

Ian O Williamson

List of Publications by Year in descending order

Source: <https://exaly.com/author-pdf/2052308/publications.pdf>

Version: 2024-02-01

39
papers

3,514
citations

361413
20
h-index

552781
26
g-index

39
all docs

39
docs citations

39
times ranked

2947
citing authors

#	ARTICLE	IF	CITATIONS
1	Being Good or Being Known: An Empirical Examination of the Dimensions, Antecedents, and Consequences of Organizational Reputation. <i>Academy of Management Journal</i> , 2005, 48, 1033-1049.	6.3	1,081
2	The phenomenology of fit: Linking the person and environment to the subjective experience of person-environment fit. <i>Journal of Applied Psychology</i> , 2006, 91, 802-827.	5.3	448
3	Employer Legitimacy and Recruitment Success in Small Businesses. <i>Entrepreneurship Theory and Practice</i> , 2000, 25, 27-42.	10.2	320
4	Gone but Not Lost: The Different Performance Impacts of Employee Mobility Between Cooperators Versus Competitors. <i>Academy of Management Journal</i> , 2008, 51, 936-953.	6.3	230
5	Predicting early career research productivity: the case of management faculty. <i>Journal of Organizational Behavior</i> , 2003, 24, 25-44.	4.7	162
6	The effect of company recruitment web site orientation on individuals' perceptions of organizational attractiveness. <i>Journal of Vocational Behavior</i> , 2003, 63, 242-263.	3.4	156
7	Reputation as an Intangible Asset: Reflections on Theory and Methods in Two Empirical Studies of Business School Reputations. <i>Journal of Management</i> , 2010, 36, 610-619.	9.3	141
8	Firm-Specific, Industry-Specific, and Occupational Human Capital and the Sourcing of Knowledge Work. <i>Organization Science</i> , 2012, 23, 1311-1329.	4.5	136
9	Combining Patent Law Expertise with R&D for Patenting Performance. <i>Organization Science</i> , 2007, 18, 922-937.	4.5	134
10	Firm reputation, recruitment web sites, and attracting applicants. <i>Human Resource Management</i> , 2010, 49, 669-687.	5.8	91
11	Workplace Religious Expression, Religiosity and Job Satisfaction: Clarifying a Relationship. <i>Journal of Management, Spirituality and Religion</i> , 2005, 2, 173-198.	1.0	74
12	Smaller but not necessarily weaker: How small businesses can overcome barriers to recruitment. <i>Advances in Entrepreneurship, Firm Emergence and Growth</i> , 0, , 83-106.	1.5	69
13	The interactive effect of collectivism and organizational rewards on affective organizational commitment. <i>Cross Cultural Management</i> , 2009, 16, 28-43.	1.1	68
14	Justice in Self-Managing Teams: The Role of Social Networks in the Emergence of Procedural Justice Climates. <i>Academy of Management Journal</i> , 2012, 55, 685-701.	6.3	67
15	Toward a Business Resilience Framework for Startups. <i>Sustainability</i> , 2021, 13, 3132.	3.2	61
16	The effect of explanations on prospective applicants reactions to firm diversity practices. <i>Human Resource Management</i> , 2008, 47, 311-330.	5.8	45
17	Organizational Hiring Patterns, Interfirm Network Ties, and Interorganizational Imitation. <i>Academy of Management Journal</i> , 2003, 46, 349-358.	6.3	35
18	Person's Organization and Person's Job Fit Perceptions of New IT Employees: Work Outcomes and Gender Differences. <i>MIS Quarterly: Management Information Systems</i> , 2017, 41, 525-558.	4.2	35

#	ARTICLE	IF	CITATIONS
19	Screening-oriented recruitment messages: Antecedents and relationships with applicant pool quality. <i>Human Resource Management</i> , 2012, 51, 343-360.	5.8	30
20	Who Wants To Be a Business PhD? Exploring Minority Entry Into the Faculty "Pipeline". <i>Academy of Management Learning and Education</i> , 2008, 7, 42-55.	2.5	26
21	The Moderating Effect of Personality on Employees' Reactions to Procedural Fairness and Outcome Favorability. <i>Journal of Business and Psychology</i> , 2009, 24, 469-484.	4.0	24
22	The future of feedback: Motivating performance improvement through future-focused feedback. <i>PLoS ONE</i> , 2020, 15, e0234444.	2.5	21
23	Work-life support practices and customer satisfaction: The role of TMT composition and country culture. <i>Human Resource Management</i> , 2018, 57, 279-291.	5.8	19
24	Standardize or Customize: The Interactive Effects of HRM and Environment Uncertainty on MNC Subsidiary Performance. <i>Human Resource Management</i> , 2014, 53, 701-721.	5.8	16
25	Is the Current Accounting Treatment of Education and Training Costs Appropriate?. <i>Australian Accounting Review</i> , 2010, 20, 265-273.	4.6	9
26	Quadruple Helix Approach to Achieve International Product Quality for Indonesian Food SMEs. <i>Journal of the Knowledge Economy</i> , 2021, 12, 452-469.	4.4	7
27	What's culture got to do with it? Examining job embeddedness and organizational commitment and turnover intentions in South Africa. <i>Africa Journal of Management</i> , 2015, 1, 225-243.	1.1	6
28	The Effect of HRM Practices on Employment Outcomes in Indigenous Social Enterprises. <i>Journal of Social Entrepreneurship</i> , 0, , 1-24.	2.5	3
29	Chapter 10 The fairness of difference: How team composition affects the emergence of justice climates. <i>Research on Managing Groups and Teams</i> , 2010, , 275-297.	0.6	0
30	Leveraging opportunities from digital disruption: A shared value approach at Australia Post. <i>Proceedings - Academy of Management</i> , 2016, 2016, 15103.	0.1	0
31	"Social networks, personality and peer evaluations in self-managing teams:A moderated-mediation model". <i>Proceedings - Academy of Management</i> , 2013, 2013, 10451.	0.1	0
32	"The Interactive Effects of Work Family Support, HRM and Masculinity on MNC Subsidiary Performance". <i>Proceedings - Academy of Management</i> , 2013, 2013, 10095.	0.1	0
33	Discretionary HRM: How work-life support practices influence firm non-financial performance outcomes. <i>Proceedings - Academy of Management</i> , 2014, 2014, 10095.	0.1	0
34	Competitive Actions and Firms' Accumulation of Specialized Human Capital. <i>Proceedings - Academy of Management</i> , 2014, 2014, 15169.	0.1	0
35	Indigenous Management Education and the Management Academy. <i>Proceedings - Academy of Management</i> , 2015, 2015, 15390.	0.1	0
36	The future of feedback: Motivating performance improvement through future-focused feedback. , 2020, 15, e0234444.		0

#	ARTICLE	IF	CITATIONS
37	The future of feedback: Motivating performance improvement through future-focused feedback. , 2020, 15, e0234444.		0
38	The future of feedback: Motivating performance improvement through future-focused feedback. , 2020, 15, e0234444.		0
39	The future of feedback: Motivating performance improvement through future-focused feedback. , 2020, 15, e0234444.		0