

# David E Guest

## List of Publications by Year in descending order

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Version: 2024-02-01

62  
papers

10,464  
citations

87843

38  
h-index

138417

58  
g-index

63  
all docs

63  
docs citations

63  
times ranked

4369  
citing authors

#	ARTICLE	IF	CITATIONS
1	Human resource management and performance: a review and research agenda. <i>International Journal of Human Resource Management</i> , 1997, 8, 263-276.	3.3	1,181
2	HUMAN RESOURCE MANAGEMENT AND INDUSTRIAL RELATIONS[1]. <i>Journal of Management Studies</i> , 1987, 24, 503-521.	6.0	1,028
3	Human resource management and performance: still searching for some answers. <i>Human Resource Management Journal</i> , 2011, 21, 3-13.	3.6	699
4	Human resource management and employee well-being: towards a new analytic framework. <i>Human Resource Management Journal</i> , 2017, 27, 22-38.	3.6	650
5	Human Resource Management and Corporate Performance in the UK. <i>British Journal of Industrial Relations</i> , 2003, 41, 291-314.	0.8	566
6	Human Resource Management, Corporate Performance and Employee Wellbeing: Building the Worker into HRM. <i>Journal of Industrial Relations</i> , 2002, 44, 335-358.	1.1	434
7	Communicating the psychological contract: an employer perspective. <i>Human Resource Management Journal</i> , 2002, 12, 22-38.	3.6	417
8	Is the psychological contract worth taking seriously?. <i>Journal of Organizational Behavior</i> , 1998, 19, 649-664.	2.9	391
9	Human resource management - the workers' verdict. <i>Human Resource Management Journal</i> , 1999, 9, 5-25.	3.6	341
10	HUMAN RESOURCE MANAGEMENT AND THE AMERICAN DREAM*. <i>Journal of Management Studies</i> , 1990, 27, 377-397.	6.0	320
11	The Psychology of the Employment Relationship: An Analysis Based on the Psychological Contract. <i>Applied Psychology</i> , 2004, 53, 541-555.	4.4	313
12	A longitudinal study of the relationship between career management and organizational commitment among graduates in the first ten years at work. <i>Journal of Organizational Behavior</i> , 2002, 23, 731-748.	2.9	295
13	Managing the career deal: the psychological contract as a framework for understanding career management, organizational commitment and work behavior. <i>Journal of Organizational Behavior</i> , 2005, 26, 821-838.	2.9	291
14	Working to live or living to work? Work/life balance early in the career. <i>Human Resource Management Journal</i> , 2004, 14, 5-20.	3.6	261
15	Partnership at Work: Mutuality and the Balance of Advantage. <i>British Journal of Industrial Relations</i> , 2001, 39, 207-236.	0.8	223
16	Have careers become boundaryless?. <i>Human Relations</i> , 2010, 63, 1157-1175.	3.8	219
17	Is the psychological contract worth taking seriously?. <i>Journal of Organizational Behavior</i> , 1998, 19, 649-664.	2.9	212
18	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.	3.6	180

#	ARTICLE	IF	CITATIONS
19	Power, Innovation and Problem-Solving: The Personnel Managers'™ Three Steps to Heaven?. <i>Journal of Management Studies</i> , 2004, 41, 401-423.	6.0	161
20	When good <scp>HR</scp> gets bad results: exploring the challenge of <scp>HR</scp> implementation in the case of workplace bullying. <i>Human Resource Management Journal</i> , 2014, 24, 38-56.	3.6	138
21	Using sequential tree analysis to search for 'bundles' of HR practices. <i>Human Resource Management Journal</i> , 2004, 14, 79-96.	3.6	135
22	Peering into the Black Hole: The Downside of the New Employment Relations in the UK. <i>British Journal of Industrial Relations</i> , 1999, 37, 367-389.	0.8	124
23	The impact of HR practices, HR effectiveness and a 'strong HR system'™ on organisational outcomes: a stakeholder perspective. <i>International Journal of Human Resource Management</i> , 2011, 22, 1686-1702.	3.3	119
24	Methods of coping with stress at work: A conceptual analysis and empirical study of measurement issues. <i>Journal of Organizational Behavior</i> , 1990, 11, 135-150.	2.9	108
25	Who's in charge? Graduates' attitudes to and experiences of career management and their relationship with organizational commitment. <i>European Journal of Work and Organizational Psychology</i> , 2000, 9, 351-370.	2.2	103
26	The Nature and Causes of Effective Human Resource Management. <i>British Journal of Industrial Relations</i> , 1994, 32, 219-242.	0.8	102
27	Cognitive-behavioural training to change attributional style improves employee well-being, job satisfaction, productivity, and turnover. <i>Personality and Individual Differences</i> , 2009, 46, 147-153.	1.6	102
28	National Ownership and Hr Practices In Uk Greenfield Sites. <i>Human Resource Management Journal</i> , 1996, 6, 50-74.	3.6	97
29	High commitment HR practices, the employment relationship and job performance: A test of a mediation model. <i>European Management Journal</i> , 2016, 34, 328-337.	3.1	84
30	The case for reinvigorating quality of working life research. <i>Human Relations</i> , 2017, 70, 149-167.	3.8	80
31	From anchors to orientations: Towards a contemporary theory of career preferences. <i>Journal of Vocational Behavior</i> , 2013, 83, 142-152.	1.9	76
32	Antecedents of protean and boundaryless career orientations: The role of core self-evaluations, perceived employability and social capital. <i>Journal of Vocational Behavior</i> , 2019, 110, 1-11.	1.9	71
33	Why Do Workers Belong to a Trade Union?: A Social Psychological Study in the UK Electronics Industry. <i>British Journal of Industrial Relations</i> , 1988, 26, 178-194.	0.8	68
34	Employee engagement: a sceptical analysis. <i>Journal of Organizational Effectiveness</i> , 2014, 1, 141-156.	1.4	68
35	Exploring the Boundaries of Human Resource Managers'™ Responsibilities. <i>Journal of Business Ethics</i> , 2012, 111, 109-119.	3.7	66
36	Signalling theory as a framework for analysing human resource management processes and integrating human resource attribution theories: A conceptual analysis and empirical exploration. <i>Human Resource Management Journal</i> , 2021, 31, 796-818.	3.6	55

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37	Psychological contract breach and voluntary turnover: Testing a multiple mediation model. <i>Journal of Occupational and Organizational Psychology</i> , 2014, 87, 200-207.	2.6	54
38	Who benefits from independent careers? Employees, organizations, or both?. <i>Journal of Vocational Behavior</i> , 2015, 91, 23-34.	1.9	54
39	Fostering mutual gains: Explaining the influence of high-performance work systems and leadership on psychological health and service performance. <i>Human Resource Management Journal</i> , 2020, 30, 198-225.	3.6	47
40	Does partnership at work increase trust? An analysis based on the 2004 Workplace Employment Relations Survey. <i>Industrial Relations Journal</i> , 2008, 39, 124-152.	0.8	44
41	Generalizability of career orientations: A comparative study in Switzerland and Great Britain. <i>Journal of Occupational and Organizational Psychology</i> , 2009, 82, 779-801.	2.6	39
42	Evaluating the employability paradox: When does organizational investment in human capital pay off?. <i>International Journal of Human Resource Management</i> , 2020, 31, 1134-1156.	3.3	38
43	Job Embeddedness: A new attitudinal measure. <i>International Journal of Selection and Assessment</i> , 2012, 20, 111-117.	1.7	35
44	The case for psychology in human resource management research. <i>Human Resource Management Journal</i> , 2020, 30, 34-48.	3.6	33
45	Leadership and approaches to the management of workplace bullying. <i>European Journal of Work and Organizational Psychology</i> , 2017, 26, 221-233.	2.2	32
46	Exploring the paradox of unionised worker dissatisfaction. <i>Industrial Relations Journal</i> , 2004, 35, 102-121.	0.8	29
47	Organizational psychology and human resource management: Towards a european approach. <i>European Work and Organizational Psychologist</i> , 1994, 4, 251-270.	0.1	25
48	On meaning, metaphor and the psychological contract: a response to Rousseau (1998). <i>Journal of Organizational Behavior</i> , 1998, 19, 673-677.	2.9	24
49	Public violence, staff harassment and the wellbeing of nursing staff: an analysis of national survey data. <i>Health Services Management Research</i> , 2012, 25, 24-30.	1.0	20
50	Humanizing work in the digital age: Lessons from socio-technical systems and quality of working life initiatives. <i>Human Relations</i> , 2022, 75, 1461-1482.	3.8	19
51	The role of HR attributions in the HRM "Outcome relationship: Introduction to the special issue. <i>Human Resource Management Journal</i> , 2021, 31, 694-703.	3.6	16
52	Knowledge acquisition and effective socialization: The role of the psychological contract. <i>Journal of Occupational and Organizational Psychology</i> , 2017, 90, 587-595.	2.6	14
53	Trust and the Role of the Psychological Contract in Contemporary Employment Relations. <i>Industrial Relations &amp; Conflict Management</i> , 2016, , 137-149.	0.6	13
54	The Psychological Contract, Health and Well-Being. , 2004, , 143-158.		12

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55	Special issue of international human resource management journal HRM and employability: an international perspective. <i>International Journal of Human Resource Management</i> , 2017, 28, 2831-2835.	3.3	12
56	Academic perceptions of the research evidence base in work and organizational psychology: A European perspective. <i>Journal of Occupational and Organizational Psychology</i> , 2012, 85, 542-555.	2.6	10
57	Corporate Governance, Human Resource Management and Firm Performance. <i>SSRN Electronic Journal</i> , 2005, , .	0.4	6
58	In praise of contemporary occupational psychology: A response to Kwiatkowski, Duncan and Shimmin. <i>Journal of Occupational and Organizational Psychology</i> , 2006, 79, 207-211.	2.6	6
59	Captured by neo-liberalism: what hope for WOP?. <i>European Journal of Work and Organizational Psychology</i> , 2018, 27, 554-555.	2.2	5
60	Are participants in the "new career"™ good organizational citizens?. <i>International Journal of Human Resource Management</i> , 0, , 1-26.	3.3	1
61	Human Resource Management™s Contribution to Healthy Healthcare. , 2020, , 109-133.		1
62	Understanding the unobserved influences on the careers of ethnic minority women: implications for human resource management. <i>International Journal of Human Resource Management</i> , 2023, 34, 405-429.	3.3	0