

# Sun Young Sung

## List of Publications by Year in descending order

Source: <https://exaly.com/author-pdf/357978/publications.pdf>

Version: 2024-02-01

15  
papers

696  
citations

933447

10  
h-index

1058476

14  
g-index

15  
all docs

15  
docs citations

15  
times ranked

587  
citing authors

#	ARTICLE	IF	CITATIONS
1	Do organizations spend wisely on employees? Effects of training and development investments on learning and innovation in organizations. <i>Journal of Organizational Behavior</i> , 2014, 35, 393-412.	4.7	193
2	Top Management Ethical Leadership and Firm Performance: Mediating Role of Ethical and Procedural Justice Climate. <i>Journal of Business Ethics</i> , 2015, 129, 43-57.	6.0	160
3	Multiple dimensions of human resource development and organizational performance. <i>Journal of Organizational Behavior</i> , 2014, 35, 851-870.	4.7	57
4	Tangible and Intangible Rewards and Employee Creativity: The Mediating Role of Situational Extrinsic Motivation. <i>Creativity Research Journal</i> , 2015, 27, 383-393.	2.6	51
5	Effects of training and development on employee outcomes and firm innovative performance: Moderating roles of voluntary participation and evaluation. <i>Human Resource Management</i> , 2018, 57, 1339-1353.	5.8	50
6	Dual Effects of Job Complexity on Proactive and Responsive Creativity: Moderating Role of Employee Ambiguity Tolerance. <i>Group and Organization Management</i> , 2017, 42, 388-418.	4.4	49
7	Contingent effects of workforce diversity on firm innovation: high-tech industry and market turbulence as critical environmental contingencies. <i>International Journal of Human Resource Management</i> , 2021, 32, 1986-2012.	5.3	31
8	Building knowledge stock and facilitating knowledge flow through human resource management practices toward firm innovation. <i>Human Resource Management</i> , 2018, 57, 1429-1442.	5.8	25
9	Dual pathways of emotional competence towards incremental and radical creativity: resource caravans through feedback-seeking frequency and breadth. <i>European Journal of Work and Organizational Psychology</i> , 2020, 29, 421-433.	3.7	25
10	Workforce diversity in manufacturing companies and organizational performance: the role of status-relatedness and internal processes. <i>International Journal of Human Resource Management</i> , 2017, 28, 2738-2761.	5.3	17
11	Leader status behaviors and team creativity: The role of collective interactions and status conflict among members. <i>Journal of Organizational Behavior</i> , 2021, 42, 1120.	4.7	13
12	To invest or not to invest: strategic decision making toward investing in training and development in Korean manufacturing firms. <i>International Journal of Human Resource Management</i> , 2018, 29, 2080-2105.	5.3	12
13	Do you value or worry about feedback? Tradeoffs between cost and value perceptions and dual feedback-seeking strategies toward creativity. <i>Journal of Organizational Behavior</i> , 2021, 42, 950-963.	4.7	10
14	Multilevel social predictors of employee feedback-seeking behavior: A cost-benefit perspective. <i>Social Behavior and Personality</i> , 2019, 47, 1-11.	0.6	3
15	What drives firms to invest in training and developing employees? Time-dependent effects of firm internal and external contingencies. <i>International Journal of Human Resource Management</i> , 0, , 1-30.	5.3	0