



20 статей о человекоцентрированном подходе в организации

Первичный поиск приводится по данным реферативной базы *Scopus* по запросу на ключевое слово «person-centred approach». В результате было обнаружено две непересекающиеся традиции исследований. Первая, ссылаясь на классический человеко-центрированный подход Карла Роджерса, сформированный на базе индивидуальной психотерапевтической и консультативной практики, использует его в качестве рамочной основы для теоретических и эмпирических исследований. Вторая исследовательская традиция использует статистический метод анализа латентных профилей (*Latent Profile Analysis*), противопоставляя при этом исследования, центром которых является установление связей между переменными (*Variable-centered*), тем исследованиям, в которых делят на группы, «кластеризуют» самих испытуемых (*Person-centered*). Ни в одной из статей этой традиции нет ссылок на работы К. Роджерса или его последователей. Поиск ограничивался организационно-психологической тематикой. Учитывались статьи только на английском языке. В столбце «Количество цитирований» указано абсолютное число цитирований данной публикации в базе данных *Scopus* на 19.09.2016.

Ключевые слова: человекоцентрированный подход; Карл Роджерс; Latent Profile Analysis; библиометрия; цитирование.

Статьи, посвященные использованию в организации человекоцентрированного подхода Карла Роджерса

№ п/п	Название и выходные данные	Количество цитирований
1.	Coghlan, D. (1993). A Person-centred Approach to Dealing with Resistance to Change. <i>Leadership & Organization Development Journal</i> , 14(4), 10–14. http://doi.org/10.1108/01437739310039433	21
2.	Smith, H. L., & Grenier, M. (1982). Sources of organizational power for women: Overcoming structural obstacles. <i>Sex Roles</i> , 8(7), 733–746. http://doi.org/10.1007/BF00287569	20
3.	Tyler, J. A. (2011). Reclaiming rare listening as a means of organizational re-enchantment. <i>Journal of Organizational Change Management</i> , 24(1), 143–157. http://doi.org/10.1108/09534811111102328	3
4.	Killam, H. W. (1991). Rogerian psychology and human-computer interaction. <i>Interacting with Computers</i> , 3(1), 119–128. http://doi.org/10.1016/0953-5438(91)90007-0	1
5.	Anderson, J. D. (1978). Growth Groups and Alienation: A Comparative Study of Rogerian Encounter, Self-Directed Encounter, and Gestalt. <i>Group & Organization Management</i> , 3(1), 85–107. http://doi.org/10.1177/105960117800300108	0
6.	Stroh W. A. (2014). Person-Centered Approach In Business Relations: Training Of Active Listening For Businessmen. <i>Revista da Abordagem Gestáltica</i> , 20(1), 111–117.	0
7.	Carmeli, A., & Russo, M. (2016). The power of micro-moves in cultivating regardful relationships: Implications for work-home enrichment and thriving. <i>Human Resource Management Review</i> , 26(2), 112–124. http://doi.org/10.1016/j.hrmr.2015.09.007	0

Статьи, в которых человеко-центрированный подход в организации связан с использованием анализа латентных профилей (Latent Profile Analysis)

№ п/п	Название и выходные данные	Количество цитирований
1.	Kossek, E. E., Ruderman, M. N., Braddy, P. W., & Hannum, K. M. (2012). Work–nonwork boundary management profiles: A person-centered approach. <i>Journal of Vocational Behavior</i> , 81(1), 112–128. http://doi.org/10.1016/j.jvb.2012.04.003	33
2.	De Fruyt, F. (2002). A Person-Centered Approach to P–E Fit Questions Using a Multiple-Trait Model. <i>Journal of Vocational Behavior</i> , 60(1), 73–90. http://doi.org/10.1006/jvbe.2001.1816	31
3.	Mäkikangas, A., Hyvönen, K., Leskinen, E., Kinnunen, U., & Feldt, T. (2011). A person-centred approach to investigate the development trajectories of job-related affective well-being: A 10-year follow-up study. <i>Journal of Occupational and Organizational Psychology</i> , 84(2), 327–346. http://doi.org/10.1111/j.2044-8325.2011.02025.x	16
4.	Van den Broeck, A. A. B., Lens, W. C. D., De Witte, H. B. E., & Van Coillie, H. F. (2013). Unraveling the importance of the quantity and the quality of workers' motivation for well-being: A person-centered perspective. <i>Journal of Vocational Behavior</i> , 82(1), 69–78. http://doi.org/10.1016/j.jvb.2012.11.005	14
5.	Meyer, J. P., Stanley, L. J., & Vandenberg, R. J. (2013). A person-centered approach to the study of commitment. <i>Human Resource Management Review</i> , 23(2), 190–202. http://doi.org/10.1016/j.hrmr.2012.07.007	13
6.	Crocetti, E., Avanzi, L., Hawk, S. T., Fraccaroli, F., & Meeus, W. (2013). Personal and Social Facets of Job Identity: A Person-Centered Approach. <i>Journal of Business and Psychology</i> , 29(2), 281–300. http://doi.org/10.1007/s10869-013-9313-x	9
7.	Mäkikangas, A., De Cuyper, N., Mauno, S., & Kinnunen, U. (2013). A longitudinal person-centred view on perceived employability: The role of job insecurity. <i>European Journal of Work and Organizational Psychology</i> , 22(4), 490–503. http://doi.org/10.1080/1359432X.2012.665230	8
8.	Van den Broeck, A., De Cuyper, N., Luyckx, K., & De Witte, H. (2012). Employees job demands-resources profiles, burnout and work engagement: A person-centred examination. <i>Economic and Industrial Democracy</i> , 33(4), 691–706. http://doi.org/10.1177/0143831X11428228	6
9.	Meyer, J. P., Morin, A. J. S., & Vandenberghe, C. (2015). Dual commitment to organization and supervisor: A person-centered approach. <i>Journal of Vocational Behavior</i> , 88, 56–72. http://doi.org/10.1016/j.jvb.2015.02.001	2
10.	Dai, G., & de Meuse, K. P. (2013). Types of leaders across the organizational hierarchy: A person-centered approach. <i>Human Performance</i> , 26(2), 150–170. doi:10.1080/08959285.2013.765879	1
11.	Morin, A. J. S., Meyer, J. P., Creusier, J., & Bietry, F. (2016). Multiple-Group Analysis of Similarity in Latent Profile Solutions. <i>Organizational Research Methods</i> , 19(2), 231–254. http://doi.org/10.1177/1094428115621148	1
12.	Meyer, J. P., & Morin, A. J. S. (2016). A person-centered approach to commitment research: Theory, research, and methodology. <i>Journal of Organizational Behavior</i> , 37(4), 584–612. http://doi.org/10.1002/job.2085	1
13.	Perko, K., Kinnunen, U., Tolvanen, A., & Feldt, T. (2016). Investigating occupational well-being and leadership from a person-centred longitudinal approach: congruence of well-being and perceived leadership. <i>European Journal of Work and Organizational Psychology</i> , 25(1), 105–119. http://doi.org/10.1080/1359432X.2015.1011136	1



20 articles on person-centered approach in organizations

Abstract. The primary search was provided according to the abstracts database *Scopus* on request «*person-centred approach*». As a result, two distinct studying traditions was found. First, referring to the classic person-centered approach of Carl Rogers formed in the Advisory practice uses it in the organization. Additionally, view the compliance category all articles link to two books on Rogerian approach (Kirschenbaum & Henderson, 1990; Rogers, 1977). The second tradition uses a statistical method Latent Profile Analysis, this method contrasts studies centered on the establishment of links between research variables (Variable-centered), studies that are divided into groups of “clustering” of the subjects themselves (Person-centered). None of the articles of this tradition have reference to the work of Rogers and his followers. The search was limited organizational and psychological themes. We took into account only articles in English. In the column “number of citations” stated the absolute number of citations of this publication in the *Scopus* database on 19/09/2016.

Keywords: person-centered approach; Carl Rogers; Latent Profile Analysis; bibliometric; citation.

Articles referring to the classic person-centered approach of Carl Rogers

№	Title	Number of citations
1.	Coghlan, D. (1993). A Person-centred Approach to Dealing with Resistance to Change. <i>Leadership & Organization Development Journal</i> , 14(4), 10–14. http://doi.org/10.1108/01437739310039433	21
2.	Smith, H. L., & Grenier, M. (1982). Sources of organizational power for women: Overcoming structural obstacles. <i>Sex Roles</i> , 8(7), 733–746. http://doi.org/10.1007/BF00287569	20
3.	Tyler, J. A. (2011). Reclaiming rare listening as a means of organizational re-enchantment. <i>Journal of Organizational Change Management</i> , 24(1), 143–157. http://doi.org/10.1108/09534811111102328	3
4.	Killam, H. W. (1991). Rogerian psychology and human-computer interaction. <i>Interacting with Computers</i> , 3(1), 119–128. http://doi.org/10.1016/0953-5438(91)90007-O	1
5.	Anderson, J. D. (1978). Growth Groups and Alienation: A Comparative Study of Rogerian Encounter, Self-Directed Encounter, and Gestalt. <i>Group & Organization Management</i> , 3(1), 85–107. http://doi.org/10.1177/105960117800300108	0
6.	Stroh W. A. (2014). Person-Centered Approach In Business Relations: Training Of Active Listening For Businessmen. <i>Revista da Abordagem Gestáltica</i> , 20(1), 111–117.	0
7.	Carmeli, A., & Russo, M. (2016). The power of micro-moves in cultivating regardful relationships: Implications for work-home enrichment and thriving. <i>Human Resource Management Review</i> , 26(2), 112–124. http://doi.org/10.1016/j.hrmmr.2015.09.007	0

Articles using a statistical method Latent Profile Analysis

№	Title	Number of citations
1.	Kossek, E. E., Ruderman, M. N., Braddy, P. W., & Hannum, K. M. (2012). Work–nonwork boundary management profiles: A person-centered approach. <i>Journal of Vocational Behavior</i> , 81(1), 112–128. http://doi.org/10.1016/j.jvb.2012.04.003	33
2.	De Fruyt, F. (2002). A Person-Centered Approach to P–E Fit Questions Using a Multiple-Trait Model. <i>Journal of Vocational Behavior</i> , 60(1), 73–90. http://doi.org/10.1006/jvbe.2001.1816	31
3.	Mäkikangas, A., Hyvönen, K., Leskinen, E., Kinnunen, U., & Feldt, T. (2011). A person-centred approach to investigate the development trajectories of job-related affective well-being: A 10-year follow-up study. <i>Journal of Occupational and Organizational Psychology</i> , 84(2), 327–346. http://doi.org/10.1111/j.2044-8325.2011.02025.x	16
4.	Van den Broeck, A. A. B., Lens, W. C. D., De Witte, H. B. E., & Van Coillie, H. F. (2013). Unraveling the importance of the quantity and the quality of workers' motivation for well-being: A person-centered perspective. <i>Journal of Vocational Behavior</i> , 82(1), 69–78. http://doi.org/10.1016/j.jvb.2012.11.005	14
5.	Meyer, J. P., Stanley, L. J., & Vandenberg, R. J. (2013). A person-centered approach to the study of commitment. <i>Human Resource Management Review</i> , 23(2), 190–202. http://doi.org/10.1016/j.hrmr.2012.07.007	13
6.	Crocetti, E., Avanzi, L., Hawk, S. T., Fraccaroli, F., & Meeus, W. (2013). Personal and Social Facets of Job Identity: A Person-Centered Approach. <i>Journal of Business and Psychology</i> , 29(2), 281–300. http://doi.org/10.1007/s10869-013-9313-x	9
7.	Mäkikangas, A., De Cuyper, N., Mauno, S., & Kinnunen, U. (2013). A longitudinal person-centred view on perceived employability: The role of job insecurity. <i>European Journal of Work and Organizational Psychology</i> , 22(4), 490–503. http://doi.org/10.1080/1359432X.2012.665230	8
8.	Van den Broeck, A., De Cuyper, N., Luyckx, K., & De Witte, H. (2012). Employees job demands-resources profiles, burnout and work engagement: A person-centred examination. <i>Economic and Industrial Democracy</i> , 33(4), 691–706. http://doi.org/10.1177/0143831X11428228	6
9.	Meyer, J. P., Morin, A. J. S., & Vandenberghe, C. (2015). Dual commitment to organization and supervisor: A person-centered approach. <i>Journal of Vocational Behavior</i> , 88, 56–72. http://doi.org/10.1016/j.jvb.2015.02.001	2
10.	Dai, G., & de Meuse, K. P. (2013). Types of leaders across the organizational hierarchy: A person-centered approach. <i>Human Performance</i> , 26(2), 150–170. doi:10.1080/08959285.2013.765879	1
11.	Morin, A. J. S., Meyer, J. P., Creusier, J., & Bietry, F. (2016). Multiple-Group Analysis of Similarity in Latent Profile Solutions. <i>Organizational Research Methods</i> , 19(2), 231–254. http://doi.org/10.1177/1094428115621148	1
12.	Meyer, J. P., & Morin, A. J. S. (2016). A person-centered approach to commitment research: Theory, research, and methodology. <i>Journal of Organizational Behavior</i> , 37(4), 584–612. http://doi.org/10.1002/job.2085	1
13.	Perko, K., Kinnunen, U., Tolvanen, A., & Feldt, T. (2016). Investigating occupational well-being and leadership from a person-centred longitudinal approach: congruence of well-being and perceived leadership. <i>European Journal of Work and Organizational Psychology</i> , 25(1), 105–119. http://doi.org/10.1080/1359432X.2015.1011136	1