

# Annelies E M Van Vianen

## List of Publications by Year in descending order

Source: <https://exaly.com/author-pdf/4277792/publications.pdf>

Version: 2024-02-01

97

papers

7,461

citations

94433

37

h-index

58581

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.   | 2.8 | 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.                              | 2.3 | 3         |
| 3  | The relationship between ambivalence towards supervisor's behavior and employee's mental health. <i>Scientific Reports</i> , 2022, 12, .   | 3.3 | 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. | 1.9 | 10        |
| 5  | How norm violators rise and fall in the eyes of others: The role of sanctions. <i>PLoS ONE</i> , 2021, 16, e0254574.   | 2.5 | 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.                                       | 3.4 | 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.   | 2.1 | 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.                             | 5.3 | 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.       | 3.7 | 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.                               | 1.9 | 19        |
| 11 | A Comparison of Job Stress Models. <i>Journal of Occupational and Environmental Medicine</i> , 2019, 61, 535-544.  | 1.7 | 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.   | 3.4 | 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.   | 3.4 | 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.   | 9.9 | 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.   | 5.8 | 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.   | 2.1 | 54        |
| 18 | Organizational justice, justice climate, and somatic complaints: A multilevel investigation. <i>Journal of Psychosomatic Research</i> , 2018, 111, 15-21.  | 2.6 | 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.  | 2.1 | 8         |
| 20 | Motivational power of future time perspective: Meta-analyses in education, work, and health. <i>PLoS ONE</i> , 2018, 13, e0190492.   | 2.5 | 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.   | 5.3 | 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.   | 2.7 | 8         |
| 23 | A Temporal Map of Coaching. <i>Frontiers in Psychology</i> , 2017, 8, 1352.  | 2.1 | 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.   | 1.0 | 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.  | 3.4 | 41        |
| 26 | “A whole new future” identity construction among disadvantaged young adults. <i>Career Development International</i> , 2016, 21, 658-681.  | 2.7 | 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.   | 2.5 | 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. | 4.0 | 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.   | 2.0 | 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.  | 2.9 | 13        |
| 32 | Informal learning of temporary agency workers in low-skill jobs. <i>Career Development International</i> , 2015, 20, 339-362.  | 2.7 | 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.  | 2.6 | 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.   | 7.1 | 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.  | 1.7 | 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.  | 3.7 | 35        |
| 39 | Challenging assignments and activating mood: the influence of goal orientation. Journal of Applied Social Psychology, 2014, 44, 650-659.  | 2.0 | 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.                                  | 4.0 | 470       |
| 41 | Employability among the long-term unemployed: A futile quest or worth the effort?. Journal of Vocational Behavior, 2013, 82, 37-48.   | 3.4 | 93        |
| 42 | Uncertainty enhances the preference for narcissistic leaders. European Journal of Social Psychology, 2013, 43, 370-380.   | 2.4 | 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.   | 2.5 | 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.                 | 2.5 | 14        |
| 45 | Coaching in Organizations â€ A Meta-Analytic Review of Individual Level Effects. Proceedings - Academy of Management, 2013, 2013, 11881.  | 0.1 | 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.   | 3.4 | 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.  | 4.7 | 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.             | 3.4 | 136       |
| 52 | Career Adapt-Abilities Scale-Belgium Form: Psychometric characteristics and construct validity. Journal of Vocational Behavior, 2012, 80, 674-679.  | 3.4 | 35        |
| 53 | Whatâ€™s the Deal with Employability? The Relationship between I-deals and Employability. Proceedings - Academy of Management, 2012, 2012, 19501.   | 0.1 | 0         |
| 54 | All I need is a stage to shine: Narcissists' leader emergence and performance. Leadership Quarterly, 2011, 22, 910-925.   | 5.8 | 150       |

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|----|---|-----|-----------|
| 55 | The strength and quality of climate perceptions. <i>Journal of Managerial Psychology</i> , 2011, 26, 77-92.   | 2.2 | 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.   | 2.5 | 39        |
| 57 | Career adaptability, turnover and loyalty during organizational downsizing. <i>Journal of Vocational Behavior</i> , 2011, 79, 217-229.  | 3.4 | 110       |
| 58 | Aging and training and development willingness: Employee and supervisor mindsets. <i>Journal of Organizational Behavior</i> , 2011, 32, 226-247.  | 4.7 | 67        |
| 59 | Personâ€“organization and personâ€“supervisor fits: Employee commitments in a Chinese context. <i>Journal of Organizational Behavior</i> , 2011, 32, 906-926.   | 4.7 | 130       |
| 60 | Managing Voluntary Turnover Through Challenging Assignments. <i>Group and Organization Management</i> , 2011, 36, 308-344.  | 4.4 | 46        |
| 61 | Reality at Odds With Perceptions. <i>Psychological Science</i> , 2011, 22, 1259-1264.   | 3.3 | 203       |
| 62 | Applicant Reactions to Rejection. <i>Journal of Personnel Psychology</i> , 2011, 10, 146-156.   | 1.4 | 20        |
| 63 | Gender Differences in Job Challenge: A Matter of Task Allocation. <i>Gender, Work and Organization</i> , 2010, 17, 433-453.   | 4.7 | 45        |
| 64 | Job-search strategies and reemployment quality. <i>Journal of Vocational Behavior</i> , 2010, 77, 126-139.  | 3.4 | 213       |
| 65 | The Relationship Between Diverse Components of Intelligence and Creativity. <i>Journal of Creative Behavior</i> , 2010, 44, 125-137.  | 2.9 | 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.   | 4.4 | 19        |
| 67 | Life designing: A paradigm for career construction in the 21st century. <i>Journal of Vocational Behavior</i> , 2009, 75, 239-250.  | 3.4 | 1,168     |
| 68 | Adaptable Careers: Maximizing Less and Exploring More. <i>Career Development Quarterly</i> , 2009, 57, 298-309.   | 1.8 | 74        |
| 69 | EMPLOYEES' CHALLENGING JOB EXPERIENCES AND SUPERVISORS' EVALUATIONS OF PROMOTABILITY. <i>Personnel Psychology</i> , 2009, 62, 297-325.  | 2.8 | 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. | 4.5 | 206       |
| 71 | Comparability of IQ scores over time. <i>Intelligence</i> , 2009, 37, 25-33.  | 3.0 | 37        |
| 72 | Challenging experiences: gender differences in task choice. <i>Journal of Managerial Psychology</i> , 2009, 24, 4-28.   | 2.2 | 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.   | 2.1 | 45        |
| 74 | Career Management: Taking Control of the Quality of Work Experiences. , 2008, , 283-301.  |     | 11        |
| 75 | Work value fit and turnover intention: sameâ€source or differentâ€source fit. <i>Journal of Managerial Psychology</i> , 2007, 22, 188-202.  | 2.2 | 53        |
| 76 | Score gains on g-loaded tests: No g. <i>Intelligence</i> , 2007, 35, 283-300.   | 3.0 | 119       |
| 77 | Met expectations and suppliesâ€values fit of Dutch young adults as determinants of work outcomes. <i>International Journal of Human Resource Management</i> , 2005, 16, 366-382.                    | 5.3 | 23        |
| 78 | Fitting in: Surface- and Deep-Level Cultural Differences and Expatriatesâ€™ Adjustment. <i>Academy of Management Journal</i> , 2004, 47, 697-709.   | 6.3 | 74        |
| 79 | Gender and Culture Differences in Emotion.. <i>Emotion</i> , 2004, 4, 87-94.  | 1.8 | 402       |
| 80 | Persistence in Brainstorming: Exploring Stop Rules in Same-Sex Groups. <i>Group Processes and Intergroup Relations</i> , 2004, 7, 195-206.  | 3.9 | 16        |
| 81 | Changes in personâ€organization fit: The impact of socialization tactics on perceived and actual Pâ€O fit. <i>European Journal of Work and Organizational Psychology</i> , 2004, 13, 52-78.         | 3.7 | 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. | 2.5 | 34        |
| 83 | Personality Factors and Adult Attachment Affecting Job Mobility. <i>International Journal of Selection and Assessment</i> , 2003, 11, 253-264.  | 2.5 | 35        |
| 84 | Expatriate Social Ties: Personality Antecedents and Consequences for Adjustment. <i>International Journal of Selection and Assessment</i> , 2003, 11, 277-288.                                      | 2.5 | 147       |
| 85 | Illuminating the glass ceiling: The role of organizational culture preferences. <i>Journal of Occupational and Organizational Psychology</i> , 2002, 75, 315-337.                                   | 4.5 | 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.                   | 3.7 | 183       |
| 87 | Managing relationship conflict and the effectiveness of organizational teams. <i>Journal of Organizational Behavior</i> , 2001, 22, 309-328.  | 4.7 | 399       |
| 88 | Person-Organisation Fit: The Match Between Theory and Methodology: Introduction to the Special Issue. <i>Applied Psychology</i> , 2001, 50, 1-4.  | 7.1 | 22        |
| 89 | PERSON-ORGANIZATION FIT: THE MATCH BETWEEN NEWCOMERS' AND RECRUITERS' PREFERENCES FOR ORGANIZATIONAL CULTURES. <i>Personnel Psychology</i> , 2000, 53, 113-149.                                     | 2.8 | 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.  | 2.5 | 104       |

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|----|--|-----|-----------|
| 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. | 2.5 | 10        |
| 92 | A Social Information Processing Perspective on Transfer of Attitudes Towards Continued Training. <i>Applied Psychology</i> , 1997, 46, 354-359.  | 7.1 | 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.  | 2.5 | 14        |
| 94 | Gender Differences in Managerial Intention. <i>Gender, Work and Organization</i> , 1996, 3, 103-114.   | 4.7 | 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.   | 2.4 | 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.                                   | 3.7 | 0         |