

Joeri Hofmans

List of Publications by Citations

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The third column is the impact factor (IF) of the journal, and the fourth column is the number of citations of the article.

95
papers

2,039
citations

26
h-index

40
g-index

105
ext. papers

2,455
ext. citations

3.8
avg, IF

5.46
L-index

#	Paper	IF	Citations
95	The role of perceived organizational justice in shaping the outcomes of talent management: A research agenda. <i>Human Resource Management Review</i> , 2013 , 23, 341-353	6.8	109
94	Revisiting the impact of job satisfaction and organizational commitment on nurse turnover intention: an individual differences analysis. <i>International Journal of Nursing Studies</i> , 2011 , 48, 1562-9	5.8	101
93	Towards unveiling individual differences in different stages of information processing: a clustering-based approach. <i>Quality and Quantity</i> , 2013 , 47, 455-464	2.4	89
92	Autonomous Motivation Stimulates Volunteers' Work Effort: A Self-Determination Theory Approach to Volunteerism. <i>Voluntas</i> , 2013 , 24, 32-47	1.8	84
91	Talent management and organisational justice: employee reactions to high potential identification. <i>Human Resource Management Journal</i> , 2014 , 24, 159-175	5.1	69
90	Is short in length short in content? An examination of the domain representation of the Ten Item Personality Inventory scales in Dutch language. <i>Personality and Individual Differences</i> , 2008 , 45, 750-755	3.3	69
89	On Becoming (Un)Committed: A Taxonomy and Test of Newcomer Onboarding Scenarios. <i>Organization Science</i> , 2013 , 24, 1640-1661	3.6	68
88	Bouncing back from psychological contract breach: How commitment recovers over time. <i>Journal of Organizational Behavior</i> , 2016 , 37, 494-514	6.9	63
87	Volunteer engagement and intention to quit from a self-determination theory perspective. <i>Journal of Applied Social Psychology</i> , 2013 , 43, 1869-1880	2.1	60
86	The Career Satisfaction Scale: Response bias among men and women. <i>Journal of Vocational Behavior</i> , 2008 , 73, 397-403	6	56
85	Self-Determination Theory as a Framework for Exploring the Impact of the Organizational Context on Volunteer Motivation: A Study of Romanian Volunteers. <i>Nonprofit and Voluntary Sector Quarterly</i> , 2012 , 41, 1195-1214	1.9	52
84	Hierarchical structure of maladaptive personality traits in older adults: joint factor analysis of the PID-5 and the DAPP-BQ. <i>Journal of Personality Disorders</i> , 2014 , 28, 198-211	2.6	47
83	Task complexity and transformational leadership: The mediating role of leaders' state core self-evaluations. <i>Leadership Quarterly</i> , 2015 , 26, 436-447	6.3	43
82	Personality disorder dysfunction versus traits: structural and conceptual issues. <i>Personality Disorders: Theory, Research, and Treatment</i> , 2013 , 4, 293-303	4.1	42
81	Development and validation of an objective intra-organizational career success measure for managers. <i>Journal of Organizational Behavior</i> , 2009 , 30, 543-560	6.9	42
80	Individual differences in the relationship between satisfaction with job rewards and job satisfaction. <i>Journal of Vocational Behavior</i> , 2013 , 82, 1-9	6	41
79	The double-edged sword of leader charisma: Understanding the curvilinear relationship between charismatic personality and leader effectiveness. <i>Journal of Personality and Social Psychology</i> , 2018 , 114, 110-130	6.5	40

78	A dynamic systems approach to personality: The Personality Dynamics (PersDyn) model. <i>Personality and Individual Differences</i> , 2019 , 144, 11-18	3.3	36
77	The Potential of Anamnestic Comparative Self-Assessment (ACSA) to Reduce Bias in the Measurement of Subjective Well-Being. <i>Journal of Happiness Studies</i> , 2006 , 7, 227-250	3.7	36
76	The effect of state core self-evaluations on task performance, organizational citizenship behaviour, and counterproductive work behaviour. <i>European Journal of Work and Organizational Psychology</i> , 2016 , 25, 301-315	4.1	35
75	The multiple face(t)s of state conscientiousness: Predicting task performance and organizational citizenship behavior. <i>Journal of Research in Personality</i> , 2017 , 69, 78-85	2.8	32
74	Person-centered methods in vocational research. <i>Journal of Vocational Behavior</i> , 2020 , 118, 103398	6	29
73	Affective commitment of employees designated as talent: signalling perceived organisational support. <i>European Journal of International Management</i> , 2015 , 9, 9	0.7	28
72	How reward satisfaction affects employees' turnover intentions and performance: an individual differences approach. <i>Human Resource Management Journal</i> , 2015 , 25, 200-216	5.1	27
71	Maturation of work attitudes: Correlated change with big five personality traits and reciprocal effects over 15 years. <i>Journal of Organizational Behavior</i> , 2014 , 35, 507-529	6.9	27
70	What Motivates You Doesn't Motivate Me - Individual Differences in the Needs Satisfaction-Motivation Relationship of Romanian Volunteers. <i>Applied Psychology</i> , 2014 , 63, 326-343	4.3	26
69	The mediating role of affect in the relationship between need satisfaction and autonomous motivation. <i>Journal of Occupational and Organizational Psychology</i> , 2014 , 87, 62-79	3.7	24
68	Do personality states predict momentary task performance? The moderating role of personality variability. <i>Journal of Occupational and Organizational Psychology</i> , 2016 , 89, 330-351	3.7	24
67	The curvilinear relationship between work pressure and momentary task performance: the role of state and trait core self-evaluations. <i>Frontiers in Psychology</i> , 2015 , 6, 1680	3.4	23
66	Daily motivation of volunteers in healthcare organizations: relating team inclusion and intrinsic motivation using self-determination theory. <i>European Journal of Work and Organizational Psychology</i> , 2017 , 26, 325-336	4.1	22
65	From state neuroticism to momentary task performance: A person-situation approach. <i>European Journal of Work and Organizational Psychology</i> , 2016 , 25, 89-104	4.1	22
64	Factorial validity and measurement invariance across intelligence levels and gender of the overexcitabilities questionnaire-II (OEQ-II). <i>Psychological Assessment</i> , 2014 , 26, 55-68	5.3	21
63	TwoMP: a MATLAB graphical user interface for two-mode partitioning. <i>Behavior Research Methods</i> , 2009 , 41, 507-14	6.1	20
62	Relating specific emotions to intrinsic motivation: on the moderating role of positive and negative emotion differentiation. <i>PLoS ONE</i> , 2014 , 9, e115396	3.7	19
61	Pay-Level Satisfaction and Psychological Reward Satisfaction as Mediators of the Organizational Justice-Turnover Intention Relationship. <i>International Studies of Management and Organization</i> , 2012 , 42, 50-67	1.2	19

60	Antecedents of Psychological Contract Breach: The Role of Job Demands, Job Resources, and Affect. <i>PLoS ONE</i> , 2016 , 11, e0154696	3.7	19
59	Need satisfaction at work, job strain, and performance: A diary study. <i>Journal of Occupational Health Psychology</i> , 2018 , 23, 361-372	5.7	19
58	Temporal dynamics of need satisfaction and need frustration. Two sides of the same coin?. <i>European Journal of Work and Organizational Psychology</i> , 2016 , 25, 900-913	4.1	19
57	Testing the structure and process of personality using ambulatory assessment data: An overview of within-person and person-specific techniques. <i>Psychological Assessment</i> , 2019 , 31, 432-443	5.3	18
56	The Too Little/Too Much Scale: A New Rating Format for Detecting Curvilinear Effects. <i>Organizational Research Methods</i> , 2017 , 20, 518-544	5.7	17
55	On the linearity of predefined and self-anchoring Visual Analogue Scales. <i>British Journal of Mathematical and Statistical Psychology</i> , 2008 , 61, 401-13	2.8	17
54	On the Added Value of Bootstrap Analysis for K-Means Clustering. <i>Journal of Classification</i> , 2015 , 32, 268-284	1.2	16
53	The curvilinear relationship between state neuroticism and momentary task performance. <i>PLoS ONE</i> , 2014 , 9, e106989	3.7	16
52	Enjoyment as a mediator in the relationship between task characteristics and work effort: An experience sampling study. <i>European Journal of Work and Organizational Psychology</i> , 2014 , 23, 693-705	4.1	16
51	Combining quality and quantity. A psychometric evaluation of the self-anchoring scale. <i>Quality and Quantity</i> , 2009 , 43, 703-716	2.4	16
50	Developmental pathways of childhood dark traits. <i>Journal of Abnormal Psychology</i> , 2017 , 126, 843-858	7	16
49	Manifesto for the future of work and organizational psychology. <i>European Journal of Work and Organizational Psychology</i> , 2019 , 28, 289-299	4.1	15
48	Impact of the Number of Response Categories on Linearity and Sensitivity of Self-Anchoring Scales. <i>Methodology</i> , 2007 , 3, 160-169	1.2	15
47	The dynamic microstructure of organizational commitment. <i>Journal of Occupational and Organizational Psychology</i> , 2015 , 88, 773-796	3.7	14
46	Cross-national comparability of the WHOQOL-BREF: a measurement invariance approach. <i>Quality of Life Research</i> , 2010 , 19, 219-24	3.7	14
45	Capturing the dynamics of leader-follower interactions: Stalemates and future theoretical progress. <i>Journal of Organizational Behavior</i> , 2019 , 40, 382-385	6.9	13
44	k-Centres Functional Clustering: A Person-Centered Approach to Modeling Complex Nonlinear Growth Trajectories. <i>Organizational Research Methods</i> , 2018 , 21, 905-930	5.7	12
43	Breaking Psychological Contracts with the Burden of Workload: A Weekly Study of Job Resources as Moderators. <i>Applied Psychology</i> , 2017 , 66, 143-167	4.3	12

42	Core self-evaluations as a moderator of the relationship between task complexity, job resources, and performance. <i>European Journal of Work and Organizational Psychology</i> , 2017 , 26, 411-420	4.1	11
41	The cognitive-behavioral system of leadership: cognitive antecedents of active and passive leadership behaviors. <i>Frontiers in Psychology</i> , 2015 , 6, 1344	3.4	11
40	The Role of Personality in the Initiation of Communication Situations. <i>Journal of Individual Differences</i> , 2014 , 35, 30-37	1.8	11
39	Development of a Five-Factor Model charisma compound and its relations to career outcomes. <i>Journal of Vocational Behavior</i> , 2017 , 99, 24-39	6	10
38	Leaders under pressure: time pressure and state core self-evaluations as antecedents of transformational leadership behaviour. <i>European Journal of Work and Organizational Psychology</i> , 2020 , 29, 515-524	4.1	9
37	Understanding adolescent personality pathology from growth trajectories of childhood oddity. <i>Development and Psychopathology</i> , 2017 , 29, 1403-1411	4.3	8
36	New Directions in the Conceptualization and Assessment of Personality: A Dynamic Systems Approach. <i>European Journal of Personality</i> , 2020 , 34, 988-998	5.1	8
35	Extraversion and performance approach goal orientation: An integrative approach to personality. <i>Journal of Research in Personality</i> , 2019 , 82, 103846	2.8	8
34	Sleepiness phenomics: modeling individual differences in subjective sleepiness profiles. <i>International Journal of Psychophysiology</i> , 2014 , 93, 150-61	2.9	8
33	Modeling Psychological Contract Violation using Dual Regime Models: An Event-based Approach. <i>Frontiers in Psychology</i> , 2017 , 8, 1948	3.4	8
32	Climbing the corporate ladder and within-person changes in narcissism: Reciprocal relationships over two decades. <i>Journal of Vocational Behavior</i> , 2019 , 115, 103341	6	7
31	The Relationship Between Arousal and the Remembered Duration of Positive Events. <i>Applied Cognitive Psychology</i> , 2013 , 27, 493-496	2.1	7
30	On the Role of Specific Emotions in Autonomous and Controlled Motivated Behaviour. <i>European Journal of Personality</i> , 2014 , 28, 437-448	5.1	7
29	Measurement invariance matters: A case made for the ORTOFIN. <i>Journal of Economic Psychology</i> , 2009 , 30, 667-674	2.5	7
28	Personality and Party Ideology Among Politicians. A Closer Look at Political Elites From Canada and Belgium. <i>Frontiers in Psychology</i> , 2018 , 9, 552	3.4	6
27	Relating Neuroticism to Emotional Exhaustion: A Dynamic Approach to Personality. <i>Frontiers in Psychology</i> , 2019 , 10, 2264	3.4	6
26	A Resource-Based Perspective on Organizational Citizenship and Counterproductive Work Behavior: The Role of Vitality and Core Self-Evaluations. <i>Applied Psychology</i> , 2020 , 70, 1435	4.3	6
25	Walking the Tightrope: Counterproductive Work Behavior as Compensation for Citizenship Demands. <i>Frontiers in Psychology</i> , 2016 , 7, 1530	3.4	6

24	Revisiting the neuroticism-performance link: A dynamic approach to individual differences. <i>Journal of Occupational and Organizational Psychology</i> , 2020 , 93, 495-504	3.7	5
23	Reciprocal effects between daily situational perceptions and borderline personality symptoms in young adulthood: the role of childhood parenting experiences. <i>Psychological Medicine</i> , 2021 , 51, 2388-2398	6.9	5
22	International differences in employee silence motives: Scale validation, prevalence, and relationships with culture characteristics across 33 countries. <i>Journal of Organizational Behavior</i> , 2021 , 42, 619-648	6.9	5
21	Relating emotional arousal to work vigour: A dynamic systems perspective. <i>Personality and Individual Differences</i> , 2019 , 136, 178-183	3.3	5
20	Concurrent and lagged effects of counterdispositional extraversion on vitality. <i>Journal of Research in Personality</i> , 2020 , 87, 103965	2.8	4
19	Counterdispositional Conscientiousness and Wellbeing: How Does Acting Out of Character Relate to Positive and Negative Affect At Work?. <i>Journal of Happiness Studies</i> , 2020 , 21, 1463-1485	3.7	4
18	Characterizing positive and negative voicers in elite sport teams: The role of the Five Factor Model and narcissism in players' frequency and passing on of voice. <i>Psychology of Sport and Exercise</i> , 2020 , 48, 101648	4.2	3
17	Effective HR implementation: the impact of supervisor support for policy use on employee perceptions and attitudes. <i>International Journal of Human Resource Management</i> , 2018 , 29, 3115-3135	3.6	3
16	Context in category scales: is fully agree equal to twice agree?. <i>Revue Europeenne De Psychologie Appliquee</i> , 2006 , 56, 223-229	0.9	3
15	Testing the impact of predefined and self-defined end anchors on the linearity of the category rating scale. <i>Quality and Quantity</i> , 2010 , 44, 397-408	2.4	2
14	The baby and the bathwater: On the need for substantive methodological synergy in organizational research. <i>Industrial and Organizational Psychology</i> , 2021 , 14, 497-504	0.5	2
13	Factorial validity of the Personality Adjective Checklist in a Dutch-speaking sample. <i>Journal of Personality Assessment</i> , 2014 , 96, 245-51	2.8	1
12	The Functional Measurement Experiment Builder suite: two Java-based programs to generate and run functional measurement experiments. <i>Behavior Research Methods</i> , 2008 , 40, 408-12	6.1	1
11	Relating within-person personality variability to organizational citizenship behavior and counterproductive work behavior: A resource-based perspective. <i>European Journal of Personality</i> , 2021 , 35, 450-465	5.1	1
10	Do You Feel Better When You Behave More Extraverted Than You Are? The Relationship Between Cumulative Counterdispositional Extraversion and Positive Feelings. <i>Personality and Social Psychology Bulletin</i> , 2021 , 1461672211015062	4.1	1
9	A Method for Capturing Context in the Assessment of Leaders: The 'Too Little/Too Much' Rating Scale. <i>Industrial and Organizational Psychology</i> , 2018 , 11, 657-662	0.5	1
8	Positive and harmful effects of parental disciplinary tactics on dark trait development throughout childhood and adolescence. <i>Personality Disorders: Theory, Research, and Treatment</i> , 2021 , 12, 503-513	4.1	0
7	Personalities in sync: The covariation of psychological resources in leader-follower dyads. <i>European Journal of Personality</i> , 2021 , 35, 466-479	5.1	0

6	Psychopathy and leadership effectiveness: Conceptualizing and testing three models of successful psychopathy. <i>Leadership Quarterly</i> , 2021 , 32, 101536	6.3	o
5	Assessing personality dynamics in personnel selection 2021 , 1139-1157		o
4	About competencies and situations: A trait-activation approach to the competency framework for peer review. <i>Industrial and Organizational Psychology</i> , 2020 , 13, 64-67	0.5	
3	A multidimensional approach to acting out of character: How deviating from one's personality profile relates to resource depletion and affect. <i>Journal of Research in Personality</i> , 2022 , 97, 104192	2.8	
2	Person-Centered Approaches in Management: Methodological Insights and Substantive Examples. <i>Proceedings - Academy of Management</i> , 2020 , 2020, 21084	0.1	
1	Inside the Leader-Member "Double-Interact": A Temporal Theory of Leader-Member Exchange (LMX). <i>Proceedings - Academy of Management</i> , 2020 , 2020, 19822	0.1	