Ellen A Ensher

List of Publications by Year
in descending order

19 papers	1,713 citations	687363 13 h-index	794594 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. Journal of Vocational Behavior, 1997, 50, 460-481.	3.4	362
2	Online mentoring and computer-mediated communication: New directions in research. Journal of Vocational Behavior, 2003, 63, 264-288.	3.4	231
3	Effects of perceived discrimination on job satisfaction, organizational commitment, organizational citizenship behavior, and grievances. Human Resource Development Quarterly, 2001, 12, 53-72.	3.3	230
4	Title is missing!. Journal of Business and Psychology, 2001, 15, 419-438.	4.0	215
5	The Effects of Leader and Subordinate Characteristics in the Development of Leader–Member Exchange Quality1. Journal of Applied Social Psychology, 1999, 29, 1371-1394.	2.0	119
6	An examination of work and personal life conflict, organizational support, and employee health among international expatriates. International Journal of Intercultural Relations, 2001, 25, 261-278.	2.0	108
7	Effects of Perceived Attitudinal and Demographic Similarity on Proteges' Support and Satisfaction Gained From Their Mentoring Relationships. Journal of Applied Social Psychology, 2002, 32, 1407-1430.	2.0	100
8	The Mentoring Relationship Challenges Scale: The impact of mentoring stage, type, and gender. Journal of Vocational Behavior, 2011, 79, 253-266.	3.4	82
9	A qualitative analysis of charismatic leadership in creative teams: The case of television directors. Leadership Quarterly, 2008, 19, 335-352.	5.8	77
10	Tales from the Hiring Line: Effects of the Internet and Technology on HR Processes. Organizational Dynamics, 2002, 31, 224-244.	2.6	53
11	Opting In Between. Journal of Career Development, 2011, 38, 331-348.	2.8	33
12	Organization Development and Change Interventions. Journal of Applied Behavioral Science, The, 2004, 40, 432-464.	3.3	30
13	The voice of the host country workforce: A key source for improving the effectiveness of expatriate training and performance. International Journal of Intercultural Relations, 2002, 26, 447-461.	2.0	18
14	Perceiving a calling, living a calling, and calling outcomes: How mentoring matters.. Journal of Counseling Psychology, 2021, 68, 168-181.	2.0	17
15	Gender-Based Vicarious Sensitivity to Disempowering Behavior in Organizations: Exploring an Expanded Concept of Hostile Working Environment. Employee Responsibilities and Rights Journal, 2004, 16, 135-147.	1.4	11
16	Reel women: Lessons from female TV executives on managing work and real life. Academy of Management Perspectives, 2002, 16, 106-120.	6.8	10
17	Title is missing!. Sex Roles, 2003, 49, 163-171.	2.4	7
18	Antecedents and Outcomes of Callings for University Students: An Examination of Mentoring and Insight Experiences. Journal of Career Development, 2022, 49, 326-343.	2.8	6

#	Article	IF	Citations
19	Beyond Logic and Intuition: Development and Validation of a Career Discernment Scale. Journal of Career Development, 2020, , 089484531989782.	2.8	0