

# Andrew R Timming

## List of Publications by Year in descending order

Source: <https://exaly.com/author-pdf/1808255/publications.pdf>

Version: 2024-02-01

38  
papers

786  
citations

471061

17  
h-index

552369

26  
g-index

40  
all docs

40  
docs citations

40  
times ranked

594  
citing authors

| #  | ARTICLE  | IF  | CITATIONS |
|----|--|-----|-----------|
| 1  | Visible tattoos in the service sector: a new challenge to recruitment and selection. <i>Work, Employment and Society</i> , 2015, 29, 60-78.  | 1.9 | 67        |
| 2  | Taboo tattoos? A study of the gendered effects of body art on consumers' attitudes toward visibly tattooed front line staff. <i>Journal of Retailing and Consumer Services</i> , 2016, 29, 31-39.                          | 5.3 | 63        |
| 3  | What Do You Think of My Ink? Assessing the Effects of Body Art on Employment Chances. <i>Human Resource Management</i> , 2017, 56, 133-149.  | 3.5 | 47        |
| 4  | Tracing the effects of employee involvement and participation on trust in managers: an analysis of covariance structures. <i>International Journal of Human Resource Management</i> , 2012, 23, 3243-3257.                 | 3.3 | 44        |
| 5  | The effect of foreign accent on employability: a study of the aural dimensions of aesthetic labour in customer-facing and non-customer-facing jobs. <i>Work, Employment and Society</i> , 2017, 31, 409-428.               | 1.9 | 44        |
| 6  | Using the past to map out the future of occupational health and safety research: where do we go from here?. <i>International Journal of Human Resource Management</i> , 2020, 31, 90-127.                                  | 3.3 | 42        |
| 7  | Body art as branded labour: At the intersection of employee selection and relationship marketing. <i>Human Relations</i> , 2017, 70, 1041-1063.  | 3.8 | 41        |
| 8  | Learning about Democracy at Work: Cross-National Evidence on Individual Employee Voice Influencing Political Participation in Civil Society. <i>ILR Review</i> , 2018, 71, 956-985.  | 1.3 | 33        |
| 9  | Employee silence and the authoritarian personality. <i>International Journal of Organizational Analysis</i> , 2015, 23, 154-171.   | 1.6 | 32        |
| 10 | An inter-disciplinary review of the literature on mental illness disclosure in the workplace: implications for human resource management. <i>International Journal of Human Resource Management</i> , 2021, 32, 3302-3338. | 3.3 | 32        |
| 11 | Psychological Distress and Coronavirus Fears During the Initial Phase of the COVID-19 Pandemic in the United States. <i>Journal of Mental Health Policy and Economics</i> , 2020, 23, 93-100.                              | 0.6 | 28        |
| 12 | Subtle Increases in BMI within a Healthy Weight Range Still Reduce Womens Employment Chances in the Service Sector. <i>PLoS ONE</i> , 2016, 11, e0159659.  | 1.1 | 26        |
| 13 | European Works Councils and the dark side of managing worker voice. <i>Human Resource Management Journal</i> , 2007, 17, 248-264.  | 3.6 | 25        |
| 14 | What do tattoo artists know about HRM? Recruitment and selection in the body art sector. <i>Employee Relations</i> , 2011, 33, 570-584.  | 1.5 | 24        |
| 15 | The "reach"™ of employee participation in decision-making: exploring the aristotelian roots of workplace democracy. <i>Human Resource Management Journal</i> , 2015, 25, 382-396.  | 3.6 | 24        |
| 16 | An experimental study of the effects of tattoo genre on perceived trustworthiness: Not all tattoos are created equal. <i>Journal of Trust Research</i> , 2017, 7, 115-128.   | 0.3 | 23        |
| 17 | Are tattoos associated with employment and wage discrimination? Analyzing the relationships between body art and labor market outcomes. <i>Human Relations</i> , 2019, 72, 962-987.  | 3.8 | 22        |
| 18 | Trust in Cross-national Labour Relations: A Case Study of an Anglo-Dutch European Works Council. <i>European Sociological Review</i> , 2009, 25, 505-516.  | 1.3 | 17        |

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|----|--|-----|-----------|
| 19 | Cross-national variation in the determinants of job satisfaction: how far do our results "travel"? International Journal of Organization Theory and Behavior, 2010, 13, 525-545.                 | 0.5 | 15        |
| 20 | Trust and mixed signals: A study of religion, tattoos and cognitive dissonance. Personality and Individual Differences, 2016, 97, 234-238.   | 1.6 | 15        |
| 21 | Are tattoos associated with negative health-related outcomes and risky behaviors?. International Journal of Dermatology, 2019, 58, 816-824.  | 0.5 | 14        |
| 22 | Health anxiety versus economic anxiety surrounding COVID-19: An analysis of psychological distress in the early stages of the pandemic. Journal of Affective Disorders Reports, 2021, 5, 100152. | 0.9 | 13        |
| 23 | Team-level human resource attributions and performance. Human Resource Management Journal, 2021, 31, 753-774.  | 3.6 | 10        |
| 24 | Sexual orientation and wage discrimination: evidence from Australia. International Journal of Manpower, 2019, 41, 629-648.   | 2.5 | 9         |
| 25 | Employment discrimination against gender diverse individuals in Western Australia. Equality, Diversity and Inclusion, 2020, 40, 273-289.   | 0.7 | 9         |
| 26 | Analysing the effect of commuting time on earnings among young adults. Applied Economics, 2020, 52, 5282-5297.   | 1.2 | 8         |
| 27 | Can HRM predict mental health crises? Using HR analytics to unpack the link between employment and suicidal thoughts and behaviors. Personnel Review, 2023, 52, 1728-1746.                       | 1.6 | 8         |
| 28 | Employee Voice through Open-Book Accounting: The Benefits of Informational Transparency. Social and Environmental Accountability Journal, 2015, 35, 86-95.                                       | 0.9 | 7         |
| 29 | Why competitive productivity sometimes goes too far: a multilevel evolutionary model of "karoshi". Cross Cultural and Strategic Management, 2020, 28, 96-107.                                    | 1.0 | 7         |
| 30 | Florence Kelley. Journal of Classical Sociology, 2004, 4, 289-309.   | 0.5 | 4         |
| 31 | Editorial: What are registered reports and why are they important to the future of human resource management research?. Human Resource Management Journal, 2021, 31, 595-602.                    | 3.6 | 3         |
| 32 | Exploring the fluid boundary between "legitimate performance management"™ and "downward bullying"™: an experimental approach. Industrial Relations Journal, 2019, 50, 348-361.                   | 0.8 | 2         |
| 33 | Western Australia's Local Government Act 25 years on and under review: A qualitative study of local government Chief Executive Officers. Australian Journal of Public Administration, 0, , .     | 1.0 | 2         |
| 34 | A multivariate analysis of workplace mentoring and socializing in the wake of #MeToo. Applied Economics, 0, , 1-19.  | 1.2 | 2         |
| 35 | Employee voice and perceived attractiveness: are less attractive employees ignored in the workplace?. Journal of Participation and Employee Ownership, 2021, 4, 26-41.                           | 0.5 | 2         |
| 36 | The promise of European works councils. , 2015, , 218-238.   |     | 2         |

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|----|---|-----|-----------|
| 37 | Hormone Therapy and Discrimination in the Labor Market: Emerging Experimental Evidence on the Economics of Endocrinology. <i>Endocrine Research</i> , 2020, 45, 254-257.                        | 0.6 | 1         |
| 38 | The effect of genetic vs nongenetic parental care on adult children 's income and wealth in later life : An evolutionary analysis. <i>American Journal of Human Biology</i> , 2021, 33, e23431. | 0.8 | 0         |