

# Patrick C Flood

## List of Publications by Citations

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The third column is the impact factor (IF) of the journal, and the fourth column is the number of citations of the article.

63  
papers

2,576  
citations

27  
h-index

50  
g-index

66  
ext. papers

3,061  
ext. citations

3.5  
avg, IF

5.01  
L-index

#	Paper	IF	Citations
63	Top management team diversity, group process, and strategic consensus. <i>Strategic Management Journal</i> , <b>1999</b> , 20, 445-465	5.2	522
62	Determinants of Innovative Work Behaviour: Development and Test of an Integrated Model. <i>Creativity and Innovation Management</i> , <b>2005</b> , 14, 142-150	2.7	200
61	The impact of diversity and equality management on firm performance: Beyond high performance work systems. <i>Human Resource Management</i> , <b>2010</b> , 49, 977-998	4.8	121
60	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> , <b>2001</b> , 12, 1152-1165	3.6	115
59	High performance work systems in Ireland: human resource and organizational outcomes. <i>International Journal of Human Resource Management</i> , <b>2009</b> , 20, 112-125	3.6	104
58	How do high performance work systems influence organizational innovation in professional service firms?. <i>Employee Relations</i> , <b>2015</b> , 37, 209-231	2.1	93
57	Promoting Effective Psychological Contracts Through Leadership: The Missing Link Between HR Strategy and Performance. <i>Human Resource Management</i> , <b>2013</b> , 52, 289-310	4.8	82
56	Employee Attitudes and Behavioral Intentions: A Test of the Main and Moderating Effects of Individualism-Collectivism Orientations. <i>Human Relations</i> , <b>2002</b> , 55, 1071-1096	4.3	74
55	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> , <b>2000</b> , 24, 128-136		68
54	Individualism-Collectivism orientation and employee attitudes: A comparison of employees from the high-technology sector in India and Ireland. <i>Journal of International Management</i> , <b>2007</b> , 13, 187-203	4.4	59
53	High-Performance Work Systems in Professional Service Firms: Examining the Practices-Resources-Uses-Performance Linkage. <i>Human Resource Management</i> , <b>2017</b> , 56, 329-352	4.8	55
52	Gender and Employee Attitudes: The Role of Organizational Justice Perceptions. <i>British Journal of Management</i> , <b>2004</b> , 15, 247-258	5.6	54
51	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> , <b>2007</b> , 18, 1456-1470	3.6	51
50	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> , <b>2014</b> , 25, 2996-3015	3.6	49
49	Chief executive leadership style, consensus decision making, and top management team effectiveness. <i>European Journal of Work and Organizational Psychology</i> , <b>2000</b> , 9, 401-420	4.1	48
48	Understanding how HR systems work: the role of HR philosophy and HR processes. <i>Human Resource Management Journal</i> , <b>2013</b> , 23, 379-395	5.1	47
47	The Top Management Team, Reflexivity, Knowledge Sharing and New Product Performance: A Study of the Irish Software Industry. <i>Creativity and Innovation Management</i> , <b>2010</b> , 19, 219-232	2.7	44

46	Opening the Black Box of CSR Decision Making: A Policy-Capturing Study of Charitable Donation Decisions in China. <i>Journal of Business Ethics</i> , <b>2015</b> , 128, 665-683	4.3	42
45	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> , <b>2005</b> , 16, 852-869	3.6	42
44	Perceptions of high-involvement work practices and burnout: the mediating role of job demands. <i>Human Resource Management Journal</i> , <b>2016</b> , 26, 408-424	5.1	41
43	Unions and the Adoption of High Performance Work Systems: Does Employment Security Play a Role?. <i>ILR Review</i> , <b>2009</b> , 63, 109-127	2.7	38
42	Large Non-Union Companies: How Do They Avoid a Catch 22?. <i>British Journal of Industrial Relations</i> , <b>1997</b> , 35, 257-277	1.6	37
41	Perceptions of High-Involvement Work Practices, Person-Organization Fit, and Burnout: A Time-Lagged Study of Health Care Employees. <i>Human Resource Management</i> , <b>2017</b> , 56, 821-835	4.8	36
40	Exploring the performance effect of HPWS on professional service supply chain management. <i>Supply Chain Management</i> , <b>2013</b> , 18, 292-307	10	35
39	HYBRID HEALTHCARE GOVERNANCE FOR IMPROVEMENT? COMBINING TOP-DOWN AND BOTTOM-UP APPROACHES TO PUBLIC SECTOR REGULATION. <i>Public Administration</i> , <b>2015</b> , 93, 324-344	2.3	29
38	Knowledge work: gender-blind or gender-biased?. <i>Work, Employment and Society</i> , <b>2012</b> , 26, 735-754	3	28
37	Organizational ambidexterity and professional firm performance: the moderating role of organizational capital. <i>Journal of Professions and Organization</i> , <b>2016</b> , 3, 1-16	3.2	27
36	Exploring the relationships between HPWS, organizational ambidexterity and firm performance in Chinese professional service firms. <i>Journal of Chinese Human Resource Management</i> , <b>2015</b> , 6, 52-70	1.3	23
35	Job design under lean manufacturing and its impact on employee outcomes. <i>Organizational Psychology Review</i> , <b>2013</b> , 3, 41-61	3.5	23
34	Chinese and Irish professional service firms compared: Linking HPWS, organizational coordination, and firm performance. <i>Journal of Business Research</i> , <b>2019</b> , 95, 266-276	8.7	22
33	A national stakeholder consensus study of challenges and priorities for clinical learning environments in postgraduate medical education. <i>BMC Medical Education</i> , <b>2017</b> , 17, 226	3.3	21
32	Understanding leader development: learning from leaders. <i>Leadership and Organization Development Journal</i> , <b>2011</b> , 32, 358-378	2.9	20
31	Line Managers as Paradox Navigators in HRM Implementation: Balancing Consistency and Individual Responsiveness. <i>Journal of Management</i> , <b>2020</b> , 46, 203-233	8.8	20
30	Job crafting for lean engagement: The interplay of day and job-level characteristics. <i>European Journal of Work and Organizational Psychology</i> , <b>2017</b> , 26, 541-554	4.1	19
29	Big hat, no cattle? The relationship between use of high-performance work systems and managerial perceptions of HR departments 1. An earlier version of this paper was presented to the Academy of Management Meetings, August, 2010. View all notes. <i>International Journal of Human Resource Management</i> , <b>2011</b> , 22, 1672-1685	3.6	19

28	Top management teams and pioneering: a resource-based view. <i>International Journal of Human Resource Management</i> , <b>1997</b> , 8, 291-306	3.6	18
27	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> , <b>2019</b> , 30, 436-456	3.6	17
26	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> , <b>2020</b> , 108, 52-61	8.7	14
25	The relationship between attachment style and creativity: The mediating roles of LMX and TMX. <i>European Journal of Work and Organizational Psychology</i> , <b>2019</b> , 28, 784-799	4.1	12
24	Union Presence, Union Service and Membership Participation. <i>British Journal of Industrial Relations</i> , <b>1996</b> , 34, 415-431	1.6	11
23	Individualism/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> , <b>2014</b> , 25, 201-209	2.4	10
22	The state and industrial policy in Ireland: a case study of the Irish pharmaceutical sector. <i>International Journal of Human Resource Management</i> , <b>2011</b> , 22, 3692-3710	3.6	9
21	Governance structures and innovation in the Irish Software Industry. <i>Journal of High Technology Management Research</i> , <b>2008</b> , 19, 36-44	2.4	9
20	An expectancy value analysis of the willingness to attend union meetings. <i>Journal of Occupational and Organizational Psychology</i> , <b>1993</b> , 66, 213-223	3.7	9
19	Intellectual capital and organizational ambidexterity in Chinese and Irish professional service firms. <i>Journal of Organizational Effectiveness</i> , <b>2016</b> , 3, 94-114	2.6	9
18	A theoretical framework for the social pillar of lean. <i>Journal of Organizational Effectiveness</i> , <b>2019</b> , 6, 39-56	5.6	9
17	Protocol for a realist review of workplace learning in postgraduate medical education and training. <i>Systematic Reviews</i> , <b>2017</b> , 6, 10	3	8
16	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> , <b>2006</b> , 17, 328-343	0.8	8
15	A Segmented Model of Union Participation. <i>Industrial Relations</i> , <b>2000</b> , 39, 108-114	1.5	7
14	When East meets West: comparing the utilization of high-performance work systems in Chinese and Irish professional service firms. <i>Asia Pacific Journal of Human Resources</i> , <b>2016</b> , 54, 8-31	2.2	7
13	Employee involvement climate and climate strength. <i>Journal of Organizational Effectiveness</i> , <b>2017</b> , 4, 18-38	2.6	6
12	Combining diverse knowledge: knowledge workers's experience of specialist and generalist roles. <i>Personnel Review</i> , <b>2011</b> , 40, 607-624	2.4	6
11	Managing human resources in the third era: Economic perspectives. <i>Business Horizons</i> , <b>1999</b> , 42, 41-47	10.1	6

10	Knowledge and Innovation: Diffusion of HRM Systems. <i>Beta Scandinavian Journal of Business Research</i> , <b>2003</b> , 17, 59-68	0.6	5
9	Employee stock option plan and employee attitudes. <i>International Journal of Sociology and Social Policy</i> , <b>2006</b> , 26, 245-254	2.5	4
8	Trade union activism: The characteristics associated with becoming and remaining a shop steward. <i>Employee Responsibilities and Rights Journal</i> , <b>1996</b> , 9, 103-117	0.5	4
7	Human Resource Strategy and the Non-union Phenomenon. <i>Employee Relations</i> , <b>1993</b> , 15, 54-66	2.1	4
6	The dynamic process of customer psychological contracts in a service context. <i>International Journal of Market Research</i> , <b>2020</b> , 62, 707-724	1.7	3
5	Reducing burnout among nurses: The role of high-involvement work practices and colleague support. <i>Health Care Management Review</i> , <b>2021</b> ,	2.4	3
4	Revisiting the Effect of Emotional Labor: A Multi-Level Investigation in Front-Line Service Teams. <i>Frontiers in Psychology</i> , <b>2020</b> , 11, 570048	3.4	2
3	Lean Management and Employee Well-Being. <i>Handbook Series in Occupational Health Sciences</i> , <b>2021</b> , 1-19		
2	Individual variation in role construal predicts responses to third-party biases in hiring contexts. <i>PLoS ONE</i> , <b>2021</b> , 16, e0244393	3.7	
1	Lean Management and Employee Well-Being. <i>Handbook Series in Occupational Health Sciences</i> , <b>2022</b> , 209-227		