

# Ellen A Ensher

## List of Publications by Year in descending order

Source: <https://exaly.com/author-pdf/2242256/publications.pdf>

Version: 2024-02-01

19  
papers

1,713  
citations

686830

13  
h-index

794141

19  
g-index

21  
all docs

21  
docs citations

21  
times ranked

1143  
citing authors

| #  | ARTICLE   | IF  | CITATIONS |
|----|---|-----|-----------|
| 1  | Effects of Race, Gender, Perceived Similarity, and Contact on Mentor Relationships. <i>Journal of Vocational Behavior</i> , 1997, 50, 460-481.  | 1.9 | 362       |
| 2  | Online mentoring and computer-mediated communication: New directions in research. <i>Journal of Vocational Behavior</i> , 2003, 63, 264-288.  | 1.9 | 231       |
| 3  | Effects of perceived discrimination on job satisfaction, organizational commitment, organizational citizenship behavior, and grievances. <i>Human Resource Development Quarterly</i> , 2001, 12, 53-72.               | 2.1 | 230       |
| 4  | Title is missing!. <i>Journal of Business and Psychology</i> , 2001, 15, 419-438.   | 2.5 | 215       |
| 5  | The Effects of Leader and Subordinate Characteristics in the Development of Leader-Member Exchange Quality <sup>1</sup> . <i>Journal of Applied Social Psychology</i> , 1999, 29, 1371-1394.                          | 1.3 | 119       |
| 6  | An examination of work and personal life conflict, organizational support, and employee health among international expatriates. <i>International Journal of Intercultural Relations</i> , 2001, 25, 261-278.          | 1.0 | 108       |
| 7  | Effects of Perceived Attitudinal and Demographic Similarity on Proteges' Support and Satisfaction Gained From Their Mentoring Relationships. <i>Journal of Applied Social Psychology</i> , 2002, 32, 1407-1430.       | 1.3 | 100       |
| 8  | The Mentoring Relationship Challenges Scale: The impact of mentoring stage, type, and gender. <i>Journal of Vocational Behavior</i> , 2011, 79, 253-266.  | 1.9 | 82        |
| 9  | A qualitative analysis of charismatic leadership in creative teams: The case of television directors. <i>Leadership Quarterly</i> , 2008, 19, 335-352.  | 3.6 | 77        |
| 10 | Tales from the Hiring Line: Effects of the Internet and Technology on HR Processes. <i>Organizational Dynamics</i> , 2002, 31, 224-244.   | 1.6 | 53        |
| 11 | Opting In Between. <i>Journal of Career Development</i> , 2011, 38, 331-348.  | 1.6 | 33        |
| 12 | Organization Development and Change Interventions. <i>Journal of Applied Behavioral Science</i> , The, 2004, 40, 432-464.   | 2.0 | 30        |
| 13 | The voice of the host country workforce: A key source for improving the effectiveness of expatriate training and performance. <i>International Journal of Intercultural Relations</i> , 2002, 26, 447-461.            | 1.0 | 18        |
| 14 | Perceiving a calling, living a calling, and calling outcomes: How mentoring matters.. <i>Journal of Counseling Psychology</i> , 2021, 68, 168-181.  | 1.4 | 17        |
| 15 | Gender-Based Vicarious Sensitivity to Disempowering Behavior in Organizations: Exploring an Expanded Concept of Hostile Working Environment. <i>Employee Responsibilities and Rights Journal</i> , 2004, 16, 135-147. | 0.6 | 11        |
| 16 | Reel women: Lessons from female TV executives on managing work and real life. <i>Academy of Management Perspectives</i> , 2002, 16, 106-120.  | 4.3 | 10        |
| 17 | Title is missing!. <i>Sex Roles</i> , 2003, 49, 163-171.  | 1.4 | 7         |
| 18 | Antecedents and Outcomes of Callings for University Students: An Examination of Mentoring and Insight Experiences. <i>Journal of Career Development</i> , 2022, 49, 326-343.  | 1.6 | 6         |

| #  | ARTICLE   | IF  | CITATIONS |
|----|---|-----|-----------|
| 19 | Beyond Logic and Intuition: Development and Validation of a Career Discernment Scale. Journal of Career Development, 2020, , 089484531989782. | 1.6 | 0         |