

Elaine Farndale

List of Publications by Year in descending order

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Version: 2024-02-01

59
papers

2,958
citations

172207

29
h-index

182168

51
g-index

62
all docs

62
docs citations

62
times ranked

1926
citing authors

#	ARTICLE	IF	CITATIONS
1	The role of the corporate HR function in global talent management. <i>Journal of World Business</i> , 2010, 45, 161-168.	4.6	433
2	The influence of perceived employee voice on organizational commitment: An exchange perspective. <i>Human Resource Management</i> , 2011, 50, 113-129.	3.5	168
3	The HR department's role in organisational performance. <i>Human Resource Management Journal</i> , 2005, 15, 49-66.	3.6	159
4	High commitment performance management: the roles of justice and trust. <i>Personnel Review</i> , 2011, 40, 5-23.	1.6	141
5	Performance management effectiveness: lessons from world-leading firms. <i>International Journal of Human Resource Management</i> , 2011, 22, 1294-1311.	3.3	128
6	Uncovering competitive and institutional drivers of HRM practices in multinational corporations. <i>Human Resource Management Journal</i> , 2007, 17, 355-375.	3.6	115
7	Coordinated vs. liberal market HRM: the impact of institutionalization on multinational firms. <i>International Journal of Human Resource Management</i> , 2008, 19, 2004-2023.	3.3	110
8	High-performance work systems and creativity implementation: the role of psychological capital and psychological safety. <i>Human Resource Management Journal</i> , 2017, 27, 440-458.	3.6	101
9	Balancing individual and organizational goals in global talent management: A mutual-benefits perspective. <i>Journal of World Business</i> , 2014, 49, 204-214.	4.6	100
10	In-sourcing HR: shared service centres in the Netherlands. <i>International Journal of Human Resource Management</i> , 2009, 20, 544-561.	3.3	89
11	Employee voice and work engagement: Macro, meso, and micro-level drivers of convergence?. <i>Human Resource Management Review</i> , 2016, 26, 327-337.	3.3	87
12	A global perspective on diversity and inclusion in work organisations. <i>International Journal of Human Resource Management</i> , 2015, 26, 677-687.	3.3	76
13	Conceptualizing HRM system strength through a cross-cultural lens. <i>International Journal of Human Resource Management</i> , 2017, 28, 132-148.	3.3	74
14	An empirical study of the role of the corporate HR function in global talent management in professional and financial service firms in the global financial crisis. <i>International Journal of Human Resource Management</i> , 2013, 24, 1777-1798.	3.3	73
15	MNE translation of corporate talent management strategies to subsidiaries in emerging economies. <i>Journal of World Business</i> , 2016, 51, 499-510.	4.6	72
16	Global challenges to replicating HR: The role of people, processes, and systems. <i>Human Resource Management</i> , 2009, 48, 973-995.	3.5	66
17	Context-bound configurations of corporate HR functions in multinational corporations. <i>Human Resource Management</i> , 2010, 49, 45-66.	3.5	63
18	Implementing Performance Appraisal: Exploring the Employee Experience. <i>Human Resource Management</i> , 2013, 52, 879-897.	3.5	61

#	ARTICLE	IF	CITATIONS
19	Corporate governance and strategic human resource management: Four archetypes and proposals for a new approach to corporate sustainability. <i>European Management Journal</i> , 2016, 34, 22-35.	3.1	59
20	The effects of market economy type and foreign MNE subsidiaries on the convergence and divergence of HRM. <i>Journal of International Business Studies</i> , 2017, 48, 1065-1086.	4.6	56
21	In search of legitimacy: personnel management associations worldwide. <i>Human Resource Management Journal</i> , 2005, 15, 33-48.	3.6	54
22	Employee voice viewed through a cross-cultural lens. <i>Human Resource Management Review</i> , 2020, 30, 100653.	3.3	52
23	Executive development: meeting the needs of top teams and boards. <i>Journal of Management Development</i> , 2003, 22, 185-265.	1.1	50
24	An exploratory study of governance in the intra-firm human resources supply chain. <i>Human Resource Management</i> , 2010, 49, 849-868.	3.5	49
25	HR department professionalism: a comparison between the UK and other European countries. <i>International Journal of Human Resource Management</i> , 2005, 16, 660-675.	3.3	46
26	Work and organisation engagement: aligning research and practice. <i>Journal of Organizational Effectiveness</i> , 2014, 1, 157-176.	1.4	40
27	Job resources and employee engagement: a cross-national study. <i>Journal of Managerial Psychology</i> , 2015, 30, 610-626.	1.3	40
28	A vision of international HRM research. <i>International Journal of Human Resource Management</i> , 2017, 28, 1625-1639.	3.3	38
29	SHRM and context: why firms want to be as different as legitimately possible. <i>Journal of Organizational Effectiveness</i> , 2018, 5, 202-210.	1.4	37
30	Ethical leadership and employee pro-social rule-breaking behavior in China. <i>Asian Business and Management</i> , 2018, 17, 59-81.	1.7	32
31	International human resource management in an era of political nationalism. <i>Thunderbird International Business Review</i> , 2019, 61, 471-480.	0.9	31
32	Deglobalization and talent sourcing: Cross-national evidence from high-tech firms. <i>Human Resource Management</i> , 2021, 60, 259-272.	3.5	31
33	Balancing Rigour and Relevance: The Case for Methodological Pragmatism in Conducting Large-Scale, Multi-country and Comparative Management Studies. <i>British Journal of Management</i> , 2021, 32, 273-282.	3.3	27
34	<i>Human Resource Management Journal</i> : A look to the past, present, and future of the journal and HRM scholarship. <i>Human Resource Management Journal</i> , 2020, 30, 1-12.	3.6	24
35	Facing complexity, crisis, and risk: Opportunities and challenges in international human resource management. <i>Thunderbird International Business Review</i> , 2019, 61, 465-470.	0.9	21
36	What is really driving differences and similarities in HRM practices across national boundaries in Europe?. <i>European Journal of International Management</i> , 2010, 4, 362.	0.1	20

#	ARTICLE	IF	CITATIONS
37	Workforce age profile effects on job resources, work engagement and organizational citizenship behavior. <i>Personnel Review</i> , 2022, 51, 194-209.	1.6	15
38	Changing Routine: Reframing Performance Management within a Multinational. <i>Journal of Management Studies</i> , 2015, 52, 63-88.	6.0	13
39	The distinctiveness of public sector HRM: A four-wave trend analysis. <i>Human Resource Management Journal</i> , 2022, 32, 799-825.	3.6	13
40	Two-country study of engagement, supervisors and performance appraisal. <i>Journal of Asia Business Studies</i> , 2017, 11, 342-362.	1.3	11
41	Culture and performance appraisal in multinational enterprises: Implementing French headquarters' practices in <scp>Middle East and North Africa</scp> subsidiaries. <i>Human Resource Management</i> , 2021, 60, 771-785.	3.5	11
42	The psychologisation conversation: An introduction. <i>Human Resource Management Journal</i> , 2020, 30, 32-33.	3.6	9
43	Accessing host country national talent in emerging economies: A resource perspective review and future research agenda. <i>Journal of World Business</i> , 2022, 57, 101256.	4.6	9
44	Outcomes of talent identification in economically liberalized India: Does organizational justice matter?. <i>Journal of Business Research</i> , 2022, 144, 740-750.	5.8	9
45	Employee perceptions of HRM system strength: examining outcome and boundary conditions among HR and non-HR employees. <i>Personnel Review</i> , 2022, 51, 2142-2161.	1.6	7
46	On theory, technique and text: guidelines and suggestions on publishing International Human Resource Management Research. <i>International Journal of Human Resource Management</i> , 2017, 28, 1640-1660.	3.3	5
47	The meaning and value of comparative human resource management: an introduction. , 2018, , .		4
48	Frames and Actors: Translating Talent Management Strategy to Latin America. <i>Management and Organization Review</i> , 2020, 16, 405-442.	1.8	4
49	Trust in turbulent times: organizational change and the consequences for intra-organizational trust. , 0, , 336-357.		3
50	Going global, feeling small: an examination of managers' reactions to global restructuring in a multinational organisation. <i>International Journal of Human Resource Management</i> , 2012, 23, 2163-2179.	3.3	3
51	Editorial: What are registered reports and why are they important to the future of human resource management research?. <i>Human Resource Management Journal</i> , 2021, 31, 595-602.	3.6	3
52	International Human Resource Management and Firm Performance. , 2012, , .		3
53	Employee engagement in emerging markets. , 2015, , .		1
54	Corporate Social Responsibility and Talent Management in Turkey. <i>Advances in Finance, Accounting, and Economics</i> , 2016, , 1-15.	0.3	1

#	ARTICLE	IF	CITATIONS
55	Corporate Social Responsibility and Talent Management in Turkey. , 2019, , 1228-1242.		1
56	Globalizing the HR architecture: the challenges facing corporate HQ and international-mobility functions. , 0, , 254-277.		0
57	Understanding Financial Participation across Market Economies. International Studies of Management and Organization, 2019, 49, 402-421.	0.4	0
58	A Corporate Governance Lens on Strategic Human Resources Management. Proceedings - Academy of Management, 2012, 2012, 13100.	0.0	0
59	Socio-Cultural versus Best Practice Drivers of Employee Voice and Work Engagement. Proceedings - Academy of Management, 2015, 2015, 12941.	0.0	0