

# Raymond A Noe

## List of Publications by Year in descending order

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71  
papers

13,102  
citations

81900  
39  
h-index

123424  
61  
g-index

73  
all docs

73  
docs citations

73  
times ranked

6107  
citing authors

#	ARTICLE	IF	CITATIONS
1	Knowledge sharing: A review and directions for future research. Human Resource Management Review, 2010, 20, 115-131.	4.8	1,831
2	Toward an integrative theory of training motivation: A meta-analytic path analysis of 20 years of research.. Journal of Applied Psychology, 2000, 85, 678-707.	5.3	1,541
3	AN INVESTIGATION OF THE DETERMINANTS OF SUCCESSFUL ASSIGNED MENTORING RELATIONSHIPS. Personnel Psychology, 1988, 41, 457-479.	2.8	874
4	Trainees' Attributes and Attitudes: Neglected Influences on Training Effectiveness. Academy of Management Review, 1986, 11, 736-749.	11.7	826
5	THE INFLUENCE OF TRAINEE ATTITUDES ON TRAINING EFFECTIVENESS: TEST OF A MODEL. Personnel Psychology, 1986, 39, 497-523.	2.8	683
6	JUSTICE IN TEAMS: ANTECEDENTS AND CONSEQUENCES OF PROCEDURAL JUSTICE CLIMATE. Personnel Psychology, 2002, 55, 83-109.	2.8	541
7	A meta-analysis of the relation of job characteristics to job satisfaction.. Journal of Applied Psychology, 1985, 70, 280-289.	5.3	538
8	METAANALYSES OF VALIDITY STUDIES PUBLISHED BETWEEN 1964 AND 1982 AND THE INVESTIGATION OF STUDY CHARACTERISTICS. Personnel Psychology, 1984, 37, 407-422.	2.8	484
9	Investigation of the factors that influence employees' participation in development activities.. Journal of Applied Psychology, 1993, 78, 291-302.	5.3	480
10	Women and Mentoring: A Review and Research Agenda. Academy of Management Review, 1988, 13, 65-78.	11.7	469
11	KNOWLEDGE WORKER TEAM EFFECTIVENESS: THE ROLE OF AUTONOMY, INTERDEPENDENCE, TEAM DEVELOPMENT, AND CONTEXTUAL SUPPORT VARIABLES. Personnel Psychology, 1997, 50, 877-904.	2.8	432
12	MOTIVATION TO LEARN AND COURSE OUTCOMES: THE IMPACT OF DELIVERY MODE, LEARNING GOAL ORIENTATION, AND PERCEIVED BARRIERS AND ENABLERS. Personnel Psychology, 2006, 59, 665-702.	2.8	301
13	100 years of training and development research: What we know and where we should go.. Journal of Applied Psychology, 2017, 102, 305-323.	5.3	269
14	Learning in the Twenty-First-Century Workplace. Annual Review of Organizational Psychology and Organizational Behavior, 2014, 1, 245-275.	9.9	262
15	Antecedents and consequences of relational components of the new psychological contract. Journal of Organizational Behavior, 1999, 20, 323-340.	4.7	236
16	A web of applicant attraction: Person-organization fit in the context of Web-based recruitment.. Journal of Applied Psychology, 2002, 87, 723-734.	5.3	226
17	Is career management related to employee development and performance?. Journal of Organizational Behavior, 1996, 17, 119-133.	4.7	212
18	Motivating Knowledge Sharing in Knowledge Management Systems. Journal of Management, 2014, 40, 978-1009.	9.3	212

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19	WORK&FAMILY ROLE SYNTHESIS: INDIVIDUAL AND ORGANIZATIONAL DETERMINANTS. International Journal of Conflict Management, 1999, 10, 102-129.	1.9	194
20	An investigation of the correlates of career motivation. Journal of Vocational Behavior, 1990, 37, 340-356.	3.4	185
21	Trainees' Attributes and Attitudes: Neglected Influences on Training Effectiveness. Academy of Management Review, 1986, 11, 736.	11.7	180
22	Individual differences and informal learning in the workplace. Journal of Vocational Behavior, 2013, 83, 327-335.	3.4	169
23	Mentoring: What we know and where we might go. Research in Personnel and Human Resources Management, 0, , 129-173.	1.6	167
24	The role of mentor trust and protÃ©gÃ© internal locus of control in formal mentoring relationships.. Journal of Applied Psychology, 2010, 95, 358-367.	5.3	142
25	The mentoring information exchange: when do mentors seek information from their protÃ©gÃ©s?. Journal of Organizational Behavior, 1999, 20, 233-242.	4.7	115
26	Effects of customization on application decisions and applicant pool characteristics in a web-based recruitment context.. Journal of Applied Psychology, 2009, 94, 224-234.	5.3	106
27	Willingness to accept mobility opportunities: Destination makes a difference. Journal of Organizational Behavior, 1993, 14, 159-175.	4.7	97
28	SELF-ASSESSED TRAINING NEEDS: THE EFFECTS OF ATTITUDES TOWARD TRAINING, MANAGERIAL LEVEL, AND FUNCTION. Personnel Psychology, 1987, 40, 39-53.	2.8	93
29	London's Career Motivation Theory: An Update on Measurement and Research. Journal of Career Assessment, 1997, 5, 61-80.	2.5	92
30	Level And Dispersion of Satisfaction in Teams: Using Foci and Social Context to Explain the Satisfaction-Absenteeism Relationship. Academy of Management Journal, 2007, 50, 623-643.	6.3	88
31	AN INVESTIGATION OF THE FACTORS INFLUENCING EMPLOYEES' WILLINGNESS TO ACCEPT MOBILITY OPPORTUNITIES. Personnel Psychology, 1988, 41, 559-580.	2.8	86
32	Women and Mentoring: A Review and Research Agenda. Academy of Management Review, 1988, 13, 65.	11.7	85
33	Conscientiousness, autonomy fit, and development: A longitudinal study.. Journal of Applied Psychology, 2003, 88, 954-963.	5.3	78
34	Does fun promote learning? The relationship between fun in the workplace and informal learning. Journal of Vocational Behavior, 2017, 98, 46-55.	3.4	71
35	Learner Engagement:<i>A New Perspective for Enhancing Our Understanding of Learner Motivation and Workplace Learning</i>. Academy of Management Annals, 2010, 4, 279-315.	9.6	70
36	The influence of individual characteristics and assessment center evaluation on career exploration behavior and job involvement. Journal of Vocational Behavior, 1987, 30, 187-202.	3.4	63

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37	Perceived fairness of web-based applicant screening procedures: Weighing the rules of justice and the role of individual differences. <i>Human Resource Management</i> , 2004, 43, 127-145.	5.8	61
38	Learner Engagement: A New Perspective for Enhancing Our Understanding of Learner Motivation and Workplace Learning. <i>Academy of Management Annals</i> , 2010, 4, 279-315.	9.6	56
39	What affects willingness to mentor in the future? An investigation of attachment styles and mentoring experiences. <i>Journal of Vocational Behavior</i> , 2009, 74, 245-256.	3.4	55
40	Caregiving Decisions, Well-Being, and Performance: The Effects of Place and Provider as a Function of Dependent Type and Work-Family Climates. <i>Academy of Management Journal</i> , 2001, 44, 29-44.	6.3	54
41	The future of employee development. <i>Human Resource Management Review</i> , 2021, 31, 100732.	4.8	41
42	Reengineering the Systems Development Process: The Link between Autonomous Teams and Business Process Outcomes. <i>Journal of Management Information Systems</i> , 1997, 14, 41-68.	4.3	40
43	Validity of assessment center ratings for the prediction of performance ratings and school climate of school administrators.. <i>Journal of Applied Psychology</i> , 1984, 69, 207-213.	5.3	39
44	Relapse training: Does it influence trainees' post training behavior and cognitive strategies?. <i>Journal of Business and Psychology</i> , 1990, 4, 317-328.	4.0	26
45	Managers' informal learning: a trait activation theory perspective. <i>International Journal of Training and Development</i> , 2017, 21, 1-17.	1.3	24
46	What is responsible for the psychological capital-job performance relationship? An examination of the role of informal learning and person-environment fit. <i>Journal of Managerial Psychology</i> , 2019, 35, 28-41.	2.2	23
47	Does training have to be fun? A review and conceptual model of the role of fun in workplace training. <i>Human Resource Management Review</i> , 2019, 29, 226-238.	4.8	23
48	Is it time to update and expand training motivation theory? A meta-analytic review of training motivation research in the 21st century.. <i>Journal of Applied Psychology</i> , 2022, 107, 1150-1179.	5.3	22
49	Invited reaction: Development of a generalized learning transfer system inventory. <i>Human Resource Development Quarterly</i> , 2000, 11, 361-365.	3.3	19
50	The relationships of work-family conflict and core self-evaluations with informal learning in a managerial context. <i>Journal of Occupational and Organizational Psychology</i> , 2016, 89, 92-110.	4.5	17
51	Beyond objectivity: The performance impact of the perceived ability to learn and solve problems. <i>Journal of Vocational Behavior</i> , 2011, 79, 484-495.	3.4	14
52	THE IMPACT OF TEAM FLUIDITY AND ITS IMPLICATIONS FOR HUMAN RESOURCE MANAGEMENT RESEARCH AND PRACTICE. <i>Research in Personnel and Human Resources Management</i> , 0, , 1-37.	1.6	13
53	Is career management related to employee development and performance?. <i>Journal of Organizational Behavior</i> , 1996, 17, 119-133.	4.7	11
54	To Infinity and Beyond: Using a Narrative Approach to Identify Training Needs for Unknown and Dynamic Situations. <i>Human Resource Development Quarterly</i> , 2013, 24, 239-267.	3.3	10

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55	Realigning Training and Development Research to Contribute to the Psychology of Competitive Advantage. <i>Industrial and Organizational Psychology</i> , 2012, 5, 101-104.	0.6	9
56	Who cares about demandsâ€“abilities fit? Moderating effects of goal orientation on recruitment and organizational entry outcomes. <i>Personnel Psychology</i> , 2018, 71, 201-224.	2.8	8
57	Strategic training and development. , 2008, , 262-284.		8
58	Using the Lens Model to Magnify Raters' Consistency, Matching, and Shared Bias. <i>Academy of Management Journal</i> , 1986, 29, 130-139.	6.3	7
59	ON SHIFTING STANDARDS FOR CONCLUSIONS REGARDING VALIDITY GENERALIZATION. <i>Personnel Psychology</i> , 1986, 39, 849-851.	2.8	6
60	Shared mental model, team communication and collective self-efficacy: an investigation of strategic alliance team effectiveness. <i>International Journal of Strategic Business Alliances</i> , 2015, 4, 244.	0.2	5
61	Antecedents and consequences of relational components of the new psychological contract. <i>Journal of Organizational Behavior</i> , 1999, 20, 323-340.	4.7	5
62	The NASSP_____ Assessment Center: A Validity Report_____. <i>NASSP Bulletin</i> , 1982, 66, 134-142.	0.7	2
63	Facilitating the Development of Expertise. , 0, , 38-74.		2
64	Integrating Selection, Training, and Performance Evaluation. <i>Performance Improvement Quarterly</i> , 1989, 2, 21-29.	1.0	1
65	The Development of Mentoring Relationships: An Attachment Theory Perspective. <i>Research in Personnel and Human Resources Management</i> , 2017, , 53-101.	1.6	1
66	A New Look at Workplace Learning: A Qualitative Study of Autonomous Learning. <i>Proceedings - Academy of Management</i> , 2018, 2018, 13305.	0.1	1
67	How can organizations operating in a negative reputation industry attract job seekers?. <i>Journal of Vocational Behavior</i> , 2022, 132, 103661.	3.4	1
68	The Dark Side of Employeesâ€™ Informal Learning. <i>Proceedings - Academy of Management</i> , 2021, 2021, 14028.	0.1	0
69	An Examination of the Role of ProtÃ©gÃ© Information Seeking in Formal Mentoring. <i>Proceedings - Academy of Management</i> , 2016, 2016, 14476.	0.1	0
70	How Do Organizations With A Negative Employer Reputation Due to Their Industry Attract Applicants?. <i>Proceedings - Academy of Management</i> , 2017, 2017, 12699.	0.1	0
71	A Contemporary Perspective on Training Motivation: A Meta-Analytic Review. <i>Proceedings - Academy of Management</i> , 2019, 2019, 15821.	0.1	0