Nicole Torka – Veröffentlichungen

International scientific publications (peer-review)

Torka, N. (2011). Agency workers and Organizations' Commitment to its Workers (OCW). International Journal of Human Resource Management (accepted).

Looise, J.C., Torka, N. & Wigboldus, J.E. (2011). Understanding the link between worker participation and organizational performance. Advances in Industrial and Labor Relations (accepted).

Yousaf, A., Sanders, K., Torka, N. & Ardts, J. (2011). Having two bosses: considering the relationships between LMX, satisfaction with HR practices, and organizational commitment. International Journal of Human Resource Management (accepted).

Torka, N., Schyns, B. & Looise, J.C. (2010). Direct participation quality and organizational commitment: The role of Leader-Member Exchange. Employee Relations, 32, pp. 418-434.

Torka, N. & Schyns, B. (2010). On equal job and co-worker commitment of agency workers and permanent employees: The role of HR practices. International Journal of Human Resource Management, pp. 1307-1322.

Torka, N., Geurts, P., Sanders, K. & Riemsdijk, M. van (2010). Antecedents of perceived intra- and extra-organizational alternatives. The case of low-educated supermarket employees in Czech Republic, Poland and Slovak Republic. Personnel Review, 39, pp. 269-286.

Sanders, K., Moorkamp, M., Torka, N., Groeneveld, C. & Groeneveld, S. (2010). How to support innovative behavior? The role of LMX and satisfaction with HR practices. Technology and Investment, 1, pp. 59-68.

Torka, N., Woerkom, M. van & Looise, J.C. (2008). Direct employee involvement quality (DEIQ). Creativity and Innovation Management, 17, pp. 147-154.

Torka, N. & Schyns, B. (2007). On the transferability of 'traditional' satisfaction theory to non-traditional employment relationships: temp agency work satisfaction. Employee Relations, 29, pp. 440-457.

Schyns, B., Torka, N. & Gössling, T. (2007). Turnover Intention and Preparedness for Change: Exploring Leader-Member Exchange and Occupational Self-efficacy as Antecedents of Two Employability Predictors. Career Development International, 12, pp. 690-679.

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Torka, N. (2004). Atypical employment relationships and commitment: wishful thinking or HR challenge? Management Revue, 16, pp. 5-25.

Dutch scientific publications (peer-review)

Looise, J.C., Wigboldus, J.E. & Torka, N. (2008). HRM, participatie en organisatieprestaties. Op zoek naar een geïntegreerd model [HRM, participation and performance: in search of an integrated model]. Tijdschrift voor HRM [Dutch HRM Journal], 11, 32-52.

Torka, N. Riemsdijk, M. van & Looise, J.C. (2007). Werkgeversbetrokkenheid [Organizations Commitment to its Workers]. Tijdschrift voor Arbeidsvraagstukken [Dutch Journal for Labour Relations], 23, 45-59.

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Torka, N. (2005). HRM: uitsluitend P = W x OS? [HRM: only P = W x OS?] Tijdschrift voor HRM [Dutch HRM Journal], 8, 22-28.

Torka, N. & van Riemsdijk, M.J. (2002). Betrokkenheid en werkgeversgedrag [Commitment and employer behaviour]. Tijdschrift voor HRM [Dutch HRM Journal], 5: 19-41.

Torka, N. & van Riemsdijk, M.J. (2001). Atypische contractrelatie en binding: een paradox!? [Atypical labour contract and commitment: a paradox?!]. Tijdschrift voor HRM [Dutch HRM Journal], 4, 59-76.

Torka, N. (2000). De metaal: een betrokken sector met flexibiliteit?! [The Dutch metal industry: a committed sector with flexibility?!] Nederlands Tijdschrift voor Bedrijfskunde [Dutch Management Journal], 72, 20-26.

Chapters in books and books

Torka, N. & Looise, J.C. (2010). Ondernemingsraad en betrokkenheid. Hoe ondernemingsraden met antihufterbeleid veel kunnen winnen [Works council and commitment. How works councils can win a lot with no asshole rules]. In J. Heijink (ed.) ORstrategie en beleid. Doel en resultaten, de effectieve OR. Deventer: Kluwer, pp. 79-88.

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Looise, J.C., Torka, N. & Wigboldus, J.E. (2010). Human Resource Management, Employee Participation and Organizational Performance. In search of an integrated model. In: F. Garibaldo & V. Telljohann (eds.), The ambivalent character of participation. New tendencies in worker participation in Europe. Frankfurt am Main: Peter Lang.

Torka, N. (2007). Challenging work and organizational psychology. The case for employee commitment (pp. 157-176), in: P. Mayring, G.L. Huber, L. Gürtler & M. Kiegelmann (eds.), Mixed Methodology in Psychological Research. Rotterdam/Taipei: Sense Publisher.

Torka, N. & Velzen, M. van (2007). Flexible labor. In: C. Wankel (ed.) 21st Century Handbook of Management. Thousand Oaks, CA: Sage Publications.

Torka, N. & Kerkhoff, A. (2005). Eine kritische Reflexion zur bedingten Selbstbestimmung [A critical reflection on autonomy]. In: Patientenrechte: 26-41.

Torka, N. (2003). Flexible but committed. The influence of the labour contract on commitment. Dissertation, Enschede: Twente University Press.

Publications in professional journals (without peer-review)

Torka, N. & Oosterik, C. (2007). Moet het wat minder zijn? Over de samenhang tussen betrokkenheid en stress [Should it be less? On the relationship between commitment and stress]. Personeelsbeleid [Personnel Management], 43: 34-40.

Sanders, K., Riemsdijk, M. van, Geurts, P. & Torka, N. (2007). Aandacht voor leiderschapsklimaat: Betrokkenheid in Oost Europa [Leadership climate: commitment in Eastern Europe]. Personeelsbeleid [Personnel Management], 42: 35-39.

Torka, N. & Teule, M. (2006). Betrokkenheid bij het werk. Het geheel meer dan de som van de delen? [Commitment to the job: the whole more than the sum of the parts?]. Personeelsbeleid [Personnel Management], 4: 35-39.

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Torka, N., Engelsman, S., Goedegebure, I. & Van Velzen, M. (2011). Katowice – Rotterdam – Katowice. Polish agency workers distributive justice perceptions on HRM. Management Research Review (revise & resubmit).

Schyns, B., Felfe, J. & Torka, N. (2011). Student behaviour: A question of commitment? Applied Psychology: An international review (revise & resubmit).

Felfe, J., Schyns, B. & Torka, N (2011). The impact of commitment in higher education on students' in- and extra-role behavior. Higher Education.

Torka, N. & Zagelmeyer, S. (2010). Getting inside the snake pit. On malignant Machiavellianism in work life. Organization Studies.

Torka, N., Schyns, B. & Van Ewijk, I. (2010). Older but not outdated. On the motives and needs for work after retirement: comparing Dutch voluntary versus agency workers. Career Development International.

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