

Ellen Ernst Kossek

List of Publications by Citations

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The third column is the impact factor (IF) of the journal, and the fourth column is the number of citations of the article.

91
papers

7,670
citations

43
h-index

87
g-index

99
ext. papers

8,924
ext. citations

4.5
avg, IF

6.4
L-index

#	Paper	IF	Citations
91	Work-family conflict, policies, and the job-life satisfaction relationship: A review and directions for organizational behavior-human resources research.. <i>Journal of Applied Psychology</i> , 1998 , 83, 139-149	7.4	877
90	WORKPLACE SOCIAL SUPPORT AND WORK-FAMILY CONFLICT: A META-ANALYSIS CLARIFYING THE INFLUENCE OF GENERAL AND WORK-FAMILY-SPECIFIC SUPERVISOR AND ORGANIZATIONAL SUPPORT. <i>Personnel Psychology</i> , 2011 , 64, 289-313	4	589
89	Telecommuting, control, and boundary management: Correlates of policy use and practice, job control, and workfamily effectiveness. <i>Journal of Vocational Behavior</i> , 2006 , 68, 347-367	6	484
88	Development and Validation of a Multidimensional Measure of Family Supportive Supervisor Behaviors (FSSB). <i>Journal of Management</i> , 2009 , 35, 837-856	8.8	370
87	Clarifying work-family intervention processes: the roles of work-family conflict and family-supportive supervisor behaviors. <i>Journal of Applied Psychology</i> , 2011 , 96, 134-50	7.4	323
86	Changing Work and Work-Family Conflict: Evidence from the Work, Family, and Health Network*. <i>American Sociological Review</i> , 2014 , 79, 485-516	10.1	249
85	Work-life initiatives and organizational change: Overcoming mixed messages to move from the margin to the mainstream. <i>Human Relations</i> , 2010 , 63, 3-19	4.3	248
84	Assessing diversity climate: A field study of reactions to employer efforts to promote diversity. <i>Journal of Organizational Behavior</i> , 1993 , 14, 61-81	6.9	240
83	Work-nonwork boundary management profiles: A person-centered approach. <i>Journal of Vocational Behavior</i> , 2012 , 81, 112-128	6	224
82	Bridging the work-family policy and productivity gap: A literature review. <i>Community, Work and Family</i> , 1999 , 2, 7-32	1.4	215
81	Work-life policy implementation: Breaking down or creating barriers to inclusiveness?. <i>Human Resource Management</i> , 2008 , 47, 295-310	4.8	189
80	7 Getting There from Here: Research on the Effects of WorkFamily Initiatives on WorkFamily Conflict and Business Outcomes. <i>Academy of Management Annals</i> , 2008 , 2, 305-349	14.7	187
79	Getting There from Here: Research on the Effects of Work-Family Initiatives on Work-Family Conflict and Business Outcomes. <i>Academy of Management Annals</i> , 2008 , 2, 305-349	14.7	182
78	WorkFamily boundary management styles in organizations: A cross-level model. <i>Organizational Psychology Review</i> , 2012 , 2, 152-171	3.5	181
77	The Contemporary Career: A WorkHome Perspective. <i>Annual Review of Organizational Psychology and Organizational Behavior</i> , 2014 , 1, 361-388	10.6	172
76	CAREER SELF-MANAGEMENT: A QUASI-EXPERIMENTAL ASSESSMENT OF THE EFFECTS OF A TRAINING INTERVENTION. <i>Personnel Psychology</i> , 1998 , 51, 935-960	4	167
75	How Work-Family Research Can Finally Have an Impact in Organizations. <i>Industrial and Organizational Psychology</i> , 2011 , 4, 352-369	0.5	160

74	Supervisory approaches and paradoxes in managing telecommuting implementation. <i>Human Relations</i> , 2009 , 62, 795-827	4.3	123
73	Does a Flexibility/Support Organizational Initiative Improve High-Tech Employees' Well-Being? Evidence from the Work, Family, and Health Network. <i>American Sociological Review</i> , 2016 , 81, 134-164	10.1	118
72	Measurement development and validation of the Family Supportive Supervisor Behavior Short-Form (FSSB-SF). <i>Journal of Occupational Health Psychology</i> , 2013 , 18, 285-96	5.7	111
71	Designing Work, Family & Health Organizational Change Initiatives. <i>Organizational Dynamics</i> , 2014 , 43, 53-63	1.5	108
70	Opting Out or Pushed Out? Integrating Perspectives on Women's Career Equality for Gender Inclusion and Interventions. <i>Journal of Management</i> , 2017 , 43, 228-254	8.8	96
69	Work-family conflict, family-supportive supervisor behaviors (FSSB), and sleep outcomes. <i>Journal of Occupational Health Psychology</i> , 2014 , 19, 155-67	5.7	94
68	Using flexible schedules in the managerial world: The power of peers. <i>Human Resource Management</i> , 1999 , 38, 33-46	4.8	92
67	Theorizing national context to develop comparative work-life research: A review and research agenda. <i>European Management Journal</i> , 2013 , 31, 433-447	4.8	89
66	Work-life Flexibility for Whom? Occupational Status and Work-life Inequality in Upper, Middle, and Lower Level Jobs. <i>Academy of Management Annals</i> , 2018 , 12, 5-36	14.7	87
65	Less need to be there: Cross-level effects of work practices that support work-life flexibility and enhance group processes and group-level OCB. <i>Human Relations</i> , 2007 , 60, 1123-1154	4.3	82
64	Resilience: A Review Using a Grounded Integrated Occupational Approach. <i>Academy of Management Annals</i> , 2016 , 10, 729-797	14.7	82
63	Managing work-life boundaries in the digital age. <i>Organizational Dynamics</i> , 2016 , 45, 258-270	1.5	81
62	Resilience: A Review Using a Grounded Integrated Occupational Approach. <i>Academy of Management Annals</i> , 2016 , 10, 00-00	14.7	71
61	THE ACCEPTANCE OF HUMAN RESOURCE INNOVATION BY MULTIPLE CONSTITUENCIES. <i>Personnel Psychology</i> , 1989 , 42, 263-281	4	69
60	Increasing diversity as an HRM change strategy. <i>Journal of Organizational Change Management</i> , 2003 , 16, 328-352	1.4	66
59	Human Resources Management Innovation. <i>Human Resource Management</i> , 1987 , 26, 71-92	4.8	65
58	The inclusion challenge with reduced-load professionals: The role of the manager. <i>Human Resource Management</i> , 2008 , 47, 443-461	4.8	64
57	The Dominant Logic of Employer-Sponsored Work and Family Initiatives: Human Resource Managers' Institutional Role. <i>Human Relations</i> , 1994 , 47, 1121-1149	4.3	64

56	DIVERSITY IN CHILD CARE ASSISTANCE NEEDS: EMPLOYEE PROBLEMS, PREFERENCES, AND WORK-RELATED OUTCOMES. <i>Personnel Psychology</i> , 1990 , 43, 769-791	4	61
55	Bidirectional, Temporal Associations of Sleep with Positive Events, Affect, and Stressors in Daily Life Across a Week. <i>Annals of Behavioral Medicine</i> , 2017 , 51, 402-415	4.5	59
54	Waiting for innovation in the human resources department: Godot implements a human resource information system. <i>Human Resource Management</i> , 1994 , 33, 135-159	4.8	56
53	Intervention effects on safety compliance and citizenship behaviors: Evidence from the Work, Family, and Health Study. <i>Journal of Applied Psychology</i> , 2016 , 101, 190-208	7.4	55
52	Women's career equality and leadership in organizations: Creating an evidence-based positive change. <i>Human Resource Management</i> , 2018 , 57, 813-822	4.8	50
51	Entangled strands: A process perspective on the evolution of careers in the context of personal, family, work, and community life. <i>Human Relations</i> , 2011 , 64, 1531-1553	4.3	44
50	Caregiving Decisions, Well-Being, and Performance: The Effects of Place and Provider as a Function of Dependent Type and Work-Family Climates. <i>Academy of Management Journal</i> , 2001 , 44, 29-44	6.1	44
49	Achieving employee wellbeing in a changing work environment. <i>International Journal of Manpower</i> , 2012 , 33, 738-753	2.5	43
48	The Sustainable Workforce 2014 , 1-24		40
47	Line Managers[Rationales for Professionals[Reduced-Load Work in Embracing and Ambivalent Organizations. <i>Human Resource Management</i> , 2016 , 55, 143-171	4.8	38
46	Nonwork orientations relative to career: A multidimensional measure. <i>Journal of Vocational Behavior</i> , 2013 , 83, 539-550	6	34
45	Implementing organizational work-life interventions: toward a triple bottom line. <i>Community, Work and Family</i> , 2016 , 19, 242-256	1.4	29
44	Managing a blended workforce. <i>Organizational Dynamics</i> , 2011 , 40, 10-17	1.5	29
43	Work-Life Flexibility Policies: Do Unions Affect Employee Access and Use?. <i>ILR Review</i> , 2014 , 67, 111-137	2.7	28
42	Collective bargaining and public policy: Pathways to work-family policy adoption in Australia and the United States. <i>European Management Journal</i> , 2013 , 31, 495-504	4.8	27
41	Maternal Bodies as Taboo at Work: New Perspectives on the Marginalizing of Senior-level Women in Organizations. <i>Academy of Management Perspectives</i> , 2017 , 31, 239-252	4.7	22
40	Caring for the elderly at work and home: Can a randomized organizational intervention improve psychological health?. <i>Journal of Occupational Health Psychology</i> , 2019 , 24, 36-54	5.7	21
39	Lasting Impression: Transformational Leadership and Family Supportive Supervision as Resources for Well-being and Performance. <i>Occupational Health Science</i> , 2018 , 2, 1-24	1.5	20

38	Pursuing Career Success while Sustaining Personal and Family Well-Being: A Study of Reduced-Load Professionals over Time. <i>Journal of Social Issues</i> , 2012 , 68, 742-766	3.2	20
37	Implementing a reduced-workload arrangement to retain high talent: A case study.. <i>Psychologist-Manager Journal</i> , 2008 , 11, 49-64	2.7	19
36	The Effects of Race and Ethnicity on Perceptions of Human Resource Policies and Climate Regarding Diversity. <i>Journal of Business and Technical Communication</i> , 1994 , 8, 319-334	1.9	19
35	Sustaining work force inclusion and well-being of mothers on public assistance: Individual deficit and social ecology perspectives. <i>Journal of Vocational Behavior</i> , 2003 , 62, 155-175	6	18
34	Assessing Employees' Emerging Elder Care Needs and Reactions to Dependent Care Benefits. <i>Public Personnel Management</i> , 1993 , 22, 617-638	1.9	17
33	Work and Family in America: Growing Tensions between Employment Policy and a Transformed Workforce 2006 , 53-71		17
32	Rating Expatriate Leader Effectiveness in Multisource Feedback Systems: Cultural Distance and Hierarchical Effects. <i>Human Resource Management</i> , 2017 , 56, 151-172	4.8	14
31	The Family Time Squeeze: Perceived Family Time Adequacy Buffers Work Strain in Certified Nursing Assistants With Multiple Caregiving Roles. <i>Gerontologist</i> , 2018 , 58, 546-555	5	14
30	Misery Loves Company: An Investigation of Couples' Interrole Conflict Congruence. <i>Academy of Management Journal</i> , 2018 , 61, 715-737	6.1	14
29	Innovative Ideas on How Work-Family Research Can Have More Impact. <i>Industrial and Organizational Psychology</i> , 2011 , 4, 426-432	0.5	14
28	Human resource manager insights on creating and sustaining successful reduced-load work arrangements. <i>Human Resource Management</i> , 2008 , 47, 707-727	4.8	14
27	The Effects of a Cluster Randomized Controlled Workplace Intervention on Sleep and Work-Family Conflict Outcomes in an Extended Care Setting. <i>Sleep Health</i> , 2016 , 2, 297-308	4	13
26	Filling the Holes: Work Schedulers as Job Crafters of Employment Practice in Long-Term Health Care. <i>ILR Review</i> , 2016 , 69, 961-990	2.7	12
25	Sustaining sleep: Results from the randomized controlled work, family, and health study. <i>Journal of Occupational Health Psychology</i> , 2019 , 24, 180-197	5.7	12
24	Desperately seeking sustainable careers: Redesigning professional jobs for the collaborative crafting of reduced-load work. <i>Journal of Vocational Behavior</i> , 2020 , 117, 103315	6	12
23	From ideal workers to ideal work for all: A 50-year review integrating careers and work-family research with a future research agenda. <i>Journal of Vocational Behavior</i> , 2021 , 126, 103504	6	11
22	Manager Characteristics and Employee Job Insecurity around a Merger Announcement: The Role of Status and Crossover. <i>Sociological Quarterly</i> , 2015 , 56, 558-580	0.9	9
21	Day-to-day inconsistency in parent knowledge: links with youth health and parents' stress. <i>Journal of Adolescent Health</i> , 2015 , 56, 293-9	5.8	9

20	The working poor: Locked out of careers and the organizational mainstream?. <i>Academy of Management Perspectives</i> , 1997 , 11, 76-92	4.7	9
19	When Mothers' Work Matters for Youths' Daily Time Use: Implications of Evening and Weekend Shifts. <i>Journal of Child and Family Studies</i> , 2017 , 26, 2077-2089	2.3	8
18	Capturing social and cultural influences: relating individual work-life experiences to context. <i>Community, Work and Family</i> , 2015 , 18, 371-376	1.4	8
17	Cross-Level Dynamics between Changing Organizations and Career Patterns of Reduced-Load Professionals. <i>Organization Studies</i> , 2011 , 32, 1681-1700	3.6	8
16	Work Schedule Patching in Health Care: Exploring Implementation Approaches. <i>Work and Occupations</i> , 2020 , 47, 228-261	1.9	8
15	Affective Reactions to Leadership Education: An Exploration of the Same-Gender Effect. <i>Journal of Applied Behavioral Science, The</i> , 1992 , 28, 102-117	1.8	7
14	Community distress predicting welfare exits: The under-examined factor for families in the united states. <i>Community, Work and Family</i> , 1999 , 2, 173-186	1.4	6
13	Using organizational science research to address U.S. federal agencies' management & labor needs. <i>Behavioral Science and Policy</i> , 2016 , 2, 66-76	2.8	6
12	Boundary Management Permeability and Relationship Satisfaction in Dual-Earner Couples: The Asymmetrical Gender Effect. <i>Frontiers in Psychology</i> , 2018 , 9, 1723	3.4	6
11	Pushing the boundaries: A qualitative study of how stem women adapted to disrupted work-nonwork boundaries during the COVID-19 pandemic. <i>Journal of Applied Psychology</i> , 2021 , 106, 1615-1629 ⁵	7.4	5
10	Supporting employees' work-family needs improves health care quality: Longitudinal evidence from long-term care. <i>Social Science and Medicine</i> , 2016 , 157, 111-9	5.1	5
9	A multilevel model of care flow: Examining the generation and spread of care in organizations. <i>Organizational Psychology Review</i> , 2018 , 8, 31-69	3.5	4
8	Managing concurrent change initiatives: Integrating quality and work/family strategies. <i>Organizational Dynamics</i> , 1997 , 25, 21-37	1.5	3
7	The coronavirus & work-life inequality: Three evidence-based initiatives to update U.S. work-life employment policies. <i>Behavioral Science and Policy</i> , 2020 , 6, 77-85	2.8	3
6	The employer as social arbiter: Considerations in limiting involvement in off-the-job behavior. <i>Employee Responsibilities and Rights Journal</i> , 1993 , 6, 139-155	0.5	2
5	Changing Organizations for a Changing Workforce: Improving Work-Life Implementation and Adaptation. <i>Proceedings - Academy of Management</i> , 2019 , 2019, 17281	0.1	2
4	Promoting Well-Being in Virtual Work. <i>Proceedings - Academy of Management</i> , 2019 , 2019, 10956	0.1	
3	Interpersonal Perspectives on Work-Nonwork Dynamics: Theoretical & Empirical Explorations. <i>Proceedings - Academy of Management</i> , 2020 , 2020, 17149	0.1	

- 2 Broadening our Sight on Workplace Flexibility to Include Under- Emphasized Perspectives. 0.1
Proceedings - Academy of Management, **2020**, 2020, 18394
- 1 The Human Side of Factory AutomationThe Human Side of Factory Automation By MajchrzakAnn
San Francisco: Jossey-Bass 1988B90 pages. \$31.95. *Academy of Management Perspectives*, **1990**,
4, 109-111 4.7