

Gary N Powell

List of Publications by Year in descending order

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88
papers

8,267
citations

81743

39
h-index

54797

84
g-index

88
all docs

88
docs citations

88
times ranked

3968
citing authors

#	ARTICLE	IF	CITATIONS
1	When Work And Family Are Allies: A Theory Of Work-Family Enrichment. Academy of Management Review, 2006, 31, 72-92.	7.4	2,415
2	Gender and Managerial Stereotypes: Have the Times Changed?. Journal of Management, 2002, 28, 177-193.	6.3	475
3	Linking family-to-business enrichment and support to entrepreneurial success: Do female and male entrepreneurs experience different outcomes?. Journal of Business Venturing, 2013, 28, 261-280.	4.0	349
4	Cross-Currents in the River of Time: Conceptualizing the Complexities of Women's Careers. Journal of Management, 1992, 18, 215-237.	6.3	278
5	Sex, Gender, and the Work-to-Family Interface: Exploring Negative and Positive Interdependencies. Academy of Management Journal, 2010, 53, 513-534.	4.3	271
6	Nurturing Entrepreneurs' Work-Family Balance: A Gendered Perspective. Entrepreneurship Theory and Practice, 2012, 36, 513-541.	7.1	257
7	When work and family collide: Deciding between competing role demands. Organizational Behavior and Human Decision Processes, 2003, 90, 291-303.	1.4	255
8	Toward culture-sensitive theories of the work-family interface. Journal of Organizational Behavior, 2009, 30, 597-616.	2.9	254
9	The role of gender identity in explaining sex differences in business owners' career satisfier preferences. Journal of Business Venturing, 2008, 23, 244-256.	4.0	191
10	Sex, Gender, and Decisions at the Family Work Interface. Journal of Management, 2010, 36, 1011-1039.	6.3	163
11	Work-to-family conflict, positive spillover, and boundary management: a person-environment fit approach. Journal of Vocational Behavior, 2009, 74, 82-93.	1.9	160
12	THE EFFECT OF SEX SIMILARITY ON RECRUITERS' EVALUATIONS OF ACTUAL APPLICANTS: A TEST OF THE SIMILARITY-ATTRACTION PARADIGM. Personnel Psychology, 1995, 48, 85-98.	2.2	146
13	EFFECTS OF JOB ATTRIBUTES AND RECRUITING PRACTICES ON APPLICANT DECISIONS: A COMPARISON. Personnel Psychology, 1984, 37, 721-732.	2.2	130
14	The family-relatedness of work decisions: A framework and agenda for theory and research. Journal of Vocational Behavior, 2012, 80, 246-255.	1.9	130
15	The "Good Manager". Group & Organization Studies, 1989, 14, 216-233.	0.7	126
16	Effects of sex role identity and sex on definitions of sexual harassment. Sex Roles, 1986, 14, 9-19.	1.4	119
17	An investigation of sex discrimination in recruiters' evaluations of actual applicants.. Journal of Applied Psychology, 1988, 73, 20-29.	4.2	110
18	Introduction to Special Topic Forum: Advancing and Expanding Work-Life Theory from Multiple Perspectives. Academy of Management Review, 2019, 44, 54-71.	7.4	109

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19	Explaining sex differences in managerial career satisfier preferences: The role of gender self-schema.. Journal of Applied Psychology, 2006, 91, 437-445.	4.2	107
20	APPLICANT REACTIONS TO THE INITIAL EMPLOYMENT INTERVIEW: EXPLORING THEORETICAL AND METHODOLOGICAL ISSUES. Personnel Psychology, 1991, 44, 67-83.	2.2	103
21	The Perceived Glass Ceiling and Justice Perceptions: An Investigation of Hispanic Law Associates. Journal of Management, 2002, 28, 471-496.	6.3	103
22	Managerial decision making regarding alternative work arrangements. Journal of Occupational and Organizational Psychology, 1999, 72, 41-56.	2.6	102
23	Reflections on the Glass Ceiling: Recent Trends and Future Prospects. , 0, , 325-346.		101
24	Gender, gender identity, and aspirations to top management. Gender in Management, 2003, 18, 88-96.	0.8	98
25	EXPLORING THE INFLUENCE OF DECISION MAKERS' RACE AND GENDER ON ACTUAL PROMOTIONS TO TOP MANAGEMENT. Personnel Psychology, 2002, 55, 397-428.	2.2	87
26	Managing incidents of work-family conflict: A decision-making perspective. Human Relations, 2006, 59, 1179-1212.	3.8	80
27	Is the opposite of positive negative?. Career Development International, 2006, 11, 650-659.	1.3	77
28	Observersâ€™ Reactions to Social-Sexual Behavior at Work: An Ethical Decision Making Perspective. Journal of Management, 1999, 25, 779-802.	6.3	75
29	Family Involvement in the Firm, Family-to-Business Support, and Entrepreneurial Outcomes: An Exploration. Journal of Small Business Management, 2017, 55, 614-631.	2.8	73
30	The paradox of the contented female business owner. Journal of Vocational Behavior, 2008, 73, 24-36.	1.9	69
31	Six ways of seeing the elephant: the intersection of sex, gender, and leadership. Gender in Management, 2012, 27, 119-141.	1.1	67
32	No pain, no gain? A resource-based model of work-to-family enrichment and conflict. Journal of Vocational Behavior, 2012, 81, 89-98.	1.9	62
33	Sex Effects on Managerial Value Systems. Human Relations, 1984, 37, 909-921.	3.8	61
34	When family considerations influence work decisions: Decision-making processes. Journal of Vocational Behavior, 2012, 81, 322-329.	1.9	58
35	Something to Talk About: Romantic Relationships M Organizational Settings. Journal of Management, 1998, 24, 421-448.	6.3	56
36	Effect of group performance, leader sex, and rater sex on ratings of leader behavior. Organizational Behavior and Human Performance, 1981, 28, 129-141.	1.5	54

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37	The glass ceiling: what have we learned 20 years on?. Journal of Organizational Effectiveness, 2015, 2, 306-326.	1.4	54
38	Workplace Romances between Senior- Level Executives and Lower-Level Employees: An Issue of Work Disruption and Gender. Human Relations, 2001, 54, 1519-1544.	3.8	52
39	Determinants of Employee Participation in Organizationsâ€™ Family-friendly Programs: A Multi-level Approach. Journal of Business and Psychology, 2007, 22, 111-122.	2.5	50
40	Leader evaluations: a new female advantage?. Gender in Management, 2008, 23, 156-174.	1.1	48
41	Sex similarity, quality of the employment interview and recruiters' evaluation of actual applicants. Journal of Occupational and Organizational Psychology, 1996, 69, 243-261.	2.6	46
42	What do tomorrow's managers think about sexual intimacy in the workplace?. Business Horizons, 1986, 29, 30-35.	3.4	38
43	Sex, gender, and aspirations to top management: Who's opting out? Who's opting in?. Journal of Vocational Behavior, 2013, 82, 30-36.	1.9	38
44	Hiring ex-offenders: A theoretical model. Human Resource Management Review, 2015, 25, 298-312.	3.3	38
45	The gender and leadership wars. Organizational Dynamics, 2011, 40, 1-9.	1.6	35
46	Not all is fair in love and work: coworkers' preferences for and responses to managerial interventions regarding workplace romances. Journal of Organizational Behavior, 1999, 20, 1043-1056.	2.9	34
47	If 'good managers' are masculine, what are 'bad managers'?. Sex Roles, 1984, 10, 477.	1.4	28
48	Dynamics of the relationships among work and family resource gain and loss, enrichment, and conflict over time. Journal of Vocational Behavior, 2014, 84, 293-302.	1.9	25
49	Female and male socialization experiences: An initial investigation. Journal of Occupational Psychology, 1985, 58, 81-85.	1.5	23
50	Confinement during the COVID-19 pandemic: How multi-domain work-life shock events may result in positive identity change. Journal of Vocational Behavior, 2021, 130, 103621.	1.9	23
51	Correspondence Between Self- and Good-Manager Descriptions. Journal of Management, 2015, 41, 1745-1773.	6.3	20
52	A note on sexâ€™role identity effects on managerial aspirations. Journal of Occupational Psychology, 1981, 54, 299-301.	1.5	19
53	The Effects of Sex and Gender on Recruitment. Academy of Management Review, 1987, 12, 731.	7.4	19
54	The Good Manager. Group and Organization Management, 1992, 17, 44-56.	2.7	18

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55	Convergent Validity in Students' Perceptions of Jimmy Carter, Ted Kennedy, and the Ideal President. Perceptual and Motor Skills, 1981, 52, 51-56.	0.6	17
56	A survival analysis of the impact of boundary crossings on managerial career advancement up to midcareer. Journal of Vocational Behavior, 2011, 79, 230-240.	1.9	17
57	The role of androgyny in leader prototypes over four decades. Gender in Management, 2015, 30, 69-86.	1.1	17
58	Workâ€‘family lockdown: implications for a post-pandemic research agenda. Gender in Management, 2020, 35, 639-646.	1.1	17
59	A Review of Fatherhood and Employment: Introducing New Perspectives for Management Research. Journal of Management Studies, 2022, 59, 1198-1226.	6.0	17
60	Family science and the work-family interface: An interview with Gary Powell and Jeffrey Greenhaus. Human Resource Management Review, 2018, 28, 98-102.	3.3	16
61	Sex-Role Identity and Sex: An Important Distinction for Research on Women in Management. Basic and Applied Social Psychology, 1982, 3, 67-79.	1.2	15
62	Something to talk about: Romantic relationships in organizational settings. Journal of Management, 1998, 24, 421-448.	6.3	15
63	Kinship and Gender in Family Firms: New Insights Into Employeesâ€™ Organizational Citizenship Behavior. Family Business Review, 2021, 34, 270-295.	4.5	15
64	The preference to work for a man or a woman: A matter of sex and gender?. Journal of Vocational Behavior, 2015, 86, 28-37.	1.9	13
65	Sex, Attributions, and Leadership: A Brief Review. Psychological Reports, 1982, 51, 1171-1174.	0.9	12
66	Commitment to Career versus Family/Home Life: Effects of Sex, Sex-Role Identity, and Family Status. Psychological Reports, 1989, 64, 695-698.	0.9	12
67	Sexual harassment: Confronting the issue of definition. Business Horizons, 1983, 26, 24-28.	3.4	11
68	Linking leader anti-prototypes and prototypes to gender stereotypes. Gender in Management, 2017, 32, 128-140.	1.1	11
69	The â€‘good managerâ€™ over five decades: towards an androgynous profile?. Gender in Management, 2021, 36, 714-730.	1.1	10
70	Effects of Expectancy-Confirmation Processes and Applicants' Qualifications on Recruiters' Evaluations. Psychological Reports, 1986, 58, 1003-1010.	0.9	9
71	Sex, gender, and the US presidency: ready for a female President?. Gender in Management, 2011, 26, 394-407.	1.1	9
72	A Longitudinal Investigation of Work Preferences among College Graduates. Psychological Reports, 1990, 66, 1125-1134.	0.9	8

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73	Recruiters' and Applicants' Reactions to Campus Interviews and Employment Decisions. <i>Academy of Management Journal</i> , 1996, 39, 1619-1640.	4.3	7
74	The "High-High" Leader Rides Again!. <i>Group & Organization Studies</i> , 1984, 9, 437-450.	0.7	6
75	Managerial Stereotypes in a Global Economy: A Comparative Study of Japanese and American Business Students' Perspectives. <i>Psychological Reports</i> , 1994, 74, 219-226.	0.9	5
76	Workplace Romance in the Public Sector: Sex Differences in Reactions to the Clinton-Lewinsky Affair. <i>Psychological Reports</i> , 2000, 87, 1043-1049.	0.9	5
77	Why Trump and Clinton won and lost: the roles of hypermasculinity and androgyny. <i>Equality, Diversity and Inclusion</i> , 2018, 37, 44-62.	0.7	5
78	Is the "Presidential Image" Reserved for Males? Sex-Role Stereotypes and the 1984 Presidential Election. <i>Psychological Reports</i> , 1987, 61, 491-495.	0.9	4
79	Group Performance Effects on Evaluations and Descriptions of Leadership Behavior.. <i>Proceedings - Academy of Management</i> , 1978, 1978, 50-54.	0.0	4
80	The Female Leader: Attributional Effects of Group Performance. <i>Psychological Reports</i> , 1980, 47, 891-897.	0.9	3
81	Aspirations to top management over five decades: a shifting role of gender?. <i>Gender in Management</i> , 2022, 37, 953-968.	1.1	2
82	The Female Leader and the "High-High" Effective Leader Stereotype. <i>Journal of Psychology: Interdisciplinary and Applied</i> , 1984, 117, 71-76.	0.9	1
83	Gender and the Charismatic Leader: More to Be Learned. <i>Psychological Reports</i> , 2003, 92, 1103-1104.	0.9	1
84	Sex, Gender, and Leadership. , 2013, , .		1
85	Sex, Gender, and Decisions at the Family-Work Interface. , 2013, , 156-189.		1
86	WORKPLACE ROMANCE IN THE PUBLIC SECTOR: SEX DIFFERENCES IN REACTIONS TO THE CLINTON-LEWINSKY AFFAIR. <i>Psychological Reports</i> , 2000, 87, 1043.	0.9	1
87	Gender, diversity and the 2020 US presidential election: towards an androgynous presidential profile?. <i>Gender in Management</i> , 2022, ahead-of-print, .	1.1	1
88	GENDER AND THE CHARISMATIC LEADER: MORE TO BE LEARNED. <i>Psychological Reports</i> , 2003, 92, 1103.	0.9	0