

# Bruce E Kaufman

## List of Publications by Year in descending order

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Version: 2024-02-01

78  
papers

2,380  
citations

201575

27  
h-index

243529

44  
g-index

83  
all docs

83  
docs citations

83  
times ranked

1118  
citing authors

#	ARTICLE	IF	CITATIONS
1	Emotional arousal as a source of bounded rationality. <i>Journal of Economic Behavior and Organization</i> , 1999, 38, 135-144.	1.0	182
2	Theorising determinants of employee voice: an integrative model across disciplines and levels of analysis. <i>Human Resource Management Journal</i> , 2015, 25, 19-40.	3.6	105
3	Evolution of Strategic HRM as Seen Through Two Founding Books: A 30th Anniversary Perspective on Development of the Field. <i>Human Resource Management</i> , 2015, 54, 389-407.	3.5	100
4	Strategic Human Resource Management Research in the United States: A Failing Grade After 30 Years?. <i>Academy of Management Perspectives</i> , 2012, 26, 12-36.	4.3	93
5	The theory and practice of strategic HRM and participative management. <i>Human Resource Management Review</i> , 2001, 11, 505-533.	3.3	90
6	Minimum Wage Channels of Adjustment. <i>Industrial Relations</i> , 2015, 54, 199-239.	0.9	90
7	Market competition, HRM, and firm performance: The conventional paradigm critiqued and reformulated. <i>Human Resource Management Review</i> , 2015, 25, 107-125.	3.3	86
8	The Theoretical Foundation of Industrial Relations and its Implications for Labor Economics and Human Resource Management. <i>ILR Review</i> , 2010, 64, 74-108.	1.3	84
9	SHRM Theory in the Post-Huselid Era: Why It Is Fundamentally Misspecified. <i>Industrial Relations</i> , 2010, 49, 286-313.	0.9	76
10	The historical development of American HRM broadly viewed. <i>Human Resource Management Review</i> , 2014, 24, 196-218.	3.3	75
11	Expanding the Behavioral Foundations of Labor Economics. <i>ILR Review</i> , 1999, 52, 361.	1.3	72
12	The Firm's Choice of Hrm Practices: Economics Meets Strategic Human Resource Management. <i>ILR Review</i> , 2011, 64, 526-557.	1.3	70
13	Paradigms in Industrial Relations: Original, Modern and Versions In-between. <i>British Journal of Industrial Relations</i> , 2008, 46, 314-339.	0.8	66
14	The institutional economics of John R. Commons: complement and substitute for neoclassical economic theory. <i>Socio-Economic Review</i> , 2007, 5, 3-45.	2.0	62
15	The RBV theory foundation of strategic HRM: critical flaws, problems for research and practice, and an alternative economics paradigm. <i>Human Resource Management Journal</i> , 2015, 25, 516-540.	3.6	58
16	Human resources and industrial relations. <i>Human Resource Management Review</i> , 2001, 11, 339-374.	3.3	52
17	Institutional Economics and the Minimum Wage: Broadening the Theoretical and Policy Debate. <i>ILR Review</i> , 2010, 63, 427-453.	1.3	50
18	Non-union employee representation in North America: diversity, controversy and uncertain future. <i>Industrial Relations Journal</i> , 2006, 37, 513-542.	0.8	48

#	ARTICLE	IF	CITATIONS
19	The real problem: The deadly combination of psychologisation, scientism, and normative promotionalism takes strategic human resource management down a 30-year dead end. <i>Human Resource Management Journal</i> , 2020, 30, 49-72.	3.6	47
20	The Determinants of Strikes in the United States, 1900-1977. <i>ILR Review</i> , 1982, 35, 473.	1.3	44
21	What unions do: Insights from economic theory. <i>Journal of Labor Research</i> , 2004, 25, 351-382.	0.5	44
22	High-level employee involvement at Delta Air Lines. <i>Human Resource Management</i> , 2003, 42, 175-190.	3.5	38
23	John R. Commons and the Wisconsin School on Industrial Relations Strategy and Policy. <i>ILR Review</i> , 2003, 57, 3-30.	1.3	37
24	The organization of economic activity: insights from the institutional theory of John R. Commons. <i>Journal of Economic Behavior and Organization</i> , 2003, 52, 71-96.	1.0	36
25	The Case for the Company Union. <i>Labor History</i> , 2000, 41, 321-350.	0.4	34
26	A theory of the firm's demand for HRM practices. <i>International Journal of Human Resource Management</i> , 2010, 21, 615-636.	3.3	34
27	Globalization and convergence/divergence of HRM across nations: New measures, explanatory theory, and non-standard predictions from bringing in economics. <i>Human Resource Management Review</i> , 2016, 26, 338-351.	3.3	34
28	Labor's inequality of bargaining power: Changes over time and implications for public policy. <i>Journal of Labor Research</i> , 1989, 10, 285-298.	0.5	31
29	What do unions do? Evaluation and commentary. <i>Journal of Labor Research</i> , 2005, 26, 555-595.	0.5	30
30	Evolution and current status of university HR programs. <i>Human Resource Management</i> , 1999, 38, 103-110.	3.5	28
31	The role of economics and industrial relations in the development of the field of personnel/human resource management. <i>Management Decision</i> , 2002, 40, 962-979.	2.2	26
32	Designing and implementing high-performance work systems: Insights from consulting practice for academic researchers. <i>Human Resource Management Review</i> , 2022, 32, 100749.	3.3	26
33	An Institutional Economic Analysis of Labor Unions. <i>Industrial Relations</i> , 2012, 51, 438-471.	0.9	25
34	Wage Theory, New Deal Labor Policy, and the Great Depression: Were Government and Unions to Blame?. <i>ILR Review</i> , 2012, 65, 501-532.	1.3	23
35	Promoting Labour Market Efficiency and Fairness through a Legal Minimum Wage: The Webbs and the Social Cost of Labour. <i>British Journal of Industrial Relations</i> , 2009, 47, 306-326.	0.8	19
36	Keeping the Commitment Model in the Air during Turbulent Times: Employee Involvement at Delta Air Lines. <i>Industrial Relations</i> , 2013, 52, 343-377.	0.9	19

#	ARTICLE	IF	CITATIONS
37	Explaining Breadth and Depth of Employee Voice across Firms: A Voice Factor Demand Model. Journal of Labor Research, 2014, 35, 296-319.	0.5	19
38	John R. Commons and the Wisconsin School on Industrial Relations Strategy and Policy. ILR Review, 2003, 57, 3.	1.3	18
39	History of the British Industrial Relations Field Reconsidered: Getting from the Webbs to the New Employment Relations Paradigm. British Journal of Industrial Relations, 2014, 52, 1-31.	0.8	17
40	Models of Man in Industrial Relations Research. ILR Review, 1989, 43, 72.	1.3	16
41	Historical insights: The early institutionalists on trade unionism and labor policy. Journal of Labor Research, 2005, 26, 1-32.	0.5	16
42	Industrial Relations and Labor Institutionalism: A Century of Boom and Bust. Labor History, 2006, 47, 295-318.	0.4	14
43	Regulation of the employment relationship: The 'old' institutional perspective. Journal of Economic Behavior and Organization, 1998, 34, 349-385.	1.0	13
44	Sidney and Beatrice Webb's Institutional Theory of Labor Markets and Wage Determination. Industrial Relations, 2013, 52, 765-791.	0.9	13
45	THE ORIGINS AND THEORETICAL FOUNDATION OF ORIGINAL INSTITUTIONAL ECONOMICS RECONSIDERED. Journal of the History of Economic Thought, 2017, 39, 293-322.	0.2	13
46	Alternative balanced scorecards built from paradigm models in strategic HRM and employment/industrial relations and used to measure the state of employment relations and HR system performance across U.S. workplaces. Human Resource Management Journal, 2021, 31, 65-92.	3.6	13
47	The Non-Existence of the Labor Demand/Supply Diagram, and other Theorems of Institutional Economics. Journal of Labor Research, 2008, 29, 285-299.	0.5	11
48	Taking the pulse at work: An employment relations scorecard for Australia. Journal of Industrial Relations, 2018, 60, 145-175.	1.1	11
49	Voting for Wage Concessions: The Case of the 1982 GM-UAW Negotiations. ILR Review, 1988, 41, 183.	1.3	10
50	Experience with Company Unions and their Treatment under the Wagner Act: A Four Frames of Reference Analysis. Industrial Relations, 2016, 55, 3-39.	0.9	9
51	Adam Smith's Economics and the Modern Minimum Wage Debate: The Large Distance Separating Kirkcaldy from Chicago. Journal of Labor Research, 2016, 37, 29-52.	0.5	9
52	How Capitalism Endogenously Creates Rising Income Inequality and Economic Crisis: The Macro Political Economy Model of Early Industrial Relations. Industrial Relations, 2018, 57, 131-173.	0.9	9
53	The 'good workplace'. Journal of Participation and Employee Ownership, 2019, 2, 60-90.	0.5	9
54	Interindustry Trends in Strike Activity. Industrial Relations, 1983, 22, 45-57.	0.9	8

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55	Reflections on Six Decades in Industrial Relations: An Interview with John Dunlop. ILR Review, 2002, 55, 324-348.	1.3	8
56	IR Theory Built on the Foundersâ€™ Principles with Empirical Application to Australia. ILR Review, 2014, 67, 1203-1234.	1.3	8
57	Using unitarist, pluralist, and radical frames to map the cross-section distribution of employment relations across workplaces: A four-country empirical investigation of patterns and determinants. Journal of Industrial Relations, 2021, 63, 204-234.	1.1	8
58	Divergent fates: company unions and employee involvement committees under the railway labor and national labor relations acts. Labor History, 2015, 56, 423-458.	0.4	7
59	Is it â€˜youâ€™ or â€˜your workplaceâ€™? Predictors of job-related training in the Anglo-American world. International Journal of Training and Development, 2020, 24, 173-203.	0.5	7
60	Advancing Industrial Relations Theory: An Analytical Synthesis of British-American and Pluralist-Radical Ideas. Industrial Relations, 0, 70, 407-431.	0.2	6
61	The academic-practitioner gap: Past time to bring in the practitioner perspective. Human Resource Management Review, 2022, 32, 100895.	3.3	6
62	Determinants of Interindustry Wage Growth in the Seventies. Industrial Relations, 1987, 26, 186-194.	0.9	5
63	Reflections on Six Decades in Industrial Relations: An Interview with John Dunlop. ILR Review, 2002, 55, 324.	1.3	5
64	The Optimal Level of Market Competition: Neoclassical and New Institutional Conclusions Critiqued and Reformulated. Journal of Economic Issues, 2013, 47, 639-672.	0.3	5
65	A theoretical framework for labour, work and employment research. , 2019, , .		5
66	Evaluating the State of the Employment Relationship: A Balanced Scorecard Approach Built on Mackenzie Kingâ€™s Model of an Industrial Relations System. Industrial Relations, 0, 73, 664-701.	0.2	5
67	Clark Kerr and the Founding of the Berkeley IIR: A Celebratory Remembrance*. Industrial Relations, 2005, 44, 405-415.	0.9	4
68	<i>Rethinking Industrial Relations</i>, or at least the British radical frame. Economic and Industrial Democracy, 2018, 39, 577-598.	1.2	4
69	Some Coasian Problems with Posnerian Law and Economics. Journal of Economic Issues, 2012, 46, 745-764.	0.3	3
70	SUMNER SLICHTER ON PERSONNEL MANAGEMENT AND EMPLOYEE REPRESENTATION BEFORE THE NEW DEAL. Advances in Industrial and Labor Relations, 2003, , 223-269.	0.1	3
71	The future of employee voice in the USA. , 2015, , 278-299.		3
72	The HR/IR Teaching Conference. Human Resource Management, 1999, 38, 165-170.	3.5	2

#	ARTICLE	IF	CITATIONS
73	Will the real RBV please stand up?. Human Resource Management Journal, 2016, 26, 379-389.	3.6	2
74	Great in Theory but Tough in Practice: Insights on Sustaining Advanced Employee Involvement at Delta Air Lines. Advances in Industrial and Labor Relations, 2018, , 57-89.	0.1	2
75	On the Retirement of James T. Bennett as Editor of the Journal of Labor Research. Journal of Labor Research, 2008, 29, 1-10.	0.5	1
76	Richard Lester's Institutionalâ€”Industrial Relations Model of Labor Markets and the Nearâ€”Zero Minimum Wage Employment Effect: The Model Card and Krueger Ignored but Shouldn't Have. Journal of Economic Issues, 2020, 54, 1002-1032.	0.3	1
77	On emotion and bounded rationality: reply to Hanoch. Journal of Economic Behavior and Organization, 2002, 49, 137-141.	1.0	0
78	Translating Commonsâ€” â€”Industrial Goodwillâ€” Into Italian: Some Conceptual and Linguistic Considerations. International Journal of Linguistics, 2020, 12, 111.	0.1	0