Eddy S Ng

List of Publications by Year
in descending order

85 papers	3,654 citations	172207 29 h-index	149479 56 g-index
98 all docs	98 docs citations	98 times ranked	2442 citing authors

#	ARTICLE	IF	CITATIONS
1	The Effects of Top Management Team National Diversity and Institutional Uncertainty on Subsidiary CSR Focus. Journal of Business Ethics, 2022, 177, 699-715.	3.7	10
2	Feeling included and excluded in organizations: The role of human and social capital. Journal of Business Research, 2022, 142, 122-137.	5.8	11
3	Exploring the influence of CEO and chief diversity officers' relational demography on organizational diversity management. Management Decision, 2021, 59, 2583-2605.	2.2	5
4	White and minority employee reactions to perceived discrimination at work: evidence of White fragility?. International Journal of Manpower, 2021, 42, 661-682.	2.5	10
5	Whiteness in academia, time to listen, and moving beyond White fragility. Equality, Diversity and Inclusion, 2021, 40, 1-7.	0.7	15
6	Representative Bureaucracy in Canada: Multiculturalism in the Public Service. , 2021, , 103-124.		0
7	Guest editorial: Ineffectiveness of diversity management: lack of knowledge, lack of interest or resistance?. Equality, Diversity and Inclusion, 2021, 40, 765-769.	0.7	5
8	Walking the Talk on Diversity: CEO Beliefs, Moral Values, and the Implementation of Workplace Diversity Practices. Journal of Business Ethics, 2020, 164, 437-450.	3.7	63
9	Determinants of Migrant Career Success: A Study of Recent Skilled Migrants in Australia. International Migration, 2020, 58, 30-51.	0.8	30
10	Game of Loans: The Relationship Between Education Debt, Social Responsibility Concerns, and Making a Career Choice in the Public, Private, and Nonprofit Sectors. Nonprofit and Voluntary Sector Quarterly, 2020, 49, 292-315.	1.3	9
11	The development of emotional intelligence, self‐efficacy, and locus of control in Master of Business Administration students. Human Resource Development Quarterly, 2020, 31, 113-131.	2.1	20
12	Black lives matter: On the denial of systemic racism, White liberals, and polite racism. Equality, Diversity and Inclusion, 2020, 39, 729-739.	0.7	11
13	Representative Bureaucracy in Canada: Multiculturalism in the Public Service. , 2020, , 1-22.		1
14	Dealing with temporariness. Personnel Review, 2019, 49, 406-424.	1.6	1
15	A Trump presidency and the prospect for equality and diversity. Equality, Diversity and Inclusion, 2018, 37, 2-13.	0.7	10
16	The Impact of Formal and Informal Distance on Gender Equality Approaches: The Case of a British <scp>MNC</scp> in Saudi Arabia. Thunderbird International Business Review, 2018, 60, 147-159.	0.9	29
17	From India to Canada: An Autoethnographic Account of an International Student's Decision to Settle as a Self-Initiated Expatriate. Canadian Ethnic Studies, 2018, 50, 129-148.	0.3	5
18	Comparative and multi-country research in equality, diversity and inclusion. , 2018, , .		3

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19	What's in an Index: Opening Pandora's Box on Equality and Diversity Indices. Proceedings - Academy of Management, 2018, 2018, 10210.	0.0	0
20	The glass ceiling in context: the influence of CEO gender, recruitment practices and firm internationalisation on the representation of women in management. Human Resource Management Journal, 2017, 27, 133-151.	3.6	69
21	27. Intercultural communication in the world of business. , 2017, , 597-616.		0
22	Diversity and inclusion for LGBT workers: Current issues and new horizons for research. Canadian Journal of Administrative Sciences, 2017, 34, 109-120.	0.9	72
23	Millennials in Canada: Young Workers in a Challenging Labour Market. , 2017, , 325-344.		16
24	Managing Generational Differences in Nonprofit Organizations. , 2017, , 304-322.		3
25	Individuals, Teams, and Organizational Benefits of Managing Diversity. , 2016, , .		0
26	Employment equity in Canada: Making sense of employee discourses of misunderstanding, resistance, and support. Canadian Public Administration, 2016, 59, 310-329.	0.4	4
27	Multigenerational Research in Human Resource Management. Research in Personnel and Human Resources Management, 2016, , 1-41.	1.0	44
28	Effects of Hospital Restructuring and Downsizing on Nursing Staff. Journal of Health Management, 2016, 18, 473-488.	0.4	3
29	Career profiles in the â€œnew careerâ€ evidence of their prevalence and correlates. Career Development International, 2016, 21, 355-377.	1.3	25
30	Public vs private sector employment. Personnel Review, 2016, 45, 1367-1385.	1.6	22
31	Comparative equality and diversity: main findings and research gaps. Cross Cultural and Strategic Management, 2016, 23, 394-412.	1.0	16
32	Managing and sustaining an ageing nursing workforce: identifying opportunities and best practices within collective agreements in Canada. Journal of Nursing Management, 2016, 24, 500-511.	1.4	23
33	Money Talks or Millennials Walk. Review of Public Personnel Administration, 2016, 36, 283-305.	1.8	65
34	International and comparative perspectives on diversity management: an overview. , 2016, , .		1
35	A comparative review of multiculturalism in Australia, Canada, the United Kingdom, the United States and South Africa. , 2016, , .		4
36	Millennialsâ€™ work values: differences across the school to work transition. Personnel Review, 2015, 44, 991-1009.	1.6	125

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37	Millennials: who are they, how are they different, and why should we care?. , 2015, , .		27
38	Toward Representative Bureaucracy. Review of Public Personnel Administration, 2015, 35, 367-385.	1.8	20
39	How have careers changed? An investigation of changing career patterns across four generations. Journal of Managerial Psychology, 2015, 30, 8-21.	1.3	186
40	Resilience in the modern career. Career Development International, 2015, 20, 363-383.	1.3	73
41	A SWOT Analysis of Multiculturalism in Canada, Europe, Mauritius, and South Korea. American Behavioral Scientist, 2015, 59, 619-636.	2.3	27
42	Economic austerity and healthcare restructuring: correlates and consequences of nursing job insecurity. International Journal of Human Resource Management, 2015, 26, 640-656.	3.3	42
43	Multiculturalism as a Strategy for National Competitiveness: The Case for Canada and Australia. Journal of Business Ethics, 2015, 128, 253-266.	3.7	40
44	Introduction: equality and diversity in 14 countries - analysis and summary. , 2014, , .		4
45	Keeping Up! Older Workers' Adaptation in the Workplace after Age 55. Canadian Journal on Aging, 2014, 33, 1-14.	0.6	62
46	Changing Demographics and the Shifting Nature of Careers. Human Resource Development Review, 2014, 13, 181-206.	1.8	45
47	Extending Theory on Job Stress. Human Resource Development Review, 2014, 13, 79-101.	1.8	20
48	Relative deprivation, self-interest and social justice: why I do research on in-equality. Equality, Diversity and Inclusion, 2014, 33, 429-441.	0.7	11
49	The gender gap in pre-career salary expectations: a test of five explanations. Career Development International, 2014, 19, 404-425.	1.3	18
50	Cross-cultural and diversity management intersections: lessons for attracting and retaining international assignees. , 2014, , 23-46.		7
51	A review of two decades of employment equity in Canada: progress and propositions. , 2014, , .		2
52	Temporary Work, Underemployment and Workplace Accommodations: Relationship to Well-being for Workers with Disabilities. British Journal of Management, 2013, 24, 367-382.	3.3	63
53	Sexual orientation, work values, pay, and preference for public and nonprofit employment: Evidence from <scp>C</scp>anadian postsecondary students. Canadian Public Administration, 2013, 56, 542-564.	0.4	23
54	Career Choice in Canadian Public Service. Public Personnel Management, 2013, 42, 337-358.	1.5	69

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55	International Perspectives on Multiculturalism during Challenging Times. Proceedings - Academy of Management, 2013, 1, aomafr.2012.011.	0.0	0
56	Public vs. Private Sector Mgmt: An Exploratory Study of Career Choice among Students in Botswana. Proceedings - Academy of Management, 2013, 1, aomafr.2012.011.	0.0	0
57	Introduction: Social regulation of diversity and equality. European Journal of Industrial Relations, 2012, 18, 279-292.	1.2	12
58	Anticipated Discrimination and a Career Choice in Nonprofit. Review of Public Personnel Administration, 2012, 32, 332-352.	1.8	60
59	Comparing apples to apples. Career Development International, 2012, 17, 333-357.	1.3	107
60	Vocational status and perceived well€being of workers with disabilities. Equality, Diversity and Inclusion, 2012, 31, 100-123.	0.7	36
61	Social regulation and diversity management: A comparative study of France, Canada and the UK. European Journal of Industrial Relations, 2012, 18, 309-327.	1.2	68
62	Generational career shift: Millennials and the changing nature of careers in Canada. , 2012, , .		18
63	CEO Leadership Styles and the Implementation of Organizational Diversity Practices: Moderating Effects of Social Values and Age. Journal of Business Ethics, 2012, 105, 41-52.	3.7	120
64	Managing the New Workforce: International Perspectives on the Millennial Generation. Proceedings - Academy of Management, 2012, 2012, 10638.	0.0	16
65	Have Careers Really Shifted? An Inter-generational Perspective on Modern Careers. Proceedings - Academy of Management, 2012, 2012, 14467.	0.0	0
66	The vocational well-being of workers with childhood onset of disability: Life satisfaction and perceived workplace discrimination. Journal of Vocational Behavior, 2011, 79, 681-698.	1.9	51
67	Motivational bases for managing diversity: A model of leadership commitment. Human Resource Management Review, 2011, 21, 368-376.	3.3	38
68	Nursing Staff Work Experiences, Work Outcomes And Psychological Well-Being Än Difficult Times: Implications For Ämproving Nursing Staff Quality Of Work Life And Hospital. Is, Guc: the Journal of Industrial Relations & Human Resources, 2011, 13, 7-22.	0.0	0
69	New Generation, Great Expectations: A Field Study of the Millennial Generation. Journal of Business and Psychology, 2010, 25, 281-292.	2.5	626
70	Predictor of Business Students€™ Attitudes Toward Sustainable Business Practices. Journal of Business Ethics, 2010, 95, 603-615.	3.7	82
71	A comparison of the legislated employment equity program, federal contractors program, and financial post 500 firms. Canadian Journal of Administrative Sciences, 2010, 27, 224-235.	0.9	14
72	What women and ethnic minorities want. Work values and labor market confidence: a self-determination perspective. International Journal of Human Resource Management, 2010, 21, 676-698.	3.3	44

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73	The effect of adverse impact in selection practices on organizational diversity: a field study. International Journal of Human Resource Management, 2010, 21, 1454-1471.	3.3	19
74	Employment Equity and Workplace Diversity in Canada. , 2010, , .		10
75	Virtues, work satisfactions and psychological wellbeing among nurses. International Journal of Workplace Health Management, 2009, 2, 202-219.	0.8	28
76	Career choice in management: findings from US MBA students. Career Development International, 2008, 13, 346-361.	1.3	47
77	Domestic Partner Benefits. Public Administration and Public Policy, 2008, , .	0.0	0
78	Workaholic behaviors: Do colleagues agree?. International Journal of Stress Management, 2007, 14, 312-320.	0.9	23
79	Are Men Always Picked Over Women? The Effects of Employment Equity Directives on Selection Decisions. Journal of Business Ethics, 2007, 76, 177-187.	3.7	44
80	The changing nature of work and organizations: Implications for human resource management. Human Resource Management Review, 2006, 16, 86-94.	3.3	284
81	The next generation at work â€" business students' views, values and job search strategy. Education and Training, 2006, 48, 478-492.	1.7	44
82	Personâ€"organization fit and the war for talent: does diversity management make a difference?. International Journal of Human Resource Management, 2005, 16, 1195-1210.	3.3	225
83	Cultural values as predictors of attitudes towards equality and diversity: a Canadian experience. Gender in Management, 2004, 19, 317-324.	0.8	28
84	Exploring the Career Pipeline: Gender Differences in Pre-Career Expectations. Industrial Relations, 0, 66, 422-444.	0.2	54
85	Do â€œone-sizeâ€•employment policies fit all young workers? Heterogeneity in work attribute preferences among the Millennial generation. BRQ Business Research Quarterly, 0, , 234094442210855.	2.2	5