

# Edwin A Locke

## List of Publications by Year in descending order

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130  
papers

35,740  
citations

10351

72  
h-index

17055

122  
g-index

149  
all docs

149  
docs citations

149  
times ranked

15812  
citing authors

#	ARTICLE	IF	CITATIONS
1	Building a practically useful theory of goal setting and task motivation: A 35-year odyssey.. American Psychologist, 2002, 57, 705-717.	3.8	4,700
2	Goal setting and task performance: 1969-1980.. Psychological Bulletin, 1981, 90, 125-152.	5.5	1,753
3	Negative self-efficacy and goal effects revisited.. Journal of Applied Psychology, 2003, 88, 87-99.	4.2	1,702
4	Toward a theory of task motivation and incentives. Organizational Behavior and Human Performance, 1968, 3, 157-189.	1.5	1,685
5	What is job satisfaction?. Organizational Behavior and Human Performance, 1969, 4, 309-336.	1.5	1,627
6	The Relationship of Entrepreneurial Traits, Skill, and Motivation to Subsequent Venture Growth.. Journal of Applied Psychology, 2004, 89, 587-598.	4.2	1,465
7	Building a practically useful theory of goal setting and task motivation. A 35-year odyssey. American Psychologist, 2002, 57, 705-17.	3.8	1,387
8	Dispositional effects on job and life satisfaction: The role of core evaluations.. Journal of Applied Psychology, 1998, 83, 17-34.	4.2	1,302
9	Empowering Leadership in Management Teams: Effects on Knowledge Sharing, Efficacy, And Performance. Academy of Management Journal, 2006, 49, 1239-1251.	4.3	1,160
10	New Directions in Goal-Setting Theory. Current Directions in Psychological Science, 2006, 15, 265-268.	2.8	1,097
11	Self-regulation through goal setting. Organizational Behavior and Human Decision Processes, 1991, 50, 212-247.	1.4	950
12	Personality and job satisfaction: The mediating role of job characteristics.. Journal of Applied Psychology, 2000, 85, 237-249.	4.2	742
13	Direct and indirect effects of three core charismatic leadership components on performance and attitudes.. Journal of Applied Psychology, 1996, 81, 36-51.	4.2	734
14	Core Self-Evaluations and Job and Life Satisfaction: The Role of Self-Concordance and Goal Attainment.. Journal of Applied Psychology, 2005, 90, 257-268.	4.2	726
15	Effect of self-efficacy, goals, and task strategies on task performance.. Journal of Applied Psychology, 1984, 69, 241-251.	4.2	640
16	A Multidimensional Model of Venture Growth. Academy of Management Journal, 2001, 44, 292-303.	4.3	583
17	Work Motivation and Satisfaction: Light at the End of the Tunnel. Psychological Science, 1990, 1, 240-246.	1.8	571
18	The Determinants of Goal Commitment. Academy of Management Review, 1988, 13, 23-39.	7.4	524

#	ARTICLE	IF	CITATIONS
19	The Relationship of Achievement Motivation to Entrepreneurial Behavior: A Meta-Analysis. <i>Human Performance</i> , 2004, 17, 95-117.	1.4	457
20	A longitudinal study of the relation of vision and vision communication to venture growth in entrepreneurial firms.. <i>Journal of Applied Psychology</i> , 1998, 83, 43-54.	4.2	453
21	What Should we do About Motivation Theory? Six Recommendations for the Twenty-First Century. <i>Academy of Management Review</i> , 2004, 29, 388-403.	7.4	453
22	A Multilevel Investigation of the Motivational Mechanisms Underlying Knowledge Sharing and Performance. <i>Organization Science</i> , 2007, 18, 71-88.	3.0	431
23	Task complexity as a moderator of goal effects: A meta-analysis.. <i>Journal of Applied Psychology</i> , 1987, 72, 416-425.	4.2	415
24	Motivation through conscious goal setting. <i>Applied and Preventive Psychology</i> , 1996, 5, 117-124.	0.8	395
25	New Developments in and Directions for Goal-Setting Research. <i>European Psychologist</i> , 2007, 12, 290-300.	1.8	370
26	Why emotional intelligence is an invalid concept. <i>Journal of Organizational Behavior</i> , 2005, 26, 425-431.	2.9	341
27	Goal settingâ€”A motivational technique that works. <i>Organizational Dynamics</i> , 1979, 8, 68-80.	1.6	327
28	The motivation sequence, the motivation hub, and the motivation core. <i>Organizational Behavior and Human Decision Processes</i> , 1991, 50, 288-299.	1.4	313
29	Resolving scientific disputes by the joint design of crucial experiments by the antagonists: Application to the Erezâ€”Latham dispute regarding participation in goal setting.. <i>Journal of Applied Psychology</i> , 1988, 73, 753-772.	4.2	287
30	The Case for Inductive Theory Buildingâ€”. <i>Journal of Management</i> , 2007, 33, 867-890.	6.3	282
31	Type A behavior and faculty research productivity: What are the mechanisms?. <i>Organizational Behavior and Human Performance</i> , 1984, 34, 402-418.	1.5	277
32	Job satisfaction and job performance: A theoretical analysis. <i>Organizational Behavior and Human Performance</i> , 1970, 5, 484-500.	1.5	248
33	The Application of Goal Setting to Sports. <i>Journal of Sport and Exercise Psychology</i> , 1985, 7, 205-222.	1.0	244
34	Effect of dysfunctional thought processes on subjective well-being and job satisfaction.. <i>Journal of Applied Psychology</i> , 1993, 78, 475-490.	4.2	233
35	Cognitive and motivational effects of participation: A mediator study. <i>Journal of Organizational Behavior</i> , 1994, 15, 49-63.	2.9	225
36	Enhancing the Benefits and Overcoming the Pitfalls of Goal Setting. <i>Organizational Dynamics</i> , 2006, 35, 332-340.	1.6	221

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37	Motivational effects of knowledge of results: A goal-setting phenomenon?. <i>Psychological Bulletin</i> , 1968, 70, 474-485.	5.5	217
38	The Relation of Self-Efficacy and Grade Goals to Academic Performance. <i>Educational and Psychological Measurement</i> , 1987, 47, 1013-1024.	1.2	206
39	Studies of the relationship between satisfaction, goal-setting, and performance. <i>Organizational Behavior and Human Performance</i> , 1970, 5, 135-158.	1.5	185
40	Effects of Leader Role, Team-Set Goal Difficulty, Efficacy, and Tactics on Team Effectiveness. <i>Organizational Behavior and Human Decision Processes</i> , 1997, 72, 203-231.	1.4	185
41	Goal setting as a means of increasing motivation.. <i>Journal of Applied Psychology</i> , 1967, 51, 274-277.	4.2	163
42	Core self-evaluations in Japan: relative effects on job satisfaction, life satisfaction, and happiness. <i>Journal of Organizational Behavior</i> , 2005, 26, 965-984.	2.9	157
43	Promise and peril in implementing pay-for-performance. <i>Human Resource Management</i> , 2004, 43, 3-48.	3.5	149
44	The Effects of Intra-individual Goal Conflict on Performance. <i>Journal of Management</i> , 1994, 20, 67-91.	6.3	142
45	The relationship of intentions to level of performance.. <i>Journal of Applied Psychology</i> , 1966, 50, 60-66.	4.2	141
46	The Ideas of Frederick W. Taylor: An Evaluation. <i>Academy of Management Review</i> , 1982, 7, 14-24.	7.4	139
47	Separating the effects of goal specificity from goal level. <i>Organizational Behavior and Human Decision Processes</i> , 1989, 43, 270-287.	1.4	137
48	The Determinants of Goal Commitment. <i>Academy of Management Review</i> , 1988, 13, 23.	7.4	130
49	Participation in decision making: When should it be used?. <i>Organizational Dynamics</i> , 1986, 14, 65-79.	1.6	127
50	Performance goals as determinants of level of performance and boredom.. <i>Journal of Applied Psychology</i> , 1967, 51, 120-130.	4.2	126
51	Goal setting, planning, and organizational performance: An experimental simulation. <i>Organizational Behavior and Human Decision Processes</i> , 1990, 46, 118-134.	1.4	121
52	Goal theory vs. control theory: Contrasting approaches to understanding work motivation. <i>Motivation and Emotion</i> , 1991, 15, 9-28.	0.8	114
53	Goals and intentions as mediators of the effects of monetary incentives on behavior.. <i>Journal of Applied Psychology</i> , 1968, 52, 104-121.	4.2	110
54	Maryland vs Michigan vs Minnesota: Another look at the relationship of expectancy and goal difficulty to task performance. <i>Organizational Behavior and Human Performance</i> , 1980, 25, 419-440.	1.5	109

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55	Motivational effects of knowledge of results: Knowledge or goal setting?. <i>Journal of Applied Psychology</i> , 1967, 51, 324-329.	4.2	109
56	The relationship of value importance to satisfaction. <i>Organizational Behavior and Human Performance</i> , 1970, 5, 463-483.	1.5	104
57	A first examination of the relationships between primed subconscious goals, assigned conscious goals, and task performance.. <i>Journal of Applied Psychology</i> , 2006, 91, 1172-1180.	4.2	104
58	The directing function of goals in task performance. <i>Organizational Behavior and Human Performance</i> , 1969, 4, 35-42.	1.5	101
59	Effects of Group Goals and Time Pressure on Group Efficacy, Information-Seeking Strategy, and Performance. <i>Human Performance</i> , 2000, 13, 115-138.	1.4	100
60	Has Goal Setting Gone Wild, or Have Its Attackers Abandoned Good Scholarship?. <i>Academy of Management Perspectives</i> , 2009, 23, 17-23.	4.3	97
61	Relation of goal level to performance with a short work period and multiple goal levels.. <i>Journal of Applied Psychology</i> , 1982, 67, 512-514.	4.2	95
62	Explaining the Assigned Goal-Incentive Interaction: The Role of Self-Efficacy and Personal Goals. <i>Journal of Management</i> , 1997, 23, 541-559.	6.3	91
63	Relationship of goal level to valence and instrumentality.. <i>Journal of Applied Psychology</i> , 1992, 77, 395-405.	4.2	89
64	Cognitive and motivational frameworks in U.S. research on participation: a meta-analysis of primary effects. <i>Journal of Organizational Behavior</i> , 1997, 18, 49-65.	2.9	89
65	Cognitive aspects of psychomotor performance: The effects of performance goals on level of performance.. <i>Journal of Applied Psychology</i> , 1966, 50, 286-291.	4.2	87
66	Core self-evaluations as causes of satisfaction: The mediating role of seeking task complexity. <i>Journal of Vocational Behavior</i> , 2010, 77, 255-265.	1.9	87
67	Increasing productivity and decreasing time limits: A field replication of Parkinson's law.. <i>Journal of Applied Psychology</i> , 1975, 60, 524-526.	4.2	85
68	Fact and Fiction in Analyzing Research on Participative Decision Making: A Critique of Cotton, Vollrath, Froggatt, Lengnick-Hall, and Jennings. <i>Academy of Management Review</i> , 1990, 15, 137-146.	7.4	81
69	Satisfiers and dissatisfiers among white-collar and blue-collar employees.. <i>Journal of Applied Psychology</i> , 1973, 58, 67-76.	4.2	80
70	Locus of Knowledge as a Determinant of the Effects of Participation on Performance, Affect, and Perceptions. <i>Organizational Behavior and Human Decision Processes</i> , 1995, 61, 276-288.	1.4	79
71	Parkinson's Law as a goal-setting phenomenon. <i>Organizational Behavior and Human Performance</i> , 1967, 2, 258-275.	1.5	78
72	THE INTERACTION OF ABILITY AND MOTIVATION IN PERFORMANCE: AN EXPLORATION OF THE MEANING OF MODERATORS. <i>Personnel Psychology</i> , 1978, 31, 269-280.	2.2	76

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73	Job Satisfaction and Role Clarity Among University and College Faculty. <i>Review of Higher Education</i> , 1983, 6, 343-365.	0.9	76
74	Effect of previously assigned goals on self-set goals and performance.. <i>Journal of Applied Psychology</i> , 1984, 69, 694-699.	4.2	76
75	The Ubiquity of the Technique of Goal Setting in Theories of and Approaches to Employee Motivation. <i>Academy of Management Review</i> , 1978, 3, 594-601.	7.4	76
76	The Effects of Goal Setting, Self-Efficacy, Competition, and Personal Traits on the Performance of an Endurance Task. <i>Journal of Sport and Exercise Psychology</i> , 1995, 17, 138-152.	0.7	75
77	Using Self-Efficacy Theory to Resolve the Conflict Between Goal-Setting Theory and Expectancy Theory in Organizational Behavior and Industrial/Organizational Psychology. <i>Journal of Social and Clinical Psychology</i> , 1986, 4, 328-338.	0.2	74
78	JOB DISSATISFACTION: WHAT ARE THE CONSEQUENCES?. <i>International Journal of Psychology</i> , 1985, 20, 221-240.	1.7	68
79	The Relevance and Viability of Subconscious Goals in the Workplace. <i>Journal of Management</i> , 2010, 36, 234-255.	6.3	66
80	The relationship of task success to task liking and satisfaction.. <i>Journal of Applied Psychology</i> , 1965, 49, 379-385.	4.2	63
81	An empirical analysis of a goal setting questionnaire. <i>Journal of Organizational Behavior</i> , 1991, 12, 467-482.	2.9	63
82	Self-Reflection, growth goals, and academic outcomes: A qualitative study. <i>British Journal of Educational Psychology</i> , 2015, 85, 224-241.	1.6	61
83	Relationship of success and expectation to affect on goal-seeking tasks.. <i>Journal of Personality and Social Psychology</i> , 1967, 7, 125-134.	2.6	60
84	The Myths of Behavior Mod in Organizations <sup />. <i>Academy of Management Review</i> , 1977, 2, 543-553.	7.4	59
85	Grade Goals as Determinants of Academic Achievement. <i>Journal of General Psychology</i> , 1968, 79, 217-228.	1.6	58
86	The Effects of Goal-Setting, Rule-Learning, and Knowledge of Score on Performance. <i>American Journal of Psychology</i> , 1966, 79, 451.	0.5	55
87	Knowledge of score and goal level as determinants of work rate.. <i>Journal of Applied Psychology</i> , 1969, 53, 59-65.	4.2	52
88	Theory Building, Replication, and Behavioral Priming. <i>Perspectives on Psychological Science</i> , 2015, 10, 408-414.	5.2	51
89	Goal-Setting as a Determinant of the Effect of Knowledge of Score on Performance. <i>American Journal of Psychology</i> , 1968, 81, 398.	0.5	50
90	The Relationship of Team Goals, Incentives, and Efficacy to Strategic Risk, Tactical Implementation, and Performance. <i>Academy of Management Journal</i> , 2001, 44, 326-338.	4.3	45

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91	PERCEIVED DETERMINANTS OF HIGH AND LOW PRODUCTIVITY IN THREE OCCUPATIONAL GROUPS: A CRITICAL INCIDENT STUDY [1]. <i>Journal of Management Studies</i> , 1981, 18, 375-388.	6.0	44
92	Complex decision making: A longitudinal study of process and performance. <i>Organizational Behavior and Human Decision Processes</i> , 1985, 36, 245-272.	1.4	43
93	The High Performance Cycle: Standing the Test of Time. , 2005, , 199-228.		40
94	The Coch and French Study: A Critique and Reinterpretation. <i>Human Relations</i> , 1981, 34, 555-566.	3.8	39
95	Atkinson's Inverse-U Curve and the Missing Cognitive Variables. <i>Psychological Reports</i> , 1984, 55, 403-412.	0.9	38
96	Purpose without Consciousness: A Contradiction. <i>Psychological Reports</i> , 1969, 25, 991-1009.	0.9	37
97	Construct validity vs. concept validity. <i>Human Resource Management Review</i> , 2012, 22, 146-148.	3.3	37
98	Effects of Knowledge of Results, Feedback in Relation to Standards, and Goals on Reaction-Time Performance. <i>American Journal of Psychology</i> , 1968, 81, 566.	0.5	36
99	Writing about personal goals and plans regardless of goal type boosts academic performance. <i>Contemporary Educational Psychology</i> , 2020, 60, 101823.	1.6	35
100	Explaining the Assigned Goal-Incentive Interaction: The Role of Self-Efficacy and Personal Goals. , 0, .		35
101	Latham versus Komaki: A tale of two paradigms.. <i>Journal of Applied Psychology</i> , 1980, 65, 16-23.	4.2	34
102	Relationship of Goal Level to Performance Level. <i>Psychological Reports</i> , 1967, 20, 1068-1068.	0.9	32
103	It's Time We Brought Introspection Out of the Closet. <i>Perspectives on Psychological Science</i> , 2009, 4, 24-25.	5.2	32
104	Breaking the Rules. <i>Advances in Motivation Science</i> , 2015, 2, 99-126.	2.2	32
105	The Ideas of Frederick W. Taylor: An Evaluation. <i>Academy of Management Review</i> , 1982, 7, 14.	7.4	30
106	Relationship of goals and microlevel work processes to performance on a multipath manual task.. <i>Journal of Applied Psychology</i> , 1996, 81, 483-497.	4.2	27
107	Relationships Among Goal Difficulty, Business Strategies, and Performance On A Complex Management Simulation Task. <i>Academy of Management Journal</i> , 1991, 34, 400-424.	4.3	26
108	An Experimental Case Study of the Successes and Failures of Job Enrichment in a Government Agency. , 1981, , 39-62.		25

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109	Relationship of Task Success to Task Liking: A Replication. <i>Psychological Reports</i> , 1966, 18, 552-554.	0.9	19
110	Fact and Fiction in Analyzing Research on Participative Decision Making: A Critique of Cotton, Vollrath, Froggatt, Lengnick-Hall, and Jennings. <i>Academy of Management Review</i> , 1990, 15, 137.	7.4	19
111	The Emperor is Naked. <i>Applied Psychology</i> , 1994, 43, 367-370.	4.4	17
112	Building a theory by induction: The example of goal setting theory. <i>Organizational Psychology Review</i> , 2020, 10, 223-239.	3.0	17
113	The effects of simultaneous learning and performance goals on performance: An inductive exploration. <i>Journal of Cognitive Psychology</i> , 2015, 27, 37-52.	0.4	16
114	Beyond determinism and materialism, or isn't it time we took consciousness seriously?. <i>Journal of Behavior Therapy and Experimental Psychiatry</i> , 1995, 26, 265-273.	0.6	15
115	A closer look at level of aspiration as a training procedure: A reanalysis of Fryer's data.. <i>Journal of Applied Psychology</i> , 1966, 50, 417-420.	4.2	11
116	THE EFFECTS OF GOAL EMPHASIS ON PERFORMANCE ON A COMPLEX TASK[1]. <i>Journal of Management Studies</i> , 1987, 24, 405-411.	6.0	11
117	The Myths of Behavior Mod in Organizations. <i>Academy of Management Review</i> , 1977, 2, 543.	7.4	9
118	The Ubiquity of the Technique of Goal Setting in Theories of and Approaches to Employee Motivation. <i>Academy of Management Review</i> , 1978, 3, 594.	7.4	9
119	On a combined theory of pay level satisfaction. <i>Journal of Organizational Behavior</i> , 2018, 39, 448-461.	2.9	8
120	Comments on Neider: The issue of interpretation of experiments. <i>Organizational Behavior and Human Performance</i> , 1981, 28, 425-430.	1.5	3
121	Goal-Directedness and Personal Identity as Correlates of Life Outcomes. <i>Psychological Reports</i> , 2002, 91, 153-166.	0.9	3
122	OBJECTIVISM: THE PROPER ALTERNATIVE TO POSTMODERNISM. <i>Research in the Sociology of Organizations</i> , 0, , 249-278.	0.5	3
123	Further Confusion in the Study of Self-Regulation: Comments on Cervone, Shadel, Smith, and Fiori. <i>Applied Psychology</i> , 2006, 55, 428-438.	4.4	3
124	Facts and Fallacies About Goal Theory: Reply to Deci. <i>Psychological Science</i> , 1993, 4, 63-63.	1.8	2
125	Brain, Emotion, and Contingency in the Explanation of Consumer Behaviour. , 0, , 47-91.		2
126	Work Motivation. , 2004, , 709-713.		1



#	ARTICLE	IF	CITATIONS
127	What Makes Great Business Leaders?. , 2012, , .		0
128	Goal Setting and Control Theory: Implications for Job Search. , 2014, , .		0
129	Theory Development by Induction. , 2014, , .		0
130	Some observations on the puzzling world of self-regulation and depletion. Cogent Psychology, 2017, 4, 1351079.	0.6	0