

# Paul G W Jansen

## List of Publications by Year in descending order

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Version: 2024-02-01

72  
papers

4,661  
citations

159585

30  
h-index

106344

65  
g-index

75  
all docs

75  
docs citations

75  
times ranked

3070  
citing authors

#	ARTICLE	IF	CITATIONS
1	Age and work-related motives: Results of a meta-analysis. <i>Journal of Organizational Behavior</i> , 2011, 32, 197-225.	4.7	490
2	Older workers' motivation to continue to work: five meanings of age. <i>Journal of Managerial Psychology</i> , 2008, 23, 364-394.	2.2	466
3	Psychological contract breach and job attitudes: A meta-analysis of age as a moderator. <i>Journal of Vocational Behavior</i> , 2008, 72, 143-158.	3.4	338
4	The influence of age on the associations between HR practices and both affective commitment and job satisfaction: A meta-analysis. <i>Journal of Organizational Behavior</i> , 2010, 31, 1111-1136.	4.7	293
5	Autonomy as a start-up motive. <i>Journal of Small Business and Enterprise Development</i> , 2006, 13, 23-32.	2.6	206
6	Human resource management and performance: lessons from the Netherlands. <i>International Journal of Human Resource Management</i> , 2001, 12, 1107-1125.	5.3	198
7	How the impact of HR practices on employee well-being and performance changes with age. <i>Human Resource Management Journal</i> , 2013, 23, 18-35.	5.7	180
8	Motivating Employees to Work Beyond Retirement: A Multi-Level Study of the Role of Deals and Unit Climate. <i>Journal of Management Studies</i> , 2012, 49, 306-331.	8.3	177
9	Building a sustainable start: The role of career competencies, career success, and career shocks in young professionals' employability. <i>Journal of Vocational Behavior</i> , 2019, 112, 172-184.	3.4	146
10	Psychological contract breach and work performance. <i>Journal of Managerial Psychology</i> , 2010, 25, 252-273.	2.2	139
11	Managing aging workers: a mixed methods study on bundles of HR practices for aging workers. <i>International Journal of Human Resource Management</i> , 2014, 25, 2192-2212.	5.3	135
12	The role of future time perspective in psychological contracts: A study among older workers. <i>Journal of Vocational Behavior</i> , 2010, 76, 474-486.	3.4	109
13	Career competencies and job crafting. <i>Career Development International</i> , 2016, 21, 587-602.	2.7	99
14	Beyond chronological age. Examining perceived future time and subjective health as age-related mediators in relation to work-related motivations and well-being. <i>Work and Stress</i> , 2013, 27, 88-105.	4.5	94
15	Bouncing back from psychological contract breach: How commitment recovers over time. <i>Journal of Organizational Behavior</i> , 2016, 37, 494-514.	4.7	89
16	Learning Opportunities and Learning Behaviours of Small Business Starters: Relations with Goal Achievement, Skill Development and Satisfaction. <i>Small Business Economics</i> , 2005, 25, 97-108.	6.7	87
17	Age and Trust as Moderators in the Relation between Procedural Justice and Turnover: A Large-Scale Longitudinal Study. <i>Applied Psychology</i> , 2011, 60, 66-86.	7.1	68
18	Gender differences in the determinants of the willingness to accept an international assignment. <i>Journal of Vocational Behavior</i> , 2005, 66, 81-103.	3.4	67

#	ARTICLE	IF	CITATIONS
19	Identifying Neo-Schumpeterian Innovation in Service Firms: A Conceptual Essay with a Novel Classification. <i>Economics of Innovation and New Technology</i> , 2007, 16, 541-558.	3.4	63
20	Proactivity, job characteristics, and engagement: a longitudinal study. <i>Career Development International</i> , 2010, 15, 59-77.	2.7	59
21	Examining calling as a double-edged sword for employability. <i>Journal of Vocational Behavior</i> , 2018, 104, 261-272.	3.4	57
22	Latent trait models and dichotomization of graded responses. <i>Psychometrika</i> , 1986, 51, 69-91.	2.1	51
23	The dynamics of assessment center validity: Results of a 7-year study.. <i>Journal of Applied Psychology</i> , 2001, 86, 741-753.	5.3	51
24	What about time? Examining chronological and subjective age and their relation to work motivation. <i>Career Development International</i> , 2016, 21, 419-439.	2.7	45
25	Work factors influencing the transfer stages of soft skills training: A literature review. <i>Educational Research Review</i> , 2018, 24, 130-147.	7.8	44
26	The Emergence of Moral Leadership. <i>Academy of Management Review</i> , 2020, 45, 504-527.	11.7	44
27	A Longitudinal Study of Age-Related Differences in Reactions to Psychological Contract Breach. <i>Applied Psychology</i> , 2013, 62, 157-181.	7.1	41
28	The breaking in of new employees: effectiveness of socialisation tactics and personnel instruments. <i>Journal of Management Development</i> , 2001, 20, 159-167.	2.1	40
29	Effects of employees' career competencies development on their organizations. <i>Career Development International</i> , 2014, 19, 700-717.	2.7	40
30	Openness to Experience and Growth Need Strength as Moderators between Job Characteristics and Satisfaction. <i>International Journal of Selection and Assessment</i> , 2001, 9, 350-356.	2.5	38
31	The impact of career customization on work outcomes: Boundary conditions of manager support and employee age. <i>Journal of Organizational Behavior</i> , 2015, 36, 421-440.	4.7	37
32	On the relationships among work characteristics and learning-related behavior: Does age matter?. <i>Journal of Organizational Behavior</i> , 2010, 31, 925-950.	4.7	35
33	Using Concept Mapping to design an indicator framework for addiction treatment centres. <i>International Journal for Quality in Health Care</i> , 2005, 17, 193-201.	1.8	33
34	Improving the EFQM Model: An empirical study on model development and theory building using concept mapping. <i>Total Quality Management and Business Excellence</i> , 2001, 12, 69-81.	0.5	31
35	A New Derivation of the Rasch Model. <i>Advances in Psychology</i> , 1984, 20, 293-307.	0.1	29
36	Workplace Flexibility across the Lifespan. <i>Research in Personnel and Human Resources Management</i> , 2016, , 43-99.	1.6	29

#	ARTICLE	IF	CITATIONS
37	How Do Development HR Practices Contribute to Employeesâ€™ Motivation to Continue Working Beyond Retirement Age?. <i>Work, Aging and Retirement</i> , 2017, 3, 366-378.	3.0	28
38	Psychological Safety, Job Crafting, and Employability: A Comparison Between Permanent and Temporary Workers. <i>Frontiers in Psychology</i> , 2019, 10, 974.	2.1	28
39	The Mokken Scale: A Critical Discussion. <i>Applied Psychological Measurement</i> , 1986, 10, 265-277.	1.0	26
40	Gender Differences in the Influence of Professional Tenure on Work Attitudes. <i>Sex Roles</i> , 2003, 49, 153-162.	2.4	26
41	Predicting management career success from assessment center data: A longitudinal study. <i>Journal of Vocational Behavior</i> , 2006, 68, 253-266.	3.4	26
42	How mass layoffs are related to lower job performance and OCB among surviving employees in Chile: an investigation of the essential role of psychological contract. <i>International Journal of Human Resource Management</i> , 2017, 28, 2837-2860.	5.3	25
43	Idiosyncratic Deals for Older Workers: Increased Heterogeneity Among Older Workers Enhance the Need for I-Deals. , 2015, , 129-144.		25
44	Dovetailing talent management and diversity management: the exclusion-inclusion paradox. <i>Journal of Organizational Effectiveness</i> , 2017, 4, 315-331.	2.3	22
45	The role of the spouse in managersâ€™ family-related career sensemaking. <i>Career Development International</i> , 2015, 20, 503-524.	2.7	21
46	Change-supportive employee behavior: a career identity explanation. <i>Career Development International</i> , 2015, 20, 38-62.	2.7	21
47	Validity generalization: Some critical remarks on the Schmidtâ€™Hunter procedure*. <i>Journal of Occupational Psychology</i> , 1984, 57, 197-210.	1.5	20
48	Psychosocial work conditions and work stress in an innovating addiction treatment centre. Consequences for the EFQM Excellence Model. <i>Total Quality Management and Business Excellence</i> , 2009, 20, 267-281.	3.8	20
49	Ambition at work and career satisfaction. <i>Career Development International</i> , 2017, 22, 87-102.	2.7	20
50	Conditions for rasch-dichotomizability of the unidimensional polytomous rasch model. <i>Psychometrika</i> , 1989, 54, 317-332.	2.1	16
51	A typology of management development. <i>Journal of Management Development</i> , 2001, 20, 106-120.	2.1	16
52	Dual-earner couplesâ€™ willingness to relocate abroad: the reciprocal influence of both partnersâ€™ career role salience and partner role salience. <i>European Journal of Work and Organizational Psychology</i> , 2017, 26, 195-207.	3.7	14
53	Correcting Unconditional Parameter Estimates in the Rasch Model for Inconsistency. <i>Applied Psychological Measurement</i> , 1988, 12, 297-306.	1.0	13
54	Conditions for Internal Entrepreneurship. <i>Journal of Management Development</i> , 1994, 13, 34-51.	2.1	13

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55	Relationships Between the Thurstone, Coombs, and Rasch Approaches to Item Scaling. <i>Applied Psychological Measurement</i> , 1984, 8, 373-383.	1.0	12
56	Ethnic identity positioning at work: Understanding professional career experiences. <i>Scandinavian Journal of Management</i> , 2015, 31, 515-525.	1.9	12
57	The effectiveness of human resource practices on advancing men's and women's ranks. <i>Journal of Management Development</i> , 2001, 20, 318-331.	2.1	11
58	The bonus as hygiene factor: the role of reward systems in the high performance organization. <i>Evidence-based HRM</i> , 2013, 1, 41-59.	1.2	11
59	Consistency of Rasch Model Parameter Estimation: A Simulation Study. <i>Applied Psychological Measurement</i> , 1988, 12, 307-313.	1.0	10
60	Ethnic diversity and social capital in upward mobility systems. <i>Career Development International</i> , 2015, 20, 539-558.	2.7	10
61	How Do Career Aspirations Benefit Organizations? The Mediating Roles of the Proactive and Relational Aspects of Contemporary Work. <i>Frontiers in Psychology</i> , 2018, 9, 2150.	2.1	10
62	Individual and contextual predictors of team member proactivity: what do we know and where do we go from here?. <i>Human Resource Management Review</i> , 2019, 29, 100671.	4.8	8
63	Person-job fit across the work lifespan – The case of classical ballet dancers. <i>Journal of Vocational Behavior</i> , 2020, 118, 103400.	3.4	8
64	Unravelling leadership potential: conceptual and measurement issues. <i>European Journal of Work and Organizational Psychology</i> , 2021, 30, 206-224.	3.7	5
65	The cognitive costs of managing emotions: A systematic review of the impact of emotional requirements on cognitive performance. <i>Work and Stress</i> , 2021, 35, 301-326.	4.5	5
66	Assessment Center Graduate Selection: Decision Processes, Validity, and Evaluation by Candidates. <i>International Journal of Selection and Assessment</i> , 1994, 2, 193-208.	2.5	3
67	Developing Moral Muscle in a Literature-Based Business Ethics Course. <i>Academy of Management Learning and Education</i> , 2023, 22, 63-87.	2.5	3
68	The Polychotomous Rasch Model and Dichotomization of Graded Responses. <i>Advances in Psychology</i> , 1984, , 413-430.	0.1	2
69	Transfer of Self-Leadership Skills Within the Dutch Police: a Three-Wave Study. <i>Journal of Police and Criminal Psychology</i> , 0, , 1.	1.9	0
70	Beyond Chronological Age. Time and Health as Age-related Mediators in Relations to Work Motives. <i>Proceedings - Academy of Management</i> , 2012, 2012, 12230.	0.1	0
71	How do Development HR Practices Contribute to the Motivation to Continue Working?. <i>Proceedings - Academy of Management</i> , 2012, 2012, 16834.	0.1	0
72	Leadership Theory. , 2018, , 1-5.		0