

# Gary P Latham

## List of Publications by Year in descending order

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Version: 2024-02-01

48  
papers

8,475  
citations

257357

24  
h-index

243529

44  
g-index

52  
all docs

52  
docs citations

52  
times ranked

6009  
citing authors

#	ARTICLE	IF	CITATIONS
1	Building a practically useful theory of goal setting and task motivation: A 35-year odyssey.. American Psychologist, 2002, 57, 705-717.	3.8	4,700
2	Work Motivation Theory and Research at the Dawn of the Twenty-First Century. Annual Review of Psychology, 2005, 56, 485-516.	9.9	832
3	Resolving scientific disputes by the joint design of crucial experiments by the antagonists: Application to the Erezâ€“Latham dispute regarding participation in goal setting.. Journal of Applied Psychology, 1988, 73, 753-772.	4.2	287
4	The development of goal setting theory: A half century retrospective.. Motivation Science, 2019, 5, 93-105.	1.2	235
5	Enhancing the Benefits and Overcoming the Pitfalls of Goal Setting. Organizational Dynamics, 2006, 35, 332-340.	1.6	221
6	Importance of participative goal setting and anticipated rewards on goal difficulty and job performance.. Journal of Applied Psychology, 1978, 63, 163-171.	4.2	196
7	Assigned versus participative goal setting with educated and uneducated woods workers.. Journal of Applied Psychology, 1975, 60, 299-302.	4.2	166
8	Supervisors' exceedingly difficult goals and abusive supervision: The mediating effects of hindrance stress, anger, and anxiety. Journal of Organizational Behavior, 2014, 35, 358-372.	2.9	153
9	Improving job performance through training in goal setting.. Journal of Applied Psychology, 1974, 59, 187-191.	4.2	152
10	Effects of assigned and participative goal setting on performance and job satisfaction.. Journal of Applied Psychology, 1976, 61, 166-171.	4.2	134
11	An exploratory field experiment of the effect of subconscious and conscious goals on employee performance. Organizational Behavior and Human Decision Processes, 2009, 109, 9-17.	1.4	114
12	Learning versus performance goals: When should each be used?. Academy of Management Perspectives, 2005, 19, 124-131.	4.3	99
13	Has Goal Setting Gone Wild, or Have Its Attackers Abandoned Good Scholarship?. Academy of Management Perspectives, 2009, 23, 17-23.	4.3	97
14	Effects of goal setting and supervision on worker behavior in an industrial situation.. Journal of Applied Psychology, 1973, 58, 302-307.	4.2	95
15	The Effect of Mental Practice and Goal Setting as a Transfer of Training Intervention on Supervisorsâ€™ Self-Efficacy and Communication Skills: An Exploratory Study. Applied Psychology, 2000, 49, 566-578.	4.4	78
16	Criterion-related validity of the situational and patterned behavior description interviews with organizational citizenship behavior. Human Performance, 1995, 8, 67-80.	1.4	73
17	The Relevance and Viability of Subconscious Goals in the Workplace. Journal of Management, 2010, 36, 234-255.	6.3	66
18	A Dynamic Model of the Longitudinal Relationship between Job Satisfaction and Supervisor-Rated Job Performance. Applied Psychology, 2017, 66, 207-232.	4.4	57

#	ARTICLE	IF	CITATIONS
19	The effect of primed goals on employee performance: Implications for human resource management. <i>Human Resource Management</i> , 2011, 50, 289-299.	3.5	51
20	The effect of context-specific versus nonspecific subconscious goals on employee performance. <i>Human Resource Management</i> , 2012, 51, 511-523.	3.5	50
21	The effect of priming learning vs. performance goals on a complex task. <i>Organizational Behavior and Human Decision Processes</i> , 2014, 125, 88-97.	1.4	47
22	The High Performance Cycle: Standing the Test of Time. , 2005, , 199-228.		40
23	Writing about personal goals and plans regardless of goal type boosts academic performance. <i>Contemporary Educational Psychology</i> , 2020, 60, 101823.	1.6	35
24	Toward an Integration of Goal Setting Theory and the Automaticity Model. <i>Applied Psychology</i> , 2017, 66, 25-48.	4.4	28
25	Theory and research on coaching practices. <i>Australian Psychologist</i> , 2007, 42, 268-270.	0.9	26
26	An Enumerative Review and a Meta-Analysis of Primed Goal Effects on Organizational Behavior. <i>Applied Psychology</i> , 2021, 70, 216-253.	4.4	25
27	Collective Efficacy and Organizational Commitment in an Italian City Hall. <i>European Psychologist</i> , 2009, 14, 363-371.	1.8	23
28	Transfer of training: Written self-guidance to increase self-efficacy and interviewing performance of job seekers. <i>Human Resource Management</i> , 2012, 51, 733-746.	3.5	21
29	Self-set goals improve academic performance through nonlinear effects on daily study performance. <i>Learning and Individual Differences</i> , 2020, 77, 101784.	1.5	19
30	The Influence of a Manager's Own Performance Appraisal on the Evaluation of Others. <i>International Journal of Selection and Assessment</i> , 2008, 16, 220-228.	1.7	18
31	The Criterion-Related Validities and Perceived Fairness of the Situational Interview and the Situational Judgment Test in an Iranian Organisation. <i>Applied Psychology</i> , 2010, 59, 124-142.	4.4	17
32	The Effect of a Consciously Set and a Primed Goal on Fair Behavior. <i>Human Resource Management</i> , 2016, 55, 789-807.	3.5	17
33	Maintaining relevance and rigor: How we bridge the practitioner-scholar divide within human resource development. <i>Human Resource Development Quarterly</i> , 2018, 29, 99-105.	2.1	17
34	Building a theory by induction: The example of goal setting theory. <i>Organizational Psychology Review</i> , 2020, 10, 223-239.	3.0	17
35	Goal Setting Theory: Controversies and Resolutions. , 2018, , 145-166.		17
36	Perspectives of a Practitioner-Scientist on Organizational Psychology/Organizational Behavior. <i>Annual Review of Organizational Psychology and Organizational Behavior</i> , 2019, 6, 1-16.	5.6	16

#	ARTICLE	IF	CITATIONS
37	Prime and Performance: Can a CEO Motivate Employees Without Their Awareness?. Journal of Business and Psychology, 2019, 34, 791-802.	2.5	16
38	The Moderating Effect of Performance Feedback and the Mediating Effect of Self-Set Goals on the Primed Goal-Performance Relationship. Applied Psychology, 2020, 69, 379-414.	4.4	14
39	Enhancing employee and organizational performance through coaching based on mystery shopper feedback: A quasi-experimental study. Human Resource Management, 2012, 51, 213-229.	3.5	13
40	Enhancing teaching performance through goal setting, implementation and seeking feedback. International Journal for Academic Development, 1998, 3, 156-168.	0.8	12
41	The Effect of a Context-Specific Primed Goal on Goal Commitment and Team Performance. Applied Psychology, 2020, 69, 805-833.	4.4	10
42	The Relationship Between Unlearning and Innovation Ambidexterity with the Performance of New Product Development Teams. Group Decision and Negotiation, 2021, 30, 945-982.	2.0	5
43	The Effectiveness of Situational, Patterned Behaviour, and Conventional Structured Interviews in Minimising In-group Favouritism of Canadian Francophone Managers. Applied Psychology, 1996, 45, 177-184.	4.4	4
44	The Effect of a Dilemma on the Relationship Between Ability to Identify the Criterion (ATIC) and Scores on a Validated Situational Interview. Frontiers in Psychology, 2021, 12, 674815.	1.1	3
45	Mandating the Licensing of I-O Psychologists Lacks Merit. Industrial and Organizational Psychology, 2017, 10, 182-186.	0.5	2
46	Brain, Emotion, and Contingency in the Explanation of Consumer Behaviour. , 0, , 47-91.		2
47	Advancing Primed Goal Research in Organizational Behavior. Applied Psychology, 2021, 70, 275-279.	4.4	1
48	The Credibility of Goal Priming Research in Work and Organizational Psychology. Roczniki Psychologiczne, 2021, 23, 213-226.	0.0	0