**Supplemental Materials**

**Taking Stock of Two Relational Aspects of Organizational Life: Tracing the History and Shaping the Future of Socialization and Mentoring Research**

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Online Appendix/Artifact A

Timeline for Organizational Socialization/Mentoring

**1941: Thomson JAP “An inventory for measuring socialization – self-seeking and its relationship to the Study of Values Test, the ACE Psychological Examination, and the Strong Vocational Interest Blank” [1] <2>**

1969: Moore (Ed.) *Handbook of socialization theory and research* chapter “Occupational socialization” <174>

1972: Hall & Schneider ASQ “Correlates of organizational identification as a function of career pattern and organizational type” [104] <320>

1974: Buchanan ASQ “Building organizational commitment: The socialization of managers in work organizations” [542] <2,431>

1978: Van Maanen OrgDynamics “People processing: Strategies of organizational socialization” [35] <445>

1979: Van Maanen & Schein ROB “Toward a theory of organizational socialization” <3,108>

1979: Wanous, Stumpf, & Bedrosian PPsych “Job survival of new employees” [40] <108>

1980: Louis ASQ “Surprise and sense making: What newcomers experience in entering unfamiliar organizational settings” [787] <2,515>

1985: Kram’s book *Mentoring at work: Developmental relationships in organizational life* <3,479>

**1985: Premack & Wanous JAP “A meta-analysis of realistic job preview experiments” [163] <495>**

1986: Fisher PHRM “Organizational socialisation: An integrative review” <722>

1987: Schneider PPsyc “The people make the place” [1,418] <3,637>

1987: Reichers AMR “An interactionist perspective on newcomer socialization rates” [113] <549>

1988: Noe PPsyc “An investigation of the determinants of successful assigned mentoring relationships” [298] <1,126>

**1989: Schaubroeck & Green JAP “Confirmatory factor analytic procedures for assessing change during organizational entry” [37] <78>**

**1990: Dreher & Ash JAP “A comparative study of mentoring among men and women in managerial, professional, and technical positions” [277] <1,045>**

1992: Chao, Walz, & Gardner PPsych “Formal and informal mentorships: A comparison on mentoring functions and contrast with nonmentored counterparts” [271] <1,094>

1992: Wanous’ book *Organizational entry: Recruitment, selection and socialization of newcomers* <1,459>

**1992: Wanous, Poland, Premack, & Davis JAP “The effects of met expectations on newcomer attitudes and behaviors – A review and meta-analysis” [179] <528>**

**1993a: Morrison JAP “Longitudinal study of the effects of information seeking on newcomer socialization” [242] <663>**

1993b: Morrison AMJ “Newcomer information seeking: Exploring types, modes, sources, and outcomes” [294] <798>

**1993: Vandenberg & Self JAP “Assessing newcomers changing commitments to the organization during the first 6 months of work” [89] <213>**

**1994: Bauer & Green JAP “Effect of newcomer involvement in work-related activities: A longitudinal study of socialization” [93] <268>**

**1994: Chao, O’Leary-Kelly, Wolf, Klein, & Gardner JAP “Organizational socialization: Its content and consequences” [309] <1,070>**

1994: Ragins & Scandura AMJ “Gender differences in expected outcomes of mentoring relationships” [129] <410>

**1995: Fullagar, Gallagher, Gordon, & Clark JAP “Impact of early socialization on union commitment and participation: A longitudinal study” [39] <97**

**1995: Major, Kozlowski, Chao, & Gardner JAP “A longitudinal investigation of newcomer expectations, early socialization outcomes, and the moderating effects of role development factors” [163] <485>**

**1995: Saks JAP “Longitudinal field investigation of the moderating and mediating effects of self-efficacy on the relationship between training and newcomer adjustment” [177] <542>**

1995: Weick’s book *Sensemaking in organizations* <16,598>

**1996: Ashford & Black JAP “Proactivity during organizational entry: The role of desire for control” [244] <626>**

**1996: Dreher & Cox JAP “Race, gender, and opportunity: A study of compensation attainment and the establishment of mentoring relationships” [147] <510>**

1997: Allen, Poteet, & Burroughs JVB “The mentor’s perspective: A qualitative inquiry and future research agenda” [124] <456>

**1997: Ragins & Scandura JAP “The way we were: Gender and the termination of mentoring relationship” [57] <167>**

**1998: Bauer & Green JAP “Testing the combined effects of newcomer information seeking and manager behavior on socialization” [78] <238>**

1998: Bauer, Morrison, & Callister, PHRM “Organizational socialization: A review and directions for future research.” <508>

**1998: Buckley, Fedor, Veres, Wiese, & Carraher JAP “Investigating newcomer expectations and job-related outcomes” [49] <268>**

**1998: Schneider, Smith, Taylor, & Fleenor JAP “Personality and organizations: A test of the homogeneity of personality hypothesis” [155] <390>**

**1999: Ragins & Cotton JAP “Mentor functions and outcomes: A comparison of men and women in formal and informal mentoring relationships” [310] <1,098>**

**2000: Chan & Schmitt JAP “Interindividual differences in intraindividual changes in proactivity during organizational entry: A latent growth modeling approach to understanding newcomer adaptation” [105] <230>**

**2000: Wanberg & Kammeyer-Mueller JAP “Predictors and outcomes of proactivity in the socialization process” [130] <362>**

2001: Higgins & Kram AMR “Reconceptualizing mentoring at work: A developmental network perspective. [312] <1,144>

**2001: Maier & Brunstein JAP “The role of personal work goals in newcomers’ job satisfaction and organizational commitment: A longitudinal analysis” [65] <190>**

**2001: Brown, Ganesan, & Challagalla JAP “Self-efficacy as a moderator of information-seeking effectiveness” [58] <166>**

2003: Chen & Klimoski AMJ “The impact of expectations on newcomer performance in teams as mediated by work characteristics, social exchanges, and empowerment [121] <255>

**2003: Kammeyer-Mueller & Wanberg JAP “Unwrapping the organizational entry process: Disentangling multiple antecedents and their pathways to adjustment” [140] <403>**

2003: Wanberg, Welsh, & Hezlett RPHRM “Mentoring research: A review and dynamic process model.” <407>

**2004: Allen, Eby, Poteet, Lentz, & Lima JAP “Career benefits associated with mentoring for protégés: A meta-analysis” [304] <1,008>**

2005: Chen AMJ “Newcomer adaptation in teams: Multilevel antecedents and outcomes” [85] <154>

**2005: Kim, Cable, & Kim JAP “Socialization tactics, employee proactivity, and person-organization fit” [92] <266>**

**2005: Wesson & Gogus JAP “Shaking hands with a computer: An examination of two methods of organizational newcomer orientation” [15] <77>**

**2006: Allen, Eby, & Lentz JAP “Mentorship behaviors and mentorship quality associated with formal mentoring programs: Closing the gap between research and practice” [75] <273>**

2007: Allen & Eby (Eds.) *Blackwell handbook of mentoring: A multiple perspectives approach* <207>

**2007: Bauer, Bodner, Tucker, Erdogan, & Truxillo JAP “Newcomer adjustment during organizational socialization: A meta-analytic review of antecedents, outcomes, and methods” [198] <529>**

2007: Ragins & Kram (Eds.) *Handbook of mentoring at work* <285>

**2008: Eby, Durley, Evans, & Ragins JAP “Mentors’ perceptions of negative mentoring experiences: Scale development and nomological validation” [33] <84>**

**2008: Fan & Wanous JAP “Organizational and cultural entry: A new type of orientation program for multiple boundary crossings” [8] <20>**

**2009: Boswell, Shipp, Payne, & Culbertson JAP “Changes in newcomer job satisfaction over time: Examining the pattern of honeymoons and hangovers” [45] <108>**

**2010: Wang, Tomlinson, & Noe JAP “The role of mentor trust and protégé internal locus of control in formal mentoring relationships” [29] <74>**

2011: Bauer & Erdogan *APA Handbook of I/O Psychology* chapter “Organizational socialization: The effective onboarding of new employees” <80>

**2011: Harrison, Sluss, & Ashforth JAP “Curiosity adapted the cat: The role of trait curiosity in newcomer adaptation” [22] <41>**

**2011: Li, Harris, Boswell, & Xie JAP “The role of organizational insiders’ developmental feedback and proactive personality on newcomers’ performance: An interactionist perspective” [21] <41>**

**2011: Liu & Fu JAP “Motivating protégés' personal learning in teams: A multilevel investigation of autonomy support and autonomy orientation” [9] <19>**

2012: Chao *Oxford Handbook of Org Psyc* chapter “Organizational socialization: Background, basics, and a blueprint for adjustment at work” <11>

2012: Wanberg (Ed.) *The Oxford Handbook of Organizational Socialization* <15>

2013: Cable, Gino, & Staats ASQ “Breaking them in or eliciting their best? Reframing socialization around newcomers’ authentic self-expression” [15] <46>

2014: Harris, Li, Boswell, Zhang, & Xie PPsyc “Getting what's new from newcomers: Empowering leadership, creativity, and adjustment in the socialization context” [2] <10>

**2015: Eby, Butts, Hoffman, & Sauer JAP “Cross-lagged relations between mentoring received from supervisors and employee OCBs: Disentangling causal direction and identifying boundary conditions” [1] <0>**

**in press: Nifakdar & Bauer JAP “Breach of belongingness during socialization: Newcomer relationship conflict, information, and task-related outcomes” [0] <0>**

*Notes: Web of Science citation counts appear in* [ ] taken between October 15-16, 2015 (books and book chapters do not appear in Web of Science). *GoogleScholar citation counts in < > from October 15 -16, 2015. Articles in bold are those published in JAP.*