

# 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	Writing about personal goals and plans regardless of goal type boosts academic performance. <i>Contemporary Educational Psychology</i> , 2020, 60, 101823.	1.6	35
2	Building a theory by induction: The example of goal setting theory. <i>Organizational Psychology Review</i> , 2020, 10, 223-239.	3.0	17
3	On a combined theory of pay level satisfaction. <i>Journal of Organizational Behavior</i> , 2018, 39, 448-461.	2.9	8
4	Some observations on the puzzling world of self-regulation and depletion. <i>Cogent Psychology</i> , 2017, 4, 1351079.	0.6	0
5	Breaking the Rules. <i>Advances in Motivation Science</i> , 2015, 2, 99-126.	2.2	32
6	Theory Building, Replication, and Behavioral Priming. <i>Perspectives on Psychological Science</i> , 2015, 10, 408-414.	5.2	51
7	Self-reflection, growth goals, and academic outcomes: A qualitative study. <i>British Journal of Educational Psychology</i> , 2015, 85, 224-241.	1.6	61
8	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
9	Goal Setting and Control Theory: Implications for Job Search. , 2014, , .		0
10	Theory Development by Induction. , 2014, , .		0
11	What Makes Great Business Leaders?. , 2012, , .		0
12	Construct validity vs. concept validity. <i>Human Resource Management Review</i> , 2012, 22, 146-148.	3.3	37
13	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
14	The Relevance and Viability of Subconscious Goals in the Workplace. <i>Journal of Management</i> , 2010, 36, 234-255.	6.3	66
15	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
16	It's Time We Brought Introspection Out of the Closet. <i>Perspectives on Psychological Science</i> , 2009, 4, 24-25.	5.2	32
17	The Case for Inductive Theory Building. <i>Journal of Management</i> , 2007, 33, 867-890.	6.3	282
18	A Multilevel Investigation of the Motivational Mechanisms Underlying Knowledge Sharing and Performance. <i>Organization Science</i> , 2007, 18, 71-88.	3.0	431

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19	New Developments in and Directions for Goal-Setting Research. <i>European Psychologist</i> , 2007, 12, 290-300.	1.8	370
20	New Directions in Goal-Setting Theory. <i>Current Directions in Psychological Science</i> , 2006, 15, 265-268.	2.8	1,097
21	Enhancing the Benefits and Overcoming the Pitfalls of Goal Setting. <i>Organizational Dynamics</i> , 2006, 35, 332-340.	1.6	221
22	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
23	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
24	Empowering Leadership in Management Teams: Effects on Knowledge Sharing, Efficacy, And Performance. <i>Academy of Management Journal</i> , 2006, 49, 1239-1251.	4.3	1,160
25	The High Performance Cycle: Standing the Test of Time. , 2005, , 199-228.		40
26	Why emotional intelligence is an invalid concept. <i>Journal of Organizational Behavior</i> , 2005, 26, 425-431.	2.9	341
27	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
28	Core Self-Evaluations and Job and Life Satisfaction: The Role of Self-Concordance and Goal Attainment.. <i>Journal of Applied Psychology</i> , 2005, 90, 257-268.	4.2	726
29	The Relationship of Entrepreneurial Traits, Skill, and Motivation to Subsequent Venture Growth.. <i>Journal of Applied Psychology</i> , 2004, 89, 587-598.	4.2	1,465
30	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
31	Work Motivation. , 2004, , 709-713.		1
32	Promise and peril in implementing pay-for-performance. <i>Human Resource Management</i> , 2004, 43, 3-48.	3.5	149
33	The Relationship of Achievement Motivation to Entrepreneurial Behavior: A Meta-Analysis. <i>Human Performance</i> , 2004, 17, 95-117.	1.4	457
34	Negative self-efficacy and goal effects revisited.. <i>Journal of Applied Psychology</i> , 2003, 88, 87-99.	4.2	1,702
35	Goal-Directedness and Personal Identity as Correlates of Life Outcomes. <i>Psychological Reports</i> , 2002, 91, 153-166.	0.9	3
36	Building a practically useful theory of goal setting and task motivation: A 35-year odyssey.. <i>American Psychologist</i> , 2002, 57, 705-717.	3.8	4,700

#	ARTICLE	IF	CITATIONS
37	Building a practically useful theory of goal setting and task motivation. A 35-year odyssey. <i>American Psychologist</i> , 2002, 57, 705-17.	3.8	1,387
38	A Multidimensional Model of Venture Growth. <i>Academy of Management Journal</i> , 2001, 44, 292-303.	4.3	583
39	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
40	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
41	Personality and job satisfaction: The mediating role of job characteristics.. <i>Journal of Applied Psychology</i> , 2000, 85, 237-249.	4.2	742
42	Dispositional effects on job and life satisfaction: The role of core evaluations.. <i>Journal of Applied Psychology</i> , 1998, 83, 17-34.	4.2	1,302
43	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
44	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
45	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
46	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
47	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
48	Direct and indirect effects of three core charismatic leadership components on performance and attitudes.. <i>Journal of Applied Psychology</i> , 1996, 81, 36-51.	4.2	734
49	Motivation through conscious goal setting. <i>Applied and Preventive Psychology</i> , 1996, 5, 117-124.	0.8	395
50	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
51	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
52	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
53	The Effects of Intra-individual Goal Conflict on Performance. <i>Journal of Management</i> , 1994, 20, 67-91.	6.3	142
54	Cognitive and motivational effects of participation: A mediator study. <i>Journal of Organizational Behavior</i> , 1994, 15, 49-63.	2.9	225

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55	The Emperor is Naked. <i>Applied Psychology</i> , 1994, 43, 367-370.	4.4	17
56	Facts and Fallacies About Goal Theory: Reply to Deci. <i>Psychological Science</i> , 1993, 4, 63-63.	1.8	2
57	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
58	Relationship of goal level to valence and instrumentality.. <i>Journal of Applied Psychology</i> , 1992, 77, 395-405.	4.2	89
59	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
60	Self-regulation through goal setting. <i>Organizational Behavior and Human Decision Processes</i> , 1991, 50, 212-247.	1.4	950
61	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
62	An empirical analysis of a goal setting questionnaire. <i>Journal of Organizational Behavior</i> , 1991, 12, 467-482.	2.9	63
63	Goal theory vs. control theory: Contrasting approaches to understanding work motivation. <i>Motivation and Emotion</i> , 1991, 15, 9-28.	0.8	114
64	Goal setting, planning, and organizational performance: An experimental simulation. <i>Organizational Behavior and Human Decision Processes</i> , 1990, 46, 118-134.	1.4	121
65	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
66	Work Motivation and Satisfaction: Light at the End of the Tunnel. <i>Psychological Science</i> , 1990, 1, 240-246.	1.8	571
67	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
68	Separating the effects of goal specificity from goal level. <i>Organizational Behavior and Human Decision Processes</i> , 1989, 43, 270-287.	1.4	137
69	The Determinants of Goal Commitment. <i>Academy of Management Review</i> , 1988, 13, 23.	7.4	130
70	The Determinants of Goal Commitment. <i>Academy of Management Review</i> , 1988, 13, 23-39.	7.4	524
71	Resolving scientific disputes by the joint design of crucial experiments by the antagonists: Application to the Erez&Latham dispute regarding participation in goal setting.. <i>Journal of Applied Psychology</i> , 1988, 73, 753-772.	4.2	287
72	The Relation of Self-Efficacy and Grade Goals to Academic Performance. <i>Educational and Psychological Measurement</i> , 1987, 47, 1013-1024.	1.2	206

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73	Task complexity as a moderator of goal effects: A meta-analysis.. Journal of Applied Psychology, 1987, 72, 416-425.	4.2	415
74	THE EFFECTS OF GOAL EMPHASIS ON PERFORMANCE ON A COMPLEX TASK[1]. Journal of Management Studies, 1987, 24, 405-411.	6.0	11
75	Participation in decision making: When should it be used?. Organizational Dynamics, 1986, 14, 65-79.	1.6	127
76	Using Self-Efficacy Theory to Resolve the Conflict Between Goal-Setting Theory and Expectancy Theory in Organizational Behavior and Industrial/Organizational Psychology. Journal of Social and Clinical Psychology, 1986, 4, 328-338.	0.2	74
77	The Application of Goal Setting to Sports. Journal of Sport and Exercise Psychology, 1985, 7, 205-222.	1.0	244
78	Complex decision making: A longitudinal study of process and performance. Organizational Behavior and Human Decision Processes, 1985, 36, 245-272.	1.4	43
79	JOB DISSATISFACTION: WHAT ARE THE CONSEQUENCES?. International Journal of Psychology, 1985, 20, 221-240.	1.7	68
80	Type A behavior and faculty research productivity: What are the mechanisms?. Organizational Behavior and Human Performance, 1984, 34, 402-418.	1.5	277
81	Effect of self-efficacy, goals, and task strategies on task performance.. Journal of Applied Psychology, 1984, 69, 241-251.	4.2	640
82	Atkinson's Inverse-U Curve and the Missing Cognitive Variables. Psychological Reports, 1984, 55, 403-412.	0.9	38
83	Effect of previously assigned goals on self-set goals and performance.. Journal of Applied Psychology, 1984, 69, 694-699.	4.2	76
84	Job Satisfaction and Role Clarity Among University and College Faculty. Review of Higher Education, 1983, 6, 343-365.	0.9	76
85	The Ideas of Frederick W. Taylor: An Evaluation. Academy of Management Review, 1982, 7, 14.	7.4	30
86	The Ideas of Frederick W. Taylor: An Evaluation. Academy of Management Review, 1982, 7, 14-24.	7.4	139
87	Relation of goal level to performance with a short work period and multiple goal levels.. Journal of Applied Psychology, 1982, 67, 512-514.	4.2	95
88	Goal setting and task performance: 1969-1980.. Psychological Bulletin, 1981, 90, 125-152.	5.5	1,753
89	PERCEIVED DETERMINANTS OF HIGH AND LOW PRODUCTIVITY IN THREE OCCUPATIONAL GROUPS: A CRITICAL INCIDENT STUDY [1]. Journal of Management Studies, 1981, 18, 375-388.	6.0	44
90	Comments on Neider: The issue of interpretation of experiments. Organizational Behavior and Human Performance, 1981, 28, 425-430.	1.5	3

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91	The Coch and French Study: A Critique and Reinterpretation. Human Relations, 1981, 34, 555-566.	3.8	39
92	An Experimental Case Study of the Successes and Failures of Job Enrichment in a Government Agency. , 1981, , 39-62.		25
93	Latham versus Komaki: A tale of two paradigms.. Journal of Applied Psychology, 1980, 65, 16-23.	4.2	34
94	Maryland vs Michigan vs Minnesota: Another look at the relationship of expectancy and goal difficulty to task performance. Organizational Behavior and Human Performance, 1980, 25, 419-440.	1.5	109
95	Goal settingâ€”A motivational technique that works. Organizational Dynamics, 1979, 8, 68-80.	1.6	327
96	THE INTERACTION OF ABILITY AND MOTIVATION IN PERFORMANCE: AN EXPLORATION OF THE MEANING OF MODERATORS. Personnel Psychology, 1978, 31, 269-280.	2.2	76
97	The Ubiquity of the Technique of Goal Setting in Theories of and Approaches to Employee Motivation. Academy of Management Review, 1978, 3, 594.	7.4	9
98	The Ubiquity of the Technique of Goal Setting in Theories of and Approaches to Employee Motivation. Academy of Management Review, 1978, 3, 594-601.	7.4	76
99	The Myths of Behavior Mod in Organizations<sup />. Academy of Management Review, 1977, 2, 543-553.	7.4	59
100	The Myths of Behavior Mod in Organizations. Academy of Management Review, 1977, 2, 543.	7.4	9
101	Increasing productivity and decreasing time limits: A field replication of Parkinson's law.. Journal of Applied Psychology, 1975, 60, 524-526.	4.2	85
102	Satisfiers and dissatisfiers among white-collar and blue-collar employees.. Journal of Applied Psychology, 1973, 58, 67-76.	4.2	80
103	Studies of the relationship between satisfaction, goal-setting, and performance. Organizational Behavior and Human Performance, 1970, 5, 135-158.	1.5	185
104	The relationship of value importance to satisfaction. Organizational Behavior and Human Performance, 1970, 5, 463-483.	1.5	104
105	Job satisfaction and job performance: A theoretical analysis. Organizational Behavior and Human Performance, 1970, 5, 484-500.	1.5	248
106	What is job satisfaction?. Organizational Behavior and Human Performance, 1969, 4, 309-336.	1.5	1,627
107	The directing function of goals in task performance. Organizational Behavior and Human Performance, 1969, 4, 35-42.	1.5	101
108	Purpose without Consciousness: A Contradiction. Psychological Reports, 1969, 25, 991-1009.	0.9	37

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109	Knowledge of score and goal level as determinants of work rate.. Journal of Applied Psychology, 1969, 53, 59-65.	4.2	52
110	Toward a theory of task motivation and incentives. Organizational Behavior and Human Performance, 1968, 3, 157-189.	1.5	1,685
111	Goal-Setting as a Determinant of the Effect of Knowledge of Score on Performance. American Journal of Psychology, 1968, 81, 398.	0.5	50
112	Grade Goals as Determinants of Academic Achievement. Journal of General Psychology, 1968, 79, 217-228.	1.6	58
113	Effects of Knowledge of Results, Feedback in Relation to Standards, and Goals on Reaction-Time Performance. American Journal of Psychology, 1968, 81, 566.	0.5	36
114	Goals and intentions as mediators of the effects of monetary incentives on behavior.. Journal of Applied Psychology, 1968, 52, 104-121.	4.2	110
115	Motivational effects of knowledge of results: A goal-setting phenomenon?. Psychological Bulletin, 1968, 70, 474-485.	5.5	217
116	Goal setting as a means of increasing motivation.. Journal of Applied Psychology, 1967, 51, 274-277.	4.2	163
117	Relationship of Goal Level to Performance Level. Psychological Reports, 1967, 20, 1068-1068.	0.9	32
118	Performance goals as determinants of level of performance and boredom.. Journal of Applied Psychology, 1967, 51, 120-130.	4.2	126
119	Relationship of success and expectation to affect on goal-seeking tasks.. Journal of Personality and Social Psychology, 1967, 7, 125-134.	2.6	60
120	Parkinson's Law as a goal-setting phenomenon. Organizational Behavior and Human Performance, 1967, 2, 258-275.	1.5	78
121	Motivational effects of knowledge of results: Knowledge or goal setting?. Journal of Applied Psychology, 1967, 51, 324-329.	4.2	109
122	The relationship of intentions to level of performance.. Journal of Applied Psychology, 1966, 50, 60-66.	4.2	141
123	A closer look at level of aspiration as a training procedure: A reanalysis of Fryer's data.. Journal of Applied Psychology, 1966, 50, 417-420.	4.2	11
124	Cognitive aspects of psychomotor performance: The effects of performance goals on level of performance.. Journal of Applied Psychology, 1966, 50, 286-291.	4.2	87
125	Relationship of Task Success to Task Liking: A Replication. Psychological Reports, 1966, 18, 552-554.	0.9	19
126	The Effects of Goal-Setting, Rule-Learning, and Knowledge of Score on Performance. American Journal of Psychology, 1966, 79, 451.	0.5	55



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127	The relationship of task success to task liking and satisfaction.. Journal of Applied Psychology, 1965, 49, 379-385.	4.2	63
128	OBJECTIVISM: THE PROPER ALTERNATIVE TO POSTMODERNISM. Research in the Sociology of Organizations, 0, , 249-278.	0.5	3
129	Explaining the Assigned Goal-Incentive Interaction: The Role of Self-Efficacy and Personal Goals. , 0, .		35
130	Brain, Emotion, and Contingency in the Explanation of Consumer Behaviour. , 0, , 47-91.		2