

# Kaifeng Jiang

## List of Publications by Year in descending order

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Version: 2024-02-01

48  
papers

4,939  
citations

331538

21  
h-index

360920

35  
g-index

50  
all docs

50  
docs citations

50  
times ranked

3355  
citing authors

#	ARTICLE	IF	CITATIONS
1	Supporting Creativity or Creative Unethicality? Empowering Leadership and the Role of Performance Pressure. <i>Journal of Business Ethics</i> , 2022, 179, 111-131.	3.7	17
2	Is it time to update and expand training motivation theory? A meta-analytic review of training motivation research in the 21st century.. <i>Journal of Applied Psychology</i> , 2022, 107, 1150-1179.	4.2	22
3	Leveraging green <scp>HRM</scp> for firm performance: The joint effects of <scp>CEO</scp> environmental belief and external pollution severity and the mediating role of employee environmental commitment. <i>Human Resource Management</i> , 2022, 61, 75-90.	3.5	59
4	Retirement intention of older workers: The influences of high&#x2013;involvement work practices, individual characteristics, and economic environment. <i>Personnel Psychology</i> , 2022, 75, 929-958.	2.2	8
5	A Meta-Analysis Integrating 25 Years of Diversity Climate Research. <i>Journal of Management</i> , 2021, 47, 1357-1382.	6.3	58
6	HR practice salience: explaining variance in employee reactions to HR practices. <i>International Journal of Human Resource Management</i> , 2021, 32, 512-542.	3.3	14
7	Changing the Conversation on the Science&#x2013;Practice Gap: An Adherence-Based Approach. <i>Journal of Management</i> , 2021, 47, 1347-1356.	6.3	10
8	Celebrating and advancing the scholarship of David P.&#x2013;Lepak (1971&#x2013;2017): special issue introduction. <i>International Journal of Human Resource Management</i> , 2021, 32, 225-240.	3.3	2
9	Taking peers into account: Adoption and effects of high-investment human resource systems.. <i>Journal of Applied Psychology</i> , 2021, 106, 1539-1556.	4.2	12
10	Informal institutions and absorptive capacity: A cross-country meta-analytic study. <i>Journal of International Business Studies</i> , 2020, , 1.	4.6	6
11	Employee Perceptions of HRM and its Relationship with Employee Well- Being and Performance. <i>Proceedings - Academy of Management</i> , 2020, 2020, 13103.	0.0	0
12	Understanding Competitive Advantage Through HRM: Looking Beyond the Use of Effective HR Practices. <i>Proceedings - Academy of Management</i> , 2020, 2020, 13845.	0.0	0
13	It&#x2013;Better Than This! Managing Overqualified Workers Using the Task Context. <i>Proceedings - Academy of Management</i> , 2019, 2019, 17876.	0.0	1
14	On Addressing the Puzzle of Extreme Income Inequality: A Response to Agarwal and Holmes. <i>Academy of Management Review</i> , 2019, 44, 460-464.	7.4	2
15	It&#x2013;s about time &#x2013; A longitudinal adaptation model of high-performance work teams.. <i>Journal of Applied Psychology</i> , 2019, 104, 433-447.	4.2	16
16	Getting ahead, getting along, and getting prosocial: Examining extraversion facets, peer reactions, and leadership emergence.. <i>Journal of Applied Psychology</i> , 2019, 104, 1369-1386.	4.2	30
17	Human capital resource emergence: theoretical and methodological clarifications and a path forward. , 2019, , .		8
18	A Contemporary Perspective on Training Motivation: A Meta-Analytic Review. <i>Proceedings - Academy of Management</i> , 2019, 2019, 15821.	0.0	0

#	ARTICLE	IF	CITATIONS
19	Beyond Dishonesty: Expanding our Understanding of the Unexpected Negative Consequences of Creativity. <i>Proceedings - Academy of Management</i> , 2019, 2019, 10562.	0.0	0
20	Linking employee boundary spanning behavior to task performance: the influence of informal leader emergence and group power distance. <i>International Journal of Human Resource Management</i> , 2018, 29, 1879-1899.	3.3	27
21	Income Inequality in the United States: Reflections on the Role of Corporations. <i>Academy of Management Review</i> , 2018, 43, 156-168.	7.4	52
22	Advancing human resource management scholarship through multilevel modeling. <i>International Journal of Human Resource Management</i> , 2018, 29, 227-238.	3.3	20
23	On the shoulders of giants: a meta-review of strategic human resource management. <i>International Journal of Human Resource Management</i> , 2018, 29, 6-33.	3.3	126
24	Celebrating and Advancing the Scholarship of David P. Lepak (1971–2017). <i>International Journal of Human Resource Management</i> , 2018, 29, 1374-1378.	3.3	3
25	Leader humility and team creativity: The role of team information sharing, psychological safety, and power distance.. <i>Journal of Applied Psychology</i> , 2018, 103, 313-323.	4.2	261
26	Understanding Employees'™ Perceptions of Human Resource Practices: Effects of Demographic Dissimilarity to Managers and Coworkers. <i>Human Resource Management</i> , 2017, 56, 69-91.	3.5	97
27	Do it well and do it right: The impact of service climate and ethical climate on business performance and the boundary conditions.. <i>Journal of Applied Psychology</i> , 2016, 101, 1553-1568.	4.2	44
28	Sabotaging the benefits of our own human capital: Work unit characteristics and sleep.. <i>Journal of Applied Psychology</i> , 2016, 101, 209-221.	4.2	47
29	The motivational antecedents and performance consequences of corporate volunteering: When do employees volunteer and when does volunteering help versus harm work performance?. <i>Organizational Behavior and Human Decision Processes</i> , 2016, 137, 99-111.	1.4	40
30	Motivational mechanisms of employee creativity: A meta-analytic examination and theoretical extension of the creativity literature. <i>Organizational Behavior and Human Decision Processes</i> , 2016, 137, 236-263.	1.4	301
31	The Impact of Service Climate and Ethical Climate on Business Performance Outcomes. <i>Proceedings - Academy of Management</i> , 2016, 2016, 13961.	0.0	0
32	Human Resource Practices and Firm Performance in China: The Moderating Roles of Regional Human Capital Quality and Firm Innovation Strategy. <i>Management and Organization Review</i> , 2015, 11, 237-261.	1.8	15
33	Developing collective customer knowledge and service climate: The interaction between service-oriented high-performance work systems and service leadership.. <i>Journal of Applied Psychology</i> , 2015, 100, 1089-1106.	4.2	129
34	There are lots of big fish in this pond: The role of peer overqualification on task significance, perceived fit, and performance for overqualified employees.. <i>Journal of Applied Psychology</i> , 2015, 100, 1228-1238.	4.2	122
35	Retaining Employees Through Anti-Sexual Harassment Practices: Exploring the Mediating Role of Psychological Distress and Employee Engagement. <i>Human Resource Management</i> , 2015, 54, 1-21.	3.5	39
36	An Aspirational Framework for Strategic Human Resource Management. <i>Academy of Management Annals</i> , 2014, 8, 1-56.	5.8	472

#	ARTICLE	IF	CITATIONS
37	An Aspirational Framework for Strategic Human Resource Management. <i>Academy of Management Annals</i> , 2014, 8, 1-56.	5.8	240
38	Missing link in the service profit chain: A meta-analytic review of the antecedents, consequences, and moderators of service climate.. <i>Journal of Applied Psychology</i> , 2013, 98, 237-267.	4.2	290
39	Where do We Go From Here? New Perspectives on the Black Box in Strategic Human Resource Management Research. <i>Journal of Management Studies</i> , 2013, 50, 1448-1480.	6.0	251
40	The Contingent Effects of Directive and Empowering Leadership on Self-Efficacy and OCB. <i>Proceedings - Academy of Management</i> , 2013, 2013, 13206.	0.0	0
41	The Underlying Motivational Mechanisms for Employee Creativity: A Meta-Analytic Examination. <i>Proceedings - Academy of Management</i> , 2013, 2013, 16183.	0.0	0
42	How Does Human Resource Management Influence Organizational Outcomes? A Meta-analytic Investigation of Mediating Mechanisms. <i>Academy of Management Journal</i> , 2012, 55, 1264-1294.	4.3	1,436
43	When and how is job embeddedness predictive of turnover? A meta-analytic investigation.. <i>Journal of Applied Psychology</i> , 2012, 97, 1077-1096.	4.2	316
44	Clarifying the construct of human resource systems: Relating human resource management to employee performance. <i>Human Resource Management Review</i> , 2012, 22, 73-85.	3.3	329
45	Volunteer Psychological Climate and Its Effect on Volunteer Satisfaction. <i>Proceedings - Academy of Management</i> , 2012, 2012, 10028.	0.0	0
46	Management and Employee Perspectives of HPWS and Moderating Role of Employee Personality. <i>Proceedings - Academy of Management</i> , 2012, 2012, 10425.	0.0	0
47	Strategic Human Resource Management and Organizational Performance. , 0, , 255-274.		8
48	Implications of frames of reference for strategic human resource management research: Opportunities and challenges. <i>Industrial Relations</i> , 0, , .	0.9	2