

Gerard Paul Hodgkinson

List of Publications by Citations

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142
papers

4,837
citations

35
h-index

68
g-index

157
ext. papers

5,507
ext. citations

3.8
avg, IF

6.05
L-index

#	Paper	IF	Citations
142	Psychological foundations of dynamic capabilities: reflexion and reflection in strategic management. <i>Strategic Management Journal</i> , 2011 , 32, 1500-1516	5.2	326
141	The practitioner-researcher divide in Industrial, Work and Organizational (IWO) psychology: Where are we now, and where do we go from here?. <i>Journal of Occupational and Organizational Psychology</i> , 2001 , 74, 391-411	3.7	266
140	Cognition in organizations. <i>Annual Review of Psychology</i> , 2008 , 59, 387-417	26.1	245
139	Breaking the frame: an analysis of strategic cognition and decision making under uncertainty. <i>Strategic Management Journal</i> , 1999 , 20, 977-985	5.2	208
138	EXPLORING THE MENTAL MODELS OF COMPETITIVE STRATEGISTS: THE CASE FOR A PROCESSUAL APPROACH. <i>Journal of Management Studies</i> , 1994 , 31, 525-552	5.4	202
137	Bridging the RigourRelevance Gap in Management Research: It's Already Happening!. <i>Journal of Management Studies</i> , 2009 , 46, 534-546	5.4	197
136	Intuition: a fundamental bridging construct in the behavioural sciences. <i>British Journal of Psychology</i> , 2008 , 99, 1-27	4	189
135	Confronting Strategic Inertia in a Top Management Team: Learning from Failure. <i>Organization Studies</i> , 2002 , 23, 949-977	3.6	181
134	The Role of Strategy Workshops in Strategy Development Processes: Formality, Communication, Co-ordination and Inclusion. <i>Long Range Planning</i> , 2006 , 39, 479-496	5.7	162
133	Re-aligning the Stakeholders in Management Research: Lessons from Industrial, Work and Organizational Psychology. <i>British Journal of Management</i> , 2001 , 12, S41-S48	5.6	150
132	Cognitive Inertia in a Turbulent Market: the Case of UK Residential Estate Agents. <i>Journal of Management Studies</i> , 1997 , 34, 921-945	5.4	144
131	Intuition in Organizations: Implications for Strategic Management. <i>Long Range Planning</i> , 2009 , 42, 277-297	3.7	138
130	Entrepreneurial leadership, capabilities and firm growth. <i>International Small Business Journal</i> , 2015 , 33, 89-105	5.5	122
129	Complex or unitary? A critique and empirical re-assessment of the Allinson-Hayes Cognitive Style Index. <i>Journal of Occupational and Organizational Psychology</i> , 2003 , 76, 243-268	3.7	109
128	The Cognitive Analysis of Competitive Structures: A Review and Critique. <i>Human Relations</i> , 1997 , 50, 625-654	4.3	108
127	When Teams Agree While Disagreeing: Reflexion and Reflection in Shared Cognition. <i>Academy of Management Review</i> , 2015 , 40, 399-422	5.9	99
126	Not Simply Returning to the Same Answer Over and Over Again: Reframing Relevance. <i>British Journal of Management</i> , 2011 , 22, 355-369	5.6	89

125	Toward a (Pragmatic) Science of Strategic Intervention: Design Propositions for Scenario Planning. <i>Organization Studies</i> , 2008 , 29, 435-457	3.6	75
124	Rethinking the philosophical and theoretical foundations of organizational neuroscience: A critical realist alternative. <i>Human Relations</i> , 2014 , 67, 765-792	4.3	72
123	Transfer of Training 1988-2008: An Updated Review and Agenda for Future Research 2012 , 41-70		67
122	Research notes and communications development and validation of the strategic locus of control scale. <i>Strategic Management Journal</i> , 1992 , 13, 311-317	5.2	61
121	The interface of cognitive and industrial, work and organizational psychology. <i>Journal of Occupational and Organizational Psychology</i> , 2003 , 76, 1-25	3.7	57
120	The Dynamics of Intuition and Analysis in Managerial and Organizational Decision Making. <i>Academy of Management Perspectives</i> , 2018 , 32, 473-492	4.7	54
119	The Negative Effects of Social Capital in Organizations: A Review and Extension. <i>International Journal of Management Reviews</i> , 2017 , 19, 97-124	6.4	52
118	DEVELOPMENT AND VALIDATION OF THE FIVE-FACTOR MODEL QUESTIONNAIRE (FFMQ): AN ADJECTIVAL-BASED PERSONALITY INVENTORY FOR USE IN OCCUPATIONAL SETTINGS ¹ . <i>Personnel Psychology</i> , 2007 , 60, 731-766	4	52
117	More than meets the eye? Intuition and analysis revisited. <i>Personality and Individual Differences</i> , 2009 , 47, 342-346	3.3	48
116	Further reflections on the elimination of framing bias in strategic decision making. <i>Strategic Management Journal</i> , 2002 , 23, 1069-1076	5.2	47
115	Towards Common Ground and Trading Zones in Management Research and Practice. <i>British Journal of Management</i> , 2015 , 26, 544-559	5.6	45
114	Opening the Black Box of CSR Decision Making: A Policy-Capturing Study of Charitable Donation Decisions in China. <i>Journal of Business Ethics</i> , 2015 , 128, 665-683	4.3	42
113	The Physical Environment of the Office: Contemporary and Emerging Issues 2011 , 193-237		42
112	Coming in from the cold: The psychological foundations of radical innovation revisited. <i>Industrial Marketing Management</i> , 2014 , 43, 1306-1313	6.9	41
111	Images of Competitive Space 2005 ,		35
110	Off to Plan or Out to Lunch? Relationships between Design Characteristics and Outcomes of Strategy Workshops. <i>British Journal of Management</i> , 2015 , 26, 507-528	5.6	32
109	Comparing Managers' Mental Models of Competition: Why Self-report Measures of Belief Similarity Won't Do. <i>Organization Studies</i> , 2002 , 23, 63-72	3.6	32
108	Making Strategy Hot. <i>California Management Review</i> , 2017 , 59, 109-134	13.2	31

107	Conceptualizing and Measuring Intuition: A Review of Recent Trends 2012 , 1-40		30
106	Narrative, meta-analytic, and systematic reviews: What are the differences and why do they matter?. <i>Journal of Organizational Behavior</i> , 2014 , 35, S1-S5	6.9	29
105	Re-appraising Managers' Perceptual Errors: A Behavioural Decision-Making Perspective. <i>British Journal of Management</i> , 2003 , 14, 33-37	5.6	29
104	Introducing Cognizer—A Comprehensive Computer Package for the Elicitation and Analysis of Cause Maps. <i>Organizational Research Methods</i> , 2005 , 8, 317-341	5.7	29
103	The role of JOOP (and other scientific journals) in bridging the practitioner-researcher divide in industrial, work and organizational (IWO) psychology. <i>Journal of Occupational and Organizational Psychology</i> , 2006 , 79, 173-178	3.7	26
102	What Have We Learned from Almost 30 Years of Research on Causal Mapping? Methodological Lessons and Choices for the Information Systems and Information Technology Communities 2005 , 46-80		23
101	Extending the Foundations and Reach of Design Science: Further Reflections on the Role of Critical Realism. <i>British Journal of Management</i> , 2012 , 23, 605-610	5.6	22
100	The Cognitive Analysis of Competitive Structures: A Review and Critique. <i>Human Relations</i> , 1997 , 50, 625-654	4.3	20
99	Experts' Judgments of Management Journal Quality: An Identity Concerns Model. <i>Journal of Management</i> , 2014 , 40, 1785-1812	8.8	19
98	Neither Completing the Practice Turn, Nor Enriching the Process Tradition: Secondary Misinterpretations of a Case Analysis Reconsidered. <i>Organization Studies</i> , 2006 , 27, 1895-1901	3.6	19
97	Individual Differences and Decision Making: What We Know and Where We Go from Here 2012 , 249-312		18
96	Graduate selection in three European countries. <i>Journal of Occupational and Organizational Psychology</i> , 1998 , 71, 359-365	3.7	17
95	Reflections on reflections on the nature of intuition, analysis and the construct validity of the Cognitive Style Index. <i>Journal of Occupational and Organizational Psychology</i> , 2003 , 76, 279-281	3.7	17
94	Reflections on the micro-macro divide: Ideas from the trenches and moving forward. <i>Strategic Organization</i> , 2019 , 17, 385-402	2.7	16
93	A psychometric study of information technology risks in the workplace. <i>Risk Analysis</i> , 2008 , 28, 81-93	3.9	16
92	Hierarchical task analysis for ergonomics research. An application of the method to the design and evaluation of sound mixing consoles. <i>Applied Ergonomics</i> , 1985 , 16, 289-99	4.2	16
91	What can occupational stress diaries achieve that questionnaires can't?. <i>Personnel Review</i> , 2007 , 36, 684-700		15
90	Using consumers' perceptions for the cognitive analysis of corporate-level competitive structure. <i>Journal of Strategic Marketing</i> , 1996 , 4, 1-22	2.7	15

89	The Individual in the Strategy Process: Insights from Behavioural Decision Research and Cognitive Mapping	196-219	19
88	Sensemaking in Virtual Teams: The Impact of Emotions and Support Tools on Team Mental Models and Team Performance	2012, 151-181	14
87	Stress and Well-Being are Still Issues and Something Still Needs to be Done: Or Why Agency and Interpretation are Important for Policy and Practice	2011, 1-45	14
86	Chapter 2 A matter of feeling? The role of intuition in entrepreneurial decision-making and behavior. <i>Research on Emotion in Organizations</i> , 2008, 35-55		0.4 14
85	Reflections on the interplay between cognition, action and outcomes in industries and business markets: What have we learned so far and where might we go next?. <i>Industrial Marketing Management</i> , 2015, 48, 12-25		6.9 13
84	Employee Trust in Organizational Contexts	2011, 143-191	13
83	Cognitive Processes in Strategic Management: Some Emerging Trends and Future Directions	416-440	13
82	Why Evidence-Based Practice in I/O Psychology Is Not There Yet: Going Beyond Systematic Reviews. <i>Industrial and Organizational Psychology</i> , 2011, 4, 49-53		0.5 12
81	A Conversation on Uncertainty in Managerial and Organizational Cognition. <i>New Horizons in Managerial and Organizational Cognition</i> , 2016, 1-31		0.7 12
80	Organizational Identity and Organizational Identification: A Critical Realist Design Science Perspective. <i>Group and Organization Management</i> , 2013, 38, 145-157		3.3 11
79	Toward a Theoretical Framework for Organizational Neuroscience. <i>Monographs in Leadership and Management</i> , 2015, 51-81		11
78	Mapping Consumers? Cognitive Structures: A Comparison of Similarity Trees with Multidimensional Scaling and Cluster Analysis. <i>European Journal of Marketing</i> , 1991, 25, 41-60		4.4 11
77	Troubling Futures: Scenarios and Scenario Planning for Organizational Decision Making	2008,	10
76	Emotionalizing Strategy Research with the Repertory Grid Technique: Modifications and Extensions to a Robust Procedure for Mapping Strategic Knowledge. <i>Advances in Strategic Management</i> , 2015, 32, 505-547		0.1 9
75	The Role of Psychologists in Enhancing Organizational Effectiveness	45-60	9
74	Doubts about the conceptual and empirical status of context-free and firm-specific control expectancies: A reply to boone and de brabantier. <i>Strategic Management Journal</i> , 1993, 14, 627-631		5.2 9
73	Organizational Learning	193-234	8
72	Estimating the Relative Importance of Variables in Multiple Regression Models	119-141	8

71	Using environmental engineering to increase hand hygiene compliance: a cross-over study protocol. <i>BMJ Open</i> , 2017 , 7, e017108	3	7
70	Editorial Introduction to the Special Issue: Thinking in Organizations. <i>Journal of Management Studies</i> , 1997 , 34, 845-850	5.4	7
69	Knowledge of, and attitudes towards, the demographic time bomb. <i>International Journal of Manpower</i> , 1995 , 16, 59-76	2.5	7
68	The Politics of Evidence-Based Decision Making 2012 ,		7
67	Change and continuity in the advancement of (scholarly) knowledge and its dissemination. <i>Journal of Organizational Behavior</i> , 2013 , 34, S1-S6	6.9	5
66	The Psychological Foundations of Strategic Management: Beyond Cold Cognition 275-305		5
65	Investigating Intuition: Beyond Self-Report		5
64	What makes excellent literature reviews excellent? A clarification of some common mistakes and misconceptions. <i>Journal of Organizational Behavior</i> , 2015 , 36, S1-S5	6.9	4
63	Clarifying the Notion of Self-Regulation in Organizational Behavior 2012 , 217-247		4
62	Interorganizational Macrocultures: A Multilevel Critique 291-316		4
61	Moving a Journal up the Rankings 2008 , 104-113		4
60	Cognitively Skilled Organizational Decision Making: Making Sense of Deciding 2008 ,		4
59	Political behavior does not (always) undermine strategic decision making: Theory and evidence. <i>Long Range Planning</i> , 2020 , 53, 101943	5.7	4
58	Actions Speak Too: Uncovering Possible Implicit and Explicit Discrimination in the Employment Interview Process 293-337		4
57	Chapter 1: Exploring Methods in Managerial and Organizational Cognition: Advances, Controversies, and Contributions. <i>New Horizons in Managerial and Organizational Cognition</i> , 2017 , 1-22	0.7	3
56	Chapter 5: Policy-Capturing: An Ingenious Technique for Exploring the Cognitive Bases of Work-Related Decisions. <i>New Horizons in Managerial and Organizational Cognition</i> , 2017 , 95-121	0.7	3
55	Leader personality and employees' experience of workplace stressors. <i>Journal of Organizational Effectiveness</i> , 2014 , 1, 281-295	2.6	3
54	Qualitative Methods in Industrial and Organizational Psychology 339-380		3

53	Self-report assessment of individual differences in preferences for analytic and intuitive processing: a critical review101-115		2
52	Security in Organizations: Expanding the Frontier of Industrial-Organizational Psychology 2012 , 131-149		2
51	A note concerning the comparability of the standard and automated versions of the Vocational Preference Inventory. <i>Journal of Occupational Psychology</i> , 1986 , 59, 337-339		2
50	An Analytic-Intervention Model of Managerial Intuition. <i>Proceedings - Academy of Management</i> , 2016 , 2016, 11831	0.1	2
49	Can Brains Manage? The Brain, Emotion, and Cognition in Organizations. <i>Research on Emotion in Organizations</i> , 2018 , 27-58	0.4	2
48	Personnel Selection and the Competitive Advantage of Firms193-237		2
47	The Processes of Team Staffing: A Review of Relevant Studies239-292		2
46	Publishing at the interfaces of psychology and strategic management275-286		1
45	A Review of the Field or an Articulation of Identity Concerns? Interrogating the Unconscious Biases That Permeate I-O Scholarship. <i>Industrial and Organizational Psychology</i> , 2017 , 10, 621-626	0.5	1
44	Psychological Foundations of Strategic Management 2015 , 1-3		1
43	Brain, Emotion, and Contingency in the Explanation of Consumer Behaviour 2011 , 47-91		1
42	Points or vectors? A comment on Irwin et al. Risk perception and victim perception: the judgment of HIV cases <i>Journal of Behavioral Decision Making</i> , 1998 , 11, 73-78	2.4	1
41	Toward a Cognitive Resource Theory of Organisational Strategizing. <i>SSRN Electronic Journal</i> , 2004 ,	1	1
40	Cognitive Mapping of Causal Reasoning in Strategic Decision Making 2005 , 251-272		1
39	A Comparative Study of Knowledge of Changing Demographic Trends and the Importance of HRM Practices in Three European Countries. <i>International Journal of Selection and Assessment</i> , 1996 , 4, 184-194 ¹⁸		1
38	The Effect of Variations in Answer Sheet Format on Performance on the Dat Clerical Speed and Accuracy Test. <i>Educational and Psychological Measurement</i> , 1987 , 47, 473-475	3.1	1
37	A Crossover Randomized Controlled Trial of Priming Interventions to Increase Hand Hygiene at Ward Entrances.. <i>Frontiers in Public Health</i> , 2021 , 9, 781359	6	1
36	Can Brains Manage?. <i>Proceedings - Academy of Management</i> , 2016 , 2016, 14005	0.1	1

35	Deception and Applicant Faking: Putting the Pieces Together	181-217		1
34	Why appealing to the virtues of scientific theory (and method) is necessary but insufficient for effecting systemic change: Commentary on Fergnani & Chermack, 2021. <i>Futures & Foresight Science</i> , 2021, 3, e79		1.7	1
33	Government policy changes and organizational goal setting: Extensions to the behavioral theory of the firm. <i>Journal of Business Research</i> , 2021, 129, 406-417		8.7	1
32	Points or vectors? A comment on Irwin et al. Risk perception and victim perception: the judgment of HIV cases	1998, 11, 73		1
31	Conducting Meaningful Research in a Fast-Paced and Volatile World of Work: Challenges and Opportunities	265-290		
30	Strategic HRM Moving Forward: What Can We Learn from Micro Perspectives?	293-337		1
29	The Cognitive Perspective	2007, 151-172		1
28	Deepening the conversation about the role of emotions and affective processes as barriers and enablers of decision making under uncertainty: Commentary on Fenton-O'Creevy and Tuckett (2021). <i>Futures & Foresight Science</i> ,		1.7	1
27	Managerial and Organizational Cognition	2015, 479-483		0
26	Intuition	2015, 1-2		
25	Five-Factor Model of Personality	2015, 1-3		
24	OF MAPS AND MANAGERS: TOWARD A COGNITIVE THEORY OF STRATEGIC INTERVENTION..	<i>Proceedings - Academy of Management</i> , 2006, 2006, B1-B6		0.1
23	A Comparative Study of Knowledge of Changing Demographic Trends and the Importance of HRM Practices in Three European Countries. <i>International Journal of Selection and Assessment</i> , 1996, 4, 185-194			1.8
22	An evaluation of the Vocational Preference Inventory answer sheet in the light of population stereotypes. <i>Ergonomics</i> , 1986, 29, 925-927			2.9
21	The conversation is great, but we need to talk more about theory, emotions, and gut feelings: Commentary on Rowland and Spaniol (2022). <i>Futures & Foresight Science</i> ,			1.7
20	Neuroeconomics	2018, 1108-1111		
19	Measuring Attitudes towards Slack Resources: Construct Development and Empirical Validation. <i>Proceedings - Academy of Management</i> , 2019, 2019, 15931			0.1
18	Macro-cultural Representations of IT Risks: A Longitudinal Field Study. <i>Proceedings - Academy of Management</i> , 2015, 2015, 14346			0.1

- 17 How Decision Makers Resolve Ethical Dilemmas in Professional Fields: A Person X Situation Model. *Proceedings - Academy of Management*, **2016**, 2016, 14265 0.1
- 16 The Behavioural Strategy Perspective **2016**, 201-228
- 15 International Review of Industrial and Organizational Psychology 349-359
- 14 Longitudinal Assessment of Changes in Job Performance and Work Attitudes: Conceptual and Methodological Issues 93-117
- 13 The Effect of Subconscious Goals on Organizational Behavior 47-91
- 12 E-Learning at Work: Contributions of Past Research and Suggestions for the Future 119-141
- 11 Combating Stress in Organizations 93-117
- 10 The Self-Concept in Organizational Psychology: Clarifying and Differentiating the Constructs 1-45
- 9 Human Dynamics and Enablers of Effective Lean Team Cultures and Climates 143-191
- 8 Overcoming strategic persistence: Effects of mental simulation on reorientation after change. *Proceedings - Academy of Management*, **2012**, 2012, 17857 0.1
- 7 The cognitive drivers of corporate charitable donations: a policy- capturing study. *Proceedings - Academy of Management*, **2012**, 2012, 16738 0.1
- 6 How Organizational Goals are Influenced by Economic Institutions. *Proceedings - Academy of Management*, **2012**, 2012, 10713 0.1
- 5 The Impact of High Quality Relationships on Proactive Behaviour. *Proceedings - Academy of Management*, **2014**, 2014, 13488 0.1
- 4 Emotionalizing Strategy Research with the Repertory Grid Technique. *Proceedings - Academy of Management*, **2014**, 2014, 12815 0.1
- 3 Publishing at the interfaces of psychology and strategic management **2020**, 334-346
- 2 Reflecting on the past and looking to the future. *Journal of Organizational Behavior*, **2016**, 37, S3-S8 6.9
- 1 Neuroentrepreneurship? Promise and Peril. *Proceedings - Academy of Management*, **2021**, 2021, 14330 0.1