Annelies E M Van Vianen

List of Publications by Year
in descending order

97 papers	7,461 citations	94269 37 h-index	58464 82 g-index
114 all docs	114 docs citations	114 times ranked	5069 citing authors

#	Article	IF	Citations
1	Life designing: A paradigm for career construction in the 21st century. Journal of Vocational Behavior, 2009, 75, 239-250.	1.9	1,168
2	Does coaching work? A meta-analysis on the effects of coaching on individual level outcomes in an organizational context. Journal of Positive Psychology, 2014, 9, 1-18.	2.6	470
3	Gender and Culture Differences in Emotion.. Emotion, 2004, 4, 87-94.	1.5	402
4	Managing relationship conflict and the effectiveness of organizational teams. Journal of Organizational Behavior, 2001, 22, 309-328.	2.9	399
5	Training career adaptability to facilitate a successful school-to-work transition. Journal of Vocational Behavior, 2012, 81, 395-408.	1.9	355
6	PERSON-ORGANIZATION FIT: THE MATCH BETWEEN NEWCOMERS' AND RECRUITERS' PREFERENCES FOR ORGANIZATIONAL CULTURES. Personnel Psychology, 2000, 53, 113-149.	2.2	283
7	Personâ€"Environment Fit: A Review of Its Basic Tenets. Annual Review of Organizational Psychology and Organizational Behavior, 2018, 5, 75-101.	5.6	265
8	Job-search strategies and reemployment quality. Journal of Vocational Behavior, 2010, 77, 126-139.	1.9	213
9	Understanding the factors that promote employability orientation: The impact of employability culture, career satisfaction, and role breadth selfâ€efficacy. Journal of Occupational and Organizational Psychology, 2009, 82, 233-251.	2.6	206
10	Reality at Odds With Perceptions. Psychological Science, 2011, 22, 1259-1264.	1.8	203
11	Personality in teams: Its relationship to social cohesion, task cohesion, and team performance. European Journal of Work and Organizational Psychology, 2001, 10, 97-120.	2.2	183
12	Changes in personâ€Šâ€"â€Šorganization fit: The impact of socialization tactics on perceived and actual Pâ€Šâ€"â€ŠO fit. European Journal of Work and Organizational Psychology, 2004, 13, 52-78.	2.2	158
13	Illuminating the glass ceiling: The role of organizational culture preferences. Journal of Occupational and Organizational Psychology, 2002, 75, 315-337.	2.6	151
14	All I need is a stage to shine: Narcissists' leader emergence and performance. Leadership Quarterly, 2011, 22, 910-925.	3.6	150
15	Expatriate Social Ties: Personality Antecedents and Consequences for Adjustment. International Journal of Selection and Assessment, 2003, 11, 277-288.	1.7	147
16	Career adapt-abilities scale â€" Netherlands form: Psychometric properties and relationships to ability, personality, and regulatory focus. Journal of Vocational Behavior, 2012, 80, 716-724.	1.9	136
17	Personâ€"organization and personâ€"supervisor fits: Employee commitments in a Chinese context. Journal of Organizational Behavior, 2011, 32, 906-926.	2.9	130
18	EMPLOYEES' CHALLENGING JOB EXPERIENCES AND SUPERVISORS' EVALUATIONS OF PROMOTABILITY. Personnel Psychology, 2009, 62, 297-325.	2.2	122

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19	Score gains on g-loaded tests: No g. Intelligence, 2007, 35, 283-300.	1.6	119
20	Career adaptability, turnover and loyalty during organizational downsizing. Journal of Vocational Behavior, 2011, 79, 217-229.	1.9	110
21	The Impact of Conflict Issues on Fixed-Pie Perceptions, Problem Solving, and Integrative Outcomes in Negotiation. Organizational Behavior and Human Decision Processes, 2000, 81, 329-358.	1.4	104
22	Employability among the long-term unemployed: A futile quest or worth the effort?. Journal of Vocational Behavior, 2013, 82, 37-48.	1.9	93
23	Motivational power of future time perspective: Meta-analyses in education, work, and health. PLoS ONE, 2018, 13, e0190492.	1.1	79
24	Fitting in: Surface- and Deep-Level Cultural Differences and Expatriates' Adjustment. Academy of Management Journal, 2004, 47, 697-709.	4.3	74
25	Adaptable Careers: Maximizing Less and Exploring More. Career Development Quarterly, 2009, 57, 298-309.	0.8	74
26	Aging and training and development willingness: Employee and supervisor mindsets. Journal of Organizational Behavior, 2011, 32, 226-247.	2.9	67
27	The Relationship Between Diverse Components of Intelligence and Creativity. Journal of Creative Behavior, 2010, 44, 125-137.	1.6	64
28	Narcissistic leaders: An asset or a liability? Leader visibility, follower responses, and group-level absenteeism.. Journal of Applied Psychology, 2018, 103, 703-723.	4.2	62
29	Challenging experiences: gender differences in task choice. Journal of Managerial Psychology, 2009, 24, 4-28.	1.3	59
30	Uncertainty enhances the preference for narcissistic leaders. European Journal of Social Psychology, 2013, 43, 370-380.	1.5	56
31	Daily Fluctuations in Smartphone Use, Psychological Detachment, and Work Engagement: The Role of Workplace Telepressure. Frontiers in Psychology, 2018, 9, 1808.	1.1	54
32	Work value fit and turnover intention: same-source or different-source fit. Journal of Managerial Psychology, 2007, 22, 188-202.	1.3	53
33	Three job stress models and their relationship with musculoskeletal pain in blue- and white-collar workers. Journal of Psychosomatic Research, 2015, 79, 340-347.	1.2	52
34	Managing Voluntary Turnover Through Challenging Assignments. Group and Organization Management, 2011, 36, 308-344.	2.7	46
35	A Person-Environment Fit Approach to Volunteerism: Volunteer Personality Fit and Culture Fit as Predictors of Affective Outcomes. Basic and Applied Social Psychology, 2008, 30, 153-166.	1.2	45
36	Gender Differences in Job Challenge: A Matter of Task Allocation. Gender, Work and Organization, 2010, 17, 433-453.	3.1	45

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37	Coping Proactively with Economic Stress: Career Adaptability in the Face of Job Insecurity, Job Loss, Unemployment, and Underemployment. Research in Occupational Stress and Well Being, 2012, , 131-176.	0.1	42
38	How experienced autonomy can improve job seekers' motivation, job search, and chance of finding reemployment. Journal of Vocational Behavior, 2016, 95-96, 31-44.	1.9	41
39	Career mentoring in context: A multilevel study on differentiated career mentoring and career mentoring climate. Human Resource Management, 2018, 57, 583-599.	3.5	40
40	Attracting Applicants on the Web: PO fit, industry culture stereotypes, and website design. International Journal of Selection and Assessment, 2011, 19, 51-61.	1.7	39
41	Comparability of IQ scores over time. Intelligence, 2009, 37, 25-33.	1.6	37
42	Personality Factors and Adult Attachment Affecting Job Mobility. International Journal of Selection and Assessment, 2003, 11, 253-264.	1.7	35
43	Career Adapt-Abilities Scale-Belgium Form: Psychometric characteristics and construct validity. Journal of Vocational Behavior, 2012, 80, 674-679.	1.9	35
44	Challenging tasks: The role of employees' and supervisors' goal orientations. European Journal of Work and Organizational Psychology, 2014, 23, 48-61.	2.2	35
45	Dealing with negative job search experiences: The beneficial role of self-compassion for job seekers' affective responses. Journal of Vocational Behavior, 2018, 106, 165-179.	1.9	35
46	Organizational justice, justice climate, and somatic complaints: A multilevel investigation. Journal of Psychosomatic Research, 2018, 111, 15-21.	1.2	35
47	A Comparison of Job Stress Models. Journal of Occupational and Environmental Medicine, 2019, 61, 535-544.	0.9	35
48	Perceived Fairness in Personnel Selection: Determinants and Outcomes in Different Stages of the Assessment Procedure. International Journal of Selection and Assessment, 2004, 12, 149-159.	1.7	34
49	How strong is my safety net? Perceived unemployment insurance generosity and implications for job search, mental health, and reemployment.. Journal of Applied Psychology, 2020, 105, 209-229.	4.2	33
50	Effort–reward imbalance is associated with the metabolic syndrome — Findings from the Mannheim Industrial Cohort Study (MICS). International Journal of Cardiology, 2015, 178, 24-28.	0.8	32
51	The differential effects of solution-focused and problem-focused coaching questions on the affect, attentional control and cognitive flexibility of undergraduate students experiencing study-related stress. Journal of Positive Psychology, 2016, 11, 460-469.	2.6	28
52	Does employee perceived person-organization fit promote performance? The moderating role of supervisor perceived person-organization fit. European Journal of Work and Organizational Psychology, 2019, 28, 594-601.	2.2	28
53	The strength and quality of climate perceptions. Journal of Managerial Psychology, 2011, 26, 77-92.	1.3	27
54	Gender Differences in Managerial Intention. Gender, Work and Organization, 1996, 3, 103-114.	3.1	26

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55	Selection Fairness and Outcomes: A field study of interactive effects on applicant reactions. International Journal of Selection and Assessment, 2013, 21, 22-31.	1.7	24
56	Met expectations and supplies–values fit of Dutch young adults as determinants of work outcomes. International Journal of Human Resource Management, 2005, 16, 366-382.	3.3	23
57	Person-Organisation Fit: The Match Between Theory and Methodology: Introduction to the Special Issue. Applied Psychology, 2001, 50, 1-4.	4.4	22
58	Applicant Reactions to Rejection. Journal of Personnel Psychology, 2011, 10, 146-156.	1.1	20
59	Individual Task Choice and the Division of Challenging Tasks Between Men and Women. Group and Organization Management, 2009, 34, 563-589.	2.7	19
60	Keep the fire burning: a survey study on the role of personal resources for work engagement and burnout in medical residents and specialists in the Netherlands. BMJ Open, 2019, 9, e031053.	0.8	19
61	Motivated by future and challenges: A cross-cultural study on adolescents' investment in learning and career planning. Journal of Vocational Behavior, 2019, 110, 168-185.	1.9	17
62	Persistence in Brainstorming: Exploring Stop Rules in Same-Sex Groups. Group Processes and Intergroup Relations, 2004, 7, 195-206.	2.4	16
63	Changes in Newcomers' Person–Climate Fit following the First Stage of Socialization. International Journal of Selection and Assessment, 1997, 5, 101-114.	1.7	14
64	A Tailored Policy–capturing Study on <scp>PO</scp> Fit Perceptions: The ascendancy of attractive over aversive fit. International Journal of Selection and Assessment, 2013, 21, 85-98.	1.7	14
65	Content and Development of Newcomer Person–Organization Fit: An Agenda for Future Research. , 2012, , .		13
66	Challenging assignments and activating mood: the influence of goal orientation. Journal of Applied Social Psychology, 2014, 44, 650-659.	1.3	13
67	Organizational Justice Is Related to Heart Rate Variability in White-Collar Workers, but Not in Blue-Collar Workers—Findings from a Cross-Sectional Study. Annals of Behavioral Medicine, 2015, 49, 434-448.	1.7	13
68	Employability and Job Search after Compulsory Reemployment Courses: The Role of Choice, Usefulness, and Motivation. Applied Psychology, 2015, 64, 674-700.	4.4	13
69	Applicant Reactions to Selection Events: Four studies into the role of attributional style and fairness perceptions. International Journal of Selection and Assessment, 2016, 24, 107-118.	1.7	13
70	Injustice at Work and Leukocyte Glucocorticoid Sensitivity. Psychosomatic Medicine, 2015, 77, 527-538.	1.3	12
71	Informal learning of temporary agency workers in low-skill jobs. Career Development International, 2015, 20, 339-362.	1.3	12
72	A Temporal Map of Coaching. Frontiers in Psychology, 2017, 8, 1352.	1.1	12

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73	Association of adaptive and maladaptive narcissism with personal burnout: findings from a cross-sectional study. Industrial Health, 2017, 55, 233-242.	0.4	12
74	Career Management: Taking Control of the Quality of Work Experiences. , 2008, , 283-301.		11
75	Assessment of male and female behaviour in the employment interview. Journal of Community and Applied Social Psychology, 1995, 5, 243-257.	1.4	10
76	The Match Between Recruiters' Perceptions of Organizational Climate and Personality of the Ideal Applicant for a Management Position. International Journal of Selection and Assessment, 1998, 6, 153-163.	1.7	10
77	Turning the tide: a quasi-experimental study on a coaching intervention to reduce burn-out symptoms and foster personal resources among medical residents and specialists in the Netherlands. BMJ Open, 2021, 11, e041708.	0.8	10
78	A temporal perspective of job search: The relation between personality attributes, motivation, job search behavior, and outcomes. Journal of Vocational Behavior, 2020, 122, 103489.	1.9	9
79	"A whole new future" identity construction among disadvantaged young adults. Career Development International, 2016, 21, 658-681.	1.3	8
80	Adolescents' and parents' regulatory focus as determinants of future time perspective on school and professional career. Learning and Individual Differences, 2017, 59, 34-42.	1.5	8
81	Parental behavior and adolescent's achievement goals in sport. Psychology of Sport and Exercise, 2018, 39, 122-131.	1.1	8
82	How norm violators rise and fall in the eyes of others: The role of sanctions. PLoS ONE, 2021, 16, e0254574.	1.1	8
83	Coping with economic stress: Introduction to the special issue. Journal of Organizational Behavior, 2012, 33, 745-751.	2.9	7
84	Testing a Self-Compassion Intervention Among Job Seekers: Self-Compassion Beneficially Impacts Affect Through Reduced Self-Criticism. Frontiers in Psychology, 2020, 11, 1371.	1.1	5
85	Merits and challenges of career adaptability as a tool towards sustainable careers. , 2015, , .		5
86	Personality type matters: Perceptions of job demands, job resources, and their associations with work engagement and mental health. Current Psychology, 2023, 42, 2576-2590.	1.7	4
87	Coaching in Organizations – A Meta-Analytic Review of Individual Level Effects. Proceedings - Academy of Management, 2013, 2013, 11881.	0.0	4
88	Gender issues in work and organizations. , 0, , 206-225.		3
89	Work changes and employee age, maladaptive coping expectations, and well-being: a Swedish cohort study. International Archives of Occupational and Environmental Health, 2022, 95, 1317-1330.	1.1	3
90	The relationship between ambivalence towards supervisor's behavior and employee's mental health. Scientific Reports, 2022, 12, .	1.6	3

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91	A Social Information Processing Perspective on Transfer of Attitudes Towards Continued Training. Applied Psychology, 1997, 46, 354-359.	4.4	2
92	Career Success: Employability and theÂQuality of Work Experiences. , 2019, , 241-262.		2
93	Personâ€"environment fits as drivers of commitment. , 2016, , .		2
94	New Economy Careers Demand Adaptive Mental Models and Resources. , 2014, , .		1
95	If you want a job, donâ€™t just search hard, search systematically: A field study with career starters. European Journal of Work and Organizational Psychology, 0, , 1-14.	2.2	0
96	Whatâ€™s the Deal with Employability? The Relationship between I-deals and Employability. Proceedings - Academy of Management, 2012, 2012, 19501.	0.0	0
97	Reacties van sollicitanten op selectieprocedures en -uitkomsten. Gedrag En Organisatie, 2013, 26, 379-404.	0.0	0