

# Annelies E M Van Vianen

## List of Publications by Year in descending order

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Version: 2024-02-01

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	Personality type matters: Perceptions of job demands, job resources, and their associations with work engagement and mental health. <i>Current Psychology</i> , 2023, 42, 2576-2590.	1.7	4
2	Work changes and employee age, maladaptive coping expectations, and well-being: a Swedish cohort study. <i>International Archives of Occupational and Environmental Health</i> , 2022, 95, 1317-1330.	1.1	3
3	The relationship between ambivalence towards supervisor's behavior and employee's mental health. <i>Scientific Reports</i> , 2022, 12, .	1.6	3
4	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. <i>BMJ Open</i> , 2021, 11, e041708.	0.8	10
5	How norm violators rise and fall in the eyes of others: The role of sanctions. <i>PLoS ONE</i> , 2021, 16, e0254574.	1.1	8
6	A temporal perspective of job search: The relation between personality attributes, motivation, job search behavior, and outcomes. <i>Journal of Vocational Behavior</i> , 2020, 122, 103489.	1.9	9
7	Testing a Self-Compassion Intervention Among Job Seekers: Self-Compassion Beneficially Impacts Affect Through Reduced Self-Criticism. <i>Frontiers in Psychology</i> , 2020, 11, 1371.	1.1	5
8	How strong is my safety net? Perceived unemployment insurance generosity and implications for job search, mental health, and reemployment.. <i>Journal of Applied Psychology</i> , 2020, 105, 209-229.	4.2	33
9	Does employee perceived person-organization fit promote performance? The moderating role of supervisor perceived person-organization fit. <i>European Journal of Work and Organizational Psychology</i> , 2019, 28, 594-601.	2.2	28
10	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. <i>BMJ Open</i> , 2019, 9, e031053.	0.8	19
11	A Comparison of Job Stress Models. <i>Journal of Occupational and Environmental Medicine</i> , 2019, 61, 535-544.	0.9	35
12	Motivated by future and challenges: A cross-cultural study on adolescents' investment in learning and career planning. <i>Journal of Vocational Behavior</i> , 2019, 110, 168-185.	1.9	17
13	Career Success: Employability and the Quality of Work Experiences. , 2019, , 241-262.		2
14	Dealing with negative job search experiences: The beneficial role of self-compassion for job seekers' affective responses. <i>Journal of Vocational Behavior</i> , 2018, 106, 165-179.	1.9	35
15	Person-Environment Fit: A Review of Its Basic Tenets. <i>Annual Review of Organizational Psychology and Organizational Behavior</i> , 2018, 5, 75-101.	5.6	265
16	Career mentoring in context: A multilevel study on differentiated career mentoring and career mentoring climate. <i>Human Resource Management</i> , 2018, 57, 583-599.	3.5	40
17	Daily Fluctuations in Smartphone Use, Psychological Detachment, and Work Engagement: The Role of Workplace Telepressure. <i>Frontiers in Psychology</i> , 2018, 9, 1808.	1.1	54
18	Organizational justice, justice climate, and somatic complaints: A multilevel investigation. <i>Journal of Psychosomatic Research</i> , 2018, 111, 15-21.	1.2	35

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19	Parental behavior and adolescent's achievement goals in sport. <i>Psychology of Sport and Exercise</i> , 2018, 39, 122-131.	1.1	8
20	Motivational power of future time perspective: Meta-analyses in education, work, and health. <i>PLoS ONE</i> , 2018, 13, e0190492.	1.1	79
21	Narcissistic leaders: An asset or a liability? Leader visibility, follower responses, and group-level absenteeism. <i>Journal of Applied Psychology</i> , 2018, 103, 703-723.	4.2	62
22	Adolescents' and parents' regulatory focus as determinants of future time perspective on school and professional career. <i>Learning and Individual Differences</i> , 2017, 59, 34-42.	1.5	8
23	A Temporal Map of Coaching. <i>Frontiers in Psychology</i> , 2017, 8, 1352.	1.1	12
24	Association of adaptive and maladaptive narcissism with personal burnout: findings from a cross-sectional study. <i>Industrial Health</i> , 2017, 55, 233-242.	0.4	12
25	How experienced autonomy can improve job seekers' motivation, job search, and chance of finding reemployment. <i>Journal of Vocational Behavior</i> , 2016, 95-96, 31-44.	1.9	41
26	“A whole new future” identity construction among disadvantaged young adults. <i>Career Development International</i> , 2016, 21, 658-681.	1.3	8
27	Applicant Reactions to Selection Events: Four studies into the role of attributional style and fairness perceptions. <i>International Journal of Selection and Assessment</i> , 2016, 24, 107-118.	1.7	13
28	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. <i>Journal of Positive Psychology</i> , 2016, 11, 460-469.	2.6	28
29	Person-environment fits as drivers of commitment. , 2016, , .		2
30	Injustice at Work and Leukocyte Glucocorticoid Sensitivity. <i>Psychosomatic Medicine</i> , 2015, 77, 527-538.	1.3	12
31	Organizational Justice Is Related to Heart Rate Variability in White-Collar Workers, but Not in Blue-Collar Workers” Findings from a Cross-Sectional Study. <i>Annals of Behavioral Medicine</i> , 2015, 49, 434-448.	1.7	13
32	Informal learning of temporary agency workers in low-skill jobs. <i>Career Development International</i> , 2015, 20, 339-362.	1.3	12
33	Three job stress models and their relationship with musculoskeletal pain in blue- and white-collar workers. <i>Journal of Psychosomatic Research</i> , 2015, 79, 340-347.	1.2	52
34	Employability and Job Search after Compulsory Reemployment Courses: The Role of Choice, Usefulness, and Motivation. <i>Applied Psychology</i> , 2015, 64, 674-700.	4.4	13
35	Effort-reward imbalance is associated with the metabolic syndrome “ Findings from the Mannheim Industrial Cohort Study (MICS). <i>International Journal of Cardiology</i> , 2015, 178, 24-28.	0.8	32
36	Merits and challenges of career adaptability as a tool towards sustainable careers. , 2015, , .		5

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37	New Economy Careers Demand Adaptive Mental Models and Resources. , 2014, , .		1
38	Challenging tasks: The role of employees' and supervisors' goal orientations. European Journal of Work and Organizational Psychology, 2014, 23, 48-61.	2.2	35
39	Challenging assignments and activating mood: the influence of goal orientation. Journal of Applied Social Psychology, 2014, 44, 650-659.	1.3	13
40	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
41	Employability among the long-term unemployed: A futile quest or worth the effort?. Journal of Vocational Behavior, 2013, 82, 37-48.	1.9	93
42	Uncertainty enhances the preference for narcissistic leaders. European Journal of Social Psychology, 2013, 43, 370-380.	1.5	56
43	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
44	A Tailored Policyâ€ 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
45	Coaching in Organizations â€ A Meta-Analytic Review of Individual Level Effects. Proceedings - Academy of Management, 2013, 2013, 11881.	0.0	4
46	Reacties van sollicitanten op selectieprocedures en -uitkomsten. Gedrag En Organisatie, 2013, 26, 379-404.	0.0	0
47	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
48	Training career adaptability to facilitate a successful school-to-work transition. Journal of Vocational Behavior, 2012, 81, 395-408.	1.9	355
49	Content and Development of Newcomer Personâ€ Organization Fit: An Agenda for Future Research. , 2012, , .		13
50	Coping with economic stress: Introduction to the special issue. Journal of Organizational Behavior, 2012, 33, 745-751.	2.9	7
51	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
52	Career Adapt-Abilities Scale-Belgium Form: Psychometric characteristics and construct validity. Journal of Vocational Behavior, 2012, 80, 674-679.	1.9	35
53	Whatâ€™s the Deal with Employability? The Relationship between I-deals and Employability. Proceedings - Academy of Management, 2012, 2012, 19501.	0.0	0
54	All I need is a stage to shine: Narcissists' leader emergence and performance. Leadership Quarterly, 2011, 22, 910-925.	3.6	150

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55	The strength and quality of climate perceptions. <i>Journal of Managerial Psychology</i> , 2011, 26, 77-92.	1.3	27
56	Attracting Applicants on the Web: PO fit, industry culture stereotypes, and website design. <i>International Journal of Selection and Assessment</i> , 2011, 19, 51-61.	1.7	39
57	Career adaptability, turnover and loyalty during organizational downsizing. <i>Journal of Vocational Behavior</i> , 2011, 79, 217-229.	1.9	110
58	Aging and training and development willingness: Employee and supervisor mindsets. <i>Journal of Organizational Behavior</i> , 2011, 32, 226-247.	2.9	67
59	Personâ€“organization and personâ€“supervisor fits: Employee commitments in a Chinese context. <i>Journal of Organizational Behavior</i> , 2011, 32, 906-926.	2.9	130
60	Managing Voluntary Turnover Through Challenging Assignments. <i>Group and Organization Management</i> , 2011, 36, 308-344.	2.7	46
61	Reality at Odds With Perceptions. <i>Psychological Science</i> , 2011, 22, 1259-1264.	1.8	203
62	Applicant Reactions to Rejection. <i>Journal of Personnel Psychology</i> , 2011, 10, 146-156.	1.1	20
63	Gender Differences in Job Challenge: A Matter of Task Allocation. <i>Gender, Work and Organization</i> , 2010, 17, 433-453.	3.1	45
64	Job-search strategies and reemployment quality. <i>Journal of Vocational Behavior</i> , 2010, 77, 126-139.	1.9	213
65	The Relationship Between Diverse Components of Intelligence and Creativity. <i>Journal of Creative Behavior</i> , 2010, 44, 125-137.	1.6	64
66	Individual Task Choice and the Division of Challenging Tasks Between Men and Women. <i>Group and Organization Management</i> , 2009, 34, 563-589.	2.7	19
67	Life designing: A paradigm for career construction in the 21st century. <i>Journal of Vocational Behavior</i> , 2009, 75, 239-250.	1.9	1,168
68	Adaptable Careers: Maximizing Less and Exploring More. <i>Career Development Quarterly</i> , 2009, 57, 298-309.	0.8	74
69	EMPLOYEES' CHALLENGING JOB EXPERIENCES AND SUPERVISORS' EVALUATIONS OF PROMOTABILITY. <i>Personnel Psychology</i> , 2009, 62, 297-325.	2.2	122
70	Understanding the factors that promote employability orientation: The impact of employability culture, career satisfaction, and role breadth selfâ€“efficacy. <i>Journal of Occupational and Organizational Psychology</i> , 2009, 82, 233-251.	2.6	206
71	Comparability of IQ scores over time. <i>Intelligence</i> , 2009, 37, 25-33.	1.6	37
72	Challenging experiences: gender differences in task choice. <i>Journal of Managerial Psychology</i> , 2009, 24, 4-28.	1.3	59

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73	A Person-Environment Fit Approach to Volunteerism: Volunteer Personality Fit and Culture Fit as Predictors of Affective Outcomes. <i>Basic and Applied Social Psychology</i> , 2008, 30, 153-166.	1.2	45
74	Career Management: Taking Control of the Quality of Work Experiences. , 2008, , 283-301.		11
75	Work value fit and turnover intention: same-source or different-source fit. <i>Journal of Managerial Psychology</i> , 2007, 22, 188-202.	1.3	53
76	Score gains on g-loaded tests: No g. <i>Intelligence</i> , 2007, 35, 283-300.	1.6	119
77	Met expectations and supplies' values fit of Dutch young adults as determinants of work outcomes. <i>International Journal of Human Resource Management</i> , 2005, 16, 366-382.	3.3	23
78	Fitting in: Surface- and Deep-Level Cultural Differences and Expatriates' Adjustment. <i>Academy of Management Journal</i> , 2004, 47, 697-709.	4.3	74
79	Gender and Culture Differences in Emotion.. <i>Emotion</i> , 2004, 4, 87-94.	1.5	402
80	Persistence in Brainstorming: Exploring Stop Rules in Same-Sex Groups. <i>Group Processes and Intergroup Relations</i> , 2004, 7, 195-206.	2.4	16
81	Changes in person-organization fit: The impact of socialization tactics on perceived and actual person-organization fit. <i>European Journal of Work and Organizational Psychology</i> , 2004, 13, 52-78.	2.2	158
82	Perceived Fairness in Personnel Selection: Determinants and Outcomes in Different Stages of the Assessment Procedure. <i>International Journal of Selection and Assessment</i> , 2004, 12, 149-159.	1.7	34
83	Personality Factors and Adult Attachment Affecting Job Mobility. <i>International Journal of Selection and Assessment</i> , 2003, 11, 253-264.	1.7	35
84	Expatriate Social Ties: Personality Antecedents and Consequences for Adjustment. <i>International Journal of Selection and Assessment</i> , 2003, 11, 277-288.	1.7	147
85	Illuminating the glass ceiling: The role of organizational culture preferences. <i>Journal of Occupational and Organizational Psychology</i> , 2002, 75, 315-337.	2.6	151
86	Personality in teams: Its relationship to social cohesion, task cohesion, and team performance. <i>European Journal of Work and Organizational Psychology</i> , 2001, 10, 97-120.	2.2	183
87	Managing relationship conflict and the effectiveness of organizational teams. <i>Journal of Organizational Behavior</i> , 2001, 22, 309-328.	2.9	399
88	Person-Organisation Fit: The Match Between Theory and Methodology: Introduction to the Special Issue. <i>Applied Psychology</i> , 2001, 50, 1-4.	4.4	22
89	PERSON-ORGANIZATION FIT: THE MATCH BETWEEN NEWCOMERS' AND RECRUITERS' PREFERENCES FOR ORGANIZATIONAL CULTURES. <i>Personnel Psychology</i> , 2000, 53, 113-149.	2.2	283
90	The Impact of Conflict Issues on Fixed-Pie Perceptions, Problem Solving, and Integrative Outcomes in Negotiation. <i>Organizational Behavior and Human Decision Processes</i> , 2000, 81, 329-358.	1.4	104

#	ARTICLE	IF	CITATIONS
91	The Match Between Recruiters' Perceptions of Organizational Climate and Personality of the Ideal Applicant for a Management Position. <i>International Journal of Selection and Assessment</i> , 1998, 6, 153-163.	1.7	10
92	A Social Information Processing Perspective on Transfer of Attitudes Towards Continued Training. <i>Applied Psychology</i> , 1997, 46, 354-359.	4.4	2
93	Changes in Newcomers' Person-Climate Fit following the First Stage of Socialization. <i>International Journal of Selection and Assessment</i> , 1997, 5, 101-114.	1.7	14
94	Gender Differences in Managerial Intention. <i>Gender, Work and Organization</i> , 1996, 3, 103-114.	3.1	26
95	Assessment of male and female behaviour in the employment interview. <i>Journal of Community and Applied Social Psychology</i> , 1995, 5, 243-257.	1.4	10
96	Gender issues in work and organizations. , 0, , 206-225.		3
97	If you want a job, don't just search hard, search systematically: A field study with career starters. <i>European Journal of Work and Organizational Psychology</i> , 0, , 1-14.	2.2	0