

# Florian Kunze

## List of Publications by Year in descending order

Source: <https://exaly.com/author-pdf/3632795/publications.pdf>

Version: 2024-02-01

31  
papers

1,251  
citations

686830

13  
h-index

642321

23  
g-index

32  
all docs

32  
docs citations

32  
times ranked

798  
citing authors

#	ARTICLE	IF	CITATIONS
1	Age diversity, age discrimination climate and performance consequences—a cross organizational study. <i>Journal of Organizational Behavior</i> , 2011, 32, 264-290.	2.9	275
2	Spotlight on Age—Diversity Climate: The Impact of Age—Inclusive HR Practices on Firm—Level Outcomes. <i>Personnel Psychology</i> , 2014, 67, 667-704.	2.2	151
3	Organizational Performance Consequences of Age Diversity: Inspecting the Role of Diversity—Friendly HR Policies and Top Managers—™ Negative Age Stereotypes. <i>Journal of Management Studies</i> , 2013, 50, 413-442.	6.0	145
4	Age, resistance to change, and job performance. <i>Journal of Managerial Psychology</i> , 2013, 28, 741-760.	1.3	110
5	Age-Based Faultlines and Perceived Productive Energy: The Moderation of Transformational Leadership. <i>Small Group Research</i> , 2010, 41, 593-620.	1.8	90
6	It matters how old you feel: Antecedents and performance consequences of average relative subjective age in organizations.. <i>Journal of Applied Psychology</i> , 2015, 100, 1511-1526.	4.2	83
7	The role of trust climate in virtual teams. <i>Journal of Managerial Psychology</i> , 2012, 27, 595-614.	1.3	74
8	Expanding Insights on the Diversity Climate—Performance Link: The Role of Workgroup Discrimination and Group Size. <i>Human Resource Management</i> , 2014, 53, 379-402.	3.5	64
9	Linking employer branding orientation and firm performance: Testing a dual mediation route of recruitment efficiency and positive affective climate. <i>Human Resource Management</i> , 2020, 59, 83-99.	3.5	50
10	Younger supervisors, older subordinates: An organizational-level study of age differences, emotions, and performance. <i>Journal of Organizational Behavior</i> , 2017, 38, 461-486.	2.9	45
11	Age Diversity and Age Climate in the Workplace. , 2015, , 33-55.		30
12	Consequences of Collective-Focused Leadership and Differentiated Individual-Focused Leadership. <i>Journal of Management</i> , 2016, 42, 886-914.	6.3	27
13	When age does not harm innovative behavior and perceptions of competence: Testing interdepartmental collaboration as a social buffer. <i>Human Resource Management</i> , 2019, 58, 301-316.	3.5	21
14	Getting Objective About Subjective Age: Introduction to a Special Issue. <i>Work, Aging and Retirement</i> , 2019, 5, 265-272.	3.0	15
15	It matters how old we feel in organizations: Testing a multilevel model of organizational subjective—age diversity on employee outcomes. <i>Journal of Organizational Behavior</i> , 2021, 42, 448-463.	2.9	14
16	Shine Bright Like a Diamond: When Signaling Creates Glass Cliffs for Female Executives. <i>Journal of Management</i> , 2023, 49, 1005-1036.	6.3	12
17	—How old do you feel today at work?—Work-related drivers of subjective age in the workplace. <i>European Journal of Work and Organizational Psychology</i> , 2020, 29, 462-476.	2.2	9
18	Distance matters! The role of employees' age distance on the effects of workforce age heterogeneity on firm performance. <i>Human Resource Management</i> , 2021, 60, 499-516.	3.5	8

#	ARTICLE	IF	CITATIONS
19	AGE, RESISTANCE TO CHANGE, AND JOB PERFORMANCE: TESTING FOR A COMMON STEREOTYPE.. Proceedings - Academy of Management, 2010, 2010, 1-6.	0.0	6
20	The contextual role of subjective age in the chronological age/absenteeism relationship in blue and white collar teams. European Journal of Work and Organizational Psychology, 2018, 27, 520-534.	2.2	6
21	Organisational consequences of asymmetries in task dependence: the moderating role of HR practices. Human Resource Management Journal, 2017, 27, 75-93.	3.6	3
22	Lifespan Perspectives on Organizational Climate. , 2019, , 561-580.		3
23	Age separation and voluntary turnover: Asymmetric effects for collective turnover rates and individual turnover intentions depending on age. Personnel Psychology, 2022, 75, 865-894.	2.2	3
24	New insights on CEO charisma attribution in companies of different sizes and ownership structure: the role of prior company performance. Journal of Business Economics, 2015, 85, 793-815.	1.3	2
25	Altersdiversität als Organisationskompetenz: Chancen und Herausforderungen. , 2016, , 183-196.		2
26	Reaction to poor performers in task groups: A model of pro-group intent.. Journal of Personality and Social Psychology, 2023, 124, 123-144.	2.6	2
27	Age-Diversity-Management in Teams und Organisationen. , 2017, , 237-252.		1
28	Dealing with the Demographic Change in Companies – Potential Impacts and Intervention Strategies for an Aging Workforce. German Journal of Human Resource Management, 2011, 25, 273-275.	1.9	0
29	Organizational Climates and Age. , 2015, , 1-6.		0
30	Altersdiversität als Organisationskompetenz: Chancen und Herausforderungen. , 2015, , 1-14.		0
31	Altersdiversität als Organisationskompetenz: Chancen und Herausforderungen. , 2016, , 1-14.		0