

Thomas N Garavan

List of Publications by Year in descending order

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146
papers

5,595
citations

87888

38
h-index

102487

66
g-index

161
all docs

161
docs citations

161
times ranked

2703
citing authors

#	ARTICLE	IF	CITATIONS
1	Entrepreneurship Education and Training Programmes:. Journal of European Industrial Training, 1994, 18, 3-12.	0.9	389
2	Competencies and workplace learning: some reflections on the rhetoric and the reality. Journal of Workplace Learning, 2001, 13, 144-164.	1.7	211
3	A Strategic Perspective on Human Resource Development. Advances in Developing Human Resources, 2007, 9, 11-30.	3.9	209
4	Human Resource Development in SMEs: A Systematic Review of the Literature. International Journal of Management Reviews, 2016, 18, 85-107.	8.3	173
5	Human capital accumulation: the role of human resource development. Journal of European Industrial Training, 2001, 25, 48-68.	0.9	165
6	Mapping talent development: definition, scope and architecture. European Journal of Training and Development, 2012, 36, 5-24.	2.2	161
7	Predicting hotel managersâ€™ turnover cognitions. Journal of Managerial Psychology, 2003, 18, 649-679.	2.2	130
8	Strategic Human Resource Development. Journal of European Industrial Training, 1991, 15, .	0.9	115
9	Entrepreneurship Education and Training Programmes:. Journal of European Industrial Training, 1994, 18, 13-21.	0.9	112
10	The learning organization: a review and evaluation. Learning Organization, 1997, 4, 18-29.	1.4	104
11	Training, development, education and learning: different or the same?. Journal of European Industrial Training, 1997, 21, 39-50.	0.9	103
12	Exploring the Strategic Role of Human Resource Development in Organizational Crisis Management. Human Resource Development Review, 2009, 8, 22-53.	2.9	98
13	The emergence of strategic human resource development. Journal of European Industrial Training, 1995, 19, 4-10.	0.9	91
14	360 degree feedback: its role in employee development. Journal of Management Development, 1997, 16, 134-147.	2.1	91
15	Contemporary HRD research: a triarchy of theoretical perspectives and their prescriptions for HRD. Journal of European Industrial Training, 2000, 24, 65-93.	0.9	87
16	Human resource development and workplace learning: emerging theoretical perspectives and organisational practices. Journal of European Industrial Training, 2002, 26, 60-71.	0.9	87
17	360° feedback process: performance, improvement and employee career development. Journal of European Industrial Training, 2001, 25, 5-32.	0.9	81
18	Collective Learning Processes and Human Resource Development. Advances in Developing Human Resources, 2008, 10, 451-471.	3.9	75

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19	Exploring Human Resource Development: A Levels of Analysis Approach. <i>Human Resource Development Review</i> , 2004, 3, 417-441.	2.9	69
20	Global talent management in science-based firms: an exploratory investigation of the pharmaceutical industry during the global downturn. <i>International Journal of Human Resource Management</i> , 2012, 23, 2428-2449.	5.3	68
21	Conceptualizing the Behavioral Barriers to CSR and CS in Organizations: A Typology of HRD Interventions. <i>Advances in Developing Human Resources</i> , 2010, 12, 587-613.	3.9	67
22	Talent and leadership development practices as drivers of intention to stay in Lebanese organisations: the mediating role of affective commitment. <i>International Journal of Human Resource Management</i> , 2013, 24, 4046-4062.	5.3	67
23	Diversity Training Programme Outcomes: A Systematic Review. <i>Human Resource Development Quarterly</i> , 2016, 27, 95-149.	3.3	67
24	Human resource development literature: current issues, priorities and dilemmas. <i>Journal of European Industrial Training</i> , 1999, 23, 169-179.	0.9	63
25	The cooperative education process and organisational socialisation: a qualitative study of student perceptions of its effectiveness. <i>Education and Training</i> , 2001, 43, 281-302.	3.1	62
26	Career advancement of hotel managers since graduation: a comparative study. <i>Personnel Review</i> , 2006, 35, 252-280.	2.7	58
27	Understanding participation in e-learning in organizations: a large-scale empirical study of employees. <i>International Journal of Training and Development</i> , 2010, 14, 155-168.	1.3	53
28	Strategic human resource development: towards a conceptual framework to understand its contribution to dynamic capabilities. <i>Human Resource Development International</i> , 2016, 19, 289-306.	4.0	53
29	Strategic talent management. <i>Worldwide Hospitality and Tourism Themes</i> , 2018, 10, 28-41.	1.3	53
30	Developing self-awareness in the managerial career development process: the value of 360-degree feedback and the MBTI. <i>Journal of European Industrial Training</i> , 1999, 23, 437-445.	0.9	52
31	Organisational restructuring and downsizing: issues related to learning, training and employability of survivors. <i>Journal of European Industrial Training</i> , 2005, 29, 488-508.	0.9	52
32	Managing intentionally created communities of practice for knowledge sourcing across organisational boundaries. <i>Learning Organization</i> , 2007, 14, 34-49.	1.4	52
33	Predicting Malaysian managers' objective and subjective career success. <i>International Journal of Human Resource Management</i> , 2011, 22, 3528-3549.	5.3	51
34	Through the looking glass: challenges for human resource development (HRD) post the global financial crisis – business as usual?. <i>Human Resource Development International</i> , 2012, 15, 353-364.	4.0	49
35	Implementing a quality management framework in a higher education organisation. <i>Quality Assurance in Education</i> , 2012, 20, 184-200.	1.5	49
36	Innovation and human resource development (HRD). <i>European Journal of Training and Development</i> , 2013, 38, 2-14.	2.2	49

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37	The antecedents of leadership development practices in SMEs: The influence of HRM strategy and practice. <i>International Small Business Journal</i> , 2016, 34, 870-890.	4.8	48
38	A study of the drivers of commitment amongst nurses. <i>Journal of European Industrial Training</i> , 2008, 32, 528-568.	0.9	47
39	Team Learning and Metacognition: A Neglected Area of HRD Research and Practice. <i>Advances in Developing Human Resources</i> , 2008, 10, 509-524.	3.9	45
40	Training and organisational performance: A meta-analysis of temporal, institutional and organisational context moderators. <i>Human Resource Management Journal</i> , 2021, 31, 93-119.	5.7	44
41	The socialization of high-potential graduates into the organization. <i>Journal of Managerial Psychology</i> , 1997, 12, 118-137.	2.2	43
42	Management development: contemporary trends, issues and strategies. <i>Journal of European Industrial Training</i> , 1999, 23, 191-207.	0.9	43
43	Transformational leadership and work unit innovation: A dyadic two-wave investigation. <i>Journal of Business Research</i> , 2020, 109, 399-412.	10.2	43
44	Measuring the organizational impact of training: The need for greater methodological rigor. <i>Human Resource Development Quarterly</i> , 2019, 30, 291-309.	3.3	39
45	Creating intellectual capital: a Habermasian community of practice (CoP) introduction. <i>Journal of European Industrial Training</i> , 2003, 27, 80-87.	0.9	38
46	Reclaiming the "in" in HRD. <i>Human Resource Development Review</i> , 2015, 14, 359-388.	2.9	38
47	Studying HRD Practitioners: A Social Capital Model. <i>Human Resource Development Review</i> , 2005, 4, 189-218.	2.9	37
48	Sustainability, corporate social responsibility and HRD. <i>European Journal of Training and Development</i> , 2014, 38, 370-386.	2.2	37
49	Postfeedback development perceptions: Applying the theory of planned behavior. <i>Human Resource Development Quarterly</i> , 2006, 17, 245-267.	3.3	36
50	Exploring Perspectives on Human Resource Development: An Introduction. <i>Advances in Developing Human Resources</i> , 2007, 9, 3-10.	3.9	35
51	The cultural boundedness of theory and practice in HRD?. <i>Cross Cultural Management</i> , 2002, 9, 25-44.	1.1	34
52	A review of international HRD: incorporating a global HRD construct. <i>European Journal of Training and Development</i> , 2012, 36, 129-157.	2.2	34
53	The impact of individual values on human resource decision-making by line managers. <i>International Journal of Manpower</i> , 2006, 27, 251-273.	4.4	33
54	Networking behaviours and managers' career success in the Malaysian public service. <i>Personnel Review</i> , 2013, 42, 684-703.	2.7	33

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55	Interpersonal skills training for quality service interactions. <i>Industrial and Commercial Training</i> , 1997, 29, 70-77.	1.7	32
56	Reconceptualizing Developmental Relationships. <i>Human Resource Development Review</i> , 2006, 5, 330-354.	2.9	32
57	Metaperspectives and HRD: Lessons for Research and Practice. <i>Advances in Developing Human Resources</i> , 2007, 9, 120-139.	3.9	30
58	Understanding acceptance of multisource feedback for management development. <i>Personnel Review</i> , 2007, 36, 903-917.	2.7	30
59	Employability, the emerging new deal?. <i>Journal of European Industrial Training</i> , 1999, 23, .	0.9	30
60	Conceptualizing the Participation of Managers in Career-Focused Learning and Development: A Framework. <i>Human Resource Development Review</i> , 2007, 6, 394-418.	2.9	29
61	The Impact of Formal and Informal Distance on Gender Equality Approaches: The Case of a British <sc>MNC</sc> in Saudi Arabia. <i>Thunderbird International Business Review</i> , 2018, 60, 147-159.	1.8	29
62	Workplace bullying and employee outcomes: a moderated mediated model. <i>International Journal of Human Resource Management</i> , 2020, 31, 1379-1416.	5.3	29
63	Managers' personal values as predictors of importance attached to training and development: a cross-country exploratory study. <i>Human Resource Development International</i> , 2008, 11, 335-350.	4.0	27
64	Understanding the HRD Role in MNCs: The Imperatives of Social Capital and Networking. <i>Human Resource Development Review</i> , 2009, 8, 245-275.	2.9	27
65	Understanding and Preventing Dysfunctional Behavior in Organizations. <i>Human Resource Development Review</i> , 2011, 10, 346-380.	2.9	27
66	Social Capital Effects on the Career and Development Outcomes of HR Professionals. <i>Human Resource Management</i> , 2016, 55, 241-260.	5.8	27
67	An Ecosystems Perspective on International Human Resource Development: A Meta-Synthesis of the Literature. <i>Human Resource Development Review</i> , 2019, 18, 248-288.	2.9	27
68	Corporate social responsibility, sustainability, ethics and international human resource development. <i>Human Resource Development International</i> , 2014, 17, 497-498.	4.0	25
69	Problematizing HRD in SMEs: A "Critical" Exploration of Context, Informality, and Empirical Realities. <i>Human Resource Development Quarterly</i> , 2016, 27, 407-442.	3.3	25
70	Mapping the context and practice of training, development and HRD in European call centres. <i>Journal of European Industrial Training</i> , 2008, 32, 612-728.	0.9	24
71	Career mobility in organizations: implications for career development "Part I. <i>Journal of European Industrial Training</i> , 1996, 20, 30-40.	0.9	23
72	Evaluating a tacit knowledge sharing initiative: a case study. <i>European Journal of Training and Development</i> , 2012, 36, 827-847.	2.2	23

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73	The Organizational Context and Performance Implications of Human Capital Investment Variability. Human Resource Development Quarterly, 2014, 25, 87-113.	3.3	22
74	Advancing national human resource development research: suggestions for multilevel investigations. Human Resource Development International, 2018, 21, 288-318.	4.0	22
75	The Training and Development Function: Its Search for Power and Influence in Organizations. Journal of European Industrial Training, 1993, 17, .	0.9	19
76	New perspectives on skill, learning and training: a viewpoint. Journal of European Industrial Training, 1997, 21, 131-137.	0.9	19
77	Managing human resources in a postâ€œcommand economy: personnel administration or strategic HRM. Personnel Review, 1998, 27, 200-212.	2.7	19
78	The Global Financial and Economic Crisis. Advances in Developing Human Resources, 2014, 16, 34-53.	3.9	19
79	<scp>Tensions in talent</scp>: A <scp>micro practice perspective on the implementation of high potential talent development programs in</scp> multinational corporations. Human Resource Management, 2021, 60, 273-293.	5.8	19
80	Upward influence tactics and their effects on job performance ratings and flexible working arrangements: The mediating roles of mutual recognition respect and mutual appraisal respect. Human Resource Management, 2019, 58, 397-416.	5.8	18
81	Stakeholders and strategic human resource development. Journal of European Industrial Training, 1995, 19, 11-16.	0.9	17
82	Promoting Natural Learning Activities within the Organisation. Journal of European Industrial Training, 1987, 11, 18-22.	0.9	16
83	HRD stakeholders:. Journal of European Industrial Training, 1995, 19, 17-30.	0.9	16
84	The Pygmalion effect reconsidered: its implications for education, training and workplace learning. Journal of European Industrial Training, 1999, 23, 238-251.	0.9	16
85	Understanding the Irish VET system: beyond neoclassicism. International Journal of Manpower, 2001, 22, 425-444.	4.4	16
86	Re-dimensionalising boundaries in the theory and practice of Human Resource Development. International Journal of Learning and Intellectual Capital, 2006, 3, 3.	0.3	15
87	Networking and managers' career success in the Malaysian public sector. European Journal of Training and Development, 2012, 36, 195-212.	2.2	14
88	L&D professionals in organisations: much ambition, unfilled promise. European Journal of Training and Development, 2019, ahead-of-print, .	2.2	14
89	Multidimensionality of HRD in small tourism firms: A case study of the Republic of Ireland. Tourism Management, 2020, 79, 104029.	9.8	14
90	Employee perceptions of individual green <scp>HRM</scp> practices and voluntary green work behaviour: a signalling theory perspective. Asia Pacific Journal of Human Resources, 2023, 61, 32-56.	3.9	14

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91	Putting the <i>system</i> back into training and firm performance research: A review and research agenda. <i>Human Resource Management Journal</i> , 2021, 31, 870-903.	5.7	13
92	The Microfoundations of Dynamic Capabilities for Incremental and Radical Innovation in Knowledge-intensive Businesses. <i>British Journal of Management</i> , 2023, 34, 220-240.	5.0	13
93	PROMOTING STRATEGIC CAREER DEVELOPMENT ACTIVITIES: SOME IRISH EXPERIENCE. <i>Industrial and Commercial Training</i> , 1990, 22, .	1.7	12
94	Eliminating inequality: women-only training, part 1. <i>Journal of European Industrial Training</i> , 1995, 19, 13-19.	0.9	12
95	External and internal networks and access to HRD resources in small professional service firms. <i>Human Resource Development International</i> , 2019, 22, 477-503.	4.0	12
96	Coaction Interrupted: Logic Contestations in the Implementation of Inter-organisational Collaboration around Talent Management in the Public Sector in Scotland. <i>European Management Review</i> , 2020, 17, 915-930.	3.7	12
97	Using assessment centre performance to predict subjective person-organisation (P-O) fit. <i>Journal of Managerial Psychology</i> , 2007, 22, 150-167.	2.2	11
98	Current themes in organizational design. <i>Journal of European Industrial Training</i> , 1995, 19, 3-13.	0.9	10
99	Viewpoint: Linking training policy and practice to organizational goals. <i>Journal of European Industrial Training</i> , 1997, 21, 301-309.	0.9	10
100	Graduate assessment centres: an empirical investigation of effectiveness. <i>Career Development International</i> , 1997, 2, 160-172.	2.7	10
101	HRD: working at the boundaries and interfaces of organisations. <i>Journal of European Industrial Training</i> , 2003, 27, 58-72.	0.9	10
102	The effects of subordinates' use of upward influence tactics on their supervisors' job performance evaluations in Saudi Arabia: the significance of loyalty. <i>International Journal of Human Resource Management</i> , 2022, 33, 239-268.	5.3	10
103	Gendered practices and tacit knowledge sharing in organizations: a structuration perspective. <i>Human Resource Development International</i> , 2020, 23, 542-568.	4.0	10
104	Discontinuous change in organizations. Using training and development interventions to develop creativity. <i>Industrial and Commercial Training</i> , 1995, 27, 18-25.	1.7	9
105	Social Capital and HRD: Provocative Insights From Critical Management Studies. <i>Advances in Developing Human Resources</i> , 2007, 9, 413-435.	3.9	9
106	The empowering of public sector officers in the Mauritian public sector in the context of reforms. <i>European Journal of Training and Development</i> , 2016, 40, 262-283.	2.2	9
107	Collective Learning. , 2012, , 646-649.		9
108	High-performance work practices and labour productivity: a six wave longitudinal study of UK manufacturing and service SMEs. <i>International Journal of Human Resource Management</i> , 2022, 33, 3353-3386.	5.3	9

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109	Career mobility within organizations: implications for career development –part 2 –a case study. Journal of European Industrial Training, 1996, 20, 31-39.	0.9	8
110	Training and Development Roles and Structures in European Call Centers: The Influence of Strategic Choice, Institutional and Coevolutionary Processes. Thunderbird International Business Review, 2012, 54, 875-890.	1.8	7
111	The Impact of Arts-Based Leadership Development on Leader Mind-Set. Advances in Developing Human Resources, 2015, 17, 391-407.	3.9	7
112	Female leaders as “Superwomen”™: Post-global financial crisis media framing of women and leadership in investment banking in UK print media 2014–2016. Critical Perspectives on Accounting, 2022, 86, 102307.	4.5	7
113	Stakeholder analysis: the implications for the management of HRD. Journal of European Industrial Training, 1995, 19, 45-46.	0.9	6
114	Signalling the corporate brand promise to front-line employees: The role of learning and development in internal branding. Tourism Management, 2022, 92, 104558.	9.8	6
115	Supervisory Training and Development:. Journal of European Industrial Training, 1994, 18, 17-26.	0.9	5
116	Trade union attitudes to training and development:. Journal of European Industrial Training, 1995, 19, 38-44.	0.9	5
117	Tackling social exclusion at third level: A profile of participants on access programmes. Irish Educational Studies, 2003, 22, 41-68.	2.5	5
118	Type A/B personality, work–family, and family–work conflict: The moderating effects of emotional intelligence. Human Resource Development Quarterly, 2022, 33, 223-247.	3.3	5
119	Eliminating inequality: women–only training, part 2. Journal of European Industrial Training, 1995, 19, 28-32.	0.9	4
120	Advancing HRD theory. European Journal of Training and Development, 2014, 38, 262-264.	2.2	4
121	The Current State of Research on Training Effectiveness. , 2020, , 99-152.		4
122	Understanding the Relational Characteristics of Effective Mentoring and Developmental Relationships at Work. , 2011, , 107-127.		3
123	Conceptualising Participation in Formal Training and Development Activities: A Planned Behaviour Approach. , 2011, , 27-45.		3
124	INTRODUCING END–USER COMPUTING: THE IMPLICATIONS FOR TRAINING AND DEVELOPMENT –“ PART 1. Industrial and Commercial Training, 1993, 25, .	1.7	2
125	In–career professional development: the case of Irish second–level teachers. Journal of European Industrial Training, 1998, 22, 375-387.	0.9	2
126	On the complexity of knowledge management given the tacitness of knowledge in organizations. , 2014, , .		2

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127	The use of imagery in the campaign speeches of Barack Hussein Obama and John McCain during the 2008 US Presidential Election. <i>Leadership and Organization Development Journal</i> , 2016, 37, 430-449.	3.0	2
128	Strategic Talent Management in the Hospitality Industry. , 2021, , 9-30.		2
129	Indigenous High Technology Companies: A Novel Training Intervention. <i>Journal of European Industrial Training</i> , 1989, 13, .	0.9	1
130	INTRODUCING END-USER COMPUTING: THE IMPLICATIONS FOR TRAINING AND DEVELOPMENT " PART 2. <i>Industrial and Commercial Training</i> , 1993, 25, .	1.7	1
131	The information age: implications for education and training in a small economy. <i>Industrial and Commercial Training</i> , 1997, 29, 208-217.	1.7	1
132	The use of Manager Self-Service (MSS) HR portals in MNCs: the influence of attitudinal, normative, behavioural and national cultural factors. <i>European Journal of International Management</i> , 2013, 7, 393.	0.2	1
133	Human resource development in Mauritius: context, challenges and opportunities. <i>European Journal of Training and Development</i> , 2016, 40, 210-214.	2.2	1
134	Financial strain and subjective well-being of unemployed individuals during COVID-19: The role of bo. <i>Proceedings - Academy of Management</i> , 2021, 2021, 14906.	0.1	1
135	Leadership Development. , 2015, , 212-230.		1
136	Theoretical Perspectives and Context of Learning and Development Effectiveness in Organisations. , 2020, , 23-48.		1
137	Strategic HRD. , 2015, , 29-46.		1
138	A Model of Learning and Development Effectiveness in Organisations. , 2020, , 49-98.		1
139	Employee Benefits. , 2020, , 1-6.		1
140	An exploration of the professional and leader identity of IT professionals transitioning to a permanent hybrid role: a longitudinal investigation. <i>Information Technology and People</i> , 2020, 34, 789-811.	3.2	0
141	Constraints Facing Creative Enterprises in GCC: Implications for HRD. , 2020, , 211-235.		0
142	New journal title, same journal mission. <i>European Journal of Training and Development</i> , 2012, 36, .	2.2	0
143	Learning and Development. , 2013, , 142-158.		0
144	Learning and Development. , 2019, , 163-186.		0

#	ARTICLE	IF	CITATIONS
145	Suggestions for Research and Practice. , 2020, , 153-173.		0
146	Within- and Between- CoP Knowledge Sharing in Knowledge-Intensive Firms. , 0, , 337-362.		0