 1-38.	3.3	0
4066	A Quality Function Deployment Approach Through Management and Technology Development. International Journal of Asian Business and Information Management, 2021, 12, 1-18.	0.7	0
4067	Performance measurement of human resource by design a human resource scorecard. Materials Today: Proceedings, 2021, , .	0.9	2
4068	Estudio de las relaciones de empleo en las cooperativas españolas. REVESCO Revista De Estudios Cooperativos, 0, 139, e77444.	0.5	0
4069	Effects of developmental HR practices on management innovation: a scenario experiment study. Chinese Management Studies, 2021, 15, 901-918.	0.7	4
4070	Living It Up at the Hotel California: Employee Mobility Barriers and Collaborativeness in Firms' Innovation. Organization Science, 2022, 33, 766-784.	3.0	6

#	Article	IF	CITATIONS
4071	HRM Policies and SMEs Performance: The Moderating Role of CSR Orientation. Central European Business Review, 2022, 11, 85-110.	0.9	3
4072	HRM in entrepreneurial firms: A systematic review and research agenda. Human Resource Management Review, 2022, 32, 100850.	3.3	11
4073	Unlocking employee's green behavior in fertilizer industry: the role of green HRM practices and psychological ownership. International Food and Agribusiness Management Review, 2021, 24, 827-843.	0.8	5
4074	Got Employer Image? How Applicants Choose Their Employer. Corporate Reputation Review, 2022, 25, 139-159.	1.1	3
4075	Le management du capital humain dans le cadre d'une approche de développement organisationnelÂ: étude de cas dans le secteur médico-social. Recherches En Sciences De Gestion, 2021, NAº 143, 233-265.	0.0	3
4076	High-performance work systems and thriving at work: the role of cognitive appraisal and servant leadership. Personnel Review, 2022, 51, 1749-1771.	1.6	16
4077	Sustainable human resource planning for hospitals in tier 2/3 cities: evidence from India. International Journal of Organizational Analysis, 2023, 31, 476-507.	1.6	3
4078	The Politics of Alignment and the â€~Quiet Transgender Revolution' in Fortune 500 Corporations, 2008 to 2017. Socio-Economic Review, 2021, 19, 1095-1125.	2.0	1
4079	The financial consequences of human capital disclosure as part of integrated reporting. Journal of Intellectual Capital, 2022, 23, 1221-1245.	3.1	13
4080	Do High Performance Work Systems Improve Workplace Well-Being in SMES? Implications for Financial Performance. Applied Research in Quality of Life, 2022, 17, 1287-1309.	1.4	4
4081	TÜRKİYE'NİN BÜYÜK SANAYİ KURULUŞLARININ İNSAN KAYNAKLARI YÖNETİMİ YAKLAŞIML ARAŞTIRMA. Hacettepe Üniversitesi İktisadi Ve İdari Bilimler Fakültesi Dergisi, 0, , .	ARI: İSO	580'E Ä
4082	Staying in the loop: Is constant connectivity to work good or bad for work performance?. Journal of Vocational Behavior, 2021, 128, 103589.	1.9	9
4083	Collaboration-based HR systems and innovative work behaviors: The role of information exchange and HR system strength. European Management Journal, 2021, , .	3.1	7
4084	Do high-performance work practices moderate the influence of job content plateau on job attitudes of frontline hotel employees?. Journal of Human Resources in Hospitality and Tourism, 2021, 20, 565-588.	1.0	4
4085	Feeling anxious and abusing low performers: A multilevel model of high performance work systems and abusive supervision. Journal of Organizational Behavior, 2022, 43, 91-111.	2.9	17
4086	Green intellectual capital, green HRM and green social identity toward sustainable environment: a new integrated framework for Islamic banks. International Journal of Manpower, 2022, 43, 614-638.	2.5	45
4087	Human Resource Management and the Gig Economy: Challenges and Opportunities at the Intersection between Organizational HR Decision-Makers and Digital Labor Platforms. Research in Personnel and Human Resources Management, 2021, , 1-46.	1.0	12
4088	Çevresel Sürdürdülebilirlik Ve İnsan Kaynakları Yönetimi Fonksiyonlarının Yeşil İKY Bağlamır Değerlendirilmesi. Aksaray üniversitesi Iktisadi Ve Idari Bilimler Fakültesi Dergisi, 2021, 13, 137-148.	nda 0.9	4

#	Article	IF	CITATIONS
4089	Stakeholder orientation and the value of cash holdings: Evidence from a natural experiment. Journal of Corporate Finance, 2021, 69, 102029.	2.7	10
4090	Human resource policies and firm innovation: The moderating effects of economic and institutional context. Technovation, 2022, 110, 102366.	4.2	12
4091	A longitudinal investigation into multilevel agile & ambidextrous strategic dualities in an information technology high performing EMNE. Technological Forecasting and Social Change, 2021, 169, 120848.	6.2	12
4092	ESG Performance and Labor Productivity: Exploring whether and when ESG affects firm performance. Proceedings - Academy of Management, 2021, 2021, 13997.	0.0	3
4093	Employee Voice: The Missing Factor in Sustainable HRM?. Sustainability, 2021, 13, 9732.	1.6	5
4094	Employee domain and non-financial performance: the moderating effect of digital reputation. Meditari Accountancy Research, 2022, 30, 893-913.	2.4	6
4095	Accommodating HRM in Small and Medium-Sized Enterprises (SMEs): A Critical Review. Economic and Business Review, 2020, 23, 72-85.	0.2	7
4096	Human Resource Management in Family Firms: Review, Integration, and Opportunities for Future Research. Research in Personnel and Human Resources Management, 2021, , 175-201.	1.0	6
4097	A moderated mediation study of high performance work systems and insomnia on New Zealand employees: job burnout mediating and work-life balance moderating. International Journal of Human Resource Management, 2023, 34, 68-91.	3.3	10
4098	The after-shock effects of high-performers turnover in hotel industry: a multi-level study. International Journal of Contemporary Hospitality Management, 2021, 33, 3277-3295.	5.3	28
4099	Human Resources Management Practices Perception and Extra-Role Behaviors: The Role of Employability and Learning at Work. Sustainability, 2021, 13, 8803.	1.6	5
4100	The "butterfly effect―in strategic human capital: Mitigating the endogeneity concern about the relationship between turnover and performance. Strategic Management Journal, 2021, 42, 2493-2510.	4.7	10
4101	How Do Human Resource Management Practices Affect Innovation of Small- and Medium-sized Enterprises in a Transition Economy?. Journal of Interdisciplinary Economics, 2022, 34, 228-249.	0.4	6
4102	Green ambidexterity and environmental performance: The role of green human resources. Corporate Social Responsibility and Environmental Management, 2022, 29, 32-45.	5.0	32
4103	When does remote electronic access (not) boost productivity? Longitudinal evidence from Portugal. Information Economics and Policy, 2021, 56, 100923.	1.7	3
4104	The Relationship Between Human Resource Management Practices, Knowledge Management Practices, and Performance: Evidence from the Healthcare Industry in India. Global Business Review, 0, , 097215092110372.	1.6	3
4105	A confirmatory factor analysis of the challenges of effective management of construction workforce in South Africa. Journal of Engineering, Design and Technology, 2023, 21, 1134-1152.	1.1	17
4106	Unraveling the relationship between h <scp>ighâ€performance</scp> work systems and firm performance: A mediation analysis. Human Resource Management, 2022, 61, 181-197.	3.5	6

#	Article	IF	CITATIONS
4107	İnsan Kaynakları Uygulamalarının Algılanan Örgütsel Performansa Etkisi. Fiscaoeconomia, 2021, 5, 918-935.	0.1	0
4108	High-performance work systems, learning orientation and innovativeness: the antecedent role of environmental turbulence. European Journal of Innovation Management, 2023, 26, 475-503.	2.4	5
4109	Human resource management practices and organizational injury rates. Journal of Safety Research, 2021, 78, 69-79.	1.7	7
4110	Employee Turnover in India: Insights from the Public–Private Debate. , 2021, , 213-238.		2
4111	How HR systems are implemented matters: highâ€performance work systems and employees' thriving at work. Asia Pacific Journal of Human Resources, 0, , .	2.5	4
4112	Addressing strategic human resource management practices for TQM: the case of an Indian tire manufacturing company. TQM Journal, 2022, 34, 29-69.	2.1	16
4113	Leadership Diversity and Its Influence on Equality Initiatives and Performance: Insights for Construction Management. Journal of Construction Engineering and Management - ASCE, 2021, 147, .	2.0	8
4114	Beyond the triple bottom line: Prosperity, People, Planet, and Prophet in Islamic banking. Journal of Islamic Marketing, 2021, ahead-of-print, .	2.3	3
4115	Employee Career Outlook and Turnover: Unleashing the Roles of Career Adaptability and Career Satisfaction in International Construction Projects. Journal of Construction Engineering and Management - ASCE, 2021, 147, 04021150.	2.0	9
4116	A theory of HR co-creation. Human Resource Management Review, 2021, 31, 100823.	3.3	23
4117	Tangibleâ^'Intangible resource composition and firm success. Technovation, 2021, 108, 102337.	4.2	14
4118	The Role of Awareness in Designing Human Resources Management Practices in Family Firms. , 2022, , 1017-1053.		0
4119	How Do Human Resource Management Practices Matter in Young Employees' Intention to Stay in Chinese State-owned Enterprises?. Global Business Review, 0, , 097215092098491.	1.6	0
4120	The relationship between human capital and firm value: Evidence from Indian firms. Cogent Economics and Finance, 2021, 9, .	0.8	7
4121	Control and Commitment HRM Systems in SME Family Firms. Advances in Human Resources Management and Organizational Development Book Series, 2021, , 17-41.	0.2	0
4122	Law and HRM Challenges in Generational Transition of Family Firms. Advances in Human Resources Management and Organizational Development Book Series, 2021, , 282-304.	0.2	0
4123	Team-level high-performance work systems, self-efficacy and creativity: differential moderating roles of person–job fit and goal difficulty. International Journal of Human Resource Management, 2021, 32, 478-511.	3.3	26
4124	Human Resource Management Practices and Turnover Intention in Higher Education: The Moderating Role of Job Opportunities. Lecture Notes in Networks and Systems, 2021, , 1910-1925.	0.5	4

		CITATION REPOR	<b>S</b> T	
# 4125	ARTICLE High-Performance Work Practices: Extent of Implementation and Commitment in Higher Educa Institution. International Journal of Research and Innovation in Social Science, 2021, 05, 545-55	IF tion o.		CITATIONS 2
4126	Audit Firm Employee Turnover and Audit Quality. SSRN Electronic Journal, 0, , .	0.	4	3
4127	Workplace Innovation as a Process: Examples from Europe. , 2021, , 199-221.			1
4128	Does Employer Brand Matter: An Empirical Study on Online Job Reviews, Social Media Usage an Performance. , 0, , .	d Firm		0
4129	The Effect of Job Satisfaction on Turnover Intentions. International Journal of Risk and Continge Management, 2021, 10, 20-35.	ncy 0.	2	0
4130	Innovative Technology and Human Resource Management. Advances in Business Strategy and Competitive Advantage Book Series, 2021, , 257-269.	0.	2	1
4131	Organizing Human Resources in Family Firms During Generational Succession. Advances in Hun Resources Management and Organizational Development Book Series, 2021, , 264-281.	nan O.	2	0
4132	Effects of High-Performance Work Practices (HPWPs) on Employee Performance: A Review Artic Journal of Human Resource and Sustainability Studies, 2021, 09, 397-412.	cle. 0.	4	5
4133	Age-Related Human Resource Management Policies and Practices: Antecedents, Outcomes, and Conceptualizations. Work, Aging and Retirement, 2021, 7, 257-272.	1.4	4	21
4134	Research on the Influence of High-Performance Work System on Employees' Innovative Beł Advances in Psychology, 2021, 11, 2196-2203.	navior. 0.	0	2
4135	Competency-based selection and assignment of human resources to construction projects. Sciel Iranica, 2011, 18, 163-180.	entia 0.	3	21
4138	The Costs - and Benefits - of Human Resources. , 0, , 71-110.			3
4142	Strategic HR system differentiation between jobs: The effects on firm performance and employe outcomes. Human Resource Management, 2018, 57, 65-81.	2e 3.1	5	27
4143	Effects of highâ€performance work systems on transformational leadership and team performa Investigating the moderating roles of organizational orientations. Human Resource Managemen 2018, 57, 1065-1082.	nce: nt, 3.4	5	47
4144	Employee Engagement: Motivating and Retaining Tomorrow's Workforce. New Horizons in Adu Education and Human Resource Development, 2008, 22, 48-53.	lt o.	4	18
4145	Crossing the Boundaries of Employee Engagement and Workplace Diversity and Inclusion: Mov Forward in a Complicated Sociopolitical Climate. New Horizons in Adult Education and Human Resource Development, 2017, 29, 38-44.	ing HRD 0.	4	15
4146	Corporate responsibility and financial performance: the role of intangible resources. Strategic Management Journal, 2009, 31, n/a-n/a.	4.7	7	28
4147	Designing Firms for Knowledge Acquisition and Absorptive Capacity. , 2006, , 219-242.			5

#	Article	IF	Citations
4148	High-performance workplaces: learning from aerospace. , 2005, , 69-85.		1
4149	Knowledge work and the employment relationship in the â $\in$ new workplaceâ $\in$ ™. , 2011, , 401-423.		1
4150	Ask not what HRM can do for performance but what HRM has done to performance. , 2011, , 97-121.		1
4152	Self-Regulatory Approaches to White-Collar Crime: The Importance of Legitimacy and Procedural Justice. , 2009, , 195-216.		23
4153	Beginning the search for the H in HRM. , 2007, , 1-17.		8
4154	Making capital: strategic dilemmas for HRM. , 2007, , 81-99.		7
4155	Employee Involvement: Patterns and Explanations. , 2005, , 20-37.		39
4156	Hope or Hype? High-Performance Work Systems. , 2005, , 38-54.		21
4157	Frustrated Ambitions: The Reality of Balancing Work Life for Call Centre Employees. , 2008, , 191-209.		2
4158	High-Performance Work Systems and Labor Market Structures. , 2001, , 271-293.		13
4159	Strategy, Human Resource Management, and the Performance of Life Insurance Firms. , 1999, , 187-210.		2
4160	Optimising the Maintenance Function - It's Just as Much About the People as the Technical Solution. , 2006, , 568-575.		1
4161	About Competencies, Creativity, and Innovation in the Portuguese Textile and Clothing Sector. Management and Industrial Engineering, 2020, , 93-112.	0.3	2
4162	The Transformation of Human Resource Management and Its Impact on Overall Business Performance: Big Data Analytics and AI Technologies in Strategic HRM. Contributions To Management Science, 2020, , 265-279.	0.4	28
4163	Human Capital and Impact on Sustained Economic Growth in Romania. CSR, Sustainability, Ethics & Governance, 2020, , 121-138.	0.2	3
4164	Managing High Performance Work Systems and Organizational Performance. , 2014, , 27-42.		1
4165	The Role of the Line Manager in HRM-Performance Research. , 2014, , 43-53.		5
4166	The Impact of Strategic Human Resource Management Practices on Australian Dairy Farm Performance. , 2014, , 55-72.		1

#	Article	IF	CITATIONS
4167	Effective Human Resource Practices in Family Businesses. , 2014, , 93-104.		1
4168	Influence of Organizational Flexibility in High Performance Work Practices. , 2014, , 125-134.		2
4169	Knowledge Management for Business Processes: Employees' Recruitment and Human Resources' Selection: A Combined Literature Review and a Case Study. Communications in Computer and Information Science, 2014, , 505-520.	0.4	14
4170	HRM and SMEs: Contextualizing Significance, Neglect and Meaning in an International Context. , 2015, , 109-122.		6
4172	A Method for the Team Selection Problem Between Two Decision-Makers Using the Ant Colony Optimization. Studies in Fuzziness and Soft Computing, 2018, , 391-410.	0.6	6
4173	The VCW-Value Creation Wheel: A Framework for Market Selection and Global Growth. , 2018, , 253-279.		4
4174	Mutual Gains? The Role for Employee Engagement in the Modern Workplace. Studies on Entrepreneurship, Structural Change and Industrial Dynamics, 2018, , 43-62.	0.3	2
4175	Fuzzy Logic Applied to the Performance Evaluation. Honduran Coffee Sector Case. Lecture Notes in Computer Science, 2018, , 164-173.	1.0	23
4176	Vom Faktoransatz zum Human Resource Management. Managementforschung, 2002, , 211-240.	0.4	6
4177	Unitarism, Pluralism, and Human Resource Management in Germany. , 1999, , 125-144.		28
4178	Global Convergence, Human Resources Best Practices, and Firm Performance: A Paradox. , 2004, , 67-86.		17
4179	The Performance Effects of Unions, Codetermination, and Employee Involvement: Comparing the United States and Germany (with an Addendum on the United Kingdom). , 2009, , 61-120.		2
4180	Sustainable Development in Business: A Strategic View. , 2011, , 89-105.		9
4181	IT Governance Framework Adoption: Establishing Success Factors. International Federation for Information Processing, 2011, , 239-248.	0.4	9
4182	Social Innovation at Work: Workplace Innovation as a Social Process. , 2012, , 241-259.		8
4183	Sustainable HRM in the US. CSR, Sustainability, Ethics & Governance, 2014, , 297-314.	0.2	3
4184	Social Sustainability and Quality of Working Life. CSR, Sustainability, Ethics & Governance, 2014, , 35-55.	0.2	12
4185	Kompetenzaufbau zur Umsetzung von Industrie 4.0 in der Produktion. , 2017, , 75-110.		8

#	Article	IF	CITATIONS
4186	Unternehmensflexibilitäund personelle Flexibilisierungsstrategien in Deutschland. , 2014, , 1-80.		4
4187	Psychologische Arbeitsgestaltung digitaler Arbeitswelten. , 2018, , 1-25.		4
4188	Is There a Trade-off Between Labour Flexibility and Productivity Growth? Some Evidence from Italian Firms. AIEL Series in Labour Economics, 2012, , 261-285.	0.1	11
4189	Conceptual Model for Sustainable HRM and a Paradox Framework. Contributions To Management Science, 2009, , 163-181.	0.4	4
4190	What Makes Franchisees Trust Their Franchisors?. Contributions To Management Science, 2013, , 207-229.	0.4	5
4191	Multiple Perspectives of Mergers and Acquisitions Performance. Flexible Systems Management, 2015, , 385-398.	0.2	2
4192	Responsible Leadership Helps Retain Talent in India. , 2011, , 85-100.		22
4193	Strategic HRM & ER: Best-Practice Versus Best Fit. Springer Texts in Business and Economics, 2018, , 23-34.	0.2	1
4194	Characteristics of Sustainable HRM System and Practices for Implementing Corporate Sustainability. , 2020, , 9-35.		7
4195	Strategic human resources management issues in hospitality and tourism organizations. , 2008, , 469-495.		2
4196	Best companies, best practice and dignity at work. , 2007, , 134-153.		8
4197	The emergence of bifurcation bias from unbalanced families: Examining HR practices in the family firm using circumplex theory. Human Resource Management Review, 2018, 28, 18-32.	3.3	57
4198	Enhancing Survey Response Rates at the Executive Level: Are Employee- or Consumer-Level Techniques Effective?. , 0, .		18
4199	The Role of Perceived Organizational Support and Supportive Human Resource Practices in the Turnover Process. , 0, .		191
4200	Human Resources Management: Some New Directions. , 0, .		65
4203	Coffee and controversy: How applied psychology can revitalize sexual harassment and racial discrimination training. Industrial and Organizational Psychology, 2020, 13, 117-136.	0.5	30
4205	Making the Organization Fly. Journal of Personnel Psychology, 2010, 9, 145-148.	1.1	9
4207	Well-being in the workplace and its relationship to business outcomes: A review of the Gallup studies , 0, , 205-224.		310

		CITATION R	EPORT	
#	Article		IF	CITATIONS
4208	Strategic reward and compensation plans , 2011, , 343-372.			5
4209	Human resource management and unit performance in knowledge-intensive work Journ Psychology, 2017, 102, 1222-1236.	al of Applied	4.2	73
4210	Making stronger causal inferences: Accounting for selection bias in associations between performance work systems, leadership, and employee and customer satisfaction Journa Psychology, 2018, 103, 1001-1018.		4.2	20
4211	A meta-analytic test of organizational culture's association with elements of an orga system and its relative predictive validity on organizational outcomes Journal of Applied 2019, 104, 832-850.		4.2	75
4213	Work Organisation and Human Resource Management: Does Context Matter?. , 2016, ,	141-177.		4
4214	The Viability of Alternative Call Centre Production Models. , 2004, , 25-53.			5
4215	Call Centre HRM and Performance Outcomes: Does Workplace Governance Matter?. , 20	)04, , 54-74.		9
4216	High-Performance Work Systems and Employee Well-being in New Zealand. , 2010, , 127	7-153.		3
4217	High Performance Human Resources (HPHR). , 2011, , 11-29.			4
4218	Doing Well by Doing Good: Objective Findings, Subjective Assumptions, or Selective Am 2008, , 164-187.	plification?. ,		1
4219	A Humanistic Approach to Knowledge-Creation: People-Centric Innovation. , 2013, , 167-	-189.		3
4220	From Practices to Processes: High Performance Work Systems and Integrity. , 2013, , 14	6-173.		2
4221	HRM Policies and Firm Performance: The Role of the Synergy of Policies. , 2013, , 78-99.			2
4222	Work and Family in America: Growing Tensions between Employment Policy and a Transf Workforce. , 2006, , 53-71.	formed		22
4223	The Effects of New Work Practices on Workers. , 2006, , 73-85.			15
4225	Firm innovativeness and work-life balance. Technology Analysis and Strategic Manageme 421-433.	nt, 2018, 30,	2.0	27
4226	An Aspirational Framework for Strategic Human Resource Management. Academy of Ma Annals, 2014, 8, 1-56.	nagement	5.8	240
4227	All Things Great and Small: Organizational Size, Boundaries of the Firm, and a Changing I Academy of Management Annals, 2015, 9, 715-802.	Environment.	5.8	127

	CITATION	CITATION REPORT		
#	Article	IF	Citations	
4228	9â€ $f$ Validity, Validation and Values. Academy of Management Annals, 2009, 3, 421-461.	5.8	10	
4230	Economic Organization in the Knowledge Economy. , 2005, , 121-151.		9	
4231	The transfer of HRM practices to Indian subsidiaries in a South Korean MNC in the auto industry. , 2015, , 126-142.		1	
4232	Direct Employee Participation. , 0, , 167-185.		35	
4233	High Involvement Management and Performance. , 0, , 407-426.		7	
4234	Corporate Social Performance and Financial Performance. , 0, , 113-134.		92	
4236	Global HRM: aspects of a research agenda. Personnel Review, 2005, 34, 5-21.	1.6	94	
4237	Fragments of HRM in hospitality? Evidence from the 1998 workplace employee relations survey. International Journal of Contemporary Hospitality Management, 2002, 14, 207-212.	5.3	39	
4238	Staffing practices and employee performance: the role of age. Evidence-based HRM, 2019, 7, 93-112.	0.5	26	
4239	Participation in decision-making and work outcomes: evidence from a developing economy. Employee Relations, 2021, 43, 704-723.	1.5	9	
4240	Supporting Workplace Learning for High Performance Working. Education and Training, 2003, 45, .	1.7	20	
4241	Linkage between TPM, people management and organizational performance. Journal of Quality in Maintenance Engineering, 2022, 28, 350-366.	1.0	9	
4242	Assessing the value of international workers. Measuring Business Excellence, 2006, 10, .	1.4	4	
4243	Mitigating turnover with code review recommendation. , 2020, , .		33	
4244	Influence of Selected Green Human Resource Management Practices on Environmental Sustainability at Menengai Oil Refinery Limited Nakuru, Kenya. Journal of Human Resource Management, 2016, 4, 19.	0.2	16	
4245	Human resource practices and organizational commitment: A deeper examination. Asia Pacific Journal of Human Resources, 2008, 46, 6-20.	2.5	73	
4246	Highâ€involvement work processes, work intensification and employee wellâ€being: A study of New Zealand worker experiences. Asia Pacific Journal of Human Resources, 2008, 46, 38-55.	2.5	228	
4247	Implementing evidence-based assessment and selection in organizations: A review and an agenda for future research. Organizational Psychology Review, 2021, 11, 205-239.	3.0	17	

#	Article	IF	Citations
4248	The Effects of Human Resource Practices on Firm Growth. , 2011, , 108-134.		13
4249	Do Management Interventions Last? Evidence from India. American Economic Journal: Applied Economics, 2020, 12, 198-219.	1.5	28
4250	TALENT MANAGEMENT AS A NEW PARADIGM IN MANAGEMENT SCIENCE. Journal of Positive Management, 2014, 5, 15.	0.2	2
4251	The Glass Ceiling Vs Employee Performance Impact on Employees' Satisfaction Level in the Organization. Singaporean Journal of Business Economics and Management Studies, 2012, 1, 59-75.	0.1	4
4252	Impact of Human Capital Practices on Project Success. Tydskrift Vir Geesteswetenskappe, 2016, 5, 1-16.	0.0	3
4253	Membership Fluidity and Knowledge Collaboration in Virtual Communities: A Multilateral Approach to Membership Fluidity. Journal of Intelligence and Information Systems, 2015, 21, 19-47.	0.1	2
4254	Domestic Banks in Bangladesh Could Ensure Efficiency by Improving Human Resource Management Practices. PLoS ONE, 2015, 10, e0121017.	1.1	5
4255	Human resource management practices in ZAIN cellular communications company operating in Jordan. Perspectives of Innovations Economics and Business, 2011, , 26-34.	0.0	2
4256	The Role of Human Resource Management Practices in Enhancing Internal Branding. , 0, , .		1
4257	Compromiso y flexibilidad en organizaciones innovadoras. Innovar, 2014, 24, 7-32.	0.1	3
4258	Influencia de la gestión de la calidad en los resultados de innovación a través de la gestión del conocimiento. Un estudio de casos. Innovar, 2016, 26, 45-64.	0.1	13
4259	Prácticas de recursos humanos que impactan la estrategia de sostenibilidad ambiental. Innovar, 2019, 29, 11-24.	0.1	5
4260	Incentives, Competencies and Knowledge: Evidence From France and Theoretical Integration. Revista Organizações Em Contexto, 2007, 3, 129-163.	0.0	2
4261	Exploring Factors that Influence Talent Management Competency of Academics in Malaysian GLC's and Non- Government Universities. Journal of International Business and Economics, 2014, 2, .	0.2	11
4262	What Do We Know about the Effects of Diversity Management? A Meta-analysis. Zeszyty Naukowe Uniwersytetu Ekonomicznego W Krakowie, 2017, , 5-25.	0.2	1
4263	Organizational Culture, Organizational Structure and Human Resource Management as Bases for Business Process Orientation and their Impacts on Organizational Performance. Brazilian Business Review, 2014, 11, 100-122.	0.4	3
4264	The Relationship Between Human Resource Management and Organizational Performance. Brazilian Business Review, 2016, 13, 90-110.	0.4	19
4265	Influence of human and physical capital on the survival of new ventures. Revista Perspectiva Empresarial, 2014, 2, 45.	0.1	2

ARTICLE IF CITATIONS # Un enfoque estratégico de la motivaciÃ<sup>3</sup>n laboral y la satisfacciÃ<sup>3</sup>n laboral. Revista Perspectiva 4266 0.1 3 Empresarial, 2018, 5, 7-26. Empowerment, Organizational Commitment, Organization Citizenship Behavior and Firm Performance. 4267 Management Studies, 2017, 5, . Gestão de recursos humanos em PME de elevada tecnologia. Psicologia, 2014, 22, 35. 2 4268 0.1 Linking Human Resource Practices and Organisational Performance: Evidence from Small and Medium 4269 Organisations in Malaysia. Jurnal Pengurusan, 2011, 32, 27-37. Creating positive outcomes through perceived investment in employee development: Evidence from 4271 0.2 4 Kuwait. International Journal of Business and Social Research, 2016, 6, 10. Human Resource Management At The Crossroads. International Business and Economics Research 0.4 Journal, 2011, 10, 23. Organizational Profile, HR Practices And The Perceived Quality And Performance Of Small Businesses: 4273 Empirical Highlights From The Urban Child Care Centers. International Business and Economics 0.4 4 Research Journal, 2011, 2, . Retention Management Of Critical (Core) Employees A Challenging Issue Confronting Organisations In 4274 0.4 The 21st Century. International Business and Economics Research Journal, 2011, 3, . Human Resource Management Practices And Organizational Innovation: An Empirical Study In Malaysia. 4275 0.3 37 Journal of Applied Business Research, 2010, 26, . Effects Of HPWSS On Employee' Attitude For Korean Firms: The Mediating Role Of Human Resource Competency And The Moderating Role Of Organization Culture. Journal of Applied Business Research, 2015, 31, 2225. 4276 The Way That Companies Should Manage Their Human Resources As Their Most Important Asset: 4277 1.0 5 Empirical Investigation. Journal of Business and Economics Research, 2011, 1, . Telecommunications Mega-Mergers: Impact On Employee Morale And Turnover Intention. Journal of 4278 1.0 Business and Economics Research, 2011, 7, . Fostering Knowledge Transfer through High-Performance HRM Practices: The Mediating Role of 4279 0.0 3 Affective Commitment. European Scientific Journal, 2017, 13, 374. What do Social Processes mean for Quality of Human Resource Practice?. Nordic Journal of Working 4280 Life Studies, 2014, 4, 21. Can High-involvement Innovation Practices improve Productivity and the Quality of Working-life simultaneously? Management and Employee Views on Comparison. Nordic Journal of Working Life 4281 10 0.5Studies, 2015, 4, 25. Using the Job-Demands-Resources model to predict turnover in the information technology 4283 0.1 workforce – General effects and gender. Psiholoska Obzorja, 0, 22, 51-65. HRM Practices and it Impact on Employee Satisfaction: A Case of Pharmaceutical Companies in 4284 0.1 4 Bangladesh. International Journal of Research in Business and Social Science, 2013, 2, 62-67. Eficiência/desempenho hospitalar e resultados da gestão de recursos humanos – uma aproximação 0.1 possÃvel?. Gestão E Sociedade, 2016, 9, 1128.

#	Article	IF	CITATIONS
4286	Strategic Human Resource Practices and its Impact on Performance towards Achieving Organizational Goals. Business Ethics and Leadership, 2018, 2, 66-73.	0.5	8
4287	Effect of Leader-Member Exchange, Interpersonal Relationship, Individual Feeling of Energy and Creative Work Involvement towards Turnover Intention: A Path Analysis using Structural Equation Modeling. Asian Academy of Management Journal, 2016, 21, 99-133.	0.9	16
4288	An Invisible Frontier? Intrinsic-Extrinsic Motivations and Knowledge Sharing in Firms. SSRN Electronic Journal, 0, , .	0.4	2
4289	How to Limit Discrimination? Analyzing the Effects of Innovative Workplace Practices on Intra-Firm Gender Wage Gaps Using Linked Employer-Employee Data. SSRN Electronic Journal, 0, , .	0.4	2
4290	Uncertainty, MCS and Firm Performance: Towards an Integrated Business Risk Focused Framework. SSRN Electronic Journal, 0, , .	0.4	1
4291	Organizational Redesign, Information Technologies and Workplace Productivity. SSRN Electronic Journal, 0, , .	0.4	2
4292	Complementarities between IT and Organizational Structure: The Role of Corporate Exploration and Exploitation. SSRN Electronic Journal, 0, , .	0.4	8
4293	Perspectives on Comparative Corporate Governance. SSRN Electronic Journal, 0, , .	0.4	4
4294	Reforms, Labour Market Functioning and Productivity Dynamics: A Sectoral Analysis for Italy. SSRN Electronic Journal, 0, , .	0.4	4
4296	Technological Investment and Labor Outcomes: Evidence from Private Equity. SSRN Electronic Journal, 0, , .	0.4	8
4297	Management in America. SSRN Electronic Journal, 0, , .	0.4	28
4298	The Relative Importance of Human Resource Management Practices for a Firm's Innovation Performance. SSRN Electronic Journal, 0, , .	0.4	1
4299	The Materiality of Human Capital to Corporate Financial Performance. SSRN Electronic Journal, 0, , .	0.4	4
4300	The Productivity Effects of Worker Replacement in Young Firms. SSRN Electronic Journal, 0, , .	0.4	1
4301	Cohort Turnover and Operational Performance: The July Phenomenon in Teaching Hospitals. SSRN Electronic Journal, 0, , .	0.4	4
4302	Productivity Effects of Organizational Change: Microeconometric Evidence. SSRN Electronic Journal, 0, , .	0.4	9
4303	Corporate Governance, Human Capital Resources, and Firm Performance: Exploring the Missing Links. SSRN Electronic Journal, 0, , .	0.4	1
4304	The Social Responsibility of Major Shareholders. SSRN Electronic Journal, 0, , .	0.4	3

#	Article	IF	CITATIONS
4305	Lean Transformation in the U.S. Aerospace Industry: Appreciating Interdependent Social and Technical Systems. SSRN Electronic Journal, 0, , .	0.4	4
4306	Perceived Organizational Support and Profitability. SSRN Electronic Journal, 0, , .	0.4	3
4307	Testing for Complementarities between Team, Incentives, Training and Knowledge Management: Evidence from France. SSRN Electronic Journal, 0, , .	0.4	8
4308	Exit, Voice, Loyalty, and Pay: Evidence from the Public Workforce. SSRN Electronic Journal, 0, , .	0.4	4
4309	What Drives the Top Line? Nonfinancial Determinants of Sales Revenue in Private Venture-Backed Firms. SSRN Electronic Journal, 0, , .	0.4	4
4310	ICT and Productivity Growth - The Paradox Resolved?. SSRN Electronic Journal, 0, , .	0.4	3
4311	A Case Study Approach to Exploring the Relationship between Human Resources Management and Firm Performance. SSRN Electronic Journal, 0, , .	0.4	3
4312	Professional development in the field of human resource management of heads and specialists of the innovative organizations. Problems and Perspectives in Management, 2018, 16, 214-223.	0.5	8
4313	Investigating the effectiveness of the performance appraisal process in the Egyptian tourism companies. Journal of Association of Arab Universities for Tourism and Hospitality, 2014, 11, 111-121.	0.0	3
4314	The Impact of Human Resource Development on Organisational Performance: Test of a Causal Model. Journal of Behavioral and Applied Management, 2009, 10, .	0.7	17
4315	Supervisor–Subordinate Relationship Conflict Asymmetry and Subordinate Turnover Intentions: The Mediating Roles of Stress and Counterproductive Work Behaviors. Journal of Behavioral and Applied Management, 2017, 17, 169-196.	0.7	8
4316	USING HIGH-PERFORMANCE WORK SYSTEMS TO SUPPORT INDIVIDUAL EMPLOYMENT RIGHTS AND DECREASE EMPLOYEE TELECOMMUNICATION VIOLATIONS IN THE WORKPLACE. Journal of Individual Employment Rights, 0, 11, 275-290.	0.0	1
4317	The Link between HR Attributions and Employees' Turnover Intentions. Gadjah Mada International Journal of Business, 2016, 18, 55.	0.4	18
4318	Corporate Social Responsibility Issues in Media Releases: A Stakeholder Analysis of Australian Banks. Issues in Social and Environmental Accounting, 2008, 2, 176.	0.2	11
4319	Contrato psicológico, agotamiento y cinismo del empleado: su efecto en la rotación del personal operativo en la frontera norte mexicana. Contaduria Y Administracion, 2018, 64, 91.	0.2	3
4320	Diseño de un modelo de dirección por competencias básicas distintivas para las pymes exportadoras de la ciudad de medellÃn. Semestre Económico, 2012, 15, 197-223.	0.0	5
4321	Organizational diagnosis, the stepping stone to organizational effectiveness. Corporate Board, 2016, 12, 65-76.	0.3	6
4322	Effects of human resource practices on family firms social performance. Corporate Ownership and Control, 2009, 6, 69-78.	0.5	2

#	Article	IF	Citations
4323	Corporate governance relationships in complex product development: evidence from the business aviation industry. Corporate Ownership and Control, 2009, 7, 63-72.	0.5	2
4324	A meta-analysis of the variability in firm performance attributable to human resource variables. Journal of Governance and Regulation, 2015, 4, 8-18.	0.4	1
4325	Mentoring and its Effects on Turnover Intensions in Perspective of Pakistanââ,¬â,,¢s Telecom Sector. Information Management and Business Review, 2011, 3, 133-138.	0.1	2
4326	Leveraging Technology towards HR Excellence. Information Management and Business Review, 2012, 4, 205-216.	0.1	7
4327	The Relationship between Commitment-based HR Practices and Organizational Performance: The Role of Organizational Learning Capabilities as a Mediator. Information Management and Business Review, 2016, 8, 63-75.	0.1	4
4328	Conceptual framework on the relationship between human resource management practices, job satisfaction, and turnover. Journal of Economics and Behavioral Studies, 2011, 2, 41-49.	0.1	99
4329	How Leadership Behaviors Affect Organizational Performance in Pakistan. Journal of Economics and Behavioral Studies, 2012, 4, 354-363.	0.1	8
4330	Satisfaction with HR Practices and Employee Engagement: A Social Exchange Perspective. Journal of Economics and Behavioral Studies, 2012, 4, 423-430.	0.1	35
4331	Firm Value and Employee Attitudes on Workplace Quality. Accounting Horizons, 2003, 17, 329-341.	1.1	43
4332	Clients' Workplace Environment and Corporate Audits. Auditing, 2017, 36, 89-113.	1.0	45
4333	Organizational Competencies and Dynamic Accounting Information System Capability: Impact on AIS Processes and Firm Performance. Journal of Information Systems, 2015, 29, 123-149.	0.5	30
4334	Managing Value Creation within the Firm: An Examination of Multiple Performance Measures. Journal of Management Accounting Research, 2004, 16, 107-131.	0.8	148
4335	Differences in High-Commitment Human Resource Management and Service Quality Perceived by Regular and Non-Regular Workers in Commercial Sports Facilities. Korean Journal of Sport Studies, 2017, 56, 283-303.	0.1	2
4336	High performance work practices and well-being at restaurant work. European Journal of Tourism Hospitality and Recreation, 2019, 9, 38-48.	0.5	6
4337	Long-term Development of National Human Capital. Evidence from China and Poland. Journal of Intercultural Management, 2020, 12, 30-66.	0.8	2
4338	Analysis of Selected Aspects of Knowledge Management in the Context of Their Impact on the Quality Level in Metallurgical Enterprises. New Trends in Production Engineering, 2019, 2, 222-231.	0.3	1
4339	The Impact of Job Satisfaction On Employees' Performance: A Case Study of Al Hayat Company - Pepsi Employees In Erbil, Kurdistan Region-Iraq. Management and Economics Review, 2019, 4, 163-176.	0.2	13
4340	The Relationship Between Digital Human Resource Management and Organizational Performance. , 0, , .		11

# ARTICLE
-----------

4341	İNSAN KAYNAKLARI YĖNETİMİNİN ENTELEKTĜEL YAPISI ĜZERİNE BOYLAMSAL BİR ANALİZ: TEORİK TEMELLER VE ARAÅžTIRMA EĞİLİMLERİ. Mehmet Akif Ersoy Äœniversitesi İktisadi Ve İdari Bilimler FakÃ1⁄4ltesi Dergisi, 0,,796-814.
------	---

4342	Integral Assessment of the Corporate Strategy Effectiveness in the Iron and Steel Industry. Steel in Translation, 2020, 50, 309-316.	0.1	4
4343	Estimating semantic distance using soft semantic constraints in knowledge-source-corpus hybrid models. , 2009, , .		7
4344	Impact of Human Resource Management Practices on Employee Retention: A Case of Banking Sector in Quetta Baluchistan. Journal of Management Info, 2017, 4, 5-11.	0.2	11
4345	Personalentwicklung für Wissenschaftler/innen - Professionalisierung von Selbst-, Führungs- und Lehrkompetenzen. Zeitschrift Für Hochschulentwicklung, 2011, 6, .	0.1	2
4346	How do they manage? A qualitative study of the realities of middle and front-line management work in health care. Health Services and Delivery Research, 2013, 1, 1-248.	1.4	14
4347	Staff satisfaction and organisational performance: evidence from a longitudinal secondary analysis of the NHS staff survey and outcome data. Health Services and Delivery Research, 2014, 2, 1-306.	1.4	32
4348	Las prácticas de recursos humanos y su relación con el desempeño percibido de las pequeñas empresas. Fórum Empresarial, 2008, 13, 23-43.	0.1	6
4349	A typology of human resource management practices in terms of their contribution to organizational performance. International Journal of Organizational Leadership, 2017, 6, 249-260.	0.4	1
4350	High-Performance Human Resource Practices and Firm Performance: Mediating Effect of Corporate Entrepreneurship. International Journal of Organizational Leadership, 2019, 8, 63-77.	0.4	7
4351	Human Resource Practices, Eudaimonic Well-Being, and Creative Performance: The Mediating Role of Idiosyncratic Deals for Sustainable Human Resource Management. Sustainability, 2019, 11, 6933.	1.6	16
4352	Work-family balance and childbirth: Supporting institutions of company and influence of female workers' work-family balance perception. The Women S Studies, 2011, 80, 37-79.	0.2	2
4353	The effect of work-family conflict and family-work conflict on subjective career success of married women : focusing on the moderating effects of work-family balance practices. The Women S Studies, 2017, 93, 35-70.	0.2	4
4354	Present Scenario of Human Resource Management (HRM) Practices in the Life Insurance Companies: Bangladesh Perspective. Canadian Journal of Business and Information Studies, 2019, , 17-27.	0.4	7
4355	The Effect of Institutional lsomorphism on the Commitment-based HR System: Focused on the Mediating Role of CSR Promotion Activities. Korean Journal of Business Ethics, 2017, 17, 15-38.	0.1	3
4356	Sources of HR Department Power:Scale Development and Validation. Seoul Journal of Business, 2013, 19, 96-126.	0.1	1
4357	Job Recruitment, Employee Placement and Workplace Experiences of Outsourced Workers in Selected Sub-Sectors in Ibadan, Nigeria. The Nigerian Journal of Sociology and Anthropology: Journal of the, 2016, 14, .	0.1	1
4358	A reflection and integration of workforce conceptualisations and measurements for competitive advantage. Journal of Intelligence Studies in Business, 2016, 6, .	0.4	8

#	Article	IF	CITATIONS
4359	THE IMPACT OF HUMAN RESOURCE MANAGEMENT PRACTICES ON ORGANIZATIONAL PERFORMANCE CASE STUDY: MANUFACTURING ENTERPRISES IN KOSOVO. Business: Theory and Practice, 2020, 21, 222-229.	0.8	10
4360	THE HETEROGENEOUS EFFECTS OF CSR DIMENSIONS ON FINANCIAL PERFORMANCE – A NEW APPROACH FOR CSR MEASUREMENT. Journal of Business Economics and Management, 2020, 21, 987-1009.	1.1	23
4361	Human Resource Management Practices, Service Climate and Service-Oriented Organizational Citizenship Behavior: A Review and Proposed Model. International Business Management, 2012, 6, 541-551.	0.2	5
4362	The Effects of Firms Resources and Capabilities on its Performance of IC Design Industry in Taiwan. Information Technology Journal, 2009, 8, 688-697.	0.3	4
4363	Relationship Between Human Resource Management Practices, Enterprise Strategy and Company Outcomes: Service Industry of China. Information Technology Journal, 2014, 13, 614-623.	0.3	7
4364	The Relationship between Organizational Commitment and Intention to Quit: The Malaysian Companies Perspectives. Journal of Applied Sciences, 2010, 10, 2251-2260.	0.1	20
4365	Best Practices in Nursing Homes. Research in Gerontological Nursing, 2008, 1, 197-207.	0.2	13
4367	Compétitivité de la firme et management stratégique des ressources humaines. Revue D'Economie Industrielle, 2010, , 127-154.	0.4	8
4368	Human Resource Management in SMEs. , 2013, , 64-87.		1
4369	Human Resource Management in SMEs. , 0, , 1445-1468.		1
4370	The Antecedents and Consequences of Strategic HRM in Malaysian and Philippine SMEs. Advances in Human Resources Management and Organizational Development Book Series, 2014, , 1-27.	0.2	6
4371	Human Capital in Malaysian SMEs. Advances in Human Resources Management and Organizational Development Book Series, 2014, , 28-43.	0.2	2
4372	Managing Human Resources in Family Businesses. Advances in Human Resources Management and Organizational Development Book Series, 2014, , 96-112.	0.2	4
4373	The Role of Lean Production on Organizational Performance. Advances in Logistics, Operations, and Management Science Book Series, 2014, , 358-388.	0.3	17
4374	Manufacturing in a High Cost Environment. Advances in Business Strategy and Competitive Advantage Book Series, 2014, , 393-480.	0.2	3
4375	The Impact of Diversity on Career Transitions over the Life Course. Advances in Human Resources Management and Organizational Development Book Series, 2015, , 151-185.	0.2	2
4376	The Role of HR Strategies in Change. Advances in Logistics, Operations, and Management Science Book Series, 0, , 193-215.	0.3	3
4377	A Multidisciplinary Critical Approach to Measure and Analyze Human Capital Productivity. Advances in Human Resources Management and Organizational Development Book Series, 2016, , 1-22.	0.2	6

#	Article	IF	CITATIONS
4378	Analyzing the Roles of Human Capital and Competency in Global Business. Advances in Finance, Accounting, and Economics, 0, , 1-29.	0.3	33
4379	Placing SMEs at the Forefront of SHRM Literature. , 0, , 116-137.		1
4380	Strategic Human Resource Development Alignment. , 0, , 1460-1477.		2
4381	Analyzing the Roles of Human Capital and Competency in Global Business. , 0, , 2190-2218.		2
4382	Talent Management Integrated Approach for Organizational Development. Advances in Human Resources Management and Organizational Development Book Series, 2016, , 22-48.	0.2	8
4383	The Impact of Improved Organizational Citizenship on Employee Retention. , 2017, , 1128-1139.		1
4384	From Control to Commitment Work Systems. Advances in Human Resources Management and Organizational Development Book Series, 0, , 274-296.	0.2	2
4385	Sustainable Framework to Attract, Develop, and Retain Global Talent. Advances in Human Resources Management and Organizational Development Book Series, 2017, , 50-74.	0.2	6
4386	Key HRM Challenges and Benefits. Advances in Human Resources Management and Organizational Development Book Series, 2018, , 1-24.	0.2	2
4387	Information Sharing and Cognitive Involvement for Sustainable Workplaces. , 2019, , 1403-1420.		20
4388	Promoting Strategic Human Resource Management, Organizational Learning, and Knowledge Management in Modern Organizations. Advances in Logistics, Operations, and Management Science Book Series, 2019, , 879-891.	0.3	4
4389	Impact of Human Resource Management Practices on Employees' Turnover Intention in United Arab Emirates (UAE) Health Care Services. , 2019, , 1244-1267.		2
4390	What is the Potential of E-Recruitment to Transform the Recruitment Process and the Role of the Resourcing Team?. , 2009, , 202-217.		6
4391	Exploring Perceptions about the Use of e-HRM Tools in Medium Sized Organizations. , 2009, , 304-323.		7
4392	Talent Management. Advances in Human Resources Management and Organizational Development Book Series, 0, , 50-65.	0.2	1
4393	Determinants of Training and Development Practices in SMEs: A Case of Japanese Manufacturing Firms. Sri Lankan Journal of Human Resource Management, 2013, 2, 46.	0.5	6
4394	The role of HRM in improving labour productivity: an analysis of manufacturing SMES in Japan. Sri Lankan Journal of Human Resource Management, 2016, 5, 45.	0.5	1
4395	Employee turnover in manufacturing SMEs in Japan: an analysis of the link with HRM practices. Sabaragamuwa University Journal, 2014, 13, 17-31.	0.4	13

#	Article	IF	CITATIONS
4396	A Bundle Perspective to Comparative Corporate Governance. , 2012, , 379-405.		50
4397	The Dynamics of Personal and Social Identity Formation. , 2006, , 215-236.		52
4398	From Job Loss to Reemployment: Field Experiments in Prevention-Focused Coping. , 1997, , 341-379.		33
4399	The SAGE Handbook of Human Resource Management. , 2019, , .		21
4400	The Impact of Training and Development on Employee Performance and Effectiveness: A Case Study of District Five Administration Office, Bole Sub-City, Addis Ababa, Ethiopia. Journal of Human Resource and Sustainability Studies, 2015, 03, 188-202.	0.4	56
4401	High Performance Work System, Psychological Efficacy, Job Satisfaction and Task Performance in the Hotel Workplace. Open Journal of Social Sciences, 2016, 04, 76-81.	0.1	10
4402	New Human Resource Management Systems in Non-Based-Knowledge Firms: Applications for Decision Making on the Business Performance. Modern Economy, 2014, 05, 139-151.	0.2	4
4403	The Mediating Role of Workers' Climate and Behavioral Perceptions on Safety Management System Performance. Open Journal of Safety Science and Technology, 2014, 04, 84-97.	0.1	1
4404	The Routledge Companion to Strategic Human Resource Management. , 0, , .		19
4405	Strategic training and development. , 2008, , 262-284.		8
4406	Critical perspectives on strategic HRM. , 2008, , 52-67.		1
4407	The Routledge Companion to Family Business. , 0, , .		10
4408	HRM Practice and Scholarship: A North American Perspective. , 2012, , .		2
4409	Using HPWP to drive towards growth: the impact of occupational health and safety leadership. , 2013, , .		1
4410	Pay-for-politics: considering the variable compensation–organizational politics relationship. , 2016, , .		6
4411	Protocol: What does the wage structure depend on? Evidence from the INE salary national survey (pilot study with 2006 data). WPOM: Working Papers on Operations Management, 2019, 10, 70-103.	0.7	6
4412	Uso de indicadores financieros para evaluar el impacto de las Prácticas de Alta Implicación (Use of) Tj ETQq0 0 Papers on Operations Management, 2011, 2, 32.	0 rgBT /O 0.7	verlock 10 Tf 4
4413	Resultados percibidos obtenidos por las empresas asociados al uso de las prÃ <sub>i</sub> cticas de alta implicación (HIWP) (perceived results obtained by companies associated to the use of high involvement work) Tj ETQq1 1 0.	78 <b>43</b> 14 rg	gBÐ/Overlock

#	Article	IF	CITATIONS
4414	Identifying a guiding list of high involvement practices in human resource management. WPOM: Working Papers on Operations Management, 2014, 5, 31.	0.7	11
4415	The Intangible Economy and Firm Superior Performance: Evidence from Australia. Journal of Management and Organization, 2005, 11, 28-40.	0.2	6
4416	Australian small and medium sized enterprises (SMEs): A study of high performance management practices. Journal of Management and Organization, 2007, 13, 227-248.	1.6	34
4417	Salesperson engagement and performance: A theoretical model. Journal of Management and Organization, 2011, 17, 398-411.	1.6	7
4418	Promoting employee wellbeing and quality service outcomes: The role of HRM practices. Journal of Management and Organization, 2012, 18, 702-713.	1.6	15
4419	Using biodata as a predictor of errors, tardiness, policy violations, overall job performance, and turnover among nurses. Journal of Management and Organization, 2012, 18, 714-727.	1.6	7
4420	Bridging the research–practice gap: Developing a measurement framework for work–life initiatives. Journal of Management and Organization, 2008, 14, 239-258.	1.6	20
4421	Human resource development and â€~casualisation' in hotels and resorts in Eastern Australia: Getting the best to the customer?. Journal of Management and Organization, 2008, 14, 367-385.	1.6	7
4422	Personalo / žmogiÅįkųjų iÅįteklių padalinių Ä⁻taka Lietuvos Ä⁻monių veiklai. International Journal of Mech and Materials Engineering, 2012, 7, 437-455.	anical	2
4423	Relationship between perceived organizational politics, organizational trust, human resource management practices and turnover intention among Nigerian nurses. Management Science Letters, 2014, 4, 2031-2048.	0.8	9
4424	The Use of Workforce Assessment as a Component of Career and Technical Education Program Evaluation. Career and Technical Education Research, 2011, 36, 105-118.	0.1	1
4425	High-Performance Work Systems and Well-Being: Mediating Role of Work-to-Family Interface. Psychologica Belgica, 2019, 59, 301-320.	1.0	11
4426	Early Retirement Programs and Firm Performance. Academy of Management Journal, 1996, 39, 970-984.	4.3	21
4427	Incentive Pay Systems: Does Societal Cultural Influence Global Adoption?. Proceedings - Academy of Management, 2012, 2012, 11526.	0.0	1
4428	The Dark Side of Inventor Retention:How Too Much Retention Deters Knowledge Integration after M&A. Proceedings - Academy of Management, 2015, 2015, 13808.	0.0	1
4429	Control and Commitment HRM Systems in SME Family Firms – A Qualitative Study of Hybrid Forms. Proceedings - Academy of Management, 2019, 2019, 15754.	0.0	2
4430	The working poor: Locked out of careers and the organizational mainstream?. Academy of Management Perspectives, 1997, 11, 76-92.	4.3	16
4431	Management Theory and Research: Potential Contribution to Public Policy and Public Organizations. Academy of Management Journal, 2005, 48, 963-966.	4.3	26

#	Article	IF	CITATIONS
4432	Behavioral Coursework in Business Education: Growing Evidence of a Legitimacy Crisis. Academy of Management Learning and Education, 2003, 2, 269-283.	1.6	112
4433	The Master's Degree in HRM: Midwife to a New Profession?. Academy of Management Learning and Education, 2005, 4, 434-450.	1.6	22
4434	The Elusiveness of Applied Management Knowledge: A Critical Challenge for Management Educators. Academy of Management Learning and Education, 2011, 10, 583-605.	1.6	61
4435	The Construction and Contributions of "Implications for Practice": What's in Them and What Might They Offer?. Academy of Management Learning and Education, 2010, 9, 100-117.	1.6	101
4436	Calibrating MBA Job Preferences for the 21st Century Academy of Management Learning and Education, 2011, 10, 9-26.	1.6	43
4437	On the Road to Abilene: Time to Manage Agreement About MBA Curricular Relevance Academy of Management Learning and Education, 2011, 10, 148-161.	1.6	38
4438	The Construction and Contributions of "Implications for Practiceâ€; What's in Them and What Might They Offer?. Academy of Management Learning and Education, 2010, 9, 100-117.	1.6	54
4439	The Value of Personnel Selection: Reflections on Some Remarkable Claims. Academy of Management Perspectives, 2007, 21, 19-23.	4.3	20
4441	Human Assets and Management Dilemmas: Coping With Hazards On the Road to Resource-Based Theory. Academy of Management Review, 1997, 22, 374-402.	7.4	704
4442	Toward a Unifying Framework for Exploring Fit and Flexibility in Strategic Human Resource Management. Academy of Management Review, 1998, 23, 756-772.	7.4	717
4443	Knowledge Workers Mobility in Innovative Organizations: The Role of Individual Differences. International Journal of Business and Management, 2019, 14, 23.	0.1	1
4444	Work Engagement, Organizational Commitment and the Work Satisfaction of Tax Administration Employees: The Intermediary Role of Organizational Climate and Silence in the Organizations. , 2020, 134-135, 127-144.	0.2	4
4445	Strategic Transfer of HRM Practices for Competitive Advantage: Implications for Sequential Transfer of Japanese HRM to China and Taiwan. Japanese Journal of Administrative Science, 2001, 15, 109-130.	0.1	4
4446	In Search of Key HR Practices for Improvement of Productivity of Employees in the KIBS Sector. Contemporary Economics, 2017, 11, 5-16.	1.3	4
4448	SUSTAINABILITY AS A CONCEPT FOR HUMAN RESOURCE MANAGEMENT. Economics and Management, 2014, 18, .	0.2	10
4449	A Quarter-Century Review of Human Resource Management in the U.S.: The Growth in Importance of the International Perspective. Management Revue, 2005, 16, 11-35.	0.2	123
4450	Human Resources and Business Performance: Findings, Unanswered Questions, and an Alternative Approach. Management Revue, 2005, 16, 174-185.	0.2	137
4451	The Configurational Approach to Linking Strategic Human Resource Management Bundles with Business Performance: Myth or Reality?. Management Revue, 2005, 16, 186-201.	0.2	64

#	Article	IF	CITATIONS
4452	Human Resource Management and Performance: A Comparative Study of Ireland and the Netherlands. Management Revue, 2005, 16, 242-258.	0.2	7
4453	HR Contribution to a Firm's Success Examined from a Configurational Perspective: An Exploratory Study Based on the Spanish CRANET Data. Management Revue, 2005, 16, 272-290.	0.2	13
4454	Human Resource Practices and Organisational Performance: Can the HRM-Performance Linkage be Explained by the Cooperative Behaviours of Employees?. Management Revue, 2006, 17, 223-240.	0.2	16
4455	HRM, Company Performance and Employee Well-being. Management Revue, 2006, 17, 241-255.	0.2	38
4456	Implementing Human Resource Management Successfully: A First-Line Management Challenge. Management Revue, 2006, 17, 256-273.	0.2	52
4457	Competency Management: Balancing Between Commitment and Control. Management Revue, 2006, 17, 292-306.	0.2	10
4458	A Balanced Approach to Understanding the Shaping of Human Resource Management in Organisations. Management Revue, 2009, 20, 90-108.	0.2	12
4459	Empirical Research on Human Resource Management as a Production of Ideology. Management Revue, 2011, 22, 367-393.	0.2	10
4460	Employer Branding: Sustainable HRM as a Competitive Advantage in the Market for High-Quality Employees. Management Revue, 2012, 23, 262-278.	0.2	91
4461	Sustainable HRM: Bridging theory and practice through the â€~Respect Openness Continuity (ROC)'-model. Management Revue, 2014, 25, 263-284.	0.2	83
4462	Management culture in Romania: Patterns of change and resistance. Journal of East European Management Studies, 2007, 12, 232-259.	0.1	6
4463	Human Resource Management and Performance: From Practices Towards Sustainable Competitive Advantage. , 0, , .		7
4464	Corporate and Stakeholder Responsibility: Making Business Ethics A Two-Way Conversation. Business Ethics Quarterly, 2007, 17, 375-398.	1.3	99
4465	Letters and Responses. Business Ethics Quarterly, 2008, 18, 427-430.	1.3	2
4467	The impact of HR dimensions on organizational performance. African Journal of Business Management, 2012, 6, .	0.4	3
4468	Effect of labour market changes on HR functions. Anali Ekonomskog Fakulteta U Subotici, 2018, , 123-138.	0.1	8
4469	Investigating the effect of training on employees' commitment: An empirical study of a discount house in Nigeria. Megatrend Revija, 2014, 11, 7-18.	0.0	9
4470	Does participative management produce satisfied employees?: Evidence from the automotive industry. Serbian Journal of Management, 2015, 10, 75-88.	0.4	7

#	Article	IF	CITATIONS
4471	Performance management in international human resource management: Evidence from the CEE region. Serbian Journal of Management, 2014, 9, 45-58.	0.4	16
4472	All firms are cooperatives – and so are governments. Journal of Entrpreneurial and Organizational Diversity, 2014, 2, 1-10.	0.3	15
4473	Impact of HRM Practices on Employee's Performance. International Journal of Academic Research in Accounting Finance and Management Sciences, 2016, 6, .	0.0	35
4474	The Impact of Employee Training and Innovation on Turnover Intention: An Empirical Research. International Journal of Academic Research in Business and Social Sciences, 2016, 6, .	0.0	13
4476	A DATA ENVELOPMENT ANALYSIS APPROACH FOR MEASURING THE EFFICIENCY OF EMPLOYEES: A CASE STUDY. South African Journal of Industrial Engineering, 2012, 23, .	0.2	6
4477	Architecture de ressources humaines. Industrial Relations, 0, 60, 213-243.	0.2	5
4478	Advancing Industrial Relations Theory: An Analytical Synthesis of British-American and Pluralist-Radical Ideas. Industrial Relations, 0, 70, 407-431.	0.2	6
4479	Investigating the Influence of Human Resource Practices on Deviant Behavior at Work. International Journal of Trade Economics and Finance, 2011, , 514-519.	0.1	4
4480	HRM Practices and Employee Retention in Thailand—A Literature Review. International Journal of Trade Economics and Finance, 2014, 5, 162-166.	0.1	14
4481	Assessing Theory and Practice in Competitive Strategy: Challenges and Future Directions. Journal of CENTRUM Cathedra (JCC) the Business and Economics Research Journal, 2008, 1, 12-27.	0.4	9
4482	Management in Emerging versus Developed Countries: A Comparative Study from an Indian Perspective. Journal of CENTRUM Cathedra (JCC) the Business and Economics Research Journal, 2011, 4, 121-133.	0.4	12
4483	Assessing Knowledge Assets in Technology-Intensive Firms: Proposing a Model of Intellectual Capital. Journal of CENTRUM Cathedra (JCC) the Business and Economics Research Journal, 2012, 5, 43-59.	0.4	23
4484	Success Comes in Many Dimensions: The Critical Role of the Human Capital and Preparing for the Future in Every Organizational Scorecard. British Journal of Economics Management & Trade, 2014, 4, 1555-1576.	0.1	2
4485	TALENT ACQUISITION AND RETENTION IN SOCIAL ENTERPRISES. Journal of Security and Sustainability Issues, 2011, 1, 37-51.	0.1	12
4486	Stress and Its Brunt on Employee's Work-Life Balance (Wlb): A Conceptual Study. IOSR Journal of Humanities and Social Science, 2014, 19, 57-62.	0.0	4
4487	HR Practices and Job Performance. IOSR Journal of Humanities and Social Science, 2014, 19, 55-61.	0.0	18
4488	Theoritical Perspective of Knowledge Management as Part of Human Capital Management: Proposed Quantitative Framework. IOSR Journal of Business and Management, 2014, 16, 111-116.	0.1	1
4489	High Performance Work Practices: One best-way or no best-way. IOSR Journal of Business and Management, 2014, 16, 08-14.	0.1	5

#	Article	IF	CITATIONS
4490	HR Practices and Employees Retention, an empirical analysis of Pharmaceutical sector of Pakistan. IOSR Journal of Business and Management, 2014, 16, 111-116.	0.1	4
4491	HR - Corporate Governance Nexus: Implications for the Development of Nigeria's Banking Sector Services. IOSR Journal of Economics and Finance, 2014, 3, 68-80.	0.1	2
4492	Intellectual Capital and Innovation Capability: A Conceptualization of Organisation Performance Measurement through Literature Review. International Journal of Academic Research in Business and Social Sciences, 2021, 11, .	0.0	1
4493	Otel İşletmelerinde İnsan Kaynakları Uygulamalarına Dönük Adalet Algısının Psikolojik RahatlÄ: Kuruma Güvenin Aracılık Rolü. Anemon Muş Alparslan Üniversitesi Sosyal Bilimler Dergisi, 0, , .	±ÄŸa Etkis 0.1	inde
4494	Scale Development to Measure Employer Engagement. International Journal of Innovation, Creativity and Change, 0, , 1380-1406.	0.0	0
4495	Building a Productive Workforce: The Role of Structured Management Practices. Management Science, 2021, 67, 7308-7321.	2.4	12
4496	Staffing effectiveness across countries: An institutional perspective. Human Resource Management Journal, 2023, 33, 17-46.	3.6	3
4497	How Does Research on Sustainable Human Resource Management Contribute to Corporate Sustainability: A Document Co-Citation Analysis, 1982–2021. Sustainability, 2021, 13, 11745.	1.6	9
4498	Managing Complexity in a Digital Transformation. Scientific Research and Development Economics, 2021, , 58-61.	0.1	0
4499	Does the perceived efficiency of the HR department matter in influencing satisfaction and employee performance?. International Journal of Productivity and Performance Management, 2023, 72, 943-961.	2.2	2
4500	Human resource transformation in India: examining the role digital human resource technology and human resource role. International Journal of Organizational Analysis, 2023, 31, 959-972.	1.6	10
4501	Exploring influencers of strategic change processes: evidence from five government businesses in the Omani context. International Studies of Management and Organization, 2021, 51, 374-397.	0.4	0
4502	Human Capital resource as cost or investment: A market-based analysis. International Journal of Human Resource Management, 2023, 34, 1213-1245.	3.3	8
4503	"We have performance appraisal every day and every hour†Transferring performance management to Russia. Journal of International Management, 2022, 28, 100901.	2.4	1
4504	The road taken and the path forward for HR devolution research: An evolutionary review. Human Resource Management, 2022, 61, 239-258.	3.5	10
4505	Pivoting after almost 50 years of SHRM research: toward a stakeholder view. Asia Pacific Journal of Human Resources, 2022, 60, 22-40.	2.5	7
4506	Vulnerable Workers and the Future of Work. , 2021, , 97-117.		0
4507	The Performance Effects of Interorganizational Human Resource Practices: The Case of Inter-Club Networks in Professional Baseball, 1919-1940. SSRN Electronic Journal, 0, , .	0.4	0

#	Article	IF	CITATIONS
4509	The Economic Approach to Personnel Research. SSRN Electronic Journal, 0, , .	0.4	1
4510	Economics and Management of Innovation. , 2000, , 609-632.		0
4512	Managing Surveys on Technological Knowledge. Economics of Science, Technology and Innovation, 2001, , 123-150.	0.2	0
4513	Strategic Human Resourcing: Principles, Perspectives and Practices. Personnel Review, 2001, 30, 119-126.	1.6	0
4514	Institutional Transplant and American Corporate Governance: The Case of Ferodyn. SSRN Electronic Journal, 0, , .	0.4	0
4515	By What Means Does Information Technology Affect Employment and Wages?. , 2002, , 229-268.		6
4516	Effect of Service Climate on Service Quality: Test of a Model Using Hierarchical Linear Modeling. SSRN Electronic Journal, 0, , .	0.4	0
4517	Factors that Influence Operating Performance through the use of Gainsharing Plans: Evidence in Brazil's Chemical Industry. SSRN Electronic Journal, 0, , .	0.4	2
4519	Evaluating the strategic contribution of Human Resource Management. , 2003, , 23-36.		0
4520	Gestion des ressources humaines et performance économiqueÂ: une étude du bilan social. Comptabilite Controle Audit, 2003, Tome 9, 151-170.	0.3	4
4521	Das Personalmanagement in chinesischen Staats- und Privatunternehmen. , 2003, , 221-237.		0
4523	Chapter 2. A Review of the Literature. , 2003, , 5-26.		0
4524	Corporate Organization in Japan and the United States: Is there Evidence of Convergence?. SSRN Electronic Journal, 0, , .	0.4	0
4525	Competencies and Human Resource Management of French Manufacturing Firms in an Innovation Perspective (Competences et Gestion des Ressources Humaines de l'Industrie Francaise dans une) Tj ETQq1 1 0.7	78 <b>03</b> 414 rg	BT0/Overlo <mark>ck</mark>
4527	Intensidade tecnológica e sistemas de trabalho de alto desempenho: a contingent approach. RAE Revista De Administracao De Empresas, 2004, 44, 38-50.	0.1	0
4528	Fortune's 50 Best Companies for Minorities: Does Diversity Pay?. SSRN Electronic Journal, 0, , .	0.4	0
4529	Broad-Based Stock Options: Before and After the Market Downturn. SSRN Electronic Journal, 0, , .	0.4	0
4530	Developing a Strategic Approach to People Management in Healthcare. , 2005, , 232-252.		0

#	Article	IF	CITATIONS
4531	Corporate Governance, Stake-Holding and the Nature of Employment Relations Within the Firm. SSRN Electronic Journal, 0, , .	0.4	0
4532	Strategy, Resources, and Transaction Costs. , 2005, , 98-117.		0
4533	Cognitive Leadership and Coordination in the Knowledge Economy. , 2005, , 211-239.		0
4534	Knowledgeâ€based Views of the Firm. , 2005, , 81-96.		1
4535	The â€~Strategic Theory of the Firm'. , 2005, , 23-56.		0
4536	Strategy and Economic Organization in the Knowledge Economy. , 2005, , 1-18.		6
4537	The Resourceâ€based View: Aligning Strategy and Competitive Equilibrium. , 2005, , 61-78.		1
4538	Performance and Organization in the Knowledge Economy: Innovation and New Human Resource Management Practice s. , 2005, , 187-210.		0
4539	Internal Organization in the Knowledge Economy: The Rise and Fall of the Oticon Spaghetti Organization. , 2005, , 157-185.		0
4540	FACTORS THAT INFLUENCE OPERATING PERFORMANCE THROUGH THE USE OF EARNINGS OR GAINSHARING PLANS: EVIDENCE IN BRAZIL'S CHEMICAL INDUSTRY. Revista Mexicana De EconomÃe Y Finanzas Nueva Época (remef), 2005, 4, 73-100.	0.1	2
4541	Moving the Research Agenda Forward on Expatriate Return on Investment. , 2006, , 18-38.		0
4542	Human Resource Management in the Global Village. , 2006, , 52-81.		0
4543	Refining the York Index Investment Criteria. SSRN Electronic Journal, 0, , .	0.4	0
4544	Merre tart az emberi erőforrás menedzsment?. Vezetéstudomány / Budapest Management Review, 2006, , 46-55.	0.1	7
4545	Gender Diversity and Organizational Success: the Impact of Female Foreign Assignments. , 2006, , 142-165.		3
4547	AN ARCHITECTURAL APPROACH TO MANAGING KNOWLEDGE STOCKS AND FLOWS. , 2006, , 67-90.		4
4548	An Introduction to British Management History. , 2006, , 3-24.		0
4549	The Transformation of Work in a Global Knowledge Economy: Towards a Conceptual Framework. TATuP - Zeitschrift Für TechnikfolgenabschÃæung in Theorie Und Praxis, 2006, 15, 103-108.	0.1	4

#	Article	IF	Citations
4550	Judgment Litigation about Intellectual Property Rights and Response Strategy of Both Parties. Journal of Information Management, 2006, 37, 141-159.	0.2	0
4551	Searching for the human in empirical research on the HRM—organisational performance link: a meta-theoretical approach. , 2007, , 41-60.		0
4552	References and sources. , 2007, , 271-282.		0
4553	Beyond 'Revenue Per Head'?: Human Capital Metrics, Firm Performance and the Teaching of HRM in Business Schools. SSRN Electronic Journal, 0, , .	0.4	1
4555	Theorizing Human Resource Management and the Firm's Demand for HRM Practices. SSRN Electronic Journal, 0, , .	0.4	0
4556	Human Capability Development und Arbeit. Formation Emploi, 2007, , 41-54.	0.2	4
4557	Managing Value-Based Organizations. Human Resource Management International Digest, 2007, 15, .	0.3	0
4558	Impacto dos recursos da empresa na performance de inovação. RAE Revista De Administracao De Empresas, 2007, 47, 1-13.	0.1	17
4559	Effect upon The Technical Development and Production Stage of Technical Innovation in Small and Medium Industry. Journal of Information Management, 2007, 38, 166-180.	0.2	0
4560	Business Strategy, Human Resource Management and Corporate Performance: Evidence from Small Firms in the UK and US. , 2008, , 13-42.		1
4561	A Multiple Stakeholder Perspective for Measuring Corporate Brand Equity: Linking Corporate Brand Equity with Corporate Performance. , 2008, , 23-46.		1
4562	e-HRM and IT Governance: A User Department's Perspective using Diffusion of Innovations (DOI) Theory. , 2008, , .		0
4563	Knowledge Sharing Through Face-to-Face Communication and Labour Productivity: Evidence from British Workplaces. SSRN Electronic Journal, 0, , .	0.4	2
4564	TipologÃa de relaciones de empleo: una propuesta integradora. Revista De Psicologia Del Trabajo Y De Las Organizaciones, 2008, 24, 81-111.	0.9	2
4565	Where People Provide the Impetus: HRM Practices, Employee Job Satisfaction and Innovation. , 2008, , 43-62.		1
4566	Managing Human Resources in Visitor Attractions. , 2008, , 264-280.		0
4568	Supporting the contemporary tourism product: service management. , 2008, , 307-343.		1
4569	Collective Bargaining and High-Involvement Management in Comparative Perspective: Evidence from U.S. And German Call Centers. SSRN Electronic Journal, 0, , .	0.4	0

#	Article	IF	CITATIONS
4570	Türkiye'deki İnsan Kaynakları Yönetimi Uygulamaları Açısından Stratejik Seçim Ve Kurumsal E Olası Etkileri. Ankara Üniversitesi SBF Dergisi, 2008, 63, 219-248.	Belirlenimir 0.1	3
4571	Die Rote Königin überlisten — Strategisches Management aus dem Blickwinkel der Hochleistungsforschung. , 2008, , 41-66.		0
4572	Modelling Knowledge Production and Integration in Working Environments. , 2008, , 294-310.		0
4573	An Explanation of Human Capital Disclosure from the Resource Based Perspective. SSRN Electronic Journal, 0, , .	0.4	3
4574	A Study on the Impact of Intellectual Capital on the Innovative Behavior : Focused on the Moderating Effect of Psychological Capital. Productivity Review, 2008, 22, 25-47.	0.0	4
4575	Human Resources Index and Performance in Korean Business. Journal of Vocational Education & Training, 2008, 11, 143-167.	0.0	0
4577	Best Practices in Nursing Homes: Clinical Supervision, Management, and Human Resource Practices. Research in Gerontological Nursing, 2008, 1, 197-207.	0.2	10
4579	A Study of Relationship between High-performance Work Practices and Firm Performance: Multi-level Analysis andMediating Effect of Individual Variables. Journal of Vocational Education & Training, 2008, 11, 215-236.	0.0	0
4580	Quand mobiliser et proximit $ ilde{A}$ $\ensuremath{\mathbb{C}}$ riment. Industrial Relations, 0, 63, 189-222.	0.2	1
4581	Moderating Effect of Employee Turnover Rate on the Relationship between Investment on HRD and Organizational Performance: A Case of Manufacturing Industry in the Republic of Korea. Journal of Vocational Education & Training, 2008, 11, 193-214.	0.0	1
4582	The Impact of Human Resource Practices on Low-income Workers in the Context of a Natural Disaster. Journal of Behavioral and Applied Management, 2008, 10, .	0.7	2
4584	The United Kingdom of Great Britain and Northern Ireland (the UK). , 2008, , 391-428.		0
4585	Mapping the Intellectual Structure of Human Resource Management Studies: 1996-2005. Contemporary Management Research, 2008, 4, .	1.4	0
4586	Critical perspectives on strategic HRM. , 2008, , 69-84.		2
4587	Research at the intersection of Strategic Human Resource Management and entrepreneurship. , 2008, , 390-409.		0
4588	Managing strategic change. , 2008, , 149-164.		0
4590	Human resources, organizational resources, and capabilities. , 2008, , 345-356.		4
4591	The Mediating Role of Job Attitudes in Strategic Human Resource Management. Journal of Vocational Education & Training, 2008, 11, 97-125.	0.0	0

#	Article	IF	CITATIONS
4592	Análisis de los factores determinantes de la eficacia organizativa desde la dirección estratégica de recursos humanos. Pecunia: Revista De La Facultad De Ciencias Económicas Y Empresariales, 2008, , 129.	0.0	0
4593	The Impact of Human Resource Development & Management on Corporate Performance. Journal of Vocational Education & Training, 2008, 11, 71-96.	0.0	0
4594	Estimating the Firm's Demand for Human Resource Management Practices. SSRN Electronic Journal, 0, ,	0.4	0
4595	Implementation of ERP in Human Resource Management. , 2009, , 1856-1862.		0
4597	Introducing Sustainability into HRM. Contributions To Management Science, 2009, , 1-31.	0.4	3
4598	An Ascendant View of Human Resource Management As a Critical Content Dimension in New Venture Strategy. SSRN Electronic Journal, 0, , .	0.4	0
4599	HR Portal. , 2009, , 20-33.		1
4601	When Human Resources Practices and Organizational Culture Collide: A Performance Management Case Study. , 2009, , 213-232.		0
4602	Gestión Estratégica de Recursos Humanos como Antecedente del Balanced Scorecard. Revista De Psicologia Del Trabajo Y De Las Organizaciones, 2009, 25, 123-134.	0.9	1
4603	Social Forecasting: Evolving a Model for Indian Business Process Outsourcing Industry. SSRN Electronic Journal, 0, , .	0.4	0
4604	What are the Key Factors that Affect an Employee to Leave an Organization? A Case Study on Metro Interfurn Pvt. Ltd SSRN Electronic Journal, 0, , .	0.4	0
4605	Are There Distinct Employment Systems? New Evidence from American Firms. SSRN Electronic Journal, 0, , .	0.4	0
4606	E-Resourcing as an Effective Function of E-HRM Performance Linkage Models. , 2009, , 363-372.		0
4607	Exploring the Relation between the Use of HRIS and their Implementation in Spanish Firms. , 2009, , 399-405.		0
4608	The Role of Organizational Culture to the Management of Telecommunication Companies. Advances in E-Business Research Series, 2009, , 295-309.	0.2	2
4609	Employees and Corporate Social Performance. , 2009, , 327-333.		0
4610	A Study on the Development and Evaluation of SHRD. The Review of Business History, 2009, 24, 137-161.	0.0	0
4611	THE ADOPTION OF HIGH PERFORMANCE WORK SYSTEMS IN FOREIGN SUBSIDIARIES Proceedings - Academy of Management, 2009, 2009, 1-6.	0.0	0

	C	CITATION RE	PORT	
#	Article		IF	CITATIONS
4612	The Effects of Job Security Policy on Perceived Job Security and Organizational Commitment. The Korean Journal of Human Resource Development Quarterly, 2009, 11, 233-252.		0.3	0
4613	The Impact of NAFTA on Training and Development in Mexico: The Perspective of Mexican Senior Government Agency Officials. New Horizons in Adult Education and Human Resource Development, 2009, 23, 51-66.		0.4	1
4614	Munkaszervezeti modellek Európában és az emberierÅ'forrás-gazdálkodÃjs néhány jellemz munkaszervezetek nemzetközi paradigma-térképének elkészÃŧésére – I. rész. V Management Review, 2009, , 2-15.	Å'je – KÃsÃ ezetéstudc	©rlet a mõÃ <b>i</b> ny / I	Bu <b>d</b> apest
4615	Munkaszervezeti modellek EurópÃjban és az emberierÅ'forrÃjs-gazdÃjlkodÃjs néhÃjny jellemz munkaszervezetek nemzetközi paradigmatérképének elkészÃŧésére (II. rész). Vez Management Review, 2009, , 36-51.	Å'je KÃsérl etéstudom	et a Ã <b>jonyı</b> / Bu	dapæst
4616	e Relationships among High Performance Work Systems, Human Capital and Organizational Performance. Productivity Review, 2009, 23, 77-97.		0.0	0
4617	Impact of Training Practices on Employee Productivity: A Comparative Study. Interscience Managem Review, 2010, , 51-56.	ent	0.0	18
4618	Innovation, Trade Unions and Works Councils in a European Perspective: Experiences from Selected Member States. , 2010, , 207-226.	EU		1
4619	HRM Practice Systems in Employer-of-Choice Health Care Organizations. , 2010, , 109-125.			Ο
4621	Theoretische Perspektiven des Personalmanagements. , 2010, , 39-95.			0
4622	Do Innovative Workplace Practices Foster Mutual Gains? Evidence from Croatia. SSRN Electronic Journal, 0, , .		0.4	0
4623	The Meaning of Difference. , 2010, , 109-121.			17
4624	Strategic Human Resource Management & amp; Organizational Performance. Advances in Business Information Systems and Analytics Book Series, 2010, , 150-165.		0.3	2
4625	Structural Capital and Innovation Capabilities. Advances in Knowledge Acquisition, Transfer and Management Book Series, 2010, , 194-208.		0.1	0
4626	Can Virtual Networks Encourage Knowledge Absorptive Capacity?. , 2010, , 1355-1377.			1
4627	The Role of Human and Social Capital Traits in SMEs Over-Performance During Industrial Downturns Theoretical Development. SSRN Electronic Journal, 0, , .		0.4	2
4628	Readiness of Malaysian human resource professionals to be a strategic partner. Intangible Capital, 2010, 6, .		0.6	2
4629	Productivity Enhancement of Social Welfare Institution : Drivers, Processes, and Implications for Organizational Management. Productivity Review, 2010, 24, 85-110.		0.0	0
4630	The Moderating Effect of Strategic Human Resource Development on the Relationship between Investment on HRD and Organization Performance. The Korean Journal of Human Resource Development Quarterly, 2010, 12, 1-18.		0.3	0

#	Article	IF	CITATIONS
4631	Professional Service Firms as High Performance Work Systems. , 2011, , 105-115.		0
4632	Development of a Simulator by Assimilating Survey Approach with Computational Theory for the Research of Organizational Activities. Industrial Engineering and Management Systems, 2010, 9, 312-322.	0.3	0
4633	The Role of the Organizational Trust and Psychological Empowerment on the Relationship between High Involvement HR System and Employee Commitment. Productivity Review, 2010, 24, 35-64.	0.0	1
4634	Workplace Partnership and the Future Trajectory of Employment Relations within Liberal Market Economies. , 2011, , 165-191.		0
4635	Title is missing!. Modern Management, 2011, 01, 105-109.	0.0	1
4636	Internal Marketing, Market Orientation and Organisational Performance: The Mythological Triangle in a Retail Context. European Retail Research, 2011, , 33-67.	0.1	3
4637	Social Forecasting: Evolving a Model for Indian Business Process Outsourcing Industry. SSRN Electronic Journal, 0, , .	0.4	0
4638	Quality of the Firm's Training and Stock Returns. SSRN Electronic Journal, 0, , .	0.4	0
4639	Fostering a Management Model of Librarians at Vocational College e-Libraries. Lecture Notes in Electrical Engineering, 2011, , 79-86.	0.3	0
4641	Strategische afstemming van opleidings- en leeractiviteiten. , 2011, , 145-161.		0
4642	Purchasing Competence: A Stakeholder-based Framework for Chief Purchasing Officers. , 2011, , 5-39.		1
4643	Incremental Information Content of Financial and Non-Financial Performance Measures. SSRN Electronic Journal, 0, , .	0.4	0
4644	El Control de la Eficiencia de las Prácticas de RRHH: Un Análisis de la Realidad de las Empresas que Operan en España (Control of Efficiency in HRM Practices: Analysis of Spain-Based Firms). SSRN Electronic Journal, 0, , .	0.4	0
4645	Re-Theorizing Human Resource Management and Human Resource Management in Context. Advances in Healthcare Information Systems and Administration Book Series, 2011, , 21-46.	0.2	0
4647	Implementation of ERP in Human Resource Management. , 2011, , 1021-1029.		0
4648	Einführung in die Arbeits-, Organisationsund Personalpsychologie. Springer-Lehrbuch, 2011, , 1-13.	0.1	2
4649	Opleiden in bedrijf: effectief opleiden of opleiden voor effectiviteit?. , 2011, , 507-522.		0
4650	Teaching Old Dogs New Tricks: Acquisition or Accumulation of Resources?. SSRN Electronic Journal, 0, , .	0.4	Ο

#	Article	IF	CITATIONS
4651	Polarization and Differentiation of Employment Relations and New Organizational Models. SSRN Electronic Journal, 0, , .	0.4	0
4652	The Adoption of Strategic Human Resource Management Practices in Commercial Banks: The Process and Challenges in Kenya. Journal of Human Resources Management Research, 2011, , 1-20.	0.0	3
4654	The Effects of Training & Development on Firm Performance. The Korean Journal of Human Resource Development Quarterly, 2011, 13, 99-116.	0.3	2
4655	Investigation on the Management Status of Incentive Pay System in Hospital and Strategy to Invigorate. The Korean Journal of Health Service Management, 2011, 5, 31-44.	0.0	2
4656	The Current State of Human Resource Management of Small and Medium-Sized Enterprises in Daegu. Management & Information Systems Review, 2011, 30, 27-56.	0.1	1
4657	Human Resource Practices and Job Performance in Pakistan, Analysis of a Hypothesized Model. Information Management and Business Review, 2011, 3, 78-90.	0.1	1
4658	Practical Resources for Recruiting Minorities for Chief Executive Officers at Public Transportation Agencies. , 2011, , .		0
4659	A Study on the Determinants of Ratees's Perceived Satisfaction on Their Performance Appraisal - Focused on the ROK Air Force Units The Review of Business History, 2011, 26, 157-186.	0.0	0
4660	ValidaciÃ <sup>3</sup> n de un modelo de medida de los resultados percibidos por los mandos relacionados con el uso de las prácticas de alta implicaciÃ <sup>3</sup> n – HIWP (Validation of a model of measure for the results) Tj ETQqO O Management, 2011, 2, 01.	0 rgBT /O∙	verlock 10 Ti
4661	The Effect of Employee Involvement on Innovative Performance. Global Business Administration Review, 2011, 8, 71-96.	0.0	0
4662	Effect of Public Employee's Length of Service on Turnover Intention. Korean Public Management Review, 2011, 25, 1-24.	0.1	0
4663	The relationship among innovation strategy, human resources practices and commitment generation in the biotechnology sector. African Journal of Business Management, 2011, 5, .	0.4	0
4664	Developing Corporate Entrepreneurial Cultures: Inspirations from the Confucian Gentleman. , 2012, , 505-523.		0
4666	Contrasting IT Capability and Organizational Types. , 2012, , 1-24.		0
4667	A Panel Data Analysis of the Effects of Voluntary and Involuntary Separations on Unit Performance in the Retail Industry. SSRN Electronic Journal, 0, , .	0.4	0
4668	Centrality of the Person in Management. , 2012, , 73-100.		0
4669	Mitigation of Communication Challenges in the Indian Software Industry. , 2012, , 204-222.		0
4670	Fathers and Daughters. , 2012, , 158-178.		1

#	Article	IF	CITATIONS
4671	A critical review of the relationship between human capital management and corporate performance. Corporate Ownership and Control, 2012, 9, 409-427.	0.5	1
4672	Maintenance Value. Advances in Human Resources Management and Organizational Development Book Series, 2012, , 114-122.	0.2	0
4673	The Study on Human Resources Management Based on Economic View. Communications in Computer and Information Science, 2012, , 221-226.	0.4	0
4674	Supervisory Support and Stress Mitigation on SMEs: A Research Proposal. SSRN Electronic Journal, 0, ,	0.4	0
4675	Progression of Human Resource Practices in a Family-Owned Tyre Manufacturing Company in India. IAMURE International Journal of Business and Management, 2012, 1, .	0.0	0
4676	Assessing functional dimensions of organisational effectiveness. Corporate Ownership and Control, 2012, 10, 215-226.	0.5	0
4677	To Study the Impact of HR Practices on Employee Retentionâ€⊷ a Case Study of L & T Ltd, Hazira, Surat. Paripex-indian Journal of Research, 2012, 3, 98-100.	0.0	0
4678	Research Methodology Strategies in Strategic Management. JPAIR Multidisciplinary Research, 2012, 7, .	0.0	0
4679	Health and Wellness Promotion in the Workplace. , 2012, , 365-382.		0
4680	Improving employee performance using Innovative L&D Interventions. IOSR Journal of Business and Management, 2012, 4, 12-17.	0.1	0
4681	Use Value. Advances in Human Resources Management and Organizational Development Book Series, 2012, , 101-113.	0.2	0
4682	The Effects of Informal Learning on Financial Performance with the Mediation of Non-financial Performance in Corporate Settings. The Korean Journal of Human Resource Development Quarterly, 2012, 14, 1-26.	0.3	6
4683	Perceived challenges to talent management in the South African public service: An exploratory study of the City of Cape Town municipality. African Journal of Business Management, 2012, 6, .	0.4	5
4684	Impact of On-Job Training on Performance of Telecommunication Industry. Journal of Social and Development Sciences, 2012, 3, 47-58.	0.1	1
4685	The Impact of Bank's Human Capital on Organizational Performance: How Innovation Influences Performance. Innovation: Management, Policy and Practice, 0, , 982-1010.	2.6	1
4686	Compensation factors and coping styles: Cross country study on faculty members. African Journal of Business Management, 2012, 6, .	0.4	0
4687	Factores de la calidad de vida en el trabajo como predictoras de la intención de permanencia. Acta Universitaria, 2012, 22, 24-31.	0.2	7
4688	High-performance work practices, innovation and perceived organizational performance: Evidence from the Jordanian service sector. African Journal of Business Management, 2012, 6, .	0.4	0

#	Article		CITATIONS
4689	Family businesses: How to measure their performance. African Journal of Business Management, 2012, 6, .	0.4	2
4690	Employee Trust in Organizational Contexts. , 0, , 143-191.		1
4691	La automatización en el sector terciario: evolución del service encounter. Revista Eletrônica De Ciência Administrativa, 2012, 11, 61-79.	0.1	0
4692	An empirical investigation of human resource practices: A study of autonomous medical institution employees in Punjab, Pakistan. African Journal of Business Management, 2012, 6, .	0.4	3
4693	Path Dependence And Behavorial Lock-In At Work: The Challenge Of Sustaining High Performance Work Systems In The U.S Journal of Business and Economics Research, 2012, 10, 325.	1.0	3
4694	Human resource management practices affecting organizational commitment: A study on CEO's transformational leadership. African Journal of Business Management, 2012, 6, .	0.4	0
4695	EFFECTS OF HUMAN RESOURCE MANAGEMENT ON BUSINESS PERFORMANCE OF SMALL AND MEDIUM SIZE MANUFACTURERS IN HANOI – VIETNAM. Australian Journal of Business & Management Research, 2012, 02, 47-54.	0.4	2
4696	Environmental Standards and Labor Productivity. Proceedings - Academy of Management, 2012, 2012, 15248.	0.0	2
4697	MEASURING THE IMPACT OF HUMAN RESOURCE MANAGEMENT PRACTICES ON EMPLOYEE TURNOVER. Problems of Management in the 21st Century, 2012, 4, 63-73.	0.3	3
4698	HRM AND PERFORMANCE LINKAGE: THE ROLE OF LINE MANAGERS. Economics and Management, 2012, 17, .	0.2	4
4699	Promoting employee wellbeing and quality service outcomes: the role of HRM practices. Journal of Management and Organization, 0, , 2349-2372.	1.6	0
4700	Employee Commitment Vs Employee Performance Effects of Employee Satisfaction as a Moderating Variable : A Correlational Study from Pakistan. Singaporean Journal of Business Economics and Management Studies, 2012, 1, 82-95.	0.1	0
4701	Using Biodata to Predict Errors, Tardiness, Policy Violations, Overall Job Performance, and Turnover Among Nurses. Journal of Management and Organization, 0, , 1726-1758.	1.6	0
4702	Human Capital Resourcing Practices and Organisational Performance: A Study of Selected Organisations in Lagos State, Nigeria. , 0, , .		0
4703	Participative Practices and In-Role Performance in the Korean Local Government: Focusing on an Individual's Perceptions of Human Resource Development Practices. Korean Journal of Policy Studies, 2012, 27, 43-65.	0.2	3
4704	A Study on the Relationship between Organizational, Personal Factors and Organizational Commitment and Intention to Remain. Journal of Vocational Education & Training, 2012, 15, 99-122.	0.0	0
4705	Human Resource Management, Knowledge Sharing, and Organizational Performance in a Local Government. Journal of the Korean Society for Information Management, 2012, 29, 7-29.	0.0	0
4706	Competiveness from Contextualisation of Supply Chain Knowledge. Journal of Intelligence Studies in Business, 2012, 2, .	0.4	1

#	Article	IF	CITATIONS
4707	Human Resource Management In Saudi Arabia. International Business and Economics Research Journal, 2012, 11, 1155.	0.4	1
4708	The Impact of Employee Commitment on Employee Satisfaction Role of Employee Performance as a Moderating Variable. Singaporean Journal of Business Economics and Management Studies, 2012, 1, 68-80.	0.1	3
4709	Design and Normative Claims in Organization Studies: A Methodological Proposal. , 2013, , 21-34.		2
4710	Intangible Resources as Key Determinants of Job Network Providers' Success: A Resource-based Study. Australian Journal of Business & Management Research, 2012, 02, 43-63.	0.4	1
4711	Mixture models of human resource management flexibility and firm performance. , 2012, , .		0
4712	Structure de propriété et partage de la valeur ajoutéeÂ: application aux entreprises françaises non financières du SBF120. Revue De La Régulation, 2012, , .	0.1	0
4713	The Effects of Top Management Commitment to Gender Diversity and Women-Friendly HRM on Female Employment. The Women S Studies, 2012, 83, 71-100.	0.2	0
4714	A Study of relationship between high performance-HRM system of medical doctor and the effectiveness of hospital. Health Policy and Management, 2012, 22, 676-695.	0.3	1
4715	Role of First Line Manager: Strategic Leadership in Implementing Successful PMS. Asian Business Review, 2013, 2, 7-12.	0.4	0
4716	Impact of Managerial Atmosphere on Turnover Intent in the Private Education Institutions of West Bengal. Advances in E-Business Research Series, 2013, , 113-120.	0.2	0
4717	Converging and Diverging Trends in HRM between the Nordic Countries and Estonia. , 2013, , 122-146.		2
4718	Does Human Resource Management Help a Company's Financial Operating Result?. Journal of Service Science and Management, 2013, 06, 273-282.	0.4	2
4719	The Description and Evaluation on the Mechanism of the High Performance Work Systems. Modern Management, 2013, 03, 135-140.	0.0	0
4720	Training and the Firm's Competitiveness: A Survey of Practitioners. SSRN Electronic Journal, 0, , .	0.4	0
4721	Behavioral Branding as a Customer-Centric Strategy. , 2013, , 396-413.		0
4722	The Human Capital Dimensions of Sustainable Investment: What Investment Analysts Need to Know. SSRN Electronic Journal, 0, , .	0.4	1
4723	HRM Adding Value. , 2013, , 233-247.		0
4724	Human Resource Flexibility and Firm Performance in China. , 2013, , 401-407.		0

## # ARTICLE

IF CITATIONS

4725 Application of Data Envelopment Analysis in Management Research (Case of Russian Domestic Energy) Tj ETQq0 0 0 rgBT /Overlock 10

4726	Unmasking Turnover: Effects of Voluntary and Involuntary Separations on Unit Performance in the Retail Sector. SSRN Electronic Journal, 0, , .	0.4	0
4727	Correlates Employee Engagement With Turnover Intention. SSRN Electronic Journal, 0, , .	0.4	1
4728	The Role of Human Resource Strategies and Practices in Developing Intellectual Capital for Innovation in Nonprofit Organizations. , 2013, , 174-194.		2
4729	Performance Appraisal System and Business Performance: An Empirical Study in Sri Lankan Apparel Industry. Sri Lankan Journal of Human Resource Management, 2013, 2, 74.	0.5	7
4730	"The engaged organization: Human Capital, Social Capital, Green Capital and Labor Productivity". Proceedings - Academy of Management, 2013, 2013, 10483.	0.0	0
4731	Analysis on Variables Affecting Improvement Effects of Job Ability and Participation in HRD Programs. CNU Journal of Educational Studies, 2013, 34, 1-23.	0.1	0
4732	The relationships between Human Resource Practices on Employee Retention in Malaysian Industrial Settings. GATR Global Journal of Business Social Sciences Review, 2013, 1, 09-20.	0.1	0
4733	La formación en los procesos de generación de capital humano. Business Study Notebooks, 2013, 21, .	0.0	0
4734	A Conceptual Study on the HRM Fit between Organization and Employee. Korean Review of Organizational Studies, 2013, 10, 125-156.	0.1	1
4735	Performance Assessment in the International Hotel Sector of Yangon, Myanmar. Journal of Economics and Behavioral Studies, 2013, 5, 282-290.		0
4736	Comparison of the multivariate and bivariate analysis of corporate competitiveness factors synergy. Ekonomická Revue - Central European Review of Economic Issues, 2013, 16, 67-78.	0.1	0
4737	Impact of Human Resources Management on Organizational Effectiveness – Still More Questions than Answers. Kwartalnik Ekonomistów I Menedżerów, 2013, 29, 13-28.	0.1	0
4738	Employees' Separation and Performance of Unionised Organisations in the Food, Beverage and Tobacco Industry in Lagos State, Nigeria. Australian Journal of Business & Management Research, 2013, 03, 01-17.	0.4	0
4739	Measuring Scientific Research Performance of Human Resources in Romanian Universities. International Journal of Sustainable Economies Management, 2013, 2, 46-57.	0.3	0
4740	Enfoque sistémico en los procesos de gestión humana. Revista Escuela De Administracion De Negocios, 2013, , 120-137.	0.1	3
4741	L'equilibrio organizzativo attraverso il clima. L'evidenza empirica di un ente locale. Economia E Diritto Del Terziario, 2013, , 65-97.	0.0	0
4742	The Effects of HRM Practices on Financial Performance; Mediating effect of Organizational Competences. Productivity Review, 2013, 27, 235-267.	0.0	0

#	Article	IF	CITATIONS
4743	Theoretical Examination of the Pay-for-Performance Practice: Case of a Shipbuilding Company. Journal of Navigation and Port Research, 2013, 37, 471-480.	0.1	0
4744	High Commitment Human Resource Management Practices and Employee Outcomes, HR Attribution Theory and a Proposed Model in the Context of Bangladesh. Information Management and Business Review, 2013, 5, 538-546.	0.1	2
4745	Analysis of factor of life planners' satisfaction after turnover using the cumulative logit model. Journal of the Korean Data and Information Science Society, 2013, 24, 1369-1384.	0.0	2
4746	Relationships Between Perceived Diversity HR Practices of China Employees and Job Attitudes. Korea International Trade Research Institute, 2013, 9, 367-393.	0.2	0
4747	Sistemas de Trabalho de Alto Envolvimento (STAE) sobre a Perspectiva da Dimensão Soft da Gestão Estratégica de Pessoas: Análise de Conteúdo de 2000 a 2012. , 2013, 6, 229-247.		0
4748	Placing SMEs at the Forefront of SHRM Literature. Advances in Human Resources Management and Organizational Development Book Series, 2014, , 201-221.	0.2	0
4749	Impact of Goal Setting and Training on Job and Firm Performance in Pakistan. IOSR Journal of Business and Management, 2014, 16, 22-28.	0.1	0
4750	The Influence of Human Resource Development on Systemic Practices, Utility, and Organizational Results among Contracting Professionals. SSRN Electronic Journal, 0, , .	0.4	0
4751	(Good Practices of Highly Effective Managers in Human Resources Management). SSRN Electronic Journal, 0, , .	0.4	0
4752	High performance management. , 2014, , 369-380.		0
4752 4753	High performance management. , 2014, , 369-380. HRM Evolution in SMEs. Advances in Human Resources Management and Organizational Development Book Series, 2014, , 377-392.	0.2	0
	HRM Evolution in SMEs. Advances in Human Resources Management and Organizational Development	0.2	
4753	HRM Evolution in SMEs. Advances in Human Resources Management and Organizational Development Book Series, 2014, , 377-392.		0
4753 4754	<ul> <li>HRM Evolution in SMEs. Advances in Human Resources Management and Organizational Development Book Series, 2014, , 377-392.</li> <li>Fools' Gold - Lean Management in the Health Sector. Journal of Clinical Research &amp; Governance, 0, , .</li> <li>Quality of the Firm's Training and Stock Returns. The Journal of Wealth Management, 0, ,</li> </ul>	0.2	0
4753 4754 4755	<ul> <li>HRM Evolution in SMEs. Advances in Human Resources Management and Organizational Development Book Series, 2014, , 377-392.</li> <li>Fools' Gold - Lean Management in the Health Sector. Journal of Clinical Research &amp; Governance, 0, , .</li> <li>Quality of the Firm's Training and Stock Returns. The Journal of Wealth Management, 0, , 140117042941006.</li> <li>The Effects of HRM Practices on Employee Attrition in Thailand Manufacturing Industry. International</li> </ul>	0.2	0 1 0
4753 4754 4755 4756	HRM Evolution in SMEs. Advances in Human Resources Management and Organizational Development Book Series, 2014, , 377-392.         Fools' Gold - Lean Management in the Health Sector. Journal of Clinical Research & Governance, 0, , .         Quality of the Firm's Training and Stock Returns. The Journal of Wealth Management, 0, , 140117042941006.         The Effects of HRM Practices on Employee Attrition in Thailand Manufacturing Industry. International Journal of Social Science and Humanity, 2014, 4, 498-503.         How SMEs in the Car Maintenance Services Industry Recruit Employees from the Dense Forest of Hopeless Unemployed Youths. Advances in Human Resources Management and Organizational	0.2 0.0 1.0	0 1 0 0
4753 4754 4755 4756 4757	HRM Evolution in SMEs. Advances in Human Resources Management and Organizational Development Book Series, 2014, , 377-392.         Fools' Gold - Lean Management in the Health Sector. Journal of Clinical Research & Governance, 0, , .         Quality of the Firm's Training and Stock Returns. The Journal of Wealth Management, 0, , 140117042941006.         The Effects of HRM Practices on Employee Attrition in Thailand Manufacturing Industry. International Journal of Social Science and Humanity, 2014, 4, 498-503.         How SMEs in the Car Maintenance Services Industry Recruit Employees from the Dense Forest of Hopeless Unemployed Youths. Advances in Human Resources Management and Organizational Development Book Series, 2014, , 222-237.         EmployeesâE™ value creation and value capture. The case of airline industry. Corporate Ownership and	0.2 0.0 1.0 0.2	0 1 0 0 0

#	Article	IF	CITATIONS
4761	Managerial Practices in a High Cost Manufacturing Environment. Advances in Business Strategy and Competitive Advantage Book Series, 2014, , 268-289.	0.2	0
4762	Effect of Recruitment Strategies of Employees on Service Delivery in Local Authorities in Kenya: A Case of Nyamira County, Kenya. IOSR Journal of Business and Management, 2014, 16, 42-46.	0.1	0
4763	Self-Managing Teams in Small and Medium Enterprises (SME). Advances in Human Resources Management and Organizational Development Book Series, 2014, , 280-300.	0.2	0
4764	Management Practices, Relational Contracts, and the Decline of General Motors. SSRN Electronic Journal, 0, , .	0.4	2
4765	Las Tecnologgas De La Informaciin Y La Comunicaciin Y El Desempeeo De Las Firmas: Evidencia De Las Firmas Industriales Del Ecuador (The Information Technology and Communication and Firm) Tj ETQq0 0 0 rgBT /C	)v <b>erl</b> øck 1(	) Tif 50 577 <sup>-</sup>
4766	Talent Management: A Critical Review. IOSR Journal of Business and Management, 2014, 16, 50-54.	0.1	3
4767	Condition based maintenance monitoring of gear box using fuzzy logic systems. , 2014, , .		0
4768	Quality Management Systems ISO 9901 and the Use of High Involvement Work Practices. , 2014, , 97-113.		0
4769	Stressed by Multiple Roles, Should I Leave The Effects of Role Stressors on Turnover Intention. , 0, , .		0
4770	Human Resource Department Strategic Role In Lithuanian Enterprises. , 2014, , .		0
4771	Corporate Social Responsibility as a Remedy for Moral Hazard?. Proceedings - Academy of Management, 2014, 2014, 17047.	0.0	0
4772	THE EFFECT OF EMPLOYEE TRAINING AND PARTICIPATION ON CUSTOMER SATISFACTION. , 2014, , .		1
4773	Impact of Training and Development on Economic Uplift; A Conceptual Study. SSRN Electronic Journal, 0, , .	0.4	0
4774	Einführung in die Arbeits-, Organisations- und Personalpsychologie. Springer-Lehrbuch, 2014, , 1-14.	0.1	0
4776	La evaluación del rendimiento individual. Un instrumento válido para lograr la eficiencia en la gestión de los Recursos Humanos en las Administraciones Públicas. Gestión Y análisis De PolÃticas Públicas, 0, , 6-23.	0.0	1
4777	Satisfação com as práticas de gestão de recursos humanos e intenções de turnover: papel mediador da implicação organizacional. Investigação E Intervenção Em Recursos Humanos, 2009, , .	0.0	0
4778	Práticas de gestão de recursos humanos e comprometimento organizacional no setor Bancário português. Investigação E Intervenção Em Recursos Humanos, 2013, , .	0.0	0

4779	The Mediating Effect of Organizational Commitment and the Moderating Effect of HR Capability on the Relationship Between High-commitment HR systems and Firm Performance. Journal of Vocational Education & Training, 2014, 17, 1-33.	0.0	0	
------	---	-----	---	--

#	Article	IF	CITATIONS
4780	Returnee Directors in Korean Firms: Drivers and Influence. Journal of Strategic Management, 2014, 17, 113-136.		1
4781	Managing Strategic Change. , 1996, , 97-118.		0
4782	Human resources and the bottom line. Academy of Management Perspectives, 1996, 10, 63-64.	4.3	0
4783	Crossfunctional Relationships and the Quality of Communication: Coordinating the Airline Departure Process. SSRN Electronic Journal, 0, , .	0.4	0
4784	The Impact of Information Technology Management Practices on the Performance of Life Insurance Companies. , 1999, , 211-243.		4
4785	Personalarbeit am Scheideweg: Strategischer Champion für Humanressourcen oder Abstieg in die Regionalliga?. , 1999, , 15-56.		2
4786	From strategic human resources to organization performance. Investigação E Intervenção Em Recursos Humanos, 2010, , .	0.0	0
4787	Human Resource Management Practices and Firm Performance: A Study of Manufacturing Firms in Kenya. International Journal of Management Excellence, 2014, 3, 392-406.	0.1	0
4788	A arquitetura de recursos humanos nas vinÃcolas no Vale do São Francisco. REAd: Revista Eletrônica De Administração, 2014, 20, 225-253.	0.1	0
4789	Les pratiques de socialisation des petites entreprises françaises. Revue Internationale PME, 0, 26, 63-88.	0.5	2
4790	The Prediction of Discriminating Groups by Human Resource Management Individual System: focused on the Workers for one National University Hospital. The Journal of the Korea Contents Association, 2014, 14, 298-308.	0.0	1
4791	Institutions, Labour Management Practices and Firm Performance in Europe. , 2014, , 157-178.		0
4792	Antecedents of Workplace Safety and Performance in Emergency Service Provider Company: An Empirical Investigation. Archives of Business Research, 2014, 2, 30-41.	0.0	1
4793	The Effects of Human Resource Management on Organizational Effectiveness. Journal of the Korea Industrial Information Systems Research, 2014, 19, 103-114.	0.1	0
4794	Moderating effect of First-line Managers' HR role on the relationship between High-Involvement Work System and Innovation Performance. Productivity Review, 2014, 28, 187-219.	0.0	2
4795	Studying the Relationship between Maturity and Participation in the Environmental Organization in Qazvin province. International Journal of Academic Research in Business and Social Sciences, 2014, 4, .	0.0	Ο
4796	Human Resource Management Practices, Job Satisfaction and Organizational Commitment. International Journal of Academic Research in Business and Social Sciences, 2014, 4, .	0.0	4
4798	Can training and career development be considered best practices using the universal and contingency approaches?. African Journal of Business Management, 2014, 8, 873-883.	0.4	0

#	Article		CITATIONS
4799	Determinants of Job Satisfaction in Academic Professionals of Pakistan. Sukkur IBA Journal of Management and Business, 2014, 1, 20-39.	0.2	2
4800	Perspectivas contemporÃ;neas de la administración estratégica de recursos humanos. Cuadernos De Administracion, 2015, 30, 94-104.	0.2	2
4801	Too rare to be a token: An anthropologist in a management department. Journal of Business Anthropology, 2014, 3, 140.	0.2	1
4802	Optimizing the Risk-preparedness and Disaster Management Systems of all World Heritage Sites by Exploiting HPWS and Conform to the UNESCO Guidelines. American Journal of Civil Engineering and Architecture, 2014, 2, 177-185.	0.1	1
4803	The Effect of HRM Quality on Trust and Team Cohesion. Economic and Business Review, 2014, 16, .	0.2	1
4804	Shortages in Officer's Cadre in Indian Armed Forces: A Critical Analysis. SSRN Electronic Journal, 0, , .	0.4	0
4805	Exploring recruitment & selection practices in Pakistani SMEs. International Journal of Basic and Applied Sciences, 2014, 4, 102.	0.2	0
4806	Behavioral Branding as a Customer-Centric Strategy. , 2015, , 1334-1351.		0
4807	A Meta-Analysis on the Relationship between Perceived Organizational Support and Firm Performance in the Context of China. Advances in Social Sciences, 2015, 04, 338-344.	0.0	0
4808	HRM Practices and Knowledge Sharing Behaviour. Advances in Human Resources Management and Organizational Development Book Series, 2015, , 167-183.	0.2	0
4810	Corporate governance in middle east family businesses. Corporate Ownership and Control, 2015, 13, 32-43.	0.5	0
4812	Empirical Study on Relations between Organizational Justice, Employees affection and Organization Performance. , 2015, , .		0
4813	Examining Navigators' Job Satisfaction in Royal Malaysian Air Force through the Lenses of Herzberg's Motivation-Hygiene Theory. Singaporean Journal of Business Economics and Management Studies, 2015, 3, 758-762.	0.1	2
4815	Evaluating Efficiency of Personnel in Nepalese Commercial Banks: A Data Envelopment Analysis. SSRN Electronic Journal, 0, , .	0.4	0
4816	Exploring Human Resource Management System of Saudi Electricity Company: A Review of Policies for Effective Workforce Management. The International Journal of Management Science and Business Administration, 2015, 1, 25-40.	0.3	0
4817	The Relationship Between Organizations' Acquired Knowledge, Skills, Abilities (SKAs) and Shareholders Wealth Maximization: The Mediating Role of Training Investment. Journal of Investment and Management, 2015, 4, 171.	0.3	0
4818	The Mediating Role of Employee Engagement in the Relationship between High Performance Work Practices and Job Performance. SSRN Electronic Journal, O, , .	0.4	1
4819	Regression Factors of Small Businesses Performance: Conceptual Model. SSRN Electronic Journal, 0, ,	0.4	0

# 4820	ARTICLE Employeess Value Creation and Value Capture. The Case of Airline Industry. SSRN Electronic Journal, 0,	IF 0.4	Citations
4821	Human Resource Measurement: A Balanced Scorecard Approach. Journal of Human Resource Management, 2015, 3, 28.	0.2	2
4822	People-centric Innovation: Strategic HR Management and Innovation. , 2015, , 179-234.		0
4823	A Theoretical Exploration of Evaluation Criterion for HRD Performance : Graded Approach Depending on the Aimed Developmental Stages. The Korean Journal of Human Resource Development Quarterly, 2015, 17, 57-88.	0.3	1
4824	A Study of the Relationship between Human Resource Management and Turnover in Social Welfare Organizations. Korean Journal of Social Welfare, 2015, 67, 189-213.	0.0	0
4825	The Mediating Effect of Job Satisfaction between Organizational Members' Turnover Intention and the Leadership Type of Middle Managers in Agricultural Cooperatives. Journal of Digital Convergence, 2015, 13, 85-93.	0.1	2
4826	Training on Sustainable Use of Water in the Processing Industry / Usposabljanje o trajnostni rabi vode v predelovalni industriji. Nase Gospodarstvo, 2015, 61, 3-14.	0.2	0
4827	Scientific and Practical Approaches to Management of Labor Productivity (Lecture 4). Management of the Personnel and Intellectual Resources in Russia, 2015, 4, 43-48.	0.2	2
4828	Les acteurs de l'intelligence économique dans les entreprises : le cas des entreprises européennes de hautes technologies. Revue Française De Gestion Industrielle, 2015, 34, 67-84.	0.1	1
4829	The Relationship among Organizational Performance, High-performance Work System, and Informal Learning Utilization of Corporations of Korea. Journal OfAgricultural Education and Human Resource Development, 2015, 47, 73-98.	0.0	1
4830	Employee Turnover and Organizational Performance: a Study of the Brazilian Retail Sector. Brazilian Business Review, 2015, 12, 27-56.	0.4	3
4831	PolÃŧicas de selección y desarrollo profesional, gestión sistemática de competencias, capital humano y capacidad de innovación. Un estudio en las empresas uruguayas de software. , 2015, , 79-143.		0
4832	Recursos organizacionales y la calidad de la enseñanza en educación secundaria. Revista De Ciencias Sociales, 2015, 21, .	0.1	0
4833	Effects of the Characteristics of the Succession Process on Organizational Performance of Family Business Firms: Moderating Effects of Strategic Human Resource Management. Asia-Pacific Journal of Business Venturing and Entrepreneurship, 2015, 10, 133-145.	0.1	0
4834	Relationship between transformational leadership, Innovation, Learning and Growth, and Internal Process: Government Organizations. International Journal of Science and Engineering Applications, 2015, 4, 282-286.	0.1	1
4835	Contradições da implantação de Sistemas Lean sob a ótica da estratégia de gestão de pessoas – Um estudo de caso em empresa do setor metal-mecânico. , 2015, 16, .		0
4836	A Study on the Relationship between the Hospital's Management Performance and Training Expense. Management & Information Systems Review, 2015, 34, 317-329.	0.1	0
4837	Relationship between high performance work systems and organizational performance: Focus on moderating effects of organizational culture. Productivity Review, 2015, 29, 143-178.	0.0	1

		CITATION RE	PORT	
#	Article		IF	CITATIONS
4842	Influence of incentive system design on individual farm performance: A survey in the Gerr strawberry and asparagus sectors. European Journal of Horticultural Science, 2015, 80, 2		0.3	1
4843	Performance management: Creating high performance, not high anxiety. , 2015, , .			3
4844	Performance and reward basics. , 2015, , 3-17.			3
4848	Reviewing and developing employee performance. , 2015, , 140-160.			1
4852	The Relationship between Financial Performance and Managerial Accounting Variables in Industry. Culinary Science & Hospitality Research, 2015, 21, 214-220.	the Hotel	0.1	0
4853	The Relationship between Financial Performance and Managerial Accounting Variables in Industry. Culinary Science & Hospitality Research, 2015, 21, 214-220.	the Hotel	0.1	0
4861	The Effect of On-the –Job-Training Practice on Employee Satisfaction at Kapsara Te International Journal of Academic Research in Business and Social Sciences, 2015, 5, .	a Factory.	0.0	2
4863	Why Human Resource Management Innovations have many Versions not in Theory but ir International Journal of Academic Research in Business and Social Sciences, 2015, 5, .	Practice.	0.0	0
4864	Diverse Human Resource And Organizational Productivity: Towards An Analytical Framew International Journal of Human Resource Studies, 2015, 5, 50.	'ork.	0.1	0
4865	A Study on the Strength of Safety Management Capacity in Local Government. Korean Jo Government & Administration Studies, 2015, 29, 369-391.	urnal of Local	0.1	0
4866	An exploration of entrepreneurship of CEO as critical success factors: The case of 'MIDAS The Review of Business History, 2015, 30, 227-254.	IT' in Korea.	0.0	0
4867	Index of Tables and Figures. , 2016, , 172-173.			0
4868	Introduction to Diversity IntelligenceDiversity Intelligence. , 2016, , 1-13.			0
4869	The Future of Student Work Placements at Sea. , 2016, , 237-249.			0
4870	Probleme bei der Ermittlung der Personalpolitik von Unternehmen. , 2016, , 111-134.			0
4871	Characteristics and Analysis of Selected Intangible Organisational Resources Related to t Intellectual Capital. , 2016, , 55-130.	ne		0
4872	Managing for the Sustained Success of Organic Food Associations. Advances in Environn Engineering and Green Technologies Book Series, 2016, , 25-43.	iental	0.3	0
4873	A Study on the Effects of Performance-Based Personnel System Research on the Organize Effectiveness: Focusing on Small Company, Shandong Province of China. Saneop Jinheun 2016, 1, 159-166.		0.1	0

#	Article		CITATIONS
4874	Relationship between HRM Practices and Organizational Commitment of Employees: An Empirical Study of Textile Sector in Pakistan. International Journal of Academic Research in Accounting Finance and Management Sciences, 2016, 6, .	0.0	10
4875	Retention Strategy And Its Impact On Employees' Job Performance. A Case Study Of A Small And Medium-Sized Enterprise(SME). Sains Humanika, 2016, 8, .	0.0	0
4876	High-Performance Work Practices in Healthcare Sector. Advances in Medical Diagnosis, Treatment, and Care, 2016, , 16-44.	0.1	0
4877	The Role of Human Resource Management in Small and Medium Sized Companies in Central-Eastern Europe. , 2016, , 205-229.		2
4878	Exploring the Black Box: Inside the Development Sector in Kenya. , 2016, , 1-33.		0
4879	The Role of Staffing and Orientation Practices in Predicting Service-Oriented Organisational Citizenship Behaviour. Asian Academy of Management Journal, 2016, 21, 27-51.	0.9	11
4880	Human Capital Management for the Improvement of Competitiveness in Firms. Advances in Human Resources Management and Organizational Development Book Series, 2016, , 89-105.	0.2	0
4881	HRM Practices and Knowledge Sharing Behaviour. , 2016, , 1507-1523.		0
4882	Testing the Effect of LMX and HR System Strength on Employee and Work Unit Outcomes. Proceedings - Academy of Management, 2016, 2016, 17777.	0.0	2
4883	Transferring Knowledge through Cross-Border Communities of Practice. Advances in Knowledge Acquisition, Transfer and Management Book Series, 2016, , 1-30.	0.1	3
4885	Talent management and competencies: A cross country study of Malaysian and Vietnam semi-private universities. Corporate Ownership and Control, 2016, 13, 335-349.	0.5	0
4886	Strategic Inertia vs. Strategic Change. Advances in Human Resources Management and Organizational Development Book Series, 2016, , 123-141.	0.2	0
4887	Using a SHRM Balanced Scorecard as a Strategic Framework. , 2016, , 25-46.		0
4888	Career Transitions and Trajectories for a Diverse Workforce. Advances in Religious and Cultural Studies, 2016, , 492-538.	0.1	1
4889	An Empirical Study on Factors Leading to Employee Retention for Manufacturing Industry in India. Advances in Logistics, Operations, and Management Science Book Series, 2016, , 24-51.	0.3	0
4890	Resource-Based View. , 2016, , 1-9.		0
4892	Investor Horizons and Intangibles: Evidence from Employee Satisfaction. SSRN Electronic Journal, 0, , .	0.4	0
4893	ORGANIZACINÄ–S ATITIKTIES SAMPRATA IR JOS SISTEMOS ELEMENTÅ <sup>2</sup> RAIDA BEI FUNKCIONAVIMAS ŽINIÅ <sup>2</sup>		0

#	Article	IF	CITATIONS
4894	Hrm Practices as Predictor of Employee Performance and Job Satisfaction : A Study of Nespak , Pakistan. Nigerian Chapter of Arabian Journal of Business and Management Review, 2016, 4, 38-53.	0.1	0
4895	The Effect of Intellectual Capital on the Clinical and Financial Performance of Hospitals. The Korean Journal of Health Service Management, 2016, 10, 27-37.	0.0	0
4896	SHAPING HIGH-PERFORMANCE WORK SYSTEMS THROUGH HRM PRACTICES. Journal of Positive Management, 2016, 6, 29.	0.2	0
4897	La gestione strategica delle Risorse Umane: implicazioni per il management sanitario da una rassegna sistematica della letteratura. Mecosan, 2016, , 41-69.	0.0	1
4898	Multi-Level Mediation in Strategic Human Resource Management: A Conceptual Framework. Colombo Business Journal International Journal of Theory and Practice, 2017, 7, 1-23.	0.0	2
4899	A Study on Factors Related to Knowledge Management and Organizational Performance: A Conceptual Model and Implications. The Journal of the Korea Contents Association, 2016, 16, 1-18.	0.0	1
4900	Exploring the Effect of Human Resource Strategic Orientation on Employee Job Performance in Tanzania State Corporations. International Journal of Academic Research in Business and Social Sciences, 2016, 6, .	0.0	0
4901	AN EMPIRICAL ANALYSIS OF ISSUES AND TRENDS IN MANUFACTURING PRODUCTIVITY THROUGH A 30-YEAR LITERATURE REVIEW. South African Journal of Industrial Engineering, 2016, 27, .	0.2	4
4902	A study on Human Resource Management Processes and Practices- A Review. International Journal of Scientific Research and Management, 0, , .	0.0	0
4903	A Study on the Effect of Operation System of Human Resource Management on Business Performance. Journal of the Korea Academia-Industrial Cooperation Society, 2016, 17, 548-553.	0.0	0
4904	Looking at HRM Through the Lens of Agency Theory – Are Suboptimal HRM Practices a Consequence of Moral Hazard?. Dynamic Relationships Management Journal, 2016, 5, 5-18.	0.1	1
4905	The Impact of Human Resource Practices on Institutional Creativity: An Empirical Study. International Journal of Academic Research in Economics and Management Sciences, 2016, 5, .	0.0	0
4906	Competencies for Human Resource Management in Foreign-Owned Firms. Focus on Three CEE Countries and Austria. European Journal of Business Science and Technology, 2016, 2, 70-84.	0.3	0
4907	IMPACT OF STRATEGIC HUMAN RESOURCE MANAGEMENT PRACTICES ON ORGANIZATIONAL PERFORMANCE (A CASE STUDY OF SAFARICOM). Human Resource and Leadership Journal, 2016, 1, 1.	0.1	0
4908	A Critical Review of Waging in Indonesian Law. Rechtsidee, 2016, 3, 61-70.	0.0	3
4909	Sustainable Management of Siemens. Korean Journal of Business Ethics, 2016, 16, 19-37.	0.1	0
4911	The role of human resource management in developing tourism industry in Sri Lanka: a proposed conceptual framework. Sri Lankan Journal of Human Resource Management, 2017, 6, 63.	0.5	0
4912	Hidden costs of cuts: Austerity, civil service management and the motivation of public officials in Central and Eastern Europe after the crisis. European Journal of Government and Economics, 2017, 5, 120-137.	0.4	2

# 4913	ARTICLE Public Employees as a Strategic Resource. , 2017, , 1-7.	IF	Citations 0
4914	Human Resources Planning. , 2017, , 111-129.		2
4915	Chief executive officer's gender and firm performance in the JSE SRI firms. Corporate Board, 2017, 13, 73-78.	0.3	7
4916	The Factors of Employee's Productivity Towards Total Quality Management in Industry. SSRN Electronic Journal, 0, , .	0.4	0
4918	The Mediating Role of Psychological Contract. , 2017, , 43-81.		0
4919	The Impact of the Deviation in Sustainability Reporting from Implementation on Future Performance and Analysts' Forecasts. SSRN Electronic Journal, 0, , .	0.4	0
4920	Human capital expenditures and company sales turnover. Corporate Ownership and Control, 2017, 14, 320-328.	0.5	0
4921	Sustainable HRM. , 2017, , 379-398.		0
4922	Arbeitsleistung im Kontext von Laufbahnentwicklung. , 2017, , 1-34.		0
4923	Are Bonus Pools Driven by their Incentive Effects? Evidence from Fluctuations in Gainsharing Incentives. SSRN Electronic Journal, 0, , .	0.4	0
4924	The Effect of HRM Practices on Employee Organizational Citizenship Behavior in ICT Companies. , 2017, ,		3
4925	Job Satisfaction and Absenteeism on the Performance of Lecturer in Private Higher Education in Semarang. GATR Journal of Management and Marketing Review, 2017, 2, 14-19.	0.1	0
4926	ì َ⊢…ì;°ì§َ⊭̃ êµìœ;í^ë¨ê³¼ ê,°ì−…ì,,±ê³¼ ê°,,ìĕ ê´€ê³,,: ê³ê°ì§€í−¥ì,,±ìĕ ë§ <b>ë</b> °œíš¨ê³¼ë¥¼ ì¤⊣으ë;œ. Journal of Ko	r <b>@G</b> ervic	e <b>M</b> anagem
4927	붴확실œ ê²½ì˘í™~ê²½ì—ì,,œ ì;°ì§ë³€í™"엕대한 ì,,ífê³¼ ê²°ê³¼: ì,ë¥, êµìœ;íչˆë¨, ìžì,°?. Productivity Review,	20017, 31	, ð-34.
4928	The moderating effect of social capital on the relationship of performance improvement practices and organizational performance. Journal of Economic Info, 2017, 4, 1-10.	0.2	0
4929	PROGRAM DEVELOPMENT OF ENTERPRISE HUMAN RESOURCES ON THE BASIS OF COGNITIVE MODELING. Proceedings of Southwest State University, 2017, 21, 110-121.	0.3	1
4930	EFFECT OF ETHICAL HUMAN RESOURCE MANAGEMENT PRACTICES ON THE FINANCIAL PERFORMANCE OF LISTED FIRMS IN THE NAIROBI SECURITIES EXCHANGE (NSE). Human Resource and Leadership Journal, 2017, 2, 9-25.	0.1	1
4931	Leading Innovation through Knowledge Sharing and HRM practices. International Journal of Science and Engineering Applications, 2017, 6, 186-193.	0.1	0

ARTICLE IF CITATIONS High-Performance Work Systems And Firm Performance: Moderating Effects Of Organizational 4932 0.3 4 Communication. Journal of Applied Business Research, 2017, 33, 951-962. The Impact of Human Resource Differentiation on Corporate Strategic and Financial Performance. Proceedings - Academy of Management, 2017, 2017, 10398. Juxtaposition of Organizational Competitive Factors and Performance Evaluation in Conjunction with Their Implications for HRM in MNCs: Part Two, Statistical Correlation Analysis within the Polish 4935 0 0.8 Findings. Journal of Intercultural Management, 2017, 9, 119-143. Juxtaposition of Organizational Competitive Factors and Performance Evaluation in Conjunction with Their Implications for HRM in MNCs: Part One, Contextual Review and Comparison of Central European and Polish Findings. Journal of Intercultural Management, 2017, 9, 79-118. TURNING DATA INTO VALUABLE INSIGHTS: THE CASE STUDY IN AVIATION SECTOR COMPANY. CBU 4937 0.0 0 International Conference Proceedings, 0, 5, 294-299. Exploring Knowledge Domain and Evolution of Human Resource Management Research: A Bibliometric Analysis. DEStech Transactions on Economics Business and Management, 2017, , . 4938 THE INFLUENCE OF ISO 9000 AND STRATEGIC ROLE OF MSDM TOWARDS PERFORMANCE OF AN 4939 ORGANIZATION: SURVEYS AT ISO 9000 STANDARDIZED PUBLIC HEALTH CENTERS IN CENTRAL SULAWESI, 0.1 0 INDONESIA. Russian Journal of Agricultural and Socio-Economic Sciences, 2017, 70, 116-125. PENGARUH PRAKTIK MSDM STRATEGIK DAN KINERJA KARYAWAN TERHADAP KINERJA PERUSAHAAN (STUDI) Tj ETQA 1 0.784314 rgE 4940 People Management in Social Enterprises: B Corporations., 2018, , 221-235. 2 4941 Training and Development and Organizational Performance: The Moderating Effect of Organizational 4943 Commitment. International Journal of Scientific Research and Management, 2017, 5, 7381-7390. Dilemas Éticos Enfrentados por Profissionais de Recursos Humanos: Explorando Cursos de Ação. RAC: 4944 0.1 4 Revista De Administração Contemporânea, 2017, 21, 832-850. A Study on the Relationship between HRM Practices which is based on the Korean Culture and Employee Outcomes in the Korean Hotel Industry. Culinary Science & Hospitality Research, 2017, 23, 4945 0.1 106-127. The Effects Of Super Leadership On the Job Performance In Five Star Hotel Banquet Organization. 4946 0.1 0 FoodService Industry Journal, 2017, 13, 281-295. PrzeglÄ...d koncepcji efektywnoÅ›ci zarzÄ...dzania zasobami ludzkimi. Zeszyty Naukowe Politechniki PoznaÅ,,skiej Organizacja I ZarzÄ...dzanie, 2018, , 169-183. 4947 Information Sharing and Cognitive Involvement for Sustainable Workplaces. Advances in Business 4948 0.2 0 Strategy and Competitive Advantage Book Series, 2018, , 122-139. High Performance Work Systems, HR Analytics und kontextuelle BeidhÄ**¤**digkeit: Der ProfifuÄŸball als 4949 Brennglas modernen Personalmanagements., 2018, , 1-13. Conspicuous Ethicizing:., 2018, , 172-192. 4950 0 Building a Paradise:., 2018, , 151-171.

		CITATION REPORT		
#	Article		IF	CITATIONS
4952	Searching for measures of HRM effectiveness. Studia I Prace WNEiZ, 2018, 52, 89-99.		0.1	0
4953	High Involvement Work Processes. Advances in Information Security, Privacy, and Ethio 2018, , 308-323.	cs Book Series,	0.4	1
4954	Evaluating Humans:. , 2018, , 64-90.			0
4955	SHRM Practices and Firm Performance in the Banking Industry: An Aspirational Researce International Journal of Advances in Scientific Research and Engineering, 2018, 4, 16-3	th Framework. 0.	0.0	1
4956	High Performers:. , 2018, , 35-63.			0
4957	Human Capital Orientation and Financial Performance. A Comparative Analysis of US C Journal of Entrepreneurship, Management and Innovation, 2018, 14, 61-86.	Corporatons.	0.6	3
4958	The relationship between employees' perception of performance appraisal and work o Ekonomski Izazovi, 2018, 7, 17-28.	utcomes.	0.4	3
4961	Effect of the management system of human capital and organizational culture for bah Studia I Prace WNEiZ, 2018, 52, 111-120.	avioral results.	0.1	0
4962	Performance evaluation of sales employees: a comparative investigation in the pharma industry. International Journal of Business Performance Management, 2018, 19, 253.	ceutical	0.2	0
4963	Learning-Performance Relationship. Advances in Logistics, Operations, and Manageme Series, 2018, , 46-68.	nt Science Book	0.3	0
4964	Reducing Costs:. , 2018, , 91-109.			0
4965	Corporate Social Responsibility Disclosure, Executive Incentive and Financial Performan 2018, 08, 265-275.	nce. Finance,	0.0	0
4968	Strategic Performance and Commitment Management. Springer Texts in Business and 85-91.	Economics, 2018, ,	0.2	0
4969	How Does Value Creation Manifest Itself in the Nexus of Sport and Business? A System Review. Open Journal of Business and Management, 2018, 06, 103-138.	natic Literature	0.3	5
4972	Training Value:. , 2018, , 110-130.			0
4974	Client Sites:. , 2018, , 131-150.			0
4975	HR Mediated Reverse Innovation. Advances in Business Strategy and Competitive Adva 2018, , 150-163.	antage Book Series,	0.2	0
4976	Research on the Relationship between Human Resource Management Practices and Er in Chinese Overseas Enterprise Evidence from Huawei in Senegal. Journal of Internation Research and Marketing, 2018, 3, 7-22.	nployee Retention nal Business	0.2	1

#	Article	IF	CITATIONS
4977	Managerial Practices in a High Cost Manufacturing Environment. , 2018, , 1749-1768.		0
4978	Promoting Strategic Human Resource Management, Organizational Learning, and Knowledge Management in Modern Organizations. , 2018, , 4347-4357.		2
4979	Public Employees as a Strategic Resource. , 2018, , 5116-5123.		0
4980	Human Capital Management for the Improvement of Competitiveness in Firms. , 2018, , 1708-1725.		1
4981	High Performance Work Practices and Service Performance: The Influence of Employee Engagement in Call Center Context. SSRN Electronic Journal, 0, , .	0.4	0
4982	Multilevel mediation effects of job satisfaction for HRD activity effectiveness. The Korean Journal of Human Resource Development Quarterly, 2018, 20, 71-96.	0.3	0
4983	The Relationship between High Performance Work System and Continuance Commitment to Change: An Economic Exchange Perspective. Journal of Management Sciences, 2018, 5, 3-17.	0.3	4
4984	Human capital productivity. , 2018, , 140-153.		0
4985	Detailed Literature Review: Antecedents Affecting the Flight Risk or Turnover Intention of Professionals. Ushus - Journal of Business Management, 2018, 17, 41-68.	0.2	0
4986	The Effect of the Pay Gap on Turnover and Turnover Intention: Moderating Effect of Fairness Climate/Perception. Journal of Strategic Management, 2018, 21, 1-22.	0.3	1
4987	Influence of Internal Communication on the Organizations' Performance: Proposition of Model. Future Studies Research Journal: Trends and Strategies, 2018, 10, 214-237.	0.2	1
4988	Does Training Lead to Talent Retention? : Indications from Literature. Prestige International Journal of Management & IT - Sanchayan, 2018, 07, 66-83.	0.0	0
4989	The Relationship between Employee Commitment to Strategy Implementation and Employee Satisfaction. Trendy Ekonomiky A Managementu, 2018, 12, 46.	0.1	4
4990	Hotel Recruitment and Selection Practices: The Case of the Greek Hotel Industry. International Journal of Organizational Leadership, 2018, 7, 324-339.	0.4	5
4991	Do HR Practices Make Social Investment Recoupable? An Introduction to CSR-Supportive HR Practices. Korean Journal of Business Ethics, 2018, 18, 81-116.	0.1	0
4992	MULTIVARIATE ANALYSIS OF ORGANISATION'S INTERNAL ENVIRONMENT DRIVERS ON EMPLOYEES TURNOVE INTENTION IN SMALL AND MEDIUM SCALE ENTERPRISES IN CROSS RIVER STATE, NIGERIA. International Journal of Business Strategies, 2018, 3, 17-54.	R 0.0	1
4993	Arbeitsleistung im Kontext von Laufbahnentwicklung. Springer Reference Psychologie, 2019, , 425-458.	0.0	0
4994	PENGARUH KEPEMIMPINAN DAN PENGEMBANGAN SUMBER DAYA MANUSIA TERHADAP KEPUASAN KERJA, MOTIVASI KERJA, DAN KINERJA KARYAWAN BANK SULSELBAR. AL-FALAH Journal of Islamic Economics, 2018, 16, 391-408.	0.0	2

		CITATION REPORT		
#	Article		IF	CITATIONS
4995	Talent Management in Egalitarian Cultures: Scandinavian Managers in Singapore. , 202	19,,97-121.		0
4996	Effects of Training on Organizational Performance. Asian Journal of Business and Mana 6, .	agement, 2018,	0.1	4
4997	The Impact of Human Resource Management Practices on Organizational Performance Reference to BPO Industry in Kerala. International Journal of Management Studies, 202		0.0	0
4998	The Impact of Education Training and Career Development on Organization Performan Commitment Personnel Management as a Mediating Variable. The Journal of Lifelong E HRD, 2018, 14, 31-56.		0.1	0
4999	A Criticism of the Universalistic Perspective of High Performance Work System: An Em of Kaufman's Objections. Journal of Vocational Education & Training, 2018, 21, 13		0.0	0
5000	Impact of Strategic Human Resource Management on Organizational Performance of Industry in Sri Lanka. Kelaniya Journal of Human Resource Management, 2020, 13, 59.	the Cable	0.1	0
5001	A Study on the Sustainable Development of Public Organizations: The Empirical Analys Relationship between GWP and Turnover Intention. Korean Journal of Local Governme Administration Studies, 2018, 32, 61-78.		0.1	0
5002	Competitiveness of SMEs from the Insertion of Strategic Planning and Human Resource as a Tool for Continuous Improvement. Modern Applied Science, 2018, 13, 129.	ce Management	0.4	0
5003	High Performance Work Systems in the Service Sector: A Literature Review. Sri Lankan Human Resource Management, 2019, 8, 52.	Journal of	0.5	0
5004	Business Sustainable Competitiveness a Synergistic, Long-Run Approach of a Company Results. Studies in Business and Economics, 2018, 13, 26-44.	y's Resources and	0.3	7
5005	Do Competency Frameworks Influence Business Performance? An Empirical Study of the Banking Sector. International Journal of Human Resource Development Practice Policy 2019, 4, 1-9.		0.1	0
5006	Age of Firms: Irrelevance Proposition. Modern Economy, 2019, 10, 1446-1478.		0.2	0
5007	Performance et régulation sociale du leanÂ: apports de la GRH mobilisatrice. Manag 2019, Nº 112, 15-35.	ement & Avenir,	0.0	2
5008	Learning-Performance Relationship. , 2019, , 1268-1285.			0
5009	A Multidisciplinary Critical Approach to Measure and Analyze Human Capital Productiv 1110-1132.	'ity. , 2019, ,		0
5010	HR-Management als Schlüssel zur erfolgreichen digitalen Transformation?. Springer Wirtschaft, 2019, , 1-18.	Reference	0.1	0
5011	Organization Appetite for Research: An Integrative Research Definition and Audit Fram Evaluate Corporate Practice towards Research. Social Networking, 2019, 08, 85-103.	iework to	0.3	0
5012	Fair Employee Treatment and Financial Characteristics of Firms. Theoretical Economics 09, 929-946.	Letters, 2019,	0.2	0

#	Article	IF	CITATIONS
5013	When Does Management Develop? External Linkages, Structured Practices, and Productivity in Chinese Firms. SSRN Electronic Journal, 0, , .	0.4	0
5014	L'influence de la GRH mobilisatrice sur l'innovation. Revue Francaise De Gestion, 2019, 45, 37-53.	0.1	2
5015	Enhancing Employee Innovative Work Behavior Through Human Resource Management Practices. Advances in Business Strategy and Competitive Advantage Book Series, 2019, , 1-21.	0.2	2
5016	Qualité du travail et de l'emploi et nature de la mobilité professionnelleÂ: quels liens en France entre 2006 et 2010 à partir de l'enquête Santé et itinéraire professionnel�. Industrial Relations, 0, 74, 643-67	7 <u>9</u> .2	1
5017	Framework for Measuring the Performance of Production Operations in the Dairy Industry. Advances in Logistics, Operations, and Management Science Book Series, 2019, , 20-49.	0.3	1
5018	Theoretische Perspektiven des Personalmanagements. , 2019, , 53-117.		Ο
5019	The Value of Delegation in Hiring. SSRN Electronic Journal, 0, , .	0.4	0
5020	Human Capital and the Returns to Stakeholder Relations. Palgrave Studies in Impact Finance, 2019, , 181-203.	0.5	0
5021	Die personale Dimension des Public Managements. Uniscope, 2019, , 423-602.	0.3	0
5022	Strategic Inertia vs. Strategic Change. , 2019, , 1803-1821.		Ο
5023	Dynamics of Human Resource Strategies and Cultural Orientations in Multinational Corporations. Advances in Logistics, Operations, and Management Science Book Series, 2019, , 80-99.	0.3	0
5024	The Role of Awareness in Designing Human Resources Management Practices in Family Firms. Advances in Business Strategy and Competitive Advantage Book Series, 2019, , 295-331.	0.2	Ο
5025	From Control to Commitment Work Systems. , 2019, , 1150-1172.		0
5026	Self-Managing Teams in Small and Medium Enterprises (SME). , 2019, , 1453-1475.		1
5027	Wage Determinants and Wage Inequalities –Case of Construction Engineers In Turkey. Teknik Dergi/Technical Journal of Turkish Chamber of Civil Engineers, 0, , .	0.5	2
5028	Relationship between the Financial Indicators and the Implementation of Telework. Danube, 2019, 10, 45-66.	0.2	1
5029	The Influence of Staff Conflict Resolution on Employee Performance at Public Service Commission in Kenya. International Journal of Current Aspects, 2019, 3, 1-11.	0.1	0
5030	Effects of Employee Evaluation Types and Diversity on Job Satisfaction and Proficiency. Journal of Vocational Education & Training, 2019, 22, 213-241.	0.0	0

#	Article	IF	CITATIONS
5031	BANKING SERVICE ORIENTATION MODEL IN STRATEGIC HRM AND SYSTEM DYNAMICS PERSPECTIVE. Jurnal Manajemen Dan Wirausaha, 2019, 21, 9-20.	0.5	0
5032	The Impact of Development Perspective of HRM and Lesson Learned System of Knowledge Management on Project Success. The Journal of Educational Paradigms, 2019, 1, 1-12.	0.0	0
5033	Intellectual Capital Management Model for Competitiveness in a Beach Hotel: Case Study in the City of Manzanillo, Colima. Revista De PlaneaciÃ <sup>3</sup> n Y Control Microfinanciero, 0, , 22-38.	0.0	0
5034	Internally Oriented High-performance Work Systems and Organizational Performance: Empirical Evidence from Banking Sector in Pakistan. Global Social Sciences Review, 2019, IV, 88-95.	0.0	0
5036	The relationship between management's emphasis on human resources and innovation. Korean Journal of Industrial and Organizational Psychology, 2019, 32, 363-388.	0.3	1
5037	ALGILANAN İNSAN KAYNAKLARI YÖNETİMİ UYGULAMALARININ İŞTEN AYRILMA NİYETİNE ETKİSİNI TUTKUNLUĞUN ARACILIK ROLÜ: TURİZM İŞGÖRENLERİ ÜZERİNE BİR ARAŞTIRMA. Mehmet Akif E İktisadi Ve İdari Bilimler Fakültesi Dergisi, 0, , 300-315.	DE ÇALIÅ rs <b>o,</b> ≇Üni	žMAYA iv <b>e</b> rsitesi
5038	Thinking Tomorrow Today: Planning for Uncertainty and Building Organisational Culture that Can Walk the Talk. Advances in Business Research International Journal, 2019, 5, 21.	0.2	0
5039	Human Resources as Business Value Creator: Business Philosophy Revisited. , 2020, , 203-219.		0
5040	Organizational Performance Research in India. , 2019, , 1-93.		1
5041	EFFECT OF HUMAN CAPITAL MANAGEMENT ON EMPLOYEE PERFORMANCE AT CO-OPERATIVE BANK OF KENYA. Human Resource and Leadership Journal, 2019, 4, 21-40.	0.1	1
5042	The Impact of Human Resource Management on Employee Commitment: A Study of the Nepalese Banking Sector. International Journal of Management Studies, 2019, VI, 12.	0.0	0
5043	High-Performance Management Work Systems. Contributions To Management Science, 2020, , 171-196.	0.4	0
5044	HR Management Practices and HR Performance: The Role of Procedural Justice. An Empirical Investigation of Automotive Industry Companies in Morocco. European Scientific Journal, 2019, 15, .	0.0	0
5045	From Utility to Dignity: Humanism in Human Resource Management. Contributions To Management Science, 2020, , 91-118.	0.4	6
5046	Organizational Resources and Strategy Implementation in Non-Profit Organizations; A Case of Kenya Medical Research Institute, Kenya. International Journal of Current Aspects, 2019, 3, 33-51.	0.1	3
5047	Performance Appraisal System and Its Effectiveness on Employee's Efficiency in Dairy Product Company. Lecture Notes on Data Engineering and Communications Technologies, 2020, , 101-108.	0.5	1
5048	Imitation vs Innovation: Is there an alignment between supply chain organizational learning and Islamic HRM practices?. Holistica, 2019, 10, 143-156.	0.3	1
5049	Job security and labor productivity:. European Journal of Management Issues, 2019, 27, 82-89.	0.1	1

#	Article	IF	CITATIONS
5050	The Role of Trust in Mexican Companies in Relation to the Human Factor. Organizations and Markets in Emerging Economies, 2019, 10, 257-277.	0.3	0
5051	Importance of innovative management practice: solution for challenges in business environment and organization performance. E A M: Ekonomie A Management, 2019, 22, 68-84.	0.4	0
5052	Why Some SME's in the Czech Republic Adopt Telework and Others Not?. European Countryside, 2019, 11, 599-615.	0.5	7
5053	Sustainable Human Resource Management: Making Human Resources More Responsible. , 2020, , 37-55.		0
5054	Die Suche nach dem heiligen Gral: Wie wirkt sich das Personalmanagement auf den Unternehmenserfolg aus?. , 2020, , 179-208.		0
5055	An Empirical Study on Factors Leading to Employee Retention for Manufacturing Industry in India. , 2020, , 117-144.		0
5056	HR-Management als Schlüssel zur erfolgreichen digitalen Transformation?. , 2020, , 1231-1248.		0
5057	Exploring the Relationship of Individual Indicator as the Critical Factor in Information Security Awareness. , 2020, , .		0
5058	Employee Retention & Engagement Solution. Open Journal of Business and Management, 2020, 08, 2805-2837.	0.3	2
5059	The Impact of Human Resource Management Practices on Perceived Business Performance: Evidence from Sri Lankan Manufacturing Firms. International Journal of Academic Research in Business and Social Sciences, 2020, 10, .	0.0	0
5060	Evaluation of Academic Staff Job Satisfaction at Malaysian Universities in the Context of Herzberg's Motivation-Hygiene Theory. Journal of Social Science Research, 0, 15, 157-166.	0.0	9
5061	A Study of Employee Retention in the Pharmaceutical Sector in Coimbatore. Gedrag En Organisatie, 2020, 33, .	0.0	0
5062	Investigation of Performance Management System and its Effectiveness with Special Reference to Garment Factories in Katunayake Export Processing Zone in Sri Lanka. Kelaniya Journal of Human Resource Management, 2020, 15, 37.	0.1	0
5063	APPLYING THE THEORY OF STIFIN PERSONALITY: INVESTIGATING THE EFFECT OF HR MANAGEMENT PRACTICES ON JOB PERFORMANCE. JIMFE (Jurnal Ilmiah Manajemen Fakultas Ekonomi), 2020, 6, 103-122.	0.1	0
5064	The role of human factor and HRM practices in Mncs' performance in Eastern and Western Europe – a comparative analysis of the research findings. , 0, , .		2
5066	Work Environment: A Key Variable to faculty retention. International Journal of Scientific and Research Publications, 2020, 10, 344-347.	0.0	0
5067	The Moderating Effect of the High Involvement Work Systems Between the Relationship of Role Overload and Organizational Citizenship Behavior in Apparel Industry (Special Reference to) Tj ETQq0 0 0 rgBT /C	)verlock 10	0 Tef 50 97 To

		15	2
#	ARTICLE The Impacts of Total Quality Management, Human Resource Management, and Agility in Business on	IF	CITATIONS
5069	Firms Financial Performance: Moderating Role of Emerging Business Competition. IRASD Journal of Management, 2020, 2, 9-21.	0.1	0
5070	Integral assessment of corporate strategies implementation efficiency of ferrous metallurgy enterprises. Izvestiya Vysshikh Uchebnykh Zavedenij Chernaya Metallurgiya, 2020, 63, 379-388.	0.1	2
5071	Impacto da redução de recompensas no comportamento dos colaboradores: E quando o trabalho é um chamamento?. Psicologia, 2020, 34, 43-55.	0.1	2
5072	â€~There's Many a Slip "Twixt the Cup and the Lipâ€â€™: HR Management Practices and Firm Performanc Journal of Management Studies, 2022, 59, 660-694.	e. 6.0	2
5073	Perceived Human Resource Management Practices and Demographic Profile of Staff at Private Higher Education Institutions in Oman. Asia-Pacific Journal of Management Research and Innovation, 0, , 2319510X2110473.	0.2	1
5075	Psychologische Arbeitsgestaltung digitaler Arbeitswelten. , 2020, , 87-111.		0
5076	Perceived High Performance Work Practices and Employee Engagement: An Empirical Study in Nigeria. Trendy Ekonomiky A Managementu, 2020, 14, 9.	0.1	0
5077	The Effect of the Degree of Misfit Between Human Resources Management Practices and the Types of Organizational Culture on Organizational Performance. Gadjah Mada International Journal of Business, 2020, 22, 301.	0.4	1
5078	Sustainable Employment Relations in Nepal: Beyond the Rhetoric, Ideal and Rational Human Resource Management. , 2021, , 25-57.		1
5079	Human Resource Management Practices, Organisation Citizenship Behaviour and Turnover Intentions in Public Universities: The Mediating Role of Job Satisfaction. Journal of Education Society and Behavioural Science, 0, , 1-17.	0.2	3
5080	HUMAN RESOURCE MANAGEMENT PRACTICES AND NIGERIAN BANKS' PERFORMANCE. Lasu Journal of Employment Relations and Human Resource Management, 2020, 2, 124-140.	0.0	0
5081	Talent management practices on employee performance among academic staff of Malaysian private universities: employee engagement as a mediator. Journal of Applied Research in Higher Education, 2022, 14, 135-158.	1.1	5
5082	The Influence of Intangible Assets in the Company Performance: The Case of the World's Most Profitable Corporations. Springer Proceedings in Business and Economics, 2021, , 285-296.	0.3	0
5083	Workplace bullying, human resource management practices, and turnover intention: the mediating effect of work engagement: evidence of Nigeria. American Journal of Business, 2020, 36, 62-83.	0.3	3
5085	Mediation Effects of Service Performance and Concerns of Customers on High Performance Work Systems and Institutional Performance in Higher Education Institutes. MIER Journal of Educational Studies, Trends and Practices, 0, , 220-235.	0.0	2
5086	Developmental HR Practices as Tools to Support Employee Well-Being. Handbook Series in Occupational Health Sciences, 2021, , 1-24.	0.1	0
5087	The Relationship between Selective Staffing, Work Environment and Employee Turnover in the Malaysian Hotel Industry. International Journal of Business and Applied Social Science, 2020, 11, .	0.2	0
5088	HRM Practices, Employee Well-Being, and Organizational Performance. Handbook Series in Occupational Health Sciences, 2021, , 1-23.	0.1	4

#	Article	IF	CITATIONS
5089	Firm Efforts to Improve Employee Quality and Corporate Investment Efficiency. SSRN Electronic Journal, 0, , .	0.4	0
5090	Human Resource Management Practices and Employee Turnover Intentions Nexus: Does the Mediating Role of Job Satisfaction Matter?. Open Journal of Business and Management, 2020, 08, 1-29.	0.3	1
5092	The Impact of Human Resource Management Practices of the Managers on Perceived Organizational Performance—A Study on Ceylon Fisheries Corporation in Sri Lanka. Open Access Library Journal (oalib), 2020, 07, 1-21.	0.1	1
5093	Human Resource Management Practices and Organizational Performance: The Mediating Role of Team Competence. SSRN Electronic Journal, 0, , .	0.4	Ο
5094	High-Performance Work Systems in a Cross-Cultural Context. Advances in Marketing, Customer Relationship Management, and E-services Book Series, 2020, , 238-266.	0.7	0
5095	Workplace Well-Being: Understanding Psychologically †WELL' Employees and the Sustainable Healthy Workplace. Approaches To Global Sustainability, Markets, and Governance, 2020, , 25-62.	0.3	0
5097	The Impact of High-Performance Work System on New Generation Employees' Turnover Intention: Psychological Capital as Mediator and Perceived Organizational Support as Moderator. American Journal of Industrial and Business Management, 2020, 10, 360-373.	0.4	1
5098	Impact of ambidextrous leadership on ambidextrous performance: Based on Human Capital Theory. Advances in Psychological Science, 2020, 28, 692.	0.2	0
5099	HR Mediated Reverse Innovation. , 2020, , 2053-2066.		0
5100	How to estimate the effectiveness of corporate strategy execution. Economic Analysis Theory and Practice, 2020, 19, 341-358.	0.1	2
5101	Historical and Theoretical Debates in Human Resources Management and High-Performing Organisations. Approaches To Global Sustainability, Markets, and Governance, 2020, , 11-24.	0.3	1
5102	From Sustainability to Sustainable HRMâ $\in$ "An Evolutionary Perspective. , 2020, , 1-8.		0
5103	The Impact of Reward and Knowledge Sharing Practices on Employee Performance: A Comparative Analysis between Awash and Dashen Bank S.C International Journal of Business and Management, 2020, 15, 114.	0.1	1
5104	Direct and Indirect Influence of HRM Practices on Employee Performance and Turnover Intention. Malaysian Management Journal, 0, , .	0.0	0
5105	Mediating Effects of HRM Practices in Organizational Justice on Innovative Work Behavior among the Hotel Industry of Pakistan. International Journal of Academic Research in Accounting Finance and Management Sciences, 2020, 10, .	0.0	0
5106	Effect of Strategic Determinants of Training on the Job Performance, Effectiveness and Efficiency: An Empirical Study. Malaysian Management Journal, 0, , .	0.0	0
5107	Individually Perceived Stress as a Mediator Between High Accomplishment Work Practices and Firm Performance. Review of Economics and Development Studies, 2020, 6, 204-215.	0.2	0
5108	Gestione dei collaboratori ed evidenze scientifiche: uno studio sulle convinzioni dei coordinatori sanitari italiani. Mecosan, 2020, , 57-82.	0.0	0

#	ARTICLE Composing the same song: when and how high-performance work systems can stimulate proactive	IF 1.6	Citations 8
5110	behavior. Personnel Review, 2022, 51, 2388-2403. ÖRGÜT KÜLTÜRÜNÜN DIŞA UYUM BECERİSİ, YETENEK YÖNETİMİ VE ÖRGÜTSEL GÜVEN SEKTÖRÜNDE BİR ARAŞTIRMA. Öneri, 0, , .	۱ İLİŞł 0.1	
5111	Strategic Human Resource Management and Organizational Performance. , 0, , 87-101.		0
5112	HRM Adaptation to Knowledge Management Initiatives. , 0, , 170-190.		1
5113	Talent Management. , 0, , 978-993.		0
5114	Re-Theorizing Human Resource Management and Human Resource Management in Context. , 0, , 1309-1334.		0
5115	Perceived Importance and Extent of Implementation of Volunteer Management Practices. Advances in Marketing, Customer Relationship Management, and E-services Book Series, 0, , 258-274.	0.7	0
5116	Human Resource Management and Performance in the Hospitality Industry. Advances in Hospitality, Tourism and the Services Industry, 0, , 1-20.	0.2	0
5117	Human Resource Management and Sustainable Tourism Development. Advances in Hospitality, Tourism and the Services Industry, 0, , 156-171.	0.2	0
5118	Strategic Human Resource Management in Facilitating Organizational Change. Advances in Logistics, Operations, and Management Science Book Series, 0, , 172-192.	0.3	0
5119	Strategic Human Resource Development Alignment. Advances in Human Resources Management and Organizational Development Book Series, 0, , 85-100.	0.2	0
5120	Managing Human Resources in Family Businesses. , 0, , 98-115.		0
5121	The Role of HR Strategies in Change. , 0, , 206-228.		0
5122	Human Resource Management and Sustainable Tourism Development. , 0, , 427-443.		0
5123	High-Performance Work Practices in Healthcare Sector. , 0, , 1075-1096.		0
5124	Strategic Human Resource Management in Facilitating Organizational Change. , 0, , 1478-1498.		0
5125	The Antecedents and Consequences of Strategic HRM in Malaysian and Philippine SMEs. , 0, , 1499-1526.		0
5126	The Role of Lean Production on Organizational Performance. , 0, , 1578-1610.		0

#	Article	IF	Citations
5127	Human Capital in Malaysian SMEs. , 0, , 1704-1720.		0
5128	Human Resource Management and Performance in the Hospitality Industry. , 0, , 1980-1999.		2
5129	Career Transitions and Trajectories for a Diverse Workforce. , 0, , 465-511.		0
5130	The Impact of Diversity on Career Transitions over the Life Course. , 0, , 1464-1500.		0
5131	Building an Ethical Culture in the Post-Bureaucratic Era. Advances in Human Resources Management and Organizational Development Book Series, 0, , 206-232.	0.2	0
5132	Human Resource Management in Post-Bureaucratic Organizations. Advances in Human Resources Management and Organizational Development Book Series, 0, , 252-273.	0.2	0
5133	Building an Ethical Culture in the Post-Bureaucratic Era. , 0, , 89-115.		0
5134	Perceived Importance and Extent of Implementation of Volunteer Management Practices. , 0, , 314-329.		0
5135	Measuring Knowledge Assets within Organizations. , 0, , 156-172.		0
5136	Exploring the Relation between the Use of HRIS and their Implementation in Spanish Firms. , 0, , 967-975.		0
5137	Leadership Talent Development in the New Economy. Advances in Human Resources Management and Organizational Development Book Series, 0, , 258-289.	0.2	0
5138	Management and Leadership of Innovative Work Teams. Advances in Human Resources Management and Organizational Development Book Series, 0, , 290-315.	0.2	0
5139	HRM Adaptation to Knowledge Management Initiatives. , 0, , 273-293.		0
5141	Zusammenfassung, Schlussfolgerungen und Ausblick. , 2006, , 237-253.		0
5142	The Impact of Production Variance Presentation Format on Employees' Decision Making. Advances in Management Accounting, 2014, , 149-179.	0.4	0
5143	Increasing Energy and Performance Through Customer Passion: An Organizational Level Study. Research on Emotion in Organizations, 2014, 10, 49-78.	0.1	0
5144	Conclusion: Crisis, Conflict, and Reform in French Work and Society. , 2002, , 187-209.		0
5145	The Many Faces of Fit. , 2006, , 85-101.		1

#	Article	IF	CITATIONS
5146	Structural relationships of ego-resilience, affect experience, meaning in life, and job satisfaction: The moderating effects of transformational leadership. Korean Journal of Industrial and Organizational Psychology, 2016, 29, 175-201.	0.3	3
5147	Unternehmensflexibilitäund personelle Flexibilisierungsstrategien in Deutschland. , 2014, , 1-80.		1
5148	Knowledge Management Strategy for Achieving Innovation-Driven Knowledge-Cum-Values Behaviour. Palgrave Studies in Governance, Leadership and Responsibility, 2021, , 31-56.	0.3	1
5149	Opportunities and Barriers in the Practice of Human Resource Analytics. , 2020, , 53-72.		Ο
5151	Management efficiency and firm performance. , 2020, , .		0
5153	Hizmet İçi Eğitim İle Verimliliğe İlişkin Kavramsal Bir Model Önerisi. Pamukkale Journal of Business and Information Management, 0, , .	0.6	0
5154	The social and environmental drivers of corporate credit ratings: international evidence. Business Research, 2020, 13, 1343-1415.	4.0	6
5155	HOW HR PRACTICES AFFECT ORGANIZATIONAL COMMITMENT AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR. Entrepreneurship, 2020, v8, 130-160.	0.1	0
5160	When sergeants can outrank generals: Person-organization fit and the performance of franchisees as agents of their franchisor. Journal of Business Venturing, 2022, 37, 106177.	4.0	1
5161	Integrating competency modeling in talent management: Framework for implications in a disruptive environment. Thunderbird International Business Review, 0, , .	0.9	1
5162	Rethinking the strategic management of human resources: lessons learned from Covid-19 and the way forward in building resilience. International Journal of Organizational Analysis, 2021, ahead-of-print, .	1.6	7
5163	Artificial intelligence and HRM: identifying future research Agenda using systematic literature review and bibliometric analysis. Management Review Quarterly, 2023, 73, 455-493.	5.7	25
5164	Broadening Our Understanding of Human Resource Management for Improved Environmental Performance. Business and Society, 2023, 62, 14-53.	4.2	5
5165	High-Performance Work System, Strategic Flexibility, and Organizational Performance—The Moderating Role of Social Networks. Frontiers in Psychology, 2021, 12, 670132.	1.1	10
5166	The roles of justice climates on high-investment human resource system and unit/individual performance relationships. International Journal of Human Resource Management, 2023, 34, 1584-1618.	3.3	3
5167	Dynamizing human resources: An integrative review of SHRM and dynamic capabilities research. Human Resource Management Review, 2022, 32, 100878.	3.3	10
5168	Examining the relationship between talent management and employee jobâ€related outcomes: The case of the Indian manufacturing industry. Human Resource Development Quarterly, 2023, 34, 201-226.	2.1	9
5169	Antecedents of high performance work practices in SMEs: an attention-based view. International Journal of Human Resource Management, 2022, 33, 3275-3297.	3.3	3

#	Article	IF	CITATIONS
5170	Strategic HRM Practices, Innovation Performance and Its Relationship on Export Performance: An Exploratory Study of SMEs in an Emerging Economy. Smart Innovation, Systems and Technologies, 2022, , 607-620.	0.5	3
5171	Employee high-performance workÂsystems-experience attributions of well-being and exploitation: a multilevel study ofÂGreek workplaces. Employee Relations, 2022, 44, 1030-1047.	1.5	5
5172	Employee Commitment and Turnover Intention: Perspectives from the Nigerian Public Sector. Public Organization Review, 2023, 23, 739-757.	1.1	2
5173	High commitment work systems and employee wellâ€being: The roles of workplace friendship and task interdependence. Human Resource Management, 2022, 61, 399-421.	3.5	22
5174	The implementation of green human resource management bundles across firms in pursuit of environmental sustainability goals. Sustainable Development, 2022, 30, 787-803.	6.9	7
5175	HRM system situational strength in support of strategy: its effects on employee attitudes and business unit performance. International Journal of Human Resource Management, 2023, 34, 1651-1684.	3.3	6
5176	Misclassification Between Patent Offices. SSRN Electronic Journal, 0, , .	0.4	0
5177	What Creates Abnormal Profits: Collusion, Efficiency or Strategy?. SSRN Electronic Journal, 0, , .	0.4	0
5178	Sustainable development and the limits of gender policies on corporate boards in Europe. A comparative analysis between developed and emerging markets. European Research on Management and Business Economics, 2022, 28, 100168.	3.4	22
5179	Organizing Human Resources in Family Firms During Generational Succession. , 2022, , 1193-1210.		0
5180	High-performance human resource management practices and readiness for change: An integrative model including affective commitment, employees' performance, and the moderating role of hierarchy culture. European Research on Management and Business Economics, 2022, 28, 100177.	3.4	36
5181	High-Performance Work Systems in a Cross-Cultural Context. , 2022, , 564-586.		0
5182	Specific Human Resource Practices Towards Middle Managers and Their Effects on Their Strategic Roles. , 2022, , 1707-1726.		0
5183	Rethinking Teacher Workforce Development: A Strategic Human Resource Management Perspective. Teachers College Record, 2004, 106, 34-69.	0.4	0
5184	The Impact of Management Practices on SME Performance. SSRN Electronic Journal, 0, , .	0.4	5
5185	Effective Succession Planning : A Roadmap to Employee Retention. Tydskrift Vir Geesteswetenskappe, 2019, 8, 1-10.	0.0	4
5187	The Impact of Human Resource Management Activities on the Compatibility and Work Results. Journal of Asian Finance, Economics and Business (discontinued), 2020, 7, 621-629.	1.0	4
5188	Impact of HR Practices on Employee Turnover and Job Satisfaction: Evidence from Pakistani Universities. Review of Economics and Development Studies, 2020, 6, 607-624.	0.2	3

		CITATION REPORT	
# 5190	ARTICLE Strategic HR Director Position: Implementation of SHRM in Firms. Management Studies, 2020, 8,	. 0.0	Citations
5191	How Organizational Politics Affect the Supervisor's Perception of Human Resources Management Practices in Hotels. Journal of Association of Arab Universities for Tourism and Hospitality, 2020, 1	t oo	0
5192	Does organizational justice enhance job performance through high-performance human resource practices?. WPOM: Working Papers on Operations Management, 2021, 12, 16-40.	0.7	8
5193	Determination of the best formula to increase potato chips quality with the integration of consur acceptance and laboratory testing. IOP Conference Series: Earth and Environmental Science, 202 012061.		0
5194	High-performance work systems (HPWS) and individual performance: The mediating role of commitment. Military Psychology, 2022, 34, 469-483.	0.7	4
5195	Sustainable human resource management: six defining characteristics. Asia Pacific Journal of Hum Resources, 2022, 60, 146-170.	1an 2.5	35
5196	External Knowledge Sourcing and Employee Mobility Barriers. SSRN Electronic Journal, 0, , .	0.4	0
5197	Law and HRM Challenges in Generational Transition of Family Firms. , 2022, , 1578-1600.		Ο
5198	The Role of Awareness in Designing Human Resources Management Practices in Family Firms. , 20 303-339.	)22, ,	0
5199	Effects of leadership and reward systems on employees' motivation and job satisfaction: an application to the Portuguese textile industry. Journal of Strategy and Management, 2022, 15, 59	90-610. 1.9	4
5201	Behavioural Agency and Firm Productivity: Revisiting the Incentive Alignment Qualities of Stock Options. Journal of Management Studies, 2022, 59, 1756-1787.	6.0	5
5202	The Impact of Size on the Performance of Transnational Corporations Operating in the Textile Industry in Portugal during the COVID-19 Pandemic. Sustainability, 2022, 14, 717.	1.6	7
5203	Enhancing Employee Innovative Work Behavior Through Human Resource Management Practices 2022, , 1230-1250.	. ,	0
5204	e-HRM in a Cloud Environment. , 2022, , 2022-2052.		0
5205	Dynamics of Human Resource Strategies and Cultural Orientations in Multinational Corporations 2022, , 1177-1192.	• ,	0
5206	Key HRM Challenges and Benefits. , 2022, , 162-179.		0
5207	Need to choose between cutting people and pay? A work sector may matter if maintaining work attitudes is your concern. European Management Journal, 2023, 41, 312-322.	3.1	3
5208	Chain Affiliation and Human Resource Investments: Evidence from the Restaurant Industry. Organization Science, 2022, 33, 2209-2225.	3.0	3

#	Article	IF	CITATIONS
5209	HRM practices, impersonal trust and service oriented OCB: an empirical evidence from Bangladesh. Asia-Pacific Journal of Business Administration, 2022, ahead-of-print, .	1.5	5
5210	The role of big data and predictive analytics in the employee retention: a resource-based view. International Journal of Manpower, 2022, 43, 411-447.	2.5	22
5211	Transformational Leadership, HRM practices and burnout during the COVID-19 pandemic: The role of personal stress, anxiety, and workplace loneliness. International Journal of Hospitality Management, 2022, 102, 103177.	5.3	44
5212	COVID-19 Human Capital Management Response, SEC Disclosure, and Firm Value. SSRN Electronic Journal, 0, , .	0.4	0
5213	Show me how to grow fast in turbulent times: Balancing human resource practices between employee training and educational attainment. European Management Review, 2022, 19, 581-597.	2.2	1
5214	Employee Perceptions About Participation in Decision-Making in the COVID Era and Its Impact on the Psychological Outcomes: A Case Study of a Cooperative in MONDRAGON (Basque Country, Spain). Frontiers in Psychology, 2022, 13, 744918.	1.1	1
5215	Revisiting Gooderham etÂal. (1999) "Institutional and Rational Determinants of Organizational Practices: Human Resource Management in European Firms― Journal of World Business, 2022, 57, 101316.	4.6	2
5216	A Passage to India : Altering Tracks through Paternalistic Welfarism for High Performance in India's Public Sector Rail Undertakings. British Journal of Management, 0, , .	3.3	2
5217	Socially Irresponsible Employment in Emerging-Market Manufacturers. Organization Science, 2022, 33, 2135-2158.	3.0	4
5220	Developmental HR Practices as Tools to Support Employee Well-Being. Handbook Series in Occupational Health Sciences, 2022, , 393-416.	0.1	0
5221	HRM Practices, Employee Well-Being, and Organizational Performance. Handbook Series in Occupational Health Sciences, 2022, , 369-391.	0.1	0
5223	Immunize Your Organization. Advances in Business Information Systems and Analytics Book Series, 2022, , 238-272.	0.3	0
5224	With or against others? Pay-for-Performance activates aggressive aspects of competitiveness. European Journal of Work and Organizational Psychology, 0, , 1-15.	2.2	1
5225	Using text mining and crowdsourcing platforms to build employer brand in the US banking industry. Global Business and Organizational Excellence, 2022, 41, 6-27.	4.2	9
5226	L'effetto delle variabili di contingenza della configurazione personale sul successo dei progetti imprenditoriali basati sull'AI in Tunisia. Communication Technologies Et Développement, 2022, , .	0.1	0
5227	Store leader gender and store sales performance: When and why do women and men underperform?. Human Resource Management, 0, , .	3.5	1
5228	THE EFFECTS OF HIGH-PERFORMANCE WORK SYSTEMS AND COMPETITIVENESS IN IRANIAN START-UPS: THE MEDIATING ROLE OF INNOVATION CAPABILITY MATURITY. International Journal of Innovation Management, 0, , .	0.7	3
5229	Non-Financial Benefits of Corporate Social Responsibility to Saudi Companies. Sustainability, 2022, 14, 3446.	1.6	6

#	Article	IF	CITATIONS
5230	High-Performance Work Practices and Employee Wellbeing—Does Health-Oriented Leadership Make a Difference?. Frontiers in Psychology, 2022, 13, 833028.	1.1	13
5231	Impending need of sustainable human resource management practices in construction industry: evidence from India. International Journal of Construction Management, 2023, 23, 2249-2259.	2.2	2
5232	Action Learning in Japan: challenging cultural values. Action Learning: Research and Practice, 2022, 19, 165-183.	0.5	1
5233	Development and Application of the Just Employment Policy Assessment in American Higher Education Institutions. Journal of Education Human Resources, 2023, 41, 375-398.	0.4	0
5234	Green human resource management in service industries: the construct, antecedents, consequences, and outlook. Service Industries Journal, 2022, 42, 412-452.	5.0	54
5235	Towards the Knowledge-Smart Professional Service Firms: How High-Performance Work Systems Support the Transformation. Journal of the Knowledge Economy, 2023, 14, 3640-3670.	2.7	2
5236	Employee voice: the impact of high-performance work systems and organisational engagement climate. Service Industries Journal, 0, , 1-29.	5.0	4
5237	Implications of frames of reference for strategic human resource management research: Opportunities and challenges. Industrial Relations, 0, , .	0.9	2
5238	EMPIRICAL EVIDENCE OF FACULTY WELL-BEING AND INNOVATIVE BEHAVIOUR IN THE EDUCATIONAL SECTOR: ASSESSING THE MODERATING ROLE OF ORGANISATIONAL JUSTICE AND INNOVATIVE LEADERSHIP. International Journal of Innovation Management, 0, , .	0.7	3
5239	What Helps Me Cope With Work–Family Conflict at My High-Performance Work System in India: A Thematic Analysis of Sociocultural Factors. Vikalpa, 2022, 47, 38-52.	0.8	3
5240	High performance work systems, employee creativity and organizational performance in the education sector. International Journal of Human Resource Management, 2023, 34, 1876-1905.	3.3	1
5241	Socially Responsible human resource management and employees' turnover intention: the effect of psychological contract violation and moral identity. Journal of Management and Organization, 0, , 1-18.	1.6	2
5242	Foreign coworker nationality, cultural distance, and perception of cultural diversity in the workplace. Journal of Asia Business Studies, 2023, 17, 256-278.	1.3	3
5243	Effect of competition on managerial practices: evidence from SMEs in the MENA region. Journal of Economic and Administrative Sciences, 2022, ahead-of-print, .	0.7	1
5244	Human capital disclosure and the contingency view. Personnel Review, 2022, ahead-of-print, .	1.6	1
5245	A century of labour turnover research: A systematic literature review. International Journal of Management Reviews, 2022, 24, 555-576.	5.2	29
5246	Employee-oriented human resource policy as a factor shaping the influence of servant leadership on job performance. International Journal of Productivity and Performance Management, 2023, 72, 2335-2348.	2.2	4
5248	Estimation of staff use efficiency: Evidence from the hospitality industry. Technological Forecasting and Social Change, 2022, 178, 121585.	6.2	2

#	Article	IF	CITATIONS
5249	Success or growth? Distinctive roles of extrinsic and intrinsic career goals in high-performance work systems, job crafting, and job performance. Journal of Vocational Behavior, 2022, 135, 103714.	1.9	10
5250	Une meilleure rémunération des mineursÂ: un effet positif sur la performance financière des cryptomonnaies. Innovations, 2022, nº 68, 53-77.	0.2	1
5251	The effect of employee satisfaction on effective corporate tax planning: Evidence from Glassdoor. Advances in Accounting, 2022, 57, 100597.	0.4	4
5252	Demystifying the non-linear effect of high commitment work systems (HCWS) on firms' strategic intention of exploratory innovation: An extended resource-based view. Technovation, 2022, 116, 102499.	4.2	2
5253	Impacts of human resource management and knowledge management on non-financial organizational performance: Evidence of Thai infrastructure construction firms. Ain Shams Engineering Journal, 2022, 13, 101750.	3.5	8
5254	Linking HPWP and Positive Affect in Indian IT Industry. , 2021, , .		0
5255	Sourcing human capital for organizational effectiveness: sourcing strategy, determinants, and alignment. International Journal of Human Resource Management, 2023, 34, 987-1014.	3.3	3
5256	Unpacking solutions to counterproductive work behavior using hybrid fuzzy MCDM. Service Industries Journal, 2022, 42, 1123-1150.	5.0	4
5257	The influence of diversity and employee relations on corporate philanthropy and performance. Business and Society Review, 2021, 126, 407-431.	0.9	2
5258	High-performance work practices and labour productivity: a six wave longitudinal study of UK manufacturing and service SMEs. International Journal of Human Resource Management, 2022, 33, 3353-3386.	3.3	9
5259	15. Quantifier la fonction RH. , 2021, , 276-286.		0
5260	The Role of Pro-Innovative HR Practices and Psychological Contract in Shaping Employee Commitment and Satisfaction: A Case from the Energy Industry. Energies, 2022, 15, 255.	1.6	7
5261	Preâ€crisis commitment human resource management and employees' attitudes in a global pandemic: The role of trust in the government. Human Resource Management, 2022, 61, 373-387.	3.5	14
5262	Employee Turnover and Firm Performance: Large-Sample Archival Evidence. Management Science, 2022, 68, 5667-5683.	2.4	27
5264	Chapitre 11. Les déterminants de la performance organisationnelle des collectivités locales en AfriqueÂ: une expérience des collectivités locales béninoises. , 2021, , 249-270.		0
5265	5. Gestion stratégique des ressources humainesÂ: avancées et impensés. , 2021, , 85-101.		0
5266	A conditional process model linking high-performance work systems, collective turnover, collectivist culture and organizational performance. Employee Relations, 2022, 44, 511-530.	1.5	1
5268	A sustainable Model for effective Employee Relations in Contemporary Organization. International Journal of Human Capital and Information Technology Professionals, 2022, 13, 0-0.	0.5	0

	C	itation Repor	т
#	Article	IF	CITATIONS
5269	Leadership and Productivity: A Study of US Automobile Assembly Plants. SSRN Electronic Journal, 0, ,	. 0.4	4 0
5270	An institutional view on the relationship between high-performance work system and organizational performance: the role of country of origin. Personnel Review, 2022, ahead-of-print, .	1.6	5 0
5271	Employees striving for innovation in social enterprises: TheÂroles of social mission and <scp>commitmentâ€based</scp> human resource management. Business Ethics, Environment and Responsibility, 0, , .	1.6	5 0
5272	Occupational identity, work, psychological distress and gender in management: results from SALVEO study. Gender in Management, 2022, 37, 638-658.	1.1	. 1
5279	A Complexity Perspective on Strategic Human Resource Management. , 2011, , 400-417.		8
5280	The development of human resource management across nations: history and its lessons for international and comparative HRM. , 2014, , .		0
5281	Determinants of top management retention in cross border acquisitions. , 2012, , .		1
5289	The impact of stakeholder management on restatement disclosure transparency. Review of Accounti and Finance, 2022, 21, 174-203.	ng 2.5	5 5
5290	The use of non-financial performance measures for managerial compensation: evidence from SMEs. Journal of Management Control, 2022, 33, 151-187.	0.8	8 3
5291	Mobiliser ou favoriser laÂmobilisation des personnes au travailÂ? Proposition d'une approche glo intégrée. Revue De Gestion Des Ressources Humaines, 2022, Nº 123, 21-55.	bale et 0.1	1 1
5292	Deciphering the black box of HPWS–innovation link: Modeling the mediatory role of internal social capital. International Journal of Innovation Studies, 2022, 6, 78-91.	1.4	4 4
5293	The Impact of Developmental HR Practices on Career Self-Management and Organizational Citizensh Behavior: A Moderated Mediation Model. Psychology Research and Behavior Management, 2022, Volume 15, 1193-1208.	ip 1.3	3 3
5294	High Performance Work Systems, Justice, and Engagement: Does Bullying Throw a Spanner in the Works?. International Journal of Environmental Research and Public Health, 2022, 19, 5583.	1.2	2 2
5295	Institutional Pressures, High-Performance Work Systems, and Marketability: The Moderating Role of Organizational Inertia. Journal of Applied Behavioral Science, The, 0, , 002188632210961.	2.0	) 3
5296	Multinational Enterprises' Knowledge Transfer Received Dimensions and Subsidiary Innovation Performance: The Impact of Human Resource Management Practices and Training and Development Types. Frontiers in Psychology, 2022, 13, .	1,1	2
5297	Human Capital Resources: Reviewing the First Decade and Establishing a Foundation for Future Research. Journal of Management, 2023, 49, 280-324.	6.8	3 11
5298	The role of green innovation and hope in employee retention. Business Strategy and the Environment 2023, 32, 220-239.	t, 8.5	5 15
5299	A cross-country analysis of hotel leaders' response to COVID-19: a way forward. Human Resource Development International, 2022, 25, 298-320.	2.3	3 2

#	Article	IF	CITATIONS
5300	Intelligent data analysis in hr process management. , 2020, 2608, 754-768.		2
5301	Does Training Generally Work? The Returns to In-Company Training. SSRN Electronic Journal, 0, , .	0.4	5
5302	The Relationships among Job Demands, Work Engagement, and Turnover Intentions in the Multiple Groups of Different Levels of Perceived Organizational Supports. Universal Journal of Management, 2014, 2, 272-285.	0.2	8
5303	New insights into workplace chaplaincy. Review of Managerial Science, 2023, 17, 1147-1173.	4.3	1
5305	Blame the Machine? Insights From an Experiment on Algorithm Aversion and Blame Avoidance in Computer-Aided Human Resource Management. Frontiers in Psychology, 2022, 13, .	1.1	2
5306	High-performance work systems and the work–family interface: a cross-level investigation. Asian Business and Management, 0, , .	1.7	1
5307	High-involvement work practices, employee trust and engagement: the mediating role of perceived organisational politics. Personnel Review, 2022, ahead-of-print, .	1.6	2
5308	Social safety nets and new venture performance: The role of employee access to paid family leave benefits. Strategic Management Journal, 2022, 43, 2545-2576.	4.7	3
5309	High-performance work system and knowledge hoarding: theÂmediating role of competitive climate and the moderating role of high-performance work system psychological contract breach. International Journal of Manpower, 2023, 44, 77-94.	2.5	6
5310	Empirical evidence of the relationship between terrorism and firm financial performance in Nigeria. International Journal of Emerging Markets, 2023, 18, 6260-6284.	1.3	3
5311	HRM practices and organizational commitment profiles in Brazil. Current Psychology, 0, , .	1.7	0
5312	TRANSLATION, ADAPTATION, AND VALIDATION OF AN ARABIC VERSION OF HUMAN RESOURCE PRACTICES SCALE AMONG NURSES. Journal of Nursing Measurement, 2023, 31, 109-119.	0.2	0
5315	INFLUENCE OF HUMAN RESOURCES MANAGEMENT PRACTICES ON PERFORMANCE OF EMPLOYEES AT NATIONAL IRRIGATION BOARD IN KENYA. , 2021, 1, 11-20.		0
5316	The Effect of Access to Training and Development Opportunities, on Rates of Work Engagement, Within the U.S. Federal Workforce. Public Personnel Management, 2022, 51, 380-404.	1.5	5
5317	Management Development and Workers' Efficiency of Insurance Companies In Nigeria. , 2022, 04, 139-148.		1
5318	Work Environment as a Moderator Linking Green Human Resources Management Strategies with Turnover Intention of Millennials: A Study of Malaysian Hotel Industry. Sustainability, 2022, 14, 7401.	1.6	12
5319	Reâ€ordering Motherhood and Employment: Mobilizing â€~Mums Everywhere' during Covidâ€19. British Journal of Management, 2022, 33, 1125-1143.	3.3	10
5320	Glassdoor: Are the Top CEOs Representing the Best Investments. Quarterly Journal of Finance, 0, , .	0.4	0

-			_	
$C^{1}$	TAT.	ON	Drr	ODT
	IAL		<b>KEP</b>	ORT

#	Article	IF	CITATIONS
5321	Does waste management affect firm performance? International evidence. Economic Modelling, 2022, 114, 105932.	1.8	19
5322	Micro-firms way to succeed: How owners manage people. Journal of Business Research, 2022, 150, 237-248.	5.8	6
5323	PolÃŧicas de recursos humanos, aprendizagem e intenção de rotatividade nas organizações. Revista De Administracao Mackenzie, 2022, 23, .	0.2	0
5324	DO TREINAMENTO E ENVOLVIMENTO VERDE À LÓGICA ORGANIZACIONAL PARA A SUSTENTABILIDADE: MELHORA-SE O DESEMPENHO VERDE INDIVIDUAL?. RAE Revista De Administracao De Empresas, 2022, 62, .	0.1	0
5325	FROM GREEN TRAINING AND INVOLVEMENT TO AN ORGANIZATIONAL RATIONALE FOR SUSTAINABILITY: DOES IT IMPROVE INDIVIDUAL GREEN PERFORMANCE?. RAE Revista De Administracao De Empresas, 2022, 62, .	0.1	2
5326	Human resources policies, learning, and turnover intention in organizations. Revista De Administracao Mackenzie, 2022, 23, .	0.2	0
5327	Leverage point in high-performance work systems. Journal of Management and Organization, 0, , 1-16.	1.6	0
5328	The effect of high-performance work systems on risk-taking and organizational citizenship behaviors: the mediating role of perceived safety climate. Employee Relations, 2022, 44, 1428.	1.5	3
5329	Measuring innovative capability maturity model of trucking companies in Indonesia. Cogent Business and Management, 2022, 9, .	1.3	2
5330	Meso-level factors fostering or hindering the implementation of age-related HR practices in firms. International Journal of Organizational Analysis, 2022, ahead-of-print, .	1.6	0
5331	The Business Case for Workforce Racial Diversity: Options- and Project-Based Human Resource Management in Large U.S. Law Firms. Group and Organization Management, 2024, 49, 141-182.	2.7	1
5332	Conceptualizing and theorizing green human resource management: a narrative review. International Journal of Manpower, 2022, 43, 862-888.	2.5	6
5333	A Dark Side of Telework: A Social Comparison-Based Study from the Perspective of Office Workers. Business and Information Systems Engineering, 2022, 64, 793-811.	4.0	5
5334	Does firm diversity-enhancement program bundle matter? Firm performance dimensions, employee ownership program, and environmental technological opportunity. International Journal of Human Resource Management, 2023, 34, 3051-3078.	3.3	1
5336	Impact of High Performance Work System on Organizational Performance: A Study from Sri Lankan Cable Manufacturing Industry. Sri Lankan Journal of Human Resource Management, 2022, 11, 64.	0.5	0
5337	ls Earnings Management Related to Labor Productivity Gap? Evidence from the USA. Journal of Risk and Financial Management, 2022, 15, 323.	1.1	0
5338	Quality of Work Life (QWL) and Its Impact on the Performance of the Banking Industry in Saudi Arabia. International Journal of Financial Studies, 2022, 10, 61.	1.1	5
5348	From Crisis to Resilience. Advances in Human Resources Management and Organizational Development Book Series, 2022, , 89-101.	0.2	1

#	Article	IF	CITATIONS
5349	HUMAN RESOURCE PRACTICES AND EMPLOYEE ENGAGEMENT. International Journal of Management Studies, 0, 29, .	0.5	2
5350	Companies to promote <scp>CSR</scp> impact on employees: Highâ€performance work systems as a moderator. Business Ethics, Environment and Responsibility, 2022, 31, 999-1013.	1.6	3
5351	Physical workplaces and human well-being: A mixed-methods study to quantify the effects of materials, windows, and representation on biobehavioral outcomes. Building and Environment, 2022, 224, 109516.	3.0	8
5352	Strategic HRM and Firm Performance: Mediating Role of Knowledge Management Capacity and Innovation Performance. Management and Labour Studies, 2023, 48, 98-117.	0.9	1
5353	Institutional isomorphism and sustainable HRM adoption: a conceptual framework. Industrial and Commercial Training, 2023, 55, 62-76.	0.8	2
5354	A Balanced Approach to Wellbeing at Work. , 2022, , 207-223.		1
5355	Beyond the short-term: the effects of broad-based employee ownership on labor productivity in family and nonfamily firms. International Journal of Entrepreneurial Behaviour and Research, 2022, 29, 195.	2.3	0
5356	Human resources under technological transformation: whatÂHR professionals believe in anÂinternational scale. Employee Relations, 2023, 45, 172-189.	1.5	2
5357	Human Resource Management in Small and Medium-Sized Enterprises. , 2022, , 87-109.		1
5358	Sustainable Human Resource Management and Organisational Sustainability. , 2022, , 149-169.		1
5359	Definitions and antecedents of engagement: a systematic literature review. Management Research Review, 2023, 46, 719-738.	1.5	14
5360	High-performance work systems and safety performance in the mining sector: exploring the mediating influence of workforce agility and moderating effect of safety locus of control. Current Psychology, 2023, 42, 25100-25126.	1.7	2
5361	Keeping Employees Safe During Health Crises: The Effects of Media Exposure, HR Practices, and Age. Journal of Business and Psychology, 0, , .	2.5	0
5362	Manufacturing Productivity with Worker Turnover. Management Science, 2023, 69, 1995-2015.	2.4	3
5363	Leadership and Productivity: A Study of U.S. Automobile Assembly Plants. Management Science, 2023, 69, 1500-1517.	2.4	6
5365	Join forces from top and bottom: The influencial mechanism of job crafting, high-performance work system on employee innovation behavior. Current Psychology, 2023, 42, 25917-25930.	1.7	2
5366	HRM practices and employee engagement: role of personal resources- a study among nurses. International Journal of Productivity and Performance Management, 2024, 73, 1-17.	2.2	4
5367	Adoption of digital strategies across the human resource value chain. SA Journal of Human Resource Management, 0, 20, .	0.6	3

#	Article	IF	CITATIONS
5368	Interfirm collaboration for knowledge resources interaction among small innovative firms. Journal of Business Research, 2022, 153, 206-215.	5.8	8
5369	Linking Human Resource Management Practices and Firms' Performance Using Neural Networks. International Journal of Applied Management Theory and Research, 2022, 4, 1-22.	0.1	0
5370	Social Indicators of ESG and Firmâ $\in$ ™s Financial Performance in India. , 2022, , 211-226.		0
5371	Critical Realism and the Development of Management Theory. Handbooks in Philosophy, 2022, , 1-18.	0.1	0
5372	Strategisches Personalmanagement: HR-Beitrag zum Unternehmenserfolg. Studienwissen Kompakt, 2022, , 159-170.	0.5	0
5373	Do Organizational Virtues Enhance Work Well-being? The Mediator Role of HRM Practices. RAC: Revista De Administração Contemporânea, 2022, 26, .	0.1	0
5374	Managing Age Diversity at the Workplace. Advances in Human Resources Management and Organizational Development Book Series, 2022, , 278-293.	0.2	0
5375	Health Workforce Talent Management in a Post-COVID-19 Digital Age. Advances in Human and Social Aspects of Technology Book Series, 2022, , 189-207.	0.3	1
5376	A Notsie narrative perspective on turnover in the UK financial services industry. Africa Journal of Management, 0, , 1-28.	0.8	0
5377	Fairness in human resource management practices and engineers' intention to stay inÂlndian construction firms. Employee Relations, 2023, 45, 156-171.	1.5	5
5378	Expanding the I-O psychology mindset to organizational success. Industrial and Organizational Psychology, 2022, 15, 385-402.	0.5	11
5379	Examining resilience: the role ofÂcreativity-oriented high-performance work practicesÂand role clarity. Journal of Organizational Change Management, 2022, 35, 1047-1060.	1.7	1
5380	Malcolm Baldrige National Quality Award winners: A quantitative analysis between strategic planning and human resource variables. Quality Management Journal, 2022, 29, 289-298.	0.9	0
5381	Workplaces during the COVID-19 pandemic and beyond: insights from strategic human resource management in Mainland China. Asia Pacific Business Review, 2023, 29, 1170-1191.	2.0	3
5382	Don't Worry, I Know What I'm Doing: Talent Management Practices between South Korean and Foreign-Owned Firms. Journal of East-West Business, 2023, 29, 1-25.	0.3	3
5383	You Say, Firm says: An Empirical Study on Online Employer Brand and Firm Performance. SSRN Electronic Journal, 0, , .	0.4	0
5384	How High-Performance Human Resource Practices (HPHRPs) Are Applied in a Public Hospital in Response to the COVID-19 Pandemic. , 2022, , .		0
5385	A Stochastic Programming Model for Multi-Product Aggregate Production Planning Using Valid Inequalities. Applied Sciences (Switzerland), 2022, 12, 9903.	1.3	4

#	Article	IF	CITATIONS
5386	The more the better? How and when can high-performance work systems fuel the proactive fire. Journal of Management and Organization, 0, , 1-18.	1.6	0
5387	Exploring the socioâ€political dynamics of frontâ€line managers' HR involvement: A qualitative approach. Human Resource Management, 2023, 62, 615-636.	3.5	2
5388	How resource-based state-owned enterprises manage collective labor relations: a comparative case study in China. Employee Relations, 2022, 45, 209.	1.5	0
5389	High Performance Sustainable Work Practices: Scale Development and Validation. Sustainability, 2022, 14, 12682.	1.6	1
5390	A Theoryâ€Based Analysis of Null Causality between <scp>HRM</scp> Practices and Outcomes: Evidence from Fourâ€Wave Longitudinal Data. Journal of Management Studies, 2023, 60, 1448-1484.	6.0	2
5391	An Empirical Examination of Knowledge Management and Organizational Learning as Mediating Variables between HRM and Sustainable Organizational Performance. Sustainability, 2022, 14, 13351.	1.6	3
5392	Building organisational resilience capability in small and mediumâ€sized enterprises: The role of highâ€performance work systems. Human Resource Management Journal, 2023, 33, 806-827.	3.6	9
5393	Exploring the Relationship between Membership Turnover and Productivity in Online Communities. Proceedings of the International AAAI Conference on Weblogs and Social Media, 2014, 8, 406-415.	1.5	6
5394	Scaling-Up the Crowd: Micro-Task Pricing Schemes for Worker Retention and Latency Improvement. , 0, 2, 50-58.		19
5395	Resilience as a Moderator Between Perceived HR Digitalization and Positive Employee Outcomes. Advances in Logistics, Operations, and Management Science Book Series, 2022, , 187-213.	0.3	0
5396	Flexible human resource management systems and employee innovation performance in China – based on the moderated mediation effect. Chinese Management Studies, 2023, 17, 1259-1275.	0.7	2
5397	Employee Welfare, Social Capital, and IPO Firm Survival. Entrepreneurship Theory and Practice, 0, , 104225872211208.	7.1	0
5398	Analysing the effect of AMO framework on the employee's voice behaviour. Journal of Organizational Effectiveness, 2022, ahead-of-print, .	1.4	0
5399	How Professional Service Firms Derive Triple Value Bottomline: An IC Perspective. Journal of Information and Knowledge Management, 2023, 22, .	0.8	1
5400	The mediating role of employee ambidexterity in the relationship between high-performance work system and employee work performance: An empirical evidence from ethio-telecom. Cogent Business and Management, 2022, 9, .	1.3	2
5401	Environmental sustainability through green HRM: Measuring the perception of university managers. Frontiers in Psychology, 0, 13, .	1.1	0
5402	Differential effects of autonomy on employee satisfaction and organizational performance depending on the type of financial incentives: evidence from a four-wave panel of Korean companies. International Journal of Human Resource Management, 0, , 1-31.	3.3	0
5403	The Effect of Intellectual Capital Elements on the Job Performance of Employees Working in the Food and Beverage Industry: An Application in Konya Province. Sosyal Bilimler Aratrmalar Dergisi, 0, , .	0.0	0

#	Article	IF	CITATIONS
5404	The impact of human resource and information technology on supply chain learning and operational performance. Journal of Business and Industrial Marketing, 2023, 38, 1927-1940.	1.8	2
5405	In prosperity and adversity? TheÂvalue of high-performance work practices for SMEs under conditions of environmental hostility and social embeddedness. International Journal of Manpower, 2023, 44, 618-634.	2.5	1
5406	Linking Performance Management Systems (PMS) With Organizational Development (OD). International Journal of Social Ecology and Sustainable Development, 2022, 13, 1-11.	0.1	1
5407	Creating Financial and Social Value by Improving Employee Well-Being: A PLS-SEM Application in SMEs. Mathematics, 2022, 10, 4456.	1.1	2
5408	The Impact of Adaptation-Oriented HRM on Exploration: Mediating Effects of Self-Organization. Sustainability, 2022, 14, 15772.	1.6	1
5409	Review and Prospects of Enterprise Human Resource Management Effectiveness: Bibliometric Analysis Based on Chinese-Language and English-Language Journals. Sustainability, 2022, 14, 16112.	1.6	1
5410	Human resource quality and firm performance: the role of education in China. Asia-Pacific Journal of Accounting and Economics, 0, , 1-22.	0.7	0
5411	The role of green human resource management in the translation of greening pressures into environmental protection practices. Business Strategy and the Environment, 2023, 32, 3628-3648.	8.5	14
5412	Gender diversity advantage at middle management: Implications for high performance work system improvement and organizational performance. Human Resource Management, 2023, 62, 765-785.	3.5	1
5414	Retaining clinicians in suburban areas: An experience from Iran's primary health care system reform. World Medical and Health Policy, 0, , .	0.9	0
5415	High performance work systems and employee mental health: The roles of psychological empowerment, work role overload, and organizational identification. Human Resource Management, 2023, 62, 791-810.	3.5	1
5416	Estimating labor resource requirements in construction projects using machine learning. Construction Innovation, 2023, ahead-of-print, .	1.5	6
5417	Does the ferry sector need soft total quality management practices? Evidence from an Italian ferry company. TQM Journal, 2023, ahead-of-print, .	2.1	2
5418	Digital transformation adoption inÂhuman resources management during COVID-19. Arab Gulf Journal of Scientific Research, 2023, 41, 446-461.	0.3	8
5419	Moderated mediation between organizational culture and employee performance: the role of similarities in religious teachings and high-performance managerial practices. Journal of Indian Business Research, 2023, ahead-of-print, .	1.2	1
5420	High-Performance Work System and Innovation Capabilities: The Mediating Role of Intellectual Capital. Administrative Sciences, 2023, 13, 23.	1.5	6
5421	The Effect of Human Resource Director (HRD) Competency on the Performance of Exponential Organizations—Analysis of the Continuous Mediating Effect Based on Organizational Identity, Self-Efficacy, and the Moderating Effect of Organizational Politics. Sustainability, 2023, 15, 936.	1.6	4
5422	Human Resource Management and Organizational Innovation: Assessing the Moderating Role of Organization Culture. Journal of Business and Social Review in Emerging Economies, 2022, 8, .	0.0	Ο

#	Article	IF	Citations
	The effects of transformational leadership and HRM practices onÂemployee outcomes and productivity		
5423	in the Greek hospitality industry duringÂĊOVID-19. Ėmployee Relations, 2023, 45, 653-676.	1.5	6
5424	Social Entrepreneurship Strategies for NPOs' Organisational Sustainability. , 2023, , 53-101.		1
5425	Consequences of corruption: determinants of public servants' job satisfaction and performance. International Journal of Human Resource Management, 0, , 1-32.	3.3	1
5426	Personal disposition as the source of variability inÂthe hrm-performance relationship: theÂmoderating effects of conscientiousness on the relationship between high-commitment work system and employee outcome. International Journal of Human Resource Management, 2023, 34, 3933-3962.	3.3	5
5427	Effect of innovations in human resource practices, innovation capabilities, and competitive advantage on small and medium enterprises' performance in Thailand. European Research on Management and Business Economics, 2023, 29, 100210.	3.4	21
5428	Impact of Human Resources Management Strategies on Organizational Learning of Islamic Banks in Jordan. Studies in Computational Intelligence, 2023, , 869-885.	0.7	8
5429	The People as Technology Model and the Five Values. Advances in Human Resources Management and Organizational Development Book Series, 2023, , 70-122.	0.2	0
5430	The impact of human resource practices on corporate investment efficiency. International Review of Financial Analysis, 2023, 87, 102609.	3.1	4
5431	Underlying Philosophies and Human Resource Management Role for Sustainable Development. Advances in Public Policy and Administration, 2023, , 286-304.	0.1	2
5432	The effect of high-involvement human resource management practices on supply chain resilience and operational performance. Journal of Management Science and Engineering, 2023, 8, 176-190.	1.9	13
5433	Corruption, the digital sectors, and the profitability of foreign subsidiaries in emerging markets. Journal of Business Research, 2023, 161, 113848.	5.8	3
5435	Job satisfaction, management sentiment, and financial performance: Text analysis with job reviews from indeed.com. International Journal of Information Management Data Insights, 2023, 3, 100155.	6.5	3
5436	Human Resource Management in Times of the Pandemic: Clustering HR Managers' Use of High-Performance Work Systems. , 2023, , 141-160.		1
5437	Presenteeism as a moral hazard problem: Implications for the human resource management. Journal of Management and Organization, 0, , 1-20.	1.6	6
5438	The impact of enterprise resilience and HRM practices on performance: Findings from fsQCA. Frontiers in Psychology, 0, 14, .	1.1	0
5439	Promoting meaningfulness in work for higher job satisfaction: willÂintent to quit make trouble forÂbusiness managers?. Journal of Organizational Effectiveness, 2023, 10, 455-476.	1.4	2
5440	Strategic Human Resources Management for Creating Shared Value in Social Business Organizations. Sustainability, 2023, 15, 3703.	1.6	0
5442	The impact of discretionary HR practices on knowledge sharing and intention to quit – a three-wave study on the role of career satisfaction, organizational identification, and work engagement. International Journal of Human Resource Management, 2023, 34, 4205-4231.	3.3	8

#	Article	IF	CITATIONS
5443	What Keeps Social Entrepreneurs Happy? Exploring Personality, Work Design, External Support, and Social Impact as Resources of Social Entrepreneurs' Mental Well-Being. Sustainability, 2023, 15, 4109.	1.6	2
5444	A Literature Review on Digital Human Resources Management Towards Digital Skills and Employee Performance. Lecture Notes in Networks and Systems, 2023, , 743-750.	0.5	0
5445	INTERACTION BETWEEN COMPANY SIZE AND CORPORATE SOCIAL RESPONSIBILITY OF CONSUMER GOODS MANUFACTURING FIRMS IN NIGERIA , 2021, 7, 1-9.		0
5446	Examining the Ability, Motivation and Opportunity (AMO) framework in HRM research: Conceptualization, measurement and interactions. International Journal of Management Reviews, 2023, 25, 725-739.	5.2	11
5447	Human resources analytics: whereÂdo we go from here?. Benchmarking, 2024, 31, 640-668.	2.9	4
5448	Does leadership gender diversity drive corporate social responsibility and organizational outcomes? The role of organization size. Australian Journal of Management, 0, , 031289622311606.	1.2	0
5449	The two faces of HPWS in employee perceptions and organizational performance. Asia Pacific Management Review, 2023, , .	2.6	0
5450	The Organisation's Size-Innovation Performance Relationship: The Role of Human Resource Development Mechanisms. Journal of Information and Knowledge Management, 0, , .	0.8	0
5451	An Exploratory Study of the Critical Success Factors of the Global Shipping Industry in the Digital Era. Journal of Theoretical and Applied Electronic Commerce Research, 2023, 18, 795-813.	3.1	1
5452	Job Insecurity and Performance. Advances in Human Resources Management and Organizational Development Book Series, 2023, , 61-98.	0.2	0
5453	Public Employees as a Strategic Resource. , 2022, , 10618-10624.		0
5454	Impact of Innovation-Oriented Human Resource on Small and Medium Enterprises' Performance. Sustainability, 2023, 15, 6273.	1.6	5
5455	Socio-cultural dimensions, employee-related assumptions and HRM practices-a multivariate model in a cross-national setting. Cogent Business and Management, 2023, 10, .	1.3	1
5456	Auditor Assignments and Audit Quality. Australian Accounting Review, 2023, 33, 160-187.	2.5	1
5457	The adoption of digital technologies: Investment, skills, work organisation. Structural Change and Economic Dynamics, 2023, 66, 89-105.	2.1	13
5458	Investigation of the Effects of Knowledge Management on Organizational Performance Through Human Resource Management as Mediator. Business Perspectives and Research, 0, , 227853372211485.	1.6	0
5459	Organizational Commitment and the Academic Staff in HEI's in North West India. , 2022, , .		0
5460	People development in startups. Revista De Administracao Mackenzie, 2023, 24, .	0.2	1

# 5461	ARTICLE Customized Artificial Intelligence for Talent Recruiting: A Bias-Free Tool?. Lecture Notes in Information Systems and Organisation, 2023, , 245-261.	IF 0.4	CITATIONS 0
5463	Dynamism of HR strategy through academic person-environment fit towards sustaining work life balance and reducing intention to leave: A review. AIP Conference Proceedings, 2023, , .	0.3	0
5474	Chapitre 4. L'innovation en PMEÂ: une question de mobilisation des ressources humaines. , 2022, , 77-87.		0
5476	Diversity Intelligence. , 2023, , 1-33.		2
5487	Artificial Intelligence Deployment And The Potency Of Hrm Functions. , 2023, , .		1
5491	University as an Organisation: Role of Human Resource Management. India Studies in Business and Economics, 2023, , 2-26.	0.2	0
5498	Satisfaction with Human Resources Management Practices and Turnover Intentions: The Moderating Role of Age and Seniority. , 2023, , 227-252.		0
5508	Approaches to Studying Green Human Resource Management: Do All the Roads Lead to Rome?. , 2023, , 23-42.		0
5517	Achieving Competitive Advantage Through Strategic Job Design: The Case of Service Sector in China. , 2023, , 45-57.		0
5519	Integrating Diversity, Equity, and Inclusion (DEI) Effectiveness Metrics Into Recruitment Analytics. Advances in Human Resources Management and Organizational Development Book Series, 2023, , 1-19.	0.2	0
5531	High-Performance Work Practices, Employee Engagement, and Employee Performance. Advances in Psychology, Mental Health, and Behavioral Studies, 2023, , 70-96.	0.1	0
5542	Editorial: Scholarâ€stakeholder collaboration for rigorous and relevant HRM research—Possible contributions and key requirements of collaborative studies in HRM. Human Resource Management Journal, 0, , .	3.6	0
5559	Architects of Innovation. Advances in Human Resources Management and Organizational Development Book Series, 2024, , 39-61.	0.2	0
5566	Human Resource Management for Military Organizations: Challenges and Trends. , 2023, , 1-26.		0
5570	A System for Analyzing Human Capability at Scale Using AI. Lecture Notes in Networks and Systems, 2024, , 308-324.	0.5	0
5572	Conclusion Reframing HRM in SMEs: Navigating Challenges and Dynamics. , 2023, , 243-254.		0
5580	Determinants of Organisations' Decisions Regarding Investments in Human Resource Development. Springer Proceedings in Business and Economics, 2024, , 57-70.	0.3	0
5581	Sustainable Human Resource Management: The Nepalese Perspective. , 2024, , 109-140.		0

		CITATION R	EPORT	
#	Article		IF	CITATIONS
5582	Integration von Individuum und Organisation. , 2024, , 111-175.			0
5583	Employee Resourcing Strategies in Tight Labour Market. Springer Proceedings in Busin Economics, 2024, , 109-122.	ess and	0.3	0
5588	Responsible Human Resource Management: A Strategic Approach. Management and In Engineering, 2024, , 147-168.	ıdustrial	0.3	0