

Paul J Gollan

List of Publications by Year in descending order

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Version: 2024-02-01

60
papers

1,842
citations

331259

21
h-index

288905

40
g-index

65
all docs

65
docs citations

65
times ranked

1390
citing authors

#	ARTICLE	IF	CITATIONS
1	The sustainability debate. <i>International Journal of Operations and Production Management</i> , 2001, 21, 1492-1502.	3.5	297
2	Is there a bigger and better future for employer branding? Facing up to innovation, corporate reputations and wicked problems in SHRM. <i>International Journal of Human Resource Management</i> , 2011, 22, 3618-3637.	3.3	133
3	New approaches to employee voice and participation in organizations. <i>Human Relations</i> , 2010, 63, 303-310.	3.8	127
4	Re-conceptualizing voice in the non-union workplace. <i>International Journal of Human Resource Management</i> , 2007, 18, 1182-1198.	3.3	109
5	Voices unheard: employee voice in the new century. <i>International Journal of Human Resource Management</i> , 2018, 29, 711-724.	3.3	86
6	High involvement management and human resource sustainability: The challenges and opportunities. <i>Asia Pacific Journal of Human Resources</i> , 2005, 43, 18-33.	2.5	82
7	The Academic Game: Compliance and Resistance in Universities. <i>Work, Employment and Society</i> , 2018, 32, 274-291.	1.9	75
8	Financial cost of lymphedema borne by women with breast cancer. <i>Psycho-Oncology</i> , 2017, 26, 849-855.	1.0	69
9	Relationships between organizational justice, organizational trust and organizational commitment: a cross-cultural study of China, South Korea and Australia. <i>International Journal of Human Resource Management</i> , 2017, 28, 973-1004.	3.3	64
10	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
11	Worse and worse off: the impact of lymphedema on work and career after breast cancer. SpringerPlus, 2016, 5, 657.	1.2	61
12	Cultural intelligence and voice behavior among migrant workers: the mediating role of leader-member exchange. <i>International Journal of Human Resource Management</i> , 2018, 29, 1082-1112.	3.3	50
13	The Institutional Antecedents of the Assignment of HRM Responsibilities to Line Managers. <i>Human Resource Management</i> , 2015, 54, 577-597.	3.5	49
14	Exploring terra incognita: preliminary reflections on the impact of the global financial crisis upon human resource management. <i>International Journal of Human Resource Management</i> , 2012, 23, 3287-3294.	3.3	40
15	Contemporary developments in information and consultation. <i>International Journal of Human Resource Management</i> , 2007, 18, 1133-1144.	3.3	34
16	Guest Editors' Note: Human Resource Management and the Line. <i>Human Resource Management</i> , 2013, 52, 829-838.	3.5	33
17	Conceptualizing Employee Participation in Organizations. , 0, , 3-26.		30
18	Tunnel vision: non-union employee representation at Eurotunnel. <i>Employee Relations</i> , 2001, 23, 376-400.	1.5	28

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19	Corporate governance and strategic human resources management in the UK financial services sector: the case of the RBS. <i>International Journal of Human Resource Management</i> , 2012, 23, 3295-3314.	3.3	26
20	So what's the news? Management strategies towards non-union employee representation at News International. <i>Industrial Relations Journal</i> , 2002, 33, 316-331.	0.8	25
21	Lean manufacturing as a high-performance work system: the case of Cochlear. <i>International Journal of Production Research</i> , 2014, 52, 6434-6447.	4.9	23
22	Re-engagement with the employee participation debate: beyond the case of contested and captured terrain. <i>Work, Employment and Society</i> , 2015, 29, NP1-NP13.	1.9	23
23	Implications of the EU Information and Consultation Directive and the Regulations in the UK – prospects for the future of employee representation. <i>International Journal of Human Resource Management</i> , 2007, 18, 1145-1158.	3.3	21
24	Towards better work in China: mapping the relationships between high-performance work systems, trade unions, and employee well-being. <i>Asia Pacific Journal of Human Resources</i> , 2019, 57, 553-576.	2.5	21
25	Moderation of Doing and Mastery orientations in relationships among justice, commitment, and trust. <i>Cross Cultural Management</i> , 2015, 22, 42-67.	1.2	19
26	HR on the line: human resource managers' contribution to organisational value and workplace performance. <i>Asia Pacific Journal of Human Resources</i> , 2012, 50, 288-307.	2.5	17
27	Strategic HRM and devolving HR to the line: Cochlear during the shift to lean manufacturing. <i>Asia Pacific Journal of Human Resources</i> , 2015, 53, 144-162.	2.5	16
28	Editorial: consultation and non-union employee representation. <i>Industrial Relations Journal</i> , 2006, 37, 428-437.	0.8	15
29	New Roads in Organizational Participation?. <i>Industrial Relations</i> , 2006, 45, 499-512.	0.9	13
30	High Involvement Management and Organizational Change: Beyond Rhetoric. <i>Asia Pacific Journal of Human Resources</i> , 1999, 37, 69-91.	2.5	12
31	A bridge over troubled water. <i>Employee Relations</i> , 2005, 27, 238-258.	1.5	12
32	Twin Tracks? Employee Representation at Eurotunnel Revisited. <i>Industrial Relations</i> , 2006, 45, 606-649.	0.9	11
33	Perspectives of legal regulation and employment relations at the workplace: Limits and challenges for employee voice. <i>Journal of Industrial Relations</i> , 2013, 55, 488-506.	1.1	11
34	Work experiences of Australian cancer survivors with lymphoedema: A qualitative study. <i>Health and Social Care in the Community</i> , 2019, 27, 848-855.	0.7	9
35	Consumer preferences for gender typicality in front-line services staff in the United States vis-à-vis South Korea: an experimental approach. <i>European Journal of Marketing</i> , 2020, 54, 1839-1864.	1.7	9
36	Transporting the European Social Partnership Model to Australia. <i>Journal of Industrial Relations</i> , 2006, 48, 217-256.	1.1	8

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37	Australian industrial relations reform in perspective: Beyond Work Choices and future prospects under the Fair Work Act 2009. <i>Asia Pacific Journal of Human Resources</i> , 2009, 47, 260-269.	2.5	8
38	Silent voices: representation at the Eurotunnel call centre. <i>Personnel Review</i> , 2005, 34, 423-450.	1.6	7
39	Representation at Suncorp - what do the employees want?. <i>Human Resource Management Journal</i> , 2006, 16, 268-286.	3.6	7
40	Employee Representation in Non-Union Firms: An Overview. <i>Industrial Relations</i> , 2013, 52, 173-193.	0.9	7
41	Special Issue of <i>International Journal of Human Resource Management</i> : Voices unheard?. <i>International Journal of Human Resource Management</i> , 2015, 26, 1913-1915.	3.3	7
42	Vocational Experiences and Quality of Life of Migrants: Overview and Future Research. <i>Social Indicators Research</i> , 2018, 139, 403-414.	1.4	7
43	Fostering Corporate Sustainability. <i>CSR, Sustainability, Ethics & Governance</i> , 2014, , 225-245.	0.2	7
44	A process of transitionâ€”Employer strategies and outcomes of employee voice at Eurotunnel. <i>Socio-Economic Review</i> , 2006, 4, 337-351.	2.0	6
45	Representative Voice: The Interplay Between Non-Union and Union Representation Arrangements at Eurotunnel. <i>Advances in Industrial and Labor Relations</i> , 0, , 173-209.	0.1	5
46	Employer Strategies Towards Nonâ€”Union Collective Voice. , 0, , 212-236.		5
47	Voice as an Empowerment Practice: The Case of an Australian Manufacturing Company. <i>Advances in Industrial and Labor Relations</i> , 2018, , 91-112.	0.1	4
48	Regulation of employee voice. , 2014, , .		4
49	Australian Workplace Agreements and High Performance Workplaces: A Critique of Mitchell and Fetter. <i>Journal of Industrial Relations</i> , 2003, 45, 521-527.	1.1	3
50	Australian Workplace Agreements: An Employer Response. <i>Journal of Industrial Relations</i> , 2004, 46, 116-124.	1.1	3
51	Voice and Value: Pandora's ICE box and big ideas around employer branding. <i>Human Resource Management Journal</i> , 2009, 19, 211-215.	3.6	3
52	Formalised individual agreements in Australia. <i>Employee Relations</i> , 2004, 26, 44-61.	1.5	2
53	Where are the Voices? New Directions in Voice and Engagement across the Globe. , 2014, , .		2
54	Special Issue of <i>International Journal of Human Resource Management</i> : Voices unheard?. <i>International Journal of Human Resource Management</i> , 2014, 25, 2751-2753.	3.3	2

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55	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
56	Voice and Value: Dilemmas of workforce 'incorporation'?. Human Resource Management Journal, 2007, 17, 94-96.	3.6	1
57	Employee voice and value during a period of economic turbulence. Human Resource Management Journal, 2010, 20, 440-443.	3.6	1
58	Evaluating Social Partnership in the Australian Context. , 2016, , 155-180.		1
59	Adding Value through Information and Consultation - Edited by John Storey. Human Resource Management Journal, 2007, 18, 90-92.	3.6	0
60	All Talk But No Voice: Non-union Employee Representation in Call Centre Work. , 2004, , 245-266.		0