

Thomas N Garavan

List of Publications by Year in descending order

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Version: 2024-02-01

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	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
2	Employee perceptions of individual green <scp>HRM</scp> practices and voluntary green work behaviour: a signalling theory perspective. <i>Asia Pacific Journal of Human Resources</i> , 2023, 61, 32-56.	3.9	14
3	The effects of subordinatesâ€™ use of upward influence tactics on their supervisorsâ€™ 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
4	Female leaders as â€˜Superwomenâ€™: Post-global financial crisis media framing of women and leadership in investment banking in UK print media 2014â€“2016. <i>Critical Perspectives on Accounting</i> , 2022, 86, 102307.	4.5	7
5	Type A/B personality, workâ€“family, and familyâ€“work conflict: The moderating effects of emotional intelligence. <i>Human Resource Development Quarterly</i> , 2022, 33, 223-247.	3.3	5
6	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
7	Signalling the corporate brand promise to front-line employees: The role of learning and development in internal branding. <i>Tourism Management</i> , 2022, 92, 104558.	9.8	6
8	<scp>Tensions in talent</scp>: A <scp>micro practice perspective on the implementation of high potential talent development programs in</scp> multinational corporations. <i>Human Resource Management</i> , 2021, 60, 273-293.	5.8	19
9	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
10	Strategic Talent Management in the Hospitality Industry. , 2021, , 9-30.		2
11	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
12	Training and organisational performance: A <scp>metaâ€ˆanalysis</scp> of temporal, institutional and organisational context moderators. <i>Human Resource Management Journal</i> , 2021, 31, 93-119.	5.7	44
13	Workplace bullying and employee outcomes: a moderated mediated model. <i>International Journal of Human Resource Management</i> , 2020, 31, 1379-1416.	5.3	29
14	Transformational leadership and work unit innovation: A dyadic two-wave investigation. <i>Journal of Business Research</i> , 2020, 109, 399-412.	10.2	43
15	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
16	Constraints Facing Creative Enterprises in GCC: Implications for HRD. , 2020, , 211-235.		0
17	Coaction Interrupted: Logic Contestations in the Implementation of Interâ€™organisational Collaboration around Talent Management in the Public Sector in Scotland. <i>European Management Review</i> , 2020, 17, 915-930.	3.7	12
18	Gendered practices and tacit knowledge sharing in organizations: a structuration perspective. <i>Human Resource Development International</i> , 2020, 23, 542-568.	4.0	10

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19	Multidimensionality of HRD in small tourism firms: A case study of the Republic of Ireland. <i>Tourism Management</i> , 2020, 79, 104029.	9.8	14
20	Theoretical Perspectives and Context of Learning and Development Effectiveness in Organisations. , 2020, , 23-48.		1
21	A Model of Learning and Development Effectiveness in Organisations. , 2020, , 49-98.		1
22	The Current State of Research on Training Effectiveness. , 2020, , 99-152.		4
23	Employee Benefits. , 2020, , 1-6.		1
24	Suggestions for Research and Practice. , 2020, , 153-173.		0
25	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
26	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. <i>Human Resource Management</i> , 2019, 58, 397-416.	5.8	18
27	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
28	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
29	L&D professionals in organisations: much ambition, unfilled promise. <i>European Journal of Training and Development</i> , 2019, ahead-of-print, .	2.2	14
30	Learning and Development. , 2019, , 163-186.		0
31	Advancing national human resource development research: suggestions for multilevel investigations. <i>Human Resource Development International</i> , 2018, 21, 288-318.	4.0	22
32	Strategic talent management. <i>Worldwide Hospitality and Tourism Themes</i> , 2018, 10, 28-41.	1.3	53
33	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
34	Social Capital Effects on the Career and Development Outcomes of HR Professionals. <i>Human Resource Management</i> , 2016, 55, 241-260.	5.8	27
35	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
36	Human resource development in Mauritius: context, challenges and opportunities. <i>European Journal of Training and Development</i> , 2016, 40, 210-214.	2.2	1

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37	Diversity Training Programme Outcomes: A Systematic Review. <i>Human Resource Development Quarterly</i> , 2016, 27, 95-149.	3.3	67
38	Human Resource Development in SMEs: A Systematic Review of the Literature. <i>International Journal of Management Reviews</i> , 2016, 18, 85-107.	8.3	173
39	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
40	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
41	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
42	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
43	Reclaiming the "in HRD. <i>Human Resource Development Review</i> , 2015, 14, 359-388.	2.9	38
44	The Impact of Arts-Based Leadership Development on Leader Mind-Set. <i>Advances in Developing Human Resources</i> , 2015, 17, 391-407.	3.9	7
45	Leadership Development. , 2015, , 212-230.		1
46	Strategic HRD. , 2015, , 29-46.		1
47	On the complexity of knowledge management given the tacitness of knowledge in organizations. , 2014, , .		2
48	Sustainability, corporate social responsibility and HRD. <i>European Journal of Training and Development</i> , 2014, 38, 370-386.	2.2	37
49	The Organizational Context and Performance Implications of Human Capital Investment Variability. <i>Human Resource Development Quarterly</i> , 2014, 25, 87-113.	3.3	22
50	Corporate social responsibility, sustainability, ethics and international human resource development. <i>Human Resource Development International</i> , 2014, 17, 497-498.	4.0	25
51	The Global Financial and Economic Crisis. <i>Advances in Developing Human Resources</i> , 2014, 16, 34-53.	3.9	19
52	Advancing HRD theory. <i>European Journal of Training and Development</i> , 2014, 38, 262-264.	2.2	4
53	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
54	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

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55	Networking behaviours and managers' career success in the Malaysian public service. <i>Personnel Review</i> , 2013, 42, 684-703.	2.7	33
56	Innovation and human resource development (HRD). <i>European Journal of Training and Development</i> , 2013, 38, 2-14.	2.2	49
57	<i>Learning and Development</i> . , 2013, , 142-158.		0
58	Evaluating a tacit knowledge sharing initiative: a case study. <i>European Journal of Training and Development</i> , 2012, 36, 827-847.	2.2	23
59	Networking and managers' career success in the Malaysian public sector. <i>European Journal of Training and Development</i> , 2012, 36, 195-212.	2.2	14
60	Training and Development Roles and Structures in European Call Centers: The Influence of Strategic Choice, Institutional and Coevolutionary Processes. <i>Thunderbird International Business Review</i> , 2012, 54, 875-890.	1.8	7
61	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
62	Implementing a quality management framework in a higher education organisation. <i>Quality Assurance in Education</i> , 2012, 20, 184-200.	1.5	49
63	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
64	Mapping talent development: definition, scope and architecture. <i>European Journal of Training and Development</i> , 2012, 36, 5-24.	2.2	161
65	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
66	<i>Collective Learning</i> . , 2012, , 646-649.		9
67	New journal title, same journal mission. <i>European Journal of Training and Development</i> , 2012, 36, .	2.2	0
68	Predicting Malaysian managers' objective and subjective career success. <i>International Journal of Human Resource Management</i> , 2011, 22, 3528-3549.	5.3	51
69	Understanding and Preventing Dysfunctional Behavior in Organizations. <i>Human Resource Development Review</i> , 2011, 10, 346-380.	2.9	27
70	Understanding the Relational Characteristics of Effective Mentoring and Developmental Relationships at Work. , 2011, , 107-127.		3
71	Conceptualising Participation in Formal Training and Development Activities: A Planned Behaviour Approach. , 2011, , 27-45.		3
72	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

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73	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
74	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
75	Exploring the Strategic Role of Human Resource Development in Organizational Crisis Management. <i>Human Resource Development Review</i> , 2009, 8, 22-53.	2.9	98
76	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
77	Collective Learning Processes and Human Resource Development. <i>Advances in Developing Human Resources</i> , 2008, 10, 451-471.	3.9	75
78	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
79	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
80	A study of the drivers of commitment amongst nurses. <i>Journal of European Industrial Training</i> , 2008, 32, 528-568.	0.9	47
81	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
82	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
83	A Strategic Perspective on Human Resource Development. <i>Advances in Developing Human Resources</i> , 2007, 9, 11-30.	3.9	209
84	Exploring Perspectives on Human Resource Development: An Introduction. <i>Advances in Developing Human Resources</i> , 2007, 9, 3-10.	3.9	35
85	Social Capital and HRD: Provocative Insights From Critical Management Studies. <i>Advances in Developing Human Resources</i> , 2007, 9, 413-435.	3.9	9
86	Metaperspectives and HRD: Lessons for Research and Practice. <i>Advances in Developing Human Resources</i> , 2007, 9, 120-139.	3.9	30
87	Managing intentionally created communities of practice for knowledge sourcing across organisational boundaries. <i>Learning Organization</i> , 2007, 14, 34-49.	1.4	52
88	Understanding acceptance of multisource feedback for management development. <i>Personnel Review</i> , 2007, 36, 903-917.	2.7	30
89	Reconceptualizing Developmental Relationships. <i>Human Resource Development Review</i> , 2006, 5, 330-354.	2.9	32
90	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

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91	Re-dimensionalising boundaries in the theory and practice of Human Resource Development. <i>International Journal of Learning and Intellectual Capital</i> , 2006, 3, 3.	0.3	15
92	Postfeedback development perceptions: Applying the theory of planned behavior. <i>Human Resource Development Quarterly</i> , 2006, 17, 245-267.	3.3	36
93	Career advancement of hotel managers since graduation: a comparative study. <i>Personnel Review</i> , 2006, 35, 252-280.	2.7	58
94	Studying HRD Practitioners: A Social Capital Model. <i>Human Resource Development Review</i> , 2005, 4, 189-218.	2.9	37
95	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
96	Exploring Human Resource Development: A Levels of Analysis Approach. <i>Human Resource Development Review</i> , 2004, 3, 417-441.	2.9	69
97	Predicting hotel managers' turnover cognitions. <i>Journal of Managerial Psychology</i> , 2003, 18, 649-679.	2.2	130
98	HRD: working at the boundaries and interfaces of organisations. <i>Journal of European Industrial Training</i> , 2003, 27, 58-72.	0.9	10
99	Tackling social exclusion at third level: A profile of participants on access programmes. <i>Irish Educational Studies</i> , 2003, 22, 41-68.	2.5	5
100	Creating intellectual capital: a Habermasian community of practice (CoP) introduction. <i>Journal of European Industrial Training</i> , 2003, 27, 80-87.	0.9	38
101	The cultural boundedness of theory and practice in HRD?. <i>Cross Cultural Management</i> , 2002, 9, 25-44.	1.1	34
102	Human resource development and workplace learning: emerging theoretical perspectives and organisational practices. <i>Journal of European Industrial Training</i> , 2002, 26, 60-71.	0.9	87
103	360° feedback process: performance, improvement and employee career development. <i>Journal of European Industrial Training</i> , 2001, 25, 5-32.	0.9	81
104	Understanding the Irish VET system: beyond neoclassicism. <i>International Journal of Manpower</i> , 2001, 22, 425-444.	4.4	16
105	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
106	Competencies and workplace learning: some reflections on the rhetoric and the reality. <i>Journal of Workplace Learning</i> , 2001, 13, 144-164.	1.7	211
107	Human capital accumulation: the role of human resource development. <i>Journal of European Industrial Training</i> , 2001, 25, 48-68.	0.9	165
108	Contemporary HRD research: a triarchy of theoretical perspectives and their prescriptions for HRD. <i>Journal of European Industrial Training</i> , 2000, 24, 65-93.	0.9	87

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109	Human resource development literature: current issues, priorities and dilemmas. Journal of European Industrial Training, 1999, 23, 169-179.	0.9	63
110	Management development: contemporary trends, issues and strategies. Journal of European Industrial Training, 1999, 23, 191-207.	0.9	43
111	Developing self-awareness in the managerial career development process: the value of 360-degree feedback and the MBTI. Journal of European Industrial Training, 1999, 23, 437-445.	0.9	52
112	The Pygmalion effect reconsidered: its implications for education, training and workplace learning. Journal of European Industrial Training, 1999, 23, 238-251.	0.9	16
113	Employability, the emerging new deal?. Journal of European Industrial Training, 1999, 23, .	0.9	30
114	Managing human resources in a post-command economy: personnel administration or strategic HRM. Personnel Review, 1998, 27, 200-212.	2.7	19
115	In-career professional development: the case of Irish second-level teachers. Journal of European Industrial Training, 1998, 22, 375-387.	0.9	2
116	The socialization of high-potential graduates into the organization. Journal of Managerial Psychology, 1997, 12, 118-137.	2.2	43
117	Interpersonal skills training for quality service interactions. Industrial and Commercial Training, 1997, 29, 70-77.	1.7	32
118	Training, development, education and learning: different or the same?. Journal of European Industrial Training, 1997, 21, 39-50.	0.9	103
119	The learning organization: a review and evaluation. Learning Organization, 1997, 4, 18-29.	1.4	104
120	New perspectives on skill, learning and training: a viewpoint. Journal of European Industrial Training, 1997, 21, 131-137.	0.9	19
121	Viewpoint: Linking training policy and practice to organizational goals. Journal of European Industrial Training, 1997, 21, 301-309.	0.9	10
122	The information age: implications for education and training in a small economy. Industrial and Commercial Training, 1997, 29, 208-217.	1.7	1
123	Graduate assessment centres: an empirical investigation of effectiveness. Career Development International, 1997, 2, 160-172.	2.7	10
124	360 degree feedback: its role in employee development. Journal of Management Development, 1997, 16, 134-147.	2.1	91
125	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
126	Career mobility in organizations: implications for career development -Part I. Journal of European Industrial Training, 1996, 20, 30-40.	0.9	23

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127	Discontinuous change in organizations. Using training and development interventions to develop creativity. Industrial and Commercial Training, 1995, 27, 18-25.	1.7	9
128	Stakeholders and strategic human resource development. Journal of European Industrial Training, 1995, 19, 11-16.	0.9	17
129	HRD stakeholders:. Journal of European Industrial Training, 1995, 19, 17-30.	0.9	16
130	Eliminating inequality: womenâ€™only training, part 1. Journal of European Industrial Training, 1995, 19, 13-19.	0.9	12
131	Trade union attitudes to training and development:. Journal of European Industrial Training, 1995, 19, 38-44.	0.9	5
132	Eliminating inequality: womenâ€™only training, part 2. Journal of European Industrial Training, 1995, 19, 28-32.	0.9	4
133	The emergence of strategic human resource development. Journal of European Industrial Training, 1995, 19, 4-10.	0.9	91
134	Current themes in organizational design. Journal of European Industrial Training, 1995, 19, 3-13.	0.9	10
135	Stakeholder analysis: the implications for the management of HRD. Journal of European Industrial Training, 1995, 19, 45-46.	0.9	6
136	Supervisory Training and Development:. Journal of European Industrial Training, 1994, 18, 17-26.	0.9	5
137	Entrepreneurship Education and Training Programmes:. Journal of European Industrial Training, 1994, 18, 13-21.	0.9	112
138	Entrepreneurship Education and Training Programmes:. Journal of European Industrial Training, 1994, 18, 3-12.	0.9	389
139	The Training and Development Function: Its Search for Power and Influence in Organizations. Journal of European Industrial Training, 1993, 17, .	0.9	19
140	INTRODUCING ENDâ€™USER COMPUTING: THE IMPLICATIONS FOR TRAINING AND DEVELOPMENT â€™ PART 2. Industrial and Commercial Training, 1993, 25, .	1.7	1
141	INTRODUCING ENDâ€™USER COMPUTING: THE IMPLICATIONS FOR TRAINING AND DEVELOPMENT â€™ PART 1. Industrial and Commercial Training, 1993, 25, .	1.7	2
142	Strategic Human Resource Development. Journal of European Industrial Training, 1991, 15, .	0.9	115
143	PROMOTING STRATEGIC CAREER DEVELOPMENT ACTIVITIES: SOME IRISH EXPERIENCE. Industrial and Commercial Training, 1990, 22, .	1.7	12
144	Indigenous High Technology Companies: A Novel Training Intervention. Journal of European Industrial Training, 1989, 13, .	0.9	1

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145	Promoting Natural Learning Activities within the Organisation. Journal of European Industrial Training, 1987, 11, 18-22.	0.9	16
146	Within- and Between- CoP Knowledge Sharing in Knowledge-Intensive Firms. , 0, , 337-362.		0