

# Patrick C Flood

## List of Publications by Year in descending order

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Version: 2024-02-01

65  
papers

3,580  
citations

159358

30  
h-index

143772

57  
g-index

66  
all docs

66  
docs citations

66  
times ranked

2699  
citing authors

#	ARTICLE	IF	CITATIONS
1	Top management team diversity, group process, and strategic consensus. <i>Strategic Management Journal</i> , 1999, 20, 445-465.	4.7	662
2	Determinants of Innovative Work Behaviour: Development and Test of an Integrated Model. <i>Creativity and Innovation Management</i> , 2005, 14, 142-150.	1.9	312
3	The impact of diversity and equality management on firm performance: Beyond high performance work systems. <i>Human Resource Management</i> , 2010, 49, 977-998.	3.5	175
4	How do high performance work systems influence organizational innovation in professional service firms?. <i>Employee Relations</i> , 2015, 37, 209-231.	1.5	151
5	Causes and consequences of psychological contracts among knowledge workers in the high technology and financial services industries. <i>International Journal of Human Resource Management</i> , 2001, 12, 1152-1165.	3.3	142
6	High performance work systems in Ireland: human resource and organizational outcomes. <i>International Journal of Human Resource Management</i> , 2009, 20, 112-125.	3.3	131
7	Promoting Effective Psychological Contracts Through Leadership: The Missing Link Between HR Strategy and Performance. <i>Human Resource Management</i> , 2013, 52, 289-310.	3.5	110
8	Highâ€Performance Work Systems in Professional Service Firms: Examining the Practicesâ€Resourcesâ€Usesâ€Performance Linkage. <i>Human Resource Management</i> , 2017, 56, 329-352.	3.5	90
9	Employee Attitudes and Behavioral Intentions: A Test of the Main and Moderating Effects of Individualism-Collectivism Orientations. <i>Human Relations</i> , 2002, 55, 1071-1096.	3.8	89
10	An exploration of the relationships between the adoption of managerial competencies, organisational characteristics, human resource sophistication and performance in Irish organisations. <i>Journal of European Industrial Training</i> , 2000, 24, 128-136.	1.1	86
11	The role of human capital philosophy in promoting firm innovativeness and performance: test of a causal model. <i>International Journal of Human Resource Management</i> , 2007, 18, 1456-1470.	3.3	71
12	Individualismâ€collectivism orientation and employee attitudes: A comparison of employees from the high-technology sector in India and Ireland. <i>Journal of International Management</i> , 2007, 13, 187-203.	2.4	70
13	Perceptions of highâ€involvement work practices and burnout: the mediating role of job demands. <i>Human Resource Management Journal</i> , 2016, 26, 408-424.	3.6	68
14	Gender and Employee Attitudes: The Role of Organizational Justice Perceptions. <i>British Journal of Management</i> , 2004, 15, 247-258.	3.3	65
15	The Top Management Team, Reflexivity, Knowledge Sharing and New Product Performance: A Study of the Irish Software Industry. <i>Creativity and Innovation Management</i> , 2010, 19, 219-232.	1.9	65
16	Chief executive leadership style, consensus decision making, and top management team effectiveness. <i>European Journal of Work and Organizational Psychology</i> , 2000, 9, 401-420.	2.2	63
17	Opening the Black Box of CSR Decision Making: A Policy-Capturing Study of Charitable Donation Decisions in China. <i>Journal of Business Ethics</i> , 2015, 128, 665-683.	3.7	63
18	Understanding how HR systems work: the role of HR philosophy and HR processes. <i>Human Resource Management Journal</i> , 2013, 23, 379-395.	3.6	62

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19	Job design under lean manufacturing and the quality of working life: a job demands and resources perspective. <i>International Journal of Human Resource Management</i> , 2014, 25, 2996-3015.	3.3	62
20	Perceptions of High-Involvement Work Practices, Person-Organization Fit, and Burnout: A Time-Lagged Study of Health Care Employees. <i>Human Resource Management</i> , 2017, 56, 821-835.	3.5	61
21	Individualism/collectivism and attitudes towards human resource systems: a comparative study of American, Irish and Indian MBA students. <i>International Journal of Human Resource Management</i> , 2005, 16, 852-869.	3.3	51
22	Exploring the performance effect of HPWS on professional service supply chain management. <i>Supply Chain Management</i> , 2013, 18, 292-307.	3.7	51
23	HYBRID HEALTHCARE GOVERNANCE FOR IMPROVEMENT? COMBINING TOP-DOWN AND BOTTOM-UP APPROACHES TO PUBLIC SECTOR REGULATION. <i>Public Administration</i> , 2015, 93, 324-344.	2.3	46
24	Unions and the Adoption of High Performance Work Systems: Does Employment Security Play a Role?. <i>ILR Review</i> , 2009, 63, 109-127.	1.3	45
25	A national stakeholder consensus study of challenges and priorities for clinical learning environments in postgraduate medical education. <i>BMC Medical Education</i> , 2017, 17, 226.	1.0	45
26	Line Managers as Paradox Navigators in HRM Implementation: Balancing Consistency and Individual Responsiveness. <i>Journal of Management</i> , 2020, 46, 203-233.	6.3	44
27	Large Non-Union Companies: How Do They Avoid a Catch 22?. <i>British Journal of Industrial Relations</i> , 1997, 35, 257-277.	0.8	41
28	Organizational ambidexterity and professional firm performance: the moderating role of organizational capital. <i>Journal of Professions and Organization</i> , 2016, 3, 1-16.	0.9	38
29	Exploring the relationships between HPWS, organizational ambidexterity and firm performance in Chinese professional service firms. <i>Journal of Chinese Human Resource Management</i> , 2015, 6, 52-70.	0.7	37
30	Chinese and Irish professional service firms compared: Linking HPWS, organizational coordination, and firm performance. <i>Journal of Business Research</i> , 2019, 95, 266-276.	5.8	35
31	Understanding leader development: learning from leaders. <i>Leadership and Organization Development Journal</i> , 2011, 32, 358-378.	1.6	33
32	Job design under lean manufacturing and its impact on employee outcomes. <i>Organizational Psychology Review</i> , 2013, 3, 41-61.	3.0	33
33	Time to recover: The moderating role of psychological detachment in the link between perceptions of high-involvement work practices and burnout. <i>Journal of Business Research</i> , 2020, 108, 52-61.	5.8	33
34	Knowledge work: gender-blind or gender-biased?. <i>Work, Employment and Society</i> , 2012, 26, 735-754.	1.9	32
35	Top management teams and pioneering: a resource-based view. <i>International Journal of Human Resource Management</i> , 1997, 8, 291-306.	3.3	28
36	Job crafting for lean engagement: The interplay of day and job-level characteristics. <i>European Journal of Work and Organizational Psychology</i> , 2017, 26, 541-554.	2.2	28

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37	Performance management in context: formative cross-functional performance monitoring for improvement and the mediating role of relational coordination in hospitals. <i>International Journal of Human Resource Management</i> , 2019, 30, 436-456.	3.3	26
38	Big hat, no cattle? The relationship between use of high-performance work systems and managerial perceptions of HR departments. <i>International Journal of Human Resource Management</i> , 2011, 22, 1672-1685.	3.3	23
39	The relationship between attachment style and creativity: The mediating roles of LMX and TMX. <i>European Journal of Work and Organizational Psychology</i> , 2019, 28, 784-799.	2.2	20
40	Intellectual capital and organizational ambidexterity in Chinese and Irish professional service firms. <i>Journal of Organizational Effectiveness</i> , 2016, 3, 94-114.	1.4	19
41	An expectancy value analysis of the willingness to attend union meetings. <i>Journal of Occupational and Organizational Psychology</i> , 1993, 66, 213-223.	2.6	13
42	A theoretical framework for the social pillar of lean. <i>Journal of Organizational Effectiveness</i> , 2019, 6, 39-55.	1.4	13
43	Employee involvement climate and climate strength. <i>Journal of Organizational Effectiveness</i> , 2017, 4, 18-38.	1.4	12
44	Protocol for a realist review of workplace learning in postgraduate medical education and training. <i>Systematic Reviews</i> , 2017, 6, 10.	2.5	12
45	Union Presence, Union Service and Membership Participation. <i>British Journal of Industrial Relations</i> , 1996, 34, 415-431.	0.8	11
46	The state and industrial policy in Ireland: a case study of the Irish pharmaceutical sector. <i>International Journal of Human Resource Management</i> , 2011, 22, 3692-3710.	3.3	11
47	Individualismâ€collectivism and tenure intent among knowledge workers in India and Bulgaria: Moderating effects of equity perceptions and task interdependence. <i>Journal of High Technology Management Research</i> , 2014, 25, 201-209.	2.7	11
48	When East meets West: comparing the utilization of highâ€performance work systems in Chinese and Irish professional service firms. <i>Asia Pacific Journal of Human Resources</i> , 2016, 54, 8-31.	2.5	11
49	Managing human resources in the third era: Economic perspectives. <i>Business Horizons</i> , 1999, 42, 41-47.	3.4	10
50	Governance structures and innovation in the Irish Software Industry. <i>Journal of High Technology Management Research</i> , 2008, 19, 36-44.	2.7	10
51	Organizational Justice Perceptions and Employee Attitudes among Irish Blue Collar Employees: An Empirical Test of the Main and Moderating Roles of Individualism/Collectivism. <i>Management Revue</i> , 2006, 17, 328-343.	0.2	10
52	A Segmented Model of Union Participation. <i>Industrial Relations</i> , 2000, 39, 108-114.	0.9	9
53	Combining diverse knowledge: knowledge workers' experience of specialist and generalist roles. <i>Personnel Review</i> , 2011, 40, 607-624.	1.6	9
54	The dynamic process of customer psychological contracts in a service context. <i>International Journal of Market Research</i> , 2020, 62, 707-724.	2.8	8

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55	Knowledge and Innovation: Diffusion of HRM Systems. Beta Scandinavian Journal of Business Research, 2003, 17, 59-68.	0.1	7
56	Employee stock option plan and employee attitudes. International Journal of Sociology and Social Policy, 2006, 26, 245-254.	0.8	6
57	Revisiting the Effect of Emotional Labor: A Multi-Level Investigation in Front-Line Service Teams. Frontiers in Psychology, 2020, 11, 570048.	1.1	6
58	Reducing burnout among nurses: The role of high-involvement work practices and colleague support. Health Care Management Review, 2022, 47, 115-124.	0.6	6
59	Human Resource Strategy and the Non-Union Phenomenon. Employee Relations, 1993, 15, 54-66.	1.5	5
60	Trade union activism: The characteristics associated with becoming and remaining a shop steward. Employee Responsibilities and Rights Journal, 1996, 9, 103-117.	0.6	4
61	Role of Organizational Justice Perceptions in India and Ireland: An Empirical Examination. SSRN Electronic Journal, 2012, , .	0.4	1
62	Individual variation in role construal predicts responses to third-party biases in hiring contexts. PLoS ONE, 2021, 16, e0244393.	1.1	1
63	Lean Management and Employee Well-Being. Handbook Series in Occupational Health Sciences, 2021, , 1-19.	0.1	1
64	Individualism/Collectivism and Attitudes towards Human Resource Systems: A Comparative Study of American, Irish, and Indian MBA Students. SSRN Electronic Journal, 2003, , .	0.4	0
65	Lean Management and Employee Well-Being. Handbook Series in Occupational Health Sciences, 2022, , 209-227.	0.1	0