

# Helen De Cieri

## List of Publications by Year in descending order

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92  
papers

3,577  
citations

159525

30  
h-index

155592

55  
g-index

103  
all docs

103  
docs citations

103  
times ranked

2062  
citing authors

#	ARTICLE	IF	CITATIONS
1	International HRM insights for navigating the COVID-19 pandemic: Implications for future research and practice. <i>Journal of International Business Studies</i> , 2020, 51, 697-713.	4.6	381
2	An integrative framework of strategic international human resource management. <i>International Journal of Human Resource Management</i> , 1993, 4, 717-764.	3.3	280
3	An Integrative Framework of Strategic International Human Resource Management. <i>Journal of Management</i> , 1993, 19, 419-459.	6.3	246
4	Employee resilience: an emerging challenge for <scp>HRM</scp>. <i>Asia Pacific Journal of Human Resources</i> , 2014, 52, 279-297.	2.5	192
5	Achievements and challenges for work/life balance strategies in Australian organizations. <i>International Journal of Human Resource Management</i> , 2005, 16, 90-103.	3.3	173
6	The psychological impact of expatriate relocation on partners. <i>International Journal of Human Resource Management</i> , 1991, 2, 377-414.	3.3	97
7	A review of international human resource management: Integration, interrogation, imitation. <i>International Journal of Management Reviews</i> , 2007, 9, 281-302.	5.2	90
8	Attracting and retaining talent: exploring human resources development trends in Australia. <i>Human Resource Development International</i> , 2007, 10, 247-262.	2.3	89
9	Reassessment of convergence and divergence dynamics: implications for international HRM. <i>International Journal of Human Resource Management</i> , 1999, 10, 235-250.	3.3	85
10	International compensation practices: a ten-country comparative analysis. <i>Human Resource Management</i> , 2002, 41, 45-66.	3.5	83
11	Expatriate return on investment in the Asia Pacific: An empirical study of individual ROI versus corporate ROI. <i>Journal of World Business</i> , 2013, 48, 209-221.	4.6	83
12	Do global firms measure expatriate return on investment? An empirical examination of measures, barriers and variables influencing global staffing practices. <i>International Journal of Human Resource Management</i> , 2009, 20, 1309-1326.	3.3	82
13	An integrative framework of strategic international human resource management. <i>Journal of Management</i> , 1993, 19, 419-459.	6.3	81
14	A problematic transition to a strategic role: human resource management in industrial enterprises in China. <i>International Journal of Human Resource Management</i> , 2005, 16, 513-531.	3.3	63
15	A retrospective and prospective analysis of HRM research in Chinese firms: Implications and directions for future study. <i>Human Resource Management</i> , 2008, 47, 133-156.	3.5	59
16	An exploratory assessment of the purposes of performance appraisals in north and central america and the pacific rim. <i>Human Resource Management</i> , 2002, 41, 87-102.	3.5	57
17	Leading indicators of occupational health and safety: An employee and workplace level validation study. <i>Safety Science</i> , 2016, 85, 293-304.	2.6	57
18	Transferring subsidiary knowledge to global headquarters: subsidiary senior executives' perceptions of the role of HR configurations in the development of knowledge stocks. <i>Human Resource Management</i> , 2009, 48, 531-554.	3.5	55

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19	Leading and lagging indicators of occupational health and safety: The moderating role of safety leadership. <i>Accident Analysis and Prevention</i> , 2016, 92, 130-138.	3.0	55
20	Occupational Violence and Aggression Experienced by Nursing and Caring Professionals. <i>Journal of Nursing Scholarship</i> , 2017, 49, 236-243.	1.1	51
21	Global Mobility in the 21st Century. <i>Management International Review</i> , 2011, 51, 897-919.	2.1	45
22	The relationship between HRM avenues of political influence and perceived organizational performance. <i>Human Resource Management</i> , 2007, 46, 611-629.	3.5	42
23	International talent flow and intention to repatriate: an identity explanation. <i>Human Resource Development International</i> , 2009, 12, 243-261.	2.3	42
24	Workplace bullying: an examination of power and perpetrators. <i>Personnel Review</i> , 2019, 48, 324-341.	1.6	42
25	Determinants of Trade Union Membership in Australia. <i>British Journal of Industrial Relations</i> , 1991, 29, 59-73.	0.8	41
26	Structuring for innovative responses to human resource challenges: A skunk works approach. <i>Human Resource Management Review</i> , 2021, 31, 100768.	3.3	41
27	Costing Turnover: Implications of Work/ Family Conflict at Management Level. <i>Asia Pacific Journal of Human Resources</i> , 1998, 36, 25-43.	2.5	40
28	Linking global mobility and global talent management: the role of ROI. <i>Employee Relations</i> , 2016, 38, 8-30.	1.5	37
29	Current developments in HRM in Australian organisations. <i>Asia Pacific Journal of Human Resources</i> , 2006, 44, 132-152.	2.5	36
30	HR practices from the perspective of managers and employees in multinational enterprises in China: Alignment issues and implications. <i>Journal of World Business</i> , 2013, 48, 241-250.	4.6	35
31	Effects of Work-Related Stressors and Mindfulness on Mental and Physical Health Among Australian Nurses and Healthcare Workers. <i>Journal of Nursing Scholarship</i> , 2019, 51, 580-589.	1.1	35
32	HR Professional Role Tensions: Perceptions and Responses of the Top Management Team. <i>Human Resource Management</i> , 2014, 53, 115-130.	3.5	33
33	Chinese <sc>MNCs</sc>'s Preparation for Host-Country Labor Relations: An Exploration of Country-of-Origin Effect. <i>Human Resource Management</i> , 2014, 53, 947-965.	3.5	32
34	A review of work-life research in Australia and New Zealand. <i>Asia Pacific Journal of Human Resources</i> , 2008, 46, 316-333.	2.5	31
35	Building an Integrated Approach to Performance Management Using Critical Incident Technique. <i>Asia Pacific Journal of Human Resources</i> , 1996, 33, 76-91.	2.5	30
36	Exploring the power dimensions of the human resource function. <i>Human Resource Management Journal</i> , 2014, 24, 193-210.	3.6	30

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37	Devovement of HR practices in transitional economies: Evidence from China. <i>International Journal of Human Resource Management</i> , 2008, 19, 840-855.	3.3	27
38	The benefits of global teams for international organizations: HR implications. <i>International Journal of Human Resource Management</i> , 2018, 29, 2137-2158.	3.3	26
39	Strategic implications of HR role management in a dynamic environment. <i>Personnel Review</i> , 2016, 45, 353-373.	1.6	25
40	Expatriate management in emerging market multinational enterprises (EMNEs): reflection and future research agenda. <i>International Journal of Human Resource Management</i> , 2018, 29, 1787-1798.	3.3	25
41	“Your health and safety is of utmost importance to us” A review of research on the occupational health and safety of international employees. <i>Human Resource Management Review</i> , 2021, 31, 100790.	3.3	25
42	Staff transfers as a control strategy: an exploratory study of two Australian organizations. <i>International Journal of Human Resource Management</i> , 1994, 5, 473-489.	3.3	24
43	Bridging the research“practice gap: Developing a measurement framework for work“life initiatives. <i>Journal of Management and Organization</i> , 2008, 14, 239-258.	1.6	24
44	What does “work“life management”™ mean in China and Southeast Asia for MNCs?. <i>Community, Work and Family</i> , 2009, 12, 179-196.	1.5	21
45	The challenges of the 2004 Indian Ocean tsunami for strategic international human resource management in multinational nonprofit enterprises. <i>International Journal of Human Resource Management</i> , 2012, 23, 1303-1319.	3.3	20
46	Strategic integration of HRM and firm performance in a changing environment in China: the impact of organisational effectiveness as a mediator. <i>International Journal of Human Resource Management</i> , 2013, 24, 2985-3001.	3.3	20
47	Bridging the research“practice gap: Developing a measurement framework for work“life initiatives. <i>Journal of Management and Organization</i> , 2008, 14, 239-258.	1.6	20
48	Influences on the provision of work“life benefits: Management and employee perspectives. <i>Journal of Management and Organization</i> , 2008, 14, 303-322.	1.6	20
49	Influences on the provision of work“life benefits: Management and employee perspectives. <i>Journal of Management and Organization</i> , 2008, 14, 303-322.	1.6	19
50	Similarities and differences in international and comparative human resource management: A review of 60“years of research. <i>Human Resource Management</i> , 2021, 60, 55-88.	3.5	19
51	The challenge of international human resource management: balancing the duality of strategy and practice. <i>International Journal of Human Resource Management</i> , 2005, 16, 584-598.	3.3	18
52	Leader development for adolescent girls: State of the field and a framework for moving forward. <i>Leadership Quarterly</i> , 2021, 32, 101457.	3.6	17
53	How new venture initial public offerings benefit from international operations: a study of human resource value. <i>International Journal of Human Resource Management</i> , 2001, 12, 652-668.	3.3	16
54	A multi-method analysis of work-related preferences in three nations: implications for inter-and intra-national human resource management. <i>International Journal of Human Resource Management</i> , 1997, 8, 1-17.	3.3	14

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55	Evaluation of a perceived organisational performance scale using Rasch model analysis. Australian Journal of Management, 2012, 37, 507-522.	1.2	14
56	Strategic Human Resource Management in Multinational Enterprises: Developments and Directions. , 2012, , .		13
57	The impact of HR political skill in the HRM and organisational performance relationship. Australian Journal of Management, 2016, 41, 161-181.	1.2	12
58	Implementation of TQM in an Australian Manufacturing Company. International Journal of Quality and Reliability Management, 1991, 8, .	1.3	11
59	Charting the strategic trajectory of the <scp>A</scp>ustralian <scp>HR</scp> professional. Asia Pacific Journal of Human Resources, 2012, 50, 151-168.	2.5	11
60	The Opportunity Cost of Saving Money. International Studies of Management and Organization, 2014, 44, 80-95.	0.4	11
61	A psychological approach to occupational safety. Asia Pacific Journal of Human Resources, 2012, 50, 92-109.	2.5	10
62	Postincident Support for Healthcare Workers Experiencing Occupational Violence and Aggression. Journal of Nursing Scholarship, 2018, 50, 344-352.	1.1	10
63	International and comparative human resource management: an Asiaâ€Pacific perspective. Asia Pacific Journal of Human Resources, 2022, 60, 116-145.	2.5	9
64	Interâ€organizational network participation. Journal of Management Development, 2004, 23, 798-817.	1.1	8
65	The influence of workgroup identification on turnover intention and knowledge sharing: the perspective of employees in subsidiaries. International Journal of Human Resource Management, 2020, 31, 432-455.	3.3	8
66	Measuring Expatriate Return on Investment With an Evaluation Framework. Global Business and Organizational Excellence, 2013, 32, 18-26.	4.2	7
67	A Framework For Workâ€Life Instruments: A Crossâ€National Review. Human Resource Management, 2014, 53, 635-659.	3.5	7
68	A corporate entrepreneurship perspective of preâ€entry strategies for internationalization: A case study of a Chinese business conglomerate. Thunderbird International Business Review, 2019, 61, 243-254.	0.9	7
69	How is safety climate measured? A review and evaluation. Safety Science, 2021, 143, 105413.	2.6	7
70	A comparative study of HR involvement in strategic decision-making in China and Australia. Chinese Management Studies, 2019, 13, 258-275.	0.7	6
71	Performance management in Australia. , 2008, , 239-253.		6
72	Applying a strategic international human resource management framework to international non-governmental organisations. International Journal of Human Resources Development and Management, 2006, 6, 313.	0.0	5

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73	Extending the investment development path model to include the human environment factor. Thunderbird International Business Review, 2011, 53, 311-324.	0.9	5
74	A Framework for Work-Life Management in Multinational Corporations. , 2015, , 197-217.		5
75	Safety climate, strain and safety outcomes. Journal of Management and Organization, 2016, 22, 19-31.	1.6	5
76	Do Relationships Matter? Investigating the Link Between Supervisor and Subordinate Dedication and Cynicism via the Quality of Leaderâ€™Member Exchange. Journal of Leadership and Organizational Studies, 2021, 28, 76-90.	2.1	5
77	Editorial note: International HRM â€™ an Asia-Pacific Focus. International Journal of Human Resource Management, 2005, 16, 471-474.	3.3	4
78	Transnational Firms and Cultural Diversity. , 0, , 509-530.		3
79	Community and workâ€™life issues in a global context: new perspectives in a changing world. Community, Work and Family, 2009, 12, 141-142.	1.5	3
80	For a Special Issue ofThe International Journal of Human Resource Management (IJHRM). International Journal of Human Resource Management, 2014, 25, 2745-2747.	3.3	3
81	Special issue of<i>International Journal of Human Resource Management</i>: The benefits of global teams for international organizations: HR implications. International Journal of Human Resource Management, 2015, 26, 1514-1516.	3.3	3
82	International Business Traveler, Is Work Always on Your Mind? An Investigation of the Relationship Between Sources of Social Support and Satisfaction with Work-Related International Travel: The Moderating Role of Over-Commitment. , 2015, , 181-195.		3
83	Annual Review Paper : Occupational Health and Safety: Progress and Problems. Asia Pacific Journal of Human Resources, 1991, 29, 39-54.	2.5	2
84	Work-life in Australasia. Asia Pacific Journal of Human Resources, 2008, 46, 258-260.	2.5	2
85	Policy deployment across borders: a framework for workâ€™life initiatives in multinational enterprises. , 2008, , 166-206.		1
86	Psychological Aspects of Redundancy: An Australian Case Study. Journal of Industrial Relations, 1987, 29, 519-531.	1.1	1
87	Human Resource Management and Industrial Relations in Australia. Australian Economic Review, 1994, 27, 113-123.	0.4	1
88	Incoming Editor's Note. Asia Pacific Journal of Human Resources, 1996, 34, ii-ii.	2.5	0
89	Special issue ofInternational Journal of Human Resource Management: The benefits of global teams for international organizations: HR implications. International Journal of Human Resource Management, 2016, 27, 109-112.	3.3	0
90	Advancing the Understanding of Inflows and Outflows of International Labour in Management Research: Introduction to the Special Issue. European Management Review, 2018, 15, 289-291.	2.2	0

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91	Exploring the Measurement of Inclusion in Organizations: Contributing to Construct Clarification. Proceedings - Academy of Management, 2019, 2019, 14666.	0.0	0
92	Women and Global Mobility. , 2020, , 225-261.		0