

# Raymond Loi

## List of Publications by Year in descending order

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Version: 2024-02-01

53  
papers

3,960  
citations

186265

28  
h-index

168389

53  
g-index

53  
all docs

53  
docs citations

53  
times ranked

2864  
citing authors

#	ARTICLE	IF	CITATIONS
1	The Dark Side of Leadership: A Three-Level Investigation of the Cascading Effect of Abusive Supervision on Employee Creativity. <i>Academy of Management Journal</i> , 2012, 55, 1187-1212.	6.3	514
2	Looking at Both Sides of the Social Exchange Coin: A Social Cognitive Perspective on the Joint Effects of Relationship Quality and Differentiation on Creativity. <i>Academy of Management Journal</i> , 2010, 53, 1090-1109.	6.3	464
3	Linking employees' justice perceptions to organizational commitment and intention to leave: The mediating role of perceived organizational support. <i>Journal of Occupational and Organizational Psychology</i> , 2006, 79, 101-120.	4.5	398
4	The bad boss takes it all: How abusive supervision and leader-member exchange interact to influence employee silence. <i>Leadership Quarterly</i> , 2015, 26, 763-774.	5.8	240
5	Four-factor justice and daily job satisfaction: A multilevel investigation.. <i>Journal of Applied Psychology</i> , 2009, 94, 770-781.	5.3	156
6	Leader-member exchange, organizational identification, and job satisfaction: A social identity perspective. <i>Journal of Occupational and Organizational Psychology</i> , 2014, 87, 42-61.	4.5	155
7	Coping with Job Insecurity: The Role of Procedural Justice, Ethical Leadership and Power Distance Orientation. <i>Journal of Business Ethics</i> , 2012, 108, 361-372.	6.0	153
8	Work role stressors and turnover intentions: a study of professional clergy in Hong Kong. <i>International Journal of Human Resource Management</i> , 2005, 16, 2133-2146.	5.3	144
9	The interaction between leader-member exchange and perceived job security in predicting employee altruism and work performance. <i>Journal of Occupational and Organizational Psychology</i> , 2011, 84, 669-685.	4.5	128
10	Ethical Leadership Behavior and Employee Justice Perceptions: The Mediating Role of Trust in Organization. <i>Journal of Business Ethics</i> , 2016, 134, 493-504.	6.0	115
11	Family friendly work practices, organizational climate, and firm performance: A study of multinational corporations in Hong Kong. <i>Journal of Organizational Behavior</i> , 2009, 30, 665-680.	4.7	93
12	Linking Leader-Member Exchange and Employee Work Outcomes: The Mediating Role of Organizational Social and Economic Exchange. <i>Management and Organization Review</i> , 2009, 5, 401-422.	2.1	90
13	Linking organizational identification and employee performance in teams: the moderating role of team-member exchange. <i>International Journal of Human Resource Management</i> , 2011, 22, 3187-3201.	5.3	90
14	Perceived organizational support and coworker support as antecedents of foreign workers' voice and psychological stress. <i>International Journal of Hospitality Management</i> , 2014, 36, 23-30.	8.8	88
15	Human resource flexibility, organizational culture and firm performance: an investigation of multinational firms in Hong Kong. <i>International Journal of Human Resource Management</i> , 2008, 19, 1654-1666.	5.3	86
16	Person-organization fit and employee outcomes: test of a social exchange model. <i>International Journal of Human Resource Management</i> , 2013, 24, 3719-3737.	5.3	82
17	Perceptions of organizational context and job attitudes: The mediating effect of organizational identification. <i>Asia Pacific Journal of Management</i> , 2013, 30, 149-168.	4.5	78
18	Motivation of travel agents' customer service behavior and organizational citizenship behavior: The role of leader-member exchange and internal marketing orientation. <i>Tourism Management</i> , 2015, 48, 362-369.	9.8	61

#	ARTICLE	IF	CITATIONS
19	Mobility norms, risk aversion, and career satisfaction of Chinese employees. <i>Asia Pacific Journal of Management</i> , 2010, 27, 237-255.	4.5	56
20	Looking intra-organizationally for identity cues: Whether perceived organizational support shapes employees' organizational identification. <i>Human Relations</i> , 2016, 69, 345-367.	5.4	54
21	Working under a committed boss: A test of the relationship between supervisors' and subordinates' affective commitment. <i>Leadership Quarterly</i> , 2012, 23, 466-475.	5.8	51
22	Voice More and Stay Longer: How Ethical Leaders Influence Employee Voice and Exit Intentions. <i>Business Ethics Quarterly</i> , 2016, 26, 277-300.	1.5	45
23	Exchange mechanisms between ethical leadership and affective commitment. <i>Journal of Managerial Psychology</i> , 2015, 30, 645-658.	2.2	40
24	Reliance and disclosure: How supervisory justice affects trust in supervisor and extra-role performance. <i>Asia Pacific Journal of Management</i> , 2013, 30, 231-249.	4.5	38
25	THE EFFECT OF PROFESSIONAL IDENTIFICATION ON JOB ATTITUDES: A STUDY OF LAWYERS IN HONG KONG. <i>International Journal of Organizational Analysis</i> , 2004, 12, 109-128.	0.0	37
26	Linking Gender Role Orientation to Subjective Career Success. <i>Journal of Career Assessment</i> , 2014, 22, 290-303.	2.5	35
27	Social capital and career outcomes: a study of Chinese employees. <i>International Journal of Human Resource Management</i> , 2010, 21, 1323-1336.	5.3	34
28	What threatens retail employees' thriving at work under leader-member exchange? The role of store spatial crowding and team negative affective tone. <i>Human Resource Management</i> , 2019, 58, 371-382.	5.8	32
29	Work outcomes of relational demography in Chinese vertical dyads. <i>International Journal of Human Resource Management</i> , 2009, 20, 1704-1719.	5.3	31
30	Reversing the lens: How followers influence leader-member exchange quality. <i>Journal of Occupational and Organizational Psychology</i> , 2019, 92, 475-497.	4.5	29
31	Antecedents and Consequences of Perceived Personal Gender Discrimination: A Study of Solicitors in Hong Kong. <i>Sex Roles</i> , 2006, 55, 197-208.	2.4	28
32	Who Gets More of the Pie? Predictors of Perceived Gender Inequity at Work. <i>Journal of Business Ethics</i> , 2003, 45, 227-241.	6.0	26
33	Customer misbehavior and store managers' work-family enrichment: The moderated mediation effect of work meaningfulness and organizational affective commitment. <i>Human Resource Management</i> , 2018, 57, 1039-1048.	5.8	24
34	Linking customer participation to service employees' work-family enrichment: The role of job crafting and OBSE. <i>Journal of Occupational and Organizational Psychology</i> , 2020, 93, 381-404.	4.5	22
35	Work Satisfaction of Chinese Employees: A Social Exchange and Gender-Based View. <i>Social Indicators Research</i> , 2014, 116, 457-473.	2.7	21
36	The interactive effect of LMX and LMX differentiation on followers' job burnout: evidence from tourism industry in Hong Kong. <i>International Journal of Human Resource Management</i> , 2018, 29, 1972-1998.	5.3	20

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37	Examining professionals' identification in the workplace: The roles of organizational prestige, work-unit prestige, and professional status. <i>Asia Pacific Journal of Management</i> , 2014, 31, 789-810.	4.5	19
38	The effects of cultural types on perceptions of justice and gender inequity in the workplace. <i>International Journal of Human Resource Management</i> , 2006, 17, 983-998.	5.3	18
39	Can taking charge at work help hospitality frontline employees enrich their family life?. <i>International Journal of Hospitality Management</i> , 2020, 89, 102594.	8.8	18
40	Ethical Leadership and Workplace Deviance: The Role of Moral Disengagement. <i>Advances in Global Leadership</i> , 2012, , 37-56.	1.0	16
41	Exemplification and Supervisor-rated Performance: The moderating role of ethical leadership. <i>International Journal of Selection and Assessment</i> , 2013, 21, 145-154.	2.5	16
42	Linking organizational social exchange to intention to leave: Does normative commitment matter?. <i>International Journal of Human Resource Management</i> , 2020, 31, 1663-1683.	5.3	16
43	Abuse in the name of injustice: mechanisms of moral disengagement. <i>Asian Journal of Business Ethics</i> , 2015, 4, 57-72.	1.4	13
44	Do embedded employees voice more?. <i>Personnel Review</i> , 2019, 48, 824-838.	2.7	13
45	Buffering negative impacts of jaycustomer behavior on service employees. <i>Journal of Services Marketing</i> , 2020, 34, 635-650.	3.0	13
46	Why and when proactive employees take charge at work: the role of servant leadership and prosocial motivation. <i>European Journal of Work and Organizational Psychology</i> , 2022, 31, 117-127.	3.7	12
47	Is Emotional Engagement Possible in Emotionally Demanding Jobs?. <i>Journal of Personnel Psychology</i> , 2018, 17, 42-52.	1.4	11
48	Powered to craft? The roles of flexibility and perceived organizational support. <i>Journal of Business Research</i> , 2019, 104, 61-68.	10.2	10
49	Antecedents and consequences of upward and downward social comparisons. <i>International Journal of Organizational Analysis</i> , 2016, 24, 145-161.	2.9	9
50	Gender, gender identification and perceived gender discrimination. <i>Equality, Diversity and Inclusion</i> , 2015, 34, 650-665.	1.4	8
51	Turning Hotel Employees Into Brand Champions: The Roles of Well-Connected Leaders and Organizational Identification. <i>Journal of Hospitality and Tourism Research</i> , 2018, 42, 1232-1253.	2.9	6
52	Not Threats, but Resources: An Investigation of How Leaders React to Employee Constructive Voice. <i>British Journal of Management</i> , 2023, 34, 37-56.	5.0	3
53	Driving Retail Cross-Selling. <i>Journal of Service Research</i> , 2023, 26, 212-232.	12.2	1