

# Ian O Williamson

## List of Publications by Year in descending order

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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	Quadruple Helix Approach to Achieve International Product Quality for Indonesian Food SMEs. Journal of the Knowledge Economy, 2021, 12, 452-469.	4.4	7
2	Toward a Business Resilience Framework for Startups. Sustainability, 2021, 13, 3132.	3.2	61
3	The future of feedback: Motivating performance improvement through future-focused feedback. PLoS ONE, 2020, 15, e0234444.	2.5	21
4	The future of feedback: Motivating performance improvement through future-focused feedback. , 2020, 15, e0234444.		0
5	The future of feedback: Motivating performance improvement through future-focused feedback. , 2020, 15, e0234444.		0
6	The future of feedback: Motivating performance improvement through future-focused feedback. , 2020, 15, e0234444.		0
7	The future of feedback: Motivating performance improvement through future-focused feedback. , 2020, 15, e0234444.		0
8	Work-life support practices and customer satisfaction: The role of TMT composition and country culture. Human Resource Management, 2018, 57, 279-291.	5.8	19
9	Person-Organization and Person-Job Fit Perceptions of New IT Employees: Work Outcomes and Gender Differences. MIS Quarterly: Management Information Systems, 2017, 41, 525-558.	4.2	35
10	Leveraging opportunities from digital disruption: A shared value approach at Australia Post. Proceedings - Academy of Management, 2016, 2016, 15103.	0.1	0
11	What's culture got to do with it? Examining job embeddedness and organizational commitment and turnover intentions in South Africa. Africa Journal of Management, 2015, 1, 225-243.	1.1	6
12	Indigenous Management Education and the Management Academy. Proceedings - Academy of Management, 2015, 2015, 15390.	0.1	0
13	Standardize or Customize: The Interactive Effects of <sc>HRM</sc> and Environment Uncertainty on <sc>MNC</sc> Subsidiary Performance. Human Resource Management, 2014, 53, 701-721.	5.8	16
14	Discretionary HRM: How work-life support practices influence firm non-financial performance outcomes. Proceedings - Academy of Management, 2014, 2014, 10095.	0.1	0
15	Competitive Actions and Firms' Accumulation of Specialized Human Capital. Proceedings - Academy of Management, 2014, 2014, 15169.	0.1	0
16	"Social networks, personality and peer evaluations in self-managing teams:A moderated-mediation model". Proceedings - Academy of Management, 2013, 2013, 10451.	0.1	0
17	"The Interactive Effects of Work Family Support, HRM and Masculinity on MNC Subsidiary Performance". Proceedings - Academy of Management, 2013, 2013, 10095.	0.1	0
18	Justice in Self-Managing Teams: The Role of Social Networks in the Emergence of Procedural Justice Climates. Academy of Management Journal, 2012, 55, 685-701.	6.3	67

#	ARTICLE	IF	CITATIONS
19	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
20	Screening-oriented recruitment messages: Antecedents and relationships with applicant pool quality. <i>Human Resource Management</i> , 2012, 51, 343-360.	5.8	30
21	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
22	Firm reputation, recruitment web sites, and attracting applicants. <i>Human Resource Management</i> , 2010, 49, 669-687.	5.8	91
23	Is the Current Accounting Treatment of Education and Training Costs Appropriate?. <i>Australian Accounting Review</i> , 2010, 20, 265-273.	4.6	9
24	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
25	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
26	The interactive effect of collectivism and organizational rewards on affective organizational commitment. <i>Cross Cultural Management</i> , 2009, 16, 28-43.	1.1	68
27	The effect of explanations on prospective applicants reactions to firm diversity practices. <i>Human Resource Management</i> , 2008, 47, 311-330.	5.8	45
28	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
29	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
30	Combining Patent Law Expertise with R&D for Patenting Performance. <i>Organization Science</i> , 2007, 18, 922-937.	4.5	134
31	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
32	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
33	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
34	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
35	Predicting early career research productivity: the case of management faculty. <i>Journal of Organizational Behavior</i> , 2003, 24, 25-44.	4.7	162
36	Organizational Hiring Patterns, Interfirm Network Ties, and Interorganizational Imitation. <i>Academy of Management Journal</i> , 2003, 46, 349-358.	6.3	35

#	ARTICLE	IF	CITATIONS
37	Employer Legitimacy and Recruitment Success in Small Businesses. <i>Entrepreneurship Theory and Practice</i> , 2000, 25, 27-42.	10.2	320
38	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
39	The Effect of HRM Practices on Employment Outcomes in Indigenous Social Enterprises. <i>Journal of Social Entrepreneurship</i> , 0, , 1-24.	2.5	3