

Helena Cooper-Thomas

List of Publications by Year in descending order

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46
papers

1,352
citations

430874

18
h-index

377865

34
g-index

46
all docs

46
docs citations

46
times ranked

955
citing authors

#	ARTICLE	IF	CITATIONS
1	Changes in person-organization fit: The impact of socialization tactics on perceived and actual person-organization fit. <i>European Journal of Work and Organizational Psychology</i> , 2004, 13, 52-78.	3.7	158
2	Newcomer adjustment: The relationship between organizational socialization tactics, information acquisition and attitudes. <i>Journal of Occupational and Organizational Psychology</i> , 2002, 75, 423-437.	4.5	144
3	Predictors of Workplace Bullying and Cyber-Bullying in New Zealand. <i>International Journal of Environmental Research and Public Health</i> , 2016, 13, 448.	2.6	109
4	The neglected role of proactive behavior and outcomes in newcomer socialization. <i>Journal of Vocational Behavior</i> , 2011, 79, 36-46.	3.4	93
5	The relative importance of proactive behaviors and outcomes for predicting newcomer learning, well-being, and work engagement. <i>Journal of Vocational Behavior</i> , 2014, 84, 318-331.	3.4	84
6	Organizational Socialization: A Field Study into Socialization Success and Rate. <i>International Journal of Selection and Assessment</i> , 2005, 13, 116-128.	2.5	76
7	Perceptions of workplace bullying in the New Zealand travel industry: Prevalence and management strategies. <i>Tourism Management</i> , 2012, 33, 351-360.	9.8	74
8	An investigation into the validity of two measures of work engagement. <i>International Journal of Human Resource Management</i> , 2012, 23, 3692-3709.	5.3	60
9	Testing Moderation in Business and Psychological Studies with Latent Moderated Structural Equations. <i>Journal of Business and Psychology</i> , 2021, 36, 1009-1033.	4.0	51
10	Workplace bullying in New Zealand: A survey of employee perceptions and attitudes. <i>Asia Pacific Journal of Human Resources</i> , 2011, 49, 390-408.	3.9	50
11	Investigating organizational socialization: a fresh look at newcomer adjustment strategies. <i>Personnel Review</i> , 2011, 41, 41-55.	2.7	43
12	The fun paradox. <i>Employee Relations</i> , 2015, 37, 380-398.	2.4	43
13	A new look at the psychological contract during organizational socialization: The role of newcomers' obligations at entry. <i>Journal of Organizational Behavior</i> , 2016, 37, 845-867.	4.7	42
14	Rested, friendly, and engaged: The role of daily positive collegial interactions at work. <i>Journal of Organizational Behavior</i> , 2017, 38, 1213-1226.	4.7	37
15	The effect of learning goal orientation and communal goal strivings on newcomer proactive behaviours and learning. <i>Journal of Occupational and Organizational Psychology</i> , 2016, 89, 420-445.	4.5	30
16	The neglected role of cultural intelligence in recent immigrant newcomers' socialization. <i>International Journal of Cross Cultural Management</i> , 2014, 14, 195-213.	2.1	26
17	The differential value of resources in predicting employee engagement. <i>Journal of Managerial Psychology</i> , 2018, 33, 326-344.	2.2	25
18	It's Not What You Say, It's The Way That You Say It. <i>International Journal of Business Communication</i> , 2015, 52, 228-245.	2.6	22

#	ARTICLE	IF	CITATIONS
19	Newcomer Proactive Behavior: Can There Be Too Much of a Good Thing?. , 2012, , .		21
20	The relationships between family-work interaction, job-related exhaustion, detachment, and meaning in life: A day-level study of emotional well-being. <i>Revista De Psicologia Del Trabajo Y De Las Organizaciones</i> , 2013, 29, 169-177.	1.6	20
21	Identifying and modeling the antecedents of counterproductive knowledge behavior: a three-study analysis. <i>Journal of Knowledge Management</i> , 2021, 25, 1362-1386.	5.1	16
22	Influences on Newcomers' Adjustment Tactic Use. <i>International Journal of Selection and Assessment</i> , 2011, 19, 388-404.	2.5	15
23	Managing workplace bullying in New Zealand: Perspectives from occupational health and safety practitioners. <i>Journal of Management and Organization</i> , 2013, 19, 598-612.	3.0	14
24	Reclaiming the social in socialization: A practice-based understanding of newcomer adjustment. <i>Human Resource Development Quarterly</i> , 2020, 31, 193-211.	3.3	14
25	Give and Take: Needed Updates to Social Exchange Theory. <i>Industrial and Organizational Psychology</i> , 2018, 11, 493-498.	0.6	11
26	The Newcomer Understanding and Integration Scale: Psychometric Evidence Across Six Samples. <i>Journal of Business and Psychology</i> , 2020, 35, 435-454.	4.0	10
27	Costs and Benefits of Newcomer Adjustment Tactics. <i>International Journal of Selection and Assessment</i> , 2015, 23, 160-173.	2.5	8
28	The influence of dispositions and shared leadership on team member exchange. <i>Journal of Managerial Psychology</i> , 2021, 36, 258-271.	2.2	7
29	The Role of Newcomer Insider Relationships During Organizational Socialization. , 2009, , 32-56.		7
30	An exploration of gender and workplace bullying in New Zealand. <i>International Journal of Manpower</i> , 2020, 41, 1385-1395.	4.4	5
31	Professional expertise amongst speech-language therapists: 'willing to share'. <i>Journal of Health Organization and Management</i> , 2017, 31, 614-629.	1.3	4
32	The (socio) politics of misfit: a moderated-mediation model. <i>Journal of Managerial Psychology</i> , 2021, 36, 138-155.	2.2	4
33	Preoccupied with predictive validity: An alternative perspective.. <i>Consulting Psychology Journal</i> , 2008, 60, 286-292.	0.8	3
34	Relationships among developmental competency measures and objective work outcomes in a New Zealand retail context. <i>Human Resource Development Quarterly</i> , 2010, 21, 169-186.	3.3	3
35	Best Practice Recommendations for Situational Judgment Tests. <i>Australasian Journal of Organisational Psychology</i> , 2015, 8, .	0.1	3
36	Change ubiquity: employee perceptions of change prevalence from three countries. <i>Personnel Review</i> , 2022, 51, 770-786.	2.7	3

#	ARTICLE	IF	CITATIONS
37	Expectations and experiences of practising veterinarians throughout an 8-week mindfulness-based stress reduction programme. <i>New Zealand Veterinary Journal</i> , 2021, , 1-17.	0.9	3
38	Appraisals of self and situation as determinants of upward influencing tactics. <i>Journal of Applied Social Psychology</i> , 2013, 43, 1563-1577.	2.0	2
39	Assessing constructive supervisor behavior: Development and evaluation of a brief follower-rated scale. <i>Human Resource Development Quarterly</i> , 2019, 30, 197-218.	3.3	2
40	Addressing Workplace Bullying: The Role of Training. <i>Handbooks of Workplace Bullying, Emotional Abuse and Harassment</i> , 2021, , 85-107.	0.5	2
41	The effects of individual differentiation on newcomer group identification. <i>Journal of Managerial Psychology</i> , 2021, 36, 461-473.	2.2	2
42	Addressing Workplace Bullying: The Role of Training. <i>Precision Manufacturing</i> , 2018, , 1-23.	0.1	2
43	Is meaningful work always a resource toward wellbeing? The effect of autonomy, security and multiple dimensions of subjective meaningful work on wellbeing. <i>Personnel Review</i> , 2023, 52, 321-341.	2.7	2
44	The Influential Subordinate: An Oxymoron or a Daily Necessity?. , 2013, , 74-106.		1
45	<i>JMP</i> editorial on increasing your chances of publication. <i>Journal of Managerial Psychology</i> , 2020, 35, 453-464.	2.2	1
46	Personâ€“Supervisor Fit and Proactive Behavior and Unethical Behaviors. <i>Roczniki Psychologiczne</i> , 2021, 23, 247-266.	0.1	0