An Employment Systems Approach to Turnover: Huma Dismissals, and Performance

Academy of Management Journal 54, 695-717

DOI: 10.5465/amj.2011.64869448

Citation Report

#	Article	IF	CITATIONS
1	The Long-Term Influence of Service Employee Attrition on Customer Outcomes and Profits. Journal of Service Research, 2012, 15, 460-473.	12.2	51
2	Global Human Resource Management: Bridging Strategic and Institutional Perspectives. Research in Personnel and Human Resources Management, 2012, , 1-52.	1.6	11
3	How Does Human Resource Management Influence Organizational Outcomes? A Meta-analytic Investigation of Mediating Mechanisms. Academy of Management Journal, 2012, 55, 1264-1294.	6.3	1,436
4	Strategy, human resource management and performance: Sharpening line of sight. Human Resource Management Review, 2012, 22, 43-56.	4.8	256
5	Clarifying the construct of human resource systems: Relating human resource management to employee performance. Human Resource Management Review, 2012, 22, 73-85.	4.8	329
6	Where do We Go From Here? New Perspectives on the Black Box in Strategic Human Resource Management Research. Journal of Management Studies, 2013, 50, 1448-1480.	8.3	251
7	Meta-Analytic Review of Employee Turnover as a Predictor of Firm Performance. Journal of Management, 2013, 39, 573-603.	9.3	362
8	High performance work systems in corporate turnaround: a German case study. Journal of Organizational Change Management, 2013, 26, 190-216.	2.7	16
9	What Is Wrong With Turnover Research? Commentary on Russell's Critique. Industrial and Organizational Psychology, 2013, 6, 174-181.	0.6	4
10	Participation Versus Procedures in Nonâ€Union Dispute Resolution. Industrial Relations, 2013, 52, 259-283.	1.6	12
11	Not Featherbedding, but Feathering the Nest: Human Resource Management and Investments in Information Technology. Industrial Relations, 2013, 52, 22-52.	1.6	6
12	Human Resource Management, Employee Exchange Relationships, and Performance in Small Businesses. Human Resource Management, 2013, 52, 153-173.	5. 8	64
13	It's all in the mix: Determinants and consequences of workforce blending in call centres. Human Relations, 2013, 66, 1075-1100.	5.4	9
14	The Second Face of Appropriability: Generative Appropriability and Its Determinants. Academy of Management Review, 2013, 38, 248-269.	11.7	90
15	Contingency, Employment Intentions, and Retention of Vulnerable Low-wage Workers: An Examination of Nursing Assistants in Nursing Homes. Gerontologist, The, 2013, 53, 222-234.	3.9	44
16	How Ethical Leadership Encourages Employee Voice Behavior in China: the Mediating Role of Organizational Harmony. International Business Research, 2013, 6, .	0.3	15
17	Exploring the Relationship Between Human Resource Practice, Organisational Support, Social Support, Performance and Intention to Leave of Teachers. Mediterranean Journal of Social Sciences, 2014, , .	0.2	1
18	Harmony as means to enhance affective commitment in a Chinese organization. Cross Cultural Management, 2014, 21, 326-344.	1.1	32

#	Article	IF	CITATIONS
19	Turnover at the Top: Executive Team Departures and Firm Performance. Organization Science, 2014, 25, 776-793.	4.5	63
20	Collaboration, Coâ€operation or Collusion? Contrasting Employee Responses to Managerial Control in Three Call Centres. British Journal of Industrial Relations, 2014, 52, 308-332.	1.2	7
21	HRM Systems for Knowledge Workers: Differences Among Top Managers, Middle Managers, and Professional Employees. Human Resource Management, 2014, 53, 67-87.	5.8	37
23	Safety Organizing, Emotional Exhaustion, and Turnover in Hospital Nursing Units. Medical Care, 2014, 52, 870-876.	2.4	33
24	Performance-enhancing compensation practices and employee productivity: The role of workplace bullying. Human Resource Management Review, 2014, 24, 5-16.	4.8	73
25	High performance work systems, cultures and gender demography. Employee Relations, 2014, 36, 693-707.	2.4	23
26	The Influence of Capital Structure on Strategic Human Capital. Journal of Management, 2014, 40, 422-448.	9.3	47
27	The Relationship between the Internal Labour Market and Transitions from Temporary to Permanent Employment in Korea. Industrial Relations, 0, 69, 597-620.	0.2	3
28	The Oxford Handbook of Evidence-Based ManagementThe Oxford Handbook of Evidence-Based Management, RousseauDenise M., (Ed.), 2012. 432 pages, hardcover. New York, NY: Oxford University Press Academy of Management Learning and Education, 2014, 13, 485-487.	2.5	0
29	Human Resource Practices and Firm Performance in China: The Moderating Roles of Regional Human Capital Quality and Firm Innovation Strategy. Management and Organization Review, 2015, 11, 237-261.	2.1	15
30	How Institutional and Organizational Characteristics Explain the Growth of Contingent Work in China. ILR Review, 2015, 68, 372-397.	2.3	10
31	Living to Work and Working to Live: Income as a Driver of Organizational Behavior. Academy of Management Annals, 2015, 9, 55-95.	9.6	66
32	Voluntary Turnover in Nonprofit Human Service Organizations: The Impact of High Performance Work Practices. Human Service Organizations Management, Leadership and Governance, 2015, 39, 182-207.	1.0	49
33	Unlocking the black box of the conceptual relationship between HRM system and organizational performance. Journal of Developing Areas, 2015, 49, 413-420.	0.4	4
34	Harmony and organizational citizenship behavior in Chinese organizations. International Journal of Human Resource Management, 2015, 26, 1110-1129.	5. 3	58
36	Involvement work systems and operational effectiveness: Exploring the moderating effect of national power distance. Journal of International Business Studies, 2015, 46, 332-354.	7.3	39
37	Living to Work and Working to Live: Income as a Driver of Organizational Behavior. Academy of Management Annals, 2015, 9, 55-95.	9.6	29
38	Transformational leadership and organisational performance. Employee Relations, 2015, 37, 329-353.	2.4	52

#	Article	IF	CITATIONS
39	Job embeddedness: A multifoci theoretical extension Journal of Applied Psychology, 2015, 100, 641-659.	5.3	180
40	Pay Dispersion, Sorting, and Organizational Performance. Academy of Management Discoveries, 2015, 1, 165-179.	2.9	52
41	Collective Organizational Engagement: Linking Motivational Antecedents, Strategic Implementation, and Firm Performance. Academy of Management Journal, 2015, 58, 111-135.	6.3	323
42	Services Management Research. Journal of Management, 2015, 41, 349-373.	9.3	70
43	Phoning it in? Examining Pre-Employment Phone Interview Procedure in Higher Education. International Journal of Human Resource Studies, 2016, 6, 21.	0.1	1
44	Single―and Multipleâ€Informant Research Designs to Examine the Human Resource Managementâ 'Performance Relationship. British Journal of Management, 2016, 27, 646-668.	5.0	37
45	Learning Strategies in Enterprises: empirical findings, implications and perspectives for the immediate future. European Journal of Education, 2016, 51, 227-243.	2.8	6
46	Evaluating Form and Functionality of Payâ€forâ€Performance Plans: The Relative Incentive and Sorting Effects of Merit Pay, Bonuses, and Longâ€Term Incentives. Human Resource Management, 2016, 55, 697-719.	5.8	33
47	Teamâ€level high involvement work practices: investigating the role of knowledge sharing and perspective taking. Human Resource Management Journal, 2016, 26, 134-150.	5.7	39
48	Internal and External Networking Differentially Predict Turnover Through Job Embeddedness and Job Offers. Personnel Psychology, 2016, 69, 635-672.	2.8	48
49	The Turnoverâ€Reducing Effects of the Minimum Wage may Harm the Economy. Economic Affairs, 2016, 36, 318-325.	0.4	0
50	Turnover and Unit-Level Financial Performance: An Analysis of the Costs and Benefits of Voluntary and Involuntary Turnover in Unskilled Jobs. Advances in Management Accounting, 2016, , 35-65.	0.4	5
51	Creating Highly Reliable Health Care. ILR Review, 2016, 69, 911-938.	2.3	48
52	Affective and normative forces between HCHRM and turnover intention in China. Employee Relations, 2016, 38, 741-754.	2.4	12
53	The service-profit chain in call centre services. Journal of Service Theory and Practice, 2016, 26, 616-641.	3.2	10
54	Organizational and regional influences on the adoption of high-involvement human resource systems in China: evidence from service establishments. International Journal of Human Resource Management, 2016, 27, 2058-2074.	5.3	8
55	HRM practices and organizational performance in the UAE banking sector. International Journal of Productivity and Performance Management, 2016, 65, 773-791.	3.7	45
56	Performance Management: Perceiving Goals as Invariable and Implications for Perceived Job Autonomy and Work Performance. Human Resource Management, 2016, 55, 401-412.	5.8	37

#	Article	IF	CITATIONS
57	Does Payâ€forâ€Performance Strain the Employment Relationship? The Effect of Manager Bonus Eligibility on Nonmanagement Employee Turnover. Personnel Psychology, 2016, 69, 395-429.	2.8	19
58	Creativity and social alienation: the costs of being creative. International Journal of Human Resource Management, 2016, 27, 1252-1276.	5.3	18
59	A model of turnover-based disruption in customer services. Human Resource Management Review, 2016, 26, 25-36.	4.8	41
60	Unraveling the impact of workforce age diversity on labor productivity: The moderating role of firm size and job security. Journal of Organizational Behavior, 2016, 37, 193-212.	4.7	40
61	Mentoring functions and turnover intention: the mediating role of perceived organizational support. International Journal of Human Resource Management, 2016, 27, 1173-1191.	5.3	64
62	A Two-Phase Longitudinal Model of a Turnover Event: Disruption, Recovery Rates, and Moderators of Collective Performance. Academy of Management Journal, 2016, 59, 906-929.	6.3	67
64	Human Resource Systems, Employee Creativity, and Firm Innovation: The Moderating Role of Firm Ownership. Academy of Management Journal, 2017, 60, 1164-1188.	6.3	227
65	Exploring the Complementarities Within Highâ€Performance Work Systems: A Setâ€Theoretic Analysis of UK Firms. Human Resource Management, 2017, 56, 651-672.	5.8	51
66	Psychological safety: A systematic review of the literature. Human Resource Management Review, 2017, 27, 521-535.	4.8	443
67	Financial performance, employee well-being, and client well-being in for-profit and not-for-profit nursing homes: A systematic review. Health Care Management Review, 2017, 42, 352-368.	1.4	31
69	Accelerating employee-related scholarship in service management. Journal of Service Management, 2017, 28, 837-865.	7.2	32
70	The neglected state of organizational-level turnover studies in the Chinese context: a call for research. Frontiers of Business Research in China, 2017, 11 , .	4.2	2
71	How Does Driver Turnover Affect Motor Carrier Safety Performance and What Can Managers Do About It?. Journal of Business Logistics, 2017, 38, 197-216.	10.6	32
72	High Performance Work Systems for Service Quality: Boundary Conditions and Influence Processes. Human Resource Management, 2017, 56, 747-767.	5.8	29
73	Skill Demands and Mismatch in U.S. Manufacturing. ILR Review, 2017, 70, 275-307.	2.3	41
74	Collective turnover: An expanded meta-analytic exploration and comparison. Human Resource Management Review, 2017, 27, 61-86.	4.8	34
75	Review and Recommendations for Integrating Mediation and Moderation. Organizational Research Methods, 2017, 20, 686-720.	9.1	64
76	Integrating QCA and HLM for Multilevel Research on Organizational Configurations. Organizational Research Methods, 2017, 20, 324-342.	9.1	26

#	Article	IF	Citations
77	Examining Strategic Fit and Misfit in the Management of Knowledge Workers. ILR Review, 2017, 70, 308-335.	2.3	33
78	The Service–Profit Chain: A Meta-Analytic Test of a Comprehensive Theoretical Framework. Journal of Marketing, 2017, 81, 41-61.	11.3	141
79	Authentic Leadership and High-Performance Human Resource Practices: Implications for Work Engagement. Research in Personnel and Human Resources Management, 2017, , 103-153.	1.6	25
80	Impact of Real and Propagated Values on Organisational Success. , 2017, , .		3
81	Linking Merger and Acquisition Strategies to Postmerger Integration: A Configurational Perspective of Human Resource Management. Journal of Management, 2018, 44, 1793-1818.	9.3	67
82	High performance work systems and corporate performance: the influence of entrepreneurial orientation and organizational learning. Frontiers of Business Research in China, 2018, 12, .	4.2	21
83	The "HR–lineâ€connecting HRM system―and its effects on employee turnover. Human Resource Management, 2018, 57, 1219-1231.	5.8	22
84	HR systems, HR departments, and perceived establishment labor productivity. Human Resource Management, 2018, 57, 1415-1428.	5.8	29
85	Attitudes and behaviors as predictors of service quality in the telecommunications sector context. International Journal of Quality and Reliability Management, 2018, 35, 656-677.	2.0	9
86	Further exploring the links between high-performance work practices and firm performance: A multiple-mediation model in the German context. German Journal of Human Resource Management, 2018, 32, 5-26.	3.2	13
87	Investing in people: salary and turnover in policing. Policing, 2018, 41, 113-128.	1.2	19
88	Social Resource Management: Integrating Social Network Theory and Human Resource Management. Academy of Management Annals, 2018, 12, 537-573.	9.6	56
89	More Than Just a Number? The Conceptualization and Measurement of Firm Age in an Era of Temporary Organizations. Academy of Management Annals, 2018, 12, 510-536.	9.6	25
90	Leveraging psychosocial safety climate to prevent ill-being: The mediating role of psychological need thwarting. Journal of Vocational Behavior, 2018, 107, 111-125.	3.4	45
91	Human resource management practices and voluntary turnover: a study of internal workforce and external labor market contingencies. International Journal of Human Resource Management, 2018, 29, 571-594.	5.3	15
93	Job rotation and employee performance – evidence from a longitudinal study in the financial services industry. International Journal of Human Resource Management, 2018, 29, 1709-1735.	5.3	25
94	High commitment HRM and organizational and occupational turnover intentions: the role of organizational and occupational commitment. International Journal of Human Resource Management, 2018, 29, 1661-1682.	5.3	30
95	Developing employee socio-technical flexibility in a multigenerational workforce. Journal of Management and Organization, 2018, 24, 517-532.	3.0	7

#	Article	IF	CITATIONS
96	Workplace deviance and human resource management relations: A case study of Turkish hotel employees. Journal of Human Resources in Hospitality and Tourism, 2018, 17, 137-153.	2.0	27
97	Employee Turnover and Organizational Performance in U.S. Federal Agencies. American Review of Public Administration, 2018, 48, 522-534.	2.3	38
98	From Employee-experienced High-involvement Work System to Innovation: An Emergence-based Human Resource Management Framework. Academy of Management Journal, 2018, 61, 2000-2019.	6.3	62
99	Why are your reward strategies not working? The role of shareholder value, country context, and employee voice. Business Horizons, 2018, 61, 107-113.	5.2	17
100	In Search of the High Road: Meaning and Evidence. ILR Review, 2018, 71, 3-34.	2.3	58
101	Managerial Family Ties and Employee Risk Bearing in Family Firms: Evidence from Spanish Car Dealers. Human Resource Management, 2018, 57, 993-1007.	5.8	20
102	A Yin–Yang Harmony Cognition to Employer–Employee Relationships. , 2018, , 109-151.		1
103	Ethical leadership and staff retention: The moderating role of job resources in Uganda's healthcare sector. SA Journal of Industrial Psychology, 2018, 44, .	0.5	5
104	Relative Importance of Human Resource Practices on Affective Commitment and Turnover Intention in South Korea and United States. Frontiers in Psychology, 2018, 9, 669.	2.1	13
105	Individual dismissals for personal and economic reasons in French firms: One or two models?. European Journal of Law and Economics, 2019, 48, 241-265.	1.1	2
106	Managers moving on up (or out): Linking self-other agreement on leadership behaviors to succession planning and voluntary turnover. Journal of Vocational Behavior, 2019, 115, 103328.	3.4	1
107	Implementing commitment HR practices: line manager attributions and employee reactions. International Journal of Human Resource Management, 2021, 32, 3339-3369.	5.3	10
108	The relationship between perceived organisational support, organisational commitment and turnover intention among employees in a selected organisation in the aviation industry. SA Journal of Human Resource Management, 0, 17, .	0.6	10
109	High-commitment HR practices and employee voice behavior-empirical evidence from Chinese millennial generation. , 2019, , .		0
110	Talent management for the proactive behavior of tour guides. International Journal of Contemporary Hospitality Management, 2019, 31, 4043-4061.	8.0	9
111	Exploring the interpersonal determinants of job embeddedness and voluntary turnover: A conservation of resources perspective. Human Resource Management Journal, 2019, 29, 413-432.	5.7	45
112	Calculative and collaborative HRM practices, turnover and performance. International Journal of Manpower, 2019, 40, 616-642.	4.4	10
113	An Integrated Psycho-Sociological Perspective on Public Employees' Motivation and Performance. Frontiers in Psychology, 2019, 10, 36.	2.1	41

#	ARTICLE	IF	CITATIONS
114	The value of job crafting for work engagement, task performance, and career satisfaction: longitudinal and quasi-experimental evidence. European Journal of Work and Organizational Psychology, 2019, 28, 300-314.	3.7	102
115	Human resource management, employee engagement, and nonprofit hospital performance. Nonprofit Management and Leadership, 2019, 29, 549-567.	2.5	27
116	Employees' perceptions on the relationship between human resource management practices and employee turnover. Employee Relations, 2019, 42, 453-470.	2.4	17
117	The influence of organizational context on the managerial turnover–performance relationship. Human Resource Management, 2019, 59, 423.	5.8	4
118	SHRM: A Research-based Overview for the Practitioner. NHRD Network Journal, 2019, 12, 214-224.	0.2	0
119	Strategic Dilemmas: How Managers Use HR Practices to Meet Multiple Goals. British Journal of Industrial Relations, 2019, 57, 513-539.	1.2	10
120	The circular path of social sustainability: An empirical analysis. Journal of Cleaner Production, 2019, 212, 916-924.	9.3	55
121	Does Losing Temporary Workers Matter? The Effects of Planned Turnover on Replacements and Unit Performance. Academy of Management Journal, 2019, 62, 979-1002.	6.3	31
122	Can rewards incentives of non-state-owned enterprises realize co-win cooperation of workers, enterprises and the society?. Nankai Business Review International, 2019, 10, 179-206.	1.0	1
123	Expanding the concept of fit in strategic human resource management: An examination of the relationship between human resource practices and charismatic leadership on organizational outcomes. Human Resource Management, 2019, 58, 187-202.	5.8	66
124	Exploring the influence of the human factor on customer satisfaction in call centres. BRQ Business Research Quarterly, 2019, 22, 83-95.	3.7	27
125	Implications of Work Effort and Discretion for Employee Well-Being and Career-Related Outcomes: An Integrative Assessment. ILR Review, 2019, 72, 636-661.	2.3	27
126	The impact of employee turnover and turnover volatility on labor productivity: a flexible non-linear approach. International Journal of Human Resource Management, 2019, 30, 3049-3079.	5.3	41
127	Scrooge Posing as Mother Teresa: How Hypocritical Social Responsibility Strategies Hurt Employees and Firms. Journal of Business Ethics, 2019, 157, 339-358.	6.0	111
128	Drivers of Collective Human Capital Flow: The Impact of Reputation and Labor Market Conditions. Journal of Management, 2019, 45, 1145-1172.	9.3	21
129	Reciprocal Relationships Between Workplace Childcare Initiatives and Collective Turnover Rates of Men and Women. Journal of Management, 2020, 46, 470-494.	9.3	8
130	Global post-merger agility, transactive memory systems and human resource management practices. Human Resource Management Review, 2020, 30, 100697.	4.8	9
131	Discharges, Poor-Performer Quits, and Layoffs as Valued Exits: Is It Really Addition by Subtraction?. Annual Review of Organizational Psychology and Organizational Behavior, 2020, 7, 181-211.	9.9	12

#	Article	IF	CITATIONS
132	The Role of Psychological Stigmatization in Unemployment Discrimination. Basic and Applied Social Psychology, 2020, 42, 29-49.	2.1	8
133	Is there internal fit among ability-, motivation-, and opportunity-enhancing HR practices? Evidence from South Korea. Review of Managerial Science, 2021, 15, 2049-2074.	7.1	9
134	Demystifying organisational embeddedness of leadership – a multi-method approach to validate a new construct. Leadership and Organization Development Journal, 2020, 41, 294-318.	3.0	0
135	What determines the adoption of employee empowerment practices by MNE subsidiaries in China?. Chinese Management Studies, 2020, 14, 871-894.	1.4	2
136	SME employee performance appraisal formalization and trust in leadership change. International Journal of Organizational Analysis, 2020, 28, 434-456.	2.9	12
137	High involvement work systems, happiness at work (HAW) and absorptive capacity: a bathtub study. Employee Relations, 2020, 42, 949-970.	2.4	14
138	The influence of organizational culture and HRM on building innovative capability. International Journal of Productivity and Performance Management, 2020, 69, 1373-1393.	3.7	20
139	HR practices and counterproductive behaviors: a meta-ethnographic study. Journal of Managerial Psychology, 2020, 35, 589-602.	2.2	5
140	Does organizational performance affect employee turnover? A reâ€examination of the turnover–performance relationship. Public Administration, 2020, 98, 210-225.	3.5	16
141	Formalizing the HRM and firm performance link: the S-curve hypothesis. International Journal of Human Resource Management, 2020, , 1-32.	5.3	6
142	Best Not to Know: Pay Secrecy, Employee Voluntary Turnover, and the Conditioning Effect of Distributive Justice. Academy of Management Journal, 2021, 64, 482-508.	6.3	33
143	Are you 110% sure? Modeling of fractions and proportions in strategy and management research. Strategic Organization, 2021, 19, 312-337.	5.0	17
144	Exploring necessary conditions in HRM research: Fundamental issues and methodological implications. Human Resource Management Journal, 2021, 31, 18-36.	5.7	51
145	Contrasting voluntary versus involuntary layoffs: Antecedents and outcomes. Canadian Journal of Administrative Sciences, 2021, 38, 177-192.	1.5	4
146	How do changes in human resource programs lead to innovation: an organizational entrainment perspective on the temporal mechanisms in HRM. Personnel Review, 2021, 50, 319-343.	2.7	2
147	Retaining, resigning and firing: bibliometrics as a people analytics tool for examining research performance outcomes and faculty turnover. Personnel Review, 2021, 50, 1316-1335.	2.7	10
148	The paths from insider to outsider: A review of employee exit transitions. Human Resource Management, 2021, 60, 119-144.	5.8	13
149	The Role of Firm Size and Knowledge Intensity in the Performance Effects of Collective Turnover. Journal of Management, 2021, 47, 993-1023.	9.3	18

#	Article	IF	CITATIONS
150	Unpacking the Relationship Between Customer (In)Justice and Employee Turnover Outcomes: Can Fair Supervisor Treatment Reduce Employees' Emotional Turmoil?. Journal of Service Research, 2021, 24, 301-319.	12.2	26
151	Which Way to High Performance? Comparing Performance Effects of High-Performance Work System Components in Small- to Medium-Sized Establishments. ILR Review, 2021, 74, 352-387.	2.3	12
152	Who Has Trouble Hiring? Evidence from a National IT Survey. ILR Review, 2022, 75, 608-637.	2.3	2
153	Deploying a "Good Jobs―Strategy in Service Sectors for Enhancing Competitive Advantage. International Journal of Business Strategy and Automation, 2021, 2, 29-53.	0.6	3
154	Perception of Operational Employees towards HPWS Implementation at High-End Hotels in Kuala Lumpur. International Journal of Academic Research in Business and Social Sciences, 2021, 11 , .	0.1	0
155	Technology Management in the Age of Digital Technologies. IEEE Transactions on Engineering Management, 2023, 70, 2507-2515.	3.5	12
156	Activities and characteristics of a manager in the function of improving the strategic activity of a company. Oditor - Casopis Za Menadzment Finansije I Pravo, 2021, 7, 7-35.	1.5	7
157	Holistic indigenous and atomistic modernity: Analyzing performance management in two Indian emerging market <scp>multinational corporations</scp> . Human Resource Management, 2021, 60, 803-823.	5.8	16
158	Uncovering the Mitigating Psychological Response to Monitoring Technologies: Police Body Cameras Not Only Constrain but Also Depolarize. Organization Science, 0, , .	4.5	6
159	Managing voluntary collective turnover: the impact of a cynical workplace climate. Personnel Review, 2021, ahead-of-print, .	2.7	2
160	Family Influence and Digital Business Model Innovation: The Enabling Role of Dynamic Capabilities. Entrepreneurship Theory and Practice, 2021, 45, 867-905.	10.2	91
161	Local Adaptation Without Work Intensification: Experimentalist Governance of Digital Technology for Mutually Beneficial Role Reconfiguration in Organizations. Organization Science, 2022, 33, 571-599.	4.5	13
162	Unintended consequences of promotions: Importance of annual incentives for performance management systems. Human Resource Management, 2021, 60, 787-801.	5.8	4
163	The contagion effect of collective voluntary turnover on firm performance and moderation of communication practices. Human Resource Management Journal, 0, , .	5.7	2
164	Cross-border M&As: Theorizing the negative effect of political ideology mismatch with host country labor institutional context on employee outcomes. Journal of Business Research, 2021, 128, 164-173.	10.2	3
165	Customer aggression, employee voice and quit rates: Evidence from the frontline service workforce. British Journal of Industrial Relations, 2022, 60, 348-370.	1.2	5
166	Controlled by the algorithm, coached by the crowd – how HRM activities take shape on digital work platforms in the gig economy. International Journal of Human Resource Management, 2021, 32, 2643-2682.	5.3	38
167	Time to Say Goodbye: A Duration Analysis of the Determinants of Coach Dismissals and Quits in Major League Soccer. Journal of Sports Economics, 0, , 152700252110348.	1.9	1

#	ARTICLE	IF	CITATIONS
168	Bringing theory to practice: Examining the role of pay for performance, intrinsic motivation, and culture on sales agent tenure. Journal of Marketing Theory and Practice, 2022, 30, 374-393.	4.3	4
169	Is the human resources management qualification required? An observation of human resources executives in Singapore and Macau integrated resorts and hotels. Journal of Asia Business Studies, 2021, ahead-of-print, .	2.2	O
170	Voluntary Turnover in the Spanish Cultural and Institutional Context., 2021, , 149-166.		0
171	Firing managers: The benefits of family ownership and costs of family management. Journal of Family Business Strategy, 2021, 12, 100411.	5.7	7
172	How and When job Security Reduces Resistance to Change in the Context of Organizational Change. Journal of Applied Behavioral Science, The, 0, , 002188632110406.	3.3	1
173	Team-level high-performance work systems, self-efficacy and creativity: differential moderating roles of person–job fit and goal difficulty. International Journal of Human Resource Management, 2021, 32, 478-511.	5.3	26
174	Strategic HR system differentiation between jobs: The effects on firm performance and employee outcomes. Human Resource Management, 2018, 57, 65-81.	5.8	27
175	Traditional Benefits Versus Perquisites. Journal of Personnel Psychology, 2017, 16, 91-103.	1.4	6
176	Human resource management and unit performance in knowledge-intensive work Journal of Applied Psychology, 2017, 102, 1222-1236.	5.3	73
177	Making stronger causal inferences: Accounting for selection bias in associations between high performance work systems, leadership, and employee and customer satisfaction Journal of Applied Psychology, 2018, 103, 1001-1018.	5.3	20
178	Advanced risk assessment in reverse supply chain processes: A case study in Republic of Serbia. Advances in Production Engineering and Management, 2019, 14, 421-434.	1.2	7
179	Supervisor–Subordinate Relationship Conflict Asymmetry and Subordinate Turnover Intentions: The Mediating Roles of Stress and Counterproductive Work Behaviors. Journal of Behavioral and Applied Management, 2017, 17, 169-196.	0.7	8
180	Determinants of customer satisfaction in call centres. European Accounting and Management Review, 2016, 2, 20-41.	0.1	5
181	High-performance Work Practices in Europe: Challenges of Diffusion. European Journal of Workplace Innovation, 2016, 2, .	0.5	5
182	Searching for Competitive Advantage in the HRM-Firm Performance Relationship. Academy of Management Perspectives, 2021, 35, 181-207.	6.8	48
183	Are call centers sweatshops?. Annals of Business Administrative Science, 2018, 17, 193-202.	0.4	3
184	Does the perceived efficiency of the HR department matter in influencing satisfaction and employee performance?. International Journal of Productivity and Performance Management, 2023, 72, 943-961.	3.7	2
185	Links, fit or sacrifice: job embeddedness and intention to quit among Generation Y. European Journal of Management and Business Economics, 2022, 31, 160-175.	3.1	5

#	Article	IF	CITATIONS
186	A Panel Data Analysis of the Effects of Voluntary and Involuntary Separations on Unit Performance in the Retail Industry. SSRN Electronic Journal, 0, , .	0.4	0
187	The Human Resource Management in Call Centres: The Development of a Questionnair. Revista De Psicologia Del Trabajo Y De Las Organizaciones, 2012, 28, 37-50.	1.6	1
188	Not Featherbedding, but Feathering the Nest: Human Resource Management and Investments in Information Technology. SSRN Electronic Journal, 0, , .	0.4	0
189	Turnover Models for it Specialists. , 2012, , .		O
190	Unmasking Turnover: Effects of Voluntary and Involuntary Separations on Unit Performance in the Retail Sector. SSRN Electronic Journal, 0, , .	0.4	0
191	Employee Turnover and Organizational Performance: a Study of the Brazilian Retail Sector. Brazilian Business Review, 2015, 12, 27-56.	0.4	3
192	Uwarunkowania oraz konsekwencje wymuszonej fluktuacji sprzedawców. Studia I MateriaÅ,y WydziaÅ,u ZarzÄdzania UW, 2016, 2/2016, 194-200.	0.1	0
194	The return on investment of rank and yank in a simulated call-center environment Consulting Psychology Journal, 2018, 70, 113-128.	0.8	1
195	Qualité du travail et de l'emploi et nature de la mobilité professionnelleÂ: quels liens en France entre 2006 et 2010 à partir de l'enquête Santé et itinéraire professionnel�. Industrial Relations, 0, 74, 643-67	73.2	1
196	İstifa ve İşten Çıkarmayı Etkileyen Faktörler(Bir Kimya Fabrikası Ã−rneklemi Üzerine Ampirik Bir Ara Sosyal Güvenlik Dergisi, 0, , 9-26.	ştırma O.O	a) _O
197	İnsan Kaynakları Yönetim Uygulamalarının İş Stresi Üzerindeki Etkisi: Hizmet Sektöründe Bir Ara Journal of Human and Work, 0, , .	ştırma	a. 0
198	Los factores de recursos humanos en la satisfacción del cliente en centros de llamadas de emergencia de empresas de distribución de energÃa. Apuntes Universitarios, 2020, 10, 386-410.	0.2	0
199	How and Why Does Franchise Ownership Affect Human Resource Practices? Evidence from the US Hotel Industry. ILR Review, 2022, 75, 321-347.	2.3	5
200	A Research on Total Rewards, Labor Productivity and Labor Absorption of Non-State-Owned Manufacturing Enterprises in China. FOM-Edition, 2020, , 269-286.	0.1	0
201	The "High-Road―Approach to Compensation and Benefits Practices. International Journal of Applied Management Sciences and Engineering, 2022, 9, 1-21.	0.1	1
202	High-Performance Work System and Employee Counterproductive Work Behavior: The Perspective of Employee Perception. Complexity, 2021, 2021, 1-13.	1.6	1
203	Well-being and Career Decision-making Difficulties Among Master's Students: A Simultaneous Multi-Equation Modeling. Cogent Psychology, 2021, 8, .	1.3	2
204	Chain Affiliation and Human Resource Investments: Evidence from the Restaurant Industry. Organization Science, 2022, 33, 2209-2225.	4.5	3

#	Article	IF	CITATIONS
205	The Hidden Cost of Worker Turnover: Attributing Product Reliability to the Turnover of Factory Workers. Management Science, 2022, 68, 3755-3767.	4.1	6
206	Spotlight Personnel: How Hiring and Turnover Drive Service Performance Versus Demand. Journal of Marketing Research, 2022, 59, 797-820.	4.8	2
207	Turnover intention and job tenure of US fundraisers. Journal of Philanthropy and Marketing, 2022, 27,	1.0	1
208	Employee Financial Wellness Programs (EFWPs) as an Innovation in Incentive Systems of Energy Sector Enterprises in Poland during the COVID-19 Pandemicâ€"Current Status and Development Prospects. Energies, 2022, 15, 2102.	3.1	1
209	Keeping a Foot in the Door: Neoliberal Ideology in Subjects Who Opt Out of a Corporate Career. Human Arenas, 0 , 1 .	1.4	4
210	A conditional process model linking high-performance work systems, collective turnover, collectivist culture and organizational performance. Employee Relations, 2022, 44, 511-530.	2.4	1
213	Productivity in an Organizational Setting: A Systematic View of the Causalities at Work. Administrative Sciences, 2022, 12, 90.	2.9	1
214	Workforce Diversity, Diversity Charters and Collective Turnover: Longâ€term Commitment Pays. British Journal of Management, 2023, 34, 1340-1359.	5.0	3
215	Hiring Temps but Losing Perms? Temporary Worker Inflows and Voluntary Turnover of Permanent Employees. Work, Employment and Society, 2024, 38, 83-102.	2.7	0
216	Quits Versus Discharges Across Job Levels: Revisiting the Positive Side of Turnover. Journal of Management, 0, , 014920632211089.	9.3	0
217	Unlocking the Potential of Other-ratings for Human Resource Management Research. Research in Personnel and Human Resources Management, 2022, 40, 1-41.	1.6	1
218	Understanding "reverse―knowledge flows following inventor exit in the semiconductor industry. Technovation, 2023, 121, 102638.	7.8	4
219	Andreas Jan Jaszczuk und Schaufenberger – eine Marke der atnovo GmbH. , 2022, , 221-232.		0
220	How resource-based state-owned enterprises manage collective labor relations: a comparative case study in China. Employee Relations, 2022, 45, 209.	2.4	0
221	The Weight of Debt: Relationships of Debt with Employee Experiences. Journal of Business and Psychology, 2024, 39, 45-65.	4.0	1
222	Who Is Leaving and Why? The Dynamics of High-Quality Human Capital Outflows. Academy of Management Journal, 0, , .	6.3	0
223	The impact of nurse staffing on turnover and quality: An empirical examination of nursing care within hospital units. Journal of Operations Management, 2023, 69, 1124-1152.	5.2	1
224	A Decade of Trend in the Employee Turnover Intention Study in India: A Systematic Review and Recommendation. FIIB Business Review, 0, , 231971452311589.	3.1	3

#	ARTICLE	IF	CITATIONS
225	Consistency matters: Exploring the different roles of climate variability on collective turnover. Journal of Occupational and Organizational Psychology, 0, , .	4.5	0
226	The high costs of outsourcing: Vendor errors, customer mistreatment, and wellâ€being in call centers. Industrial Relations, 2024, 63, 80-103.	1.6	1
227	The effect of digitalized workplace on employees' psychological well-being: Digital Taylorism approach. Technology in Society, 2023, 74, 102302.	9.4	2
228	Personalized human resource management via HR analytics and artificial intelligence: Theory and implications. Asia Pacific Management Review, 2023, 28, 598-610.	4.4	6
229	You Say Goodbye, and I Say Hello: The Alumni-Organization Relationship and Post-Separation Value. Academy of Management Review, 0, , .	11.7	1
230	The impact of Human Resource policies and practices on employee outcomes: A Case of Kosovo. , 2023, , 31-43.		0
231	Greenwashing in Corporate Social Responsibility: A Dual-Faceted Analysis of Its Impact on Employee Trust and Identification. Sustainability, 2023, 15, 15693.	3.2	2
232	The role of sociopolitical workplace networks in involuntary employee turnover. Social Networks, 2024, 76, 215-229.	2.1	0
233	Frontline service employee research: integration ofÂsystematicÂliterature reviews and recommendations forÂfuture scholarship. Journal of Service Management, 2023, 34, 829-842.	7.2	0
234	Staff turnover and organizational performance: The case of a microfinance organization. Journal of Economics and Management, 2023, 45, 413-440.	0.4	0
235	Scheduling Smarter: Scheduling Decision Impact on Nurse-Aide Turnover. Manufacturing and Service Operations Management, 2024, 26, 182-196.	3.7	0
236	Workload, nurse turnover, and patient mortality: Test of a hospital-level moderated mediation model. Health Care Management Review, 2024, 49, 23-34.	1.4	0
237	Effects of entrepreneurial heterogeneity within necessity- and opportunity-based entrepreneurs on business performance. International Entrepreneurship and Management Journal, 0, , .	5.0	0
238	The more ambidexterity the better? The moderating effect of organizational learning between high-performance HR practices and organizational performance. Frontiers in Psychology, 0, 14, .	2.1	0
239	Human resource development practices and employee engagement: the mediating role ofÂorganizational commitment. Rajagiri Management Journal, 0, , .	2.8	0
240	Building cooperative and high-performance organizations with high-performance work systems: the role of firm age and industry dynamism. International Journal of Human Resource Management, 0, , $1-37$.	5. 3	0
241	Do employees and firms benefit from autonomous work practice? Curvilinear effects on collective turnover and productivity of firms. International Journal of Human Resource Management, 0, , 1-31.	5. 3	0