

Key publications

(unless indicated otherwise, Nicholas Jans is the author of these publications)

Books and monographs

1988 **Careers in Conflict: A Study of Services Officers' Careers and Families in Peacetime**. Canberra College of Advanced Education, Canberra Series in Administrative Studies, No. 10.

1990 (with J. M. Frazer-Jans) **Careers and Culture in the SES**. Public Service Commission, Senior Executive Staffing Unit, Occasional Paper No 10.

2002 (with David Schmidtchen) **The Real C-Cubed: Culture, careers and climate and how they affect military capability**, Canberra Papers on Strategy and Defence, No. 143, Strategic & Defence Studies Centre, Australian National University.

2003 (with Jane Harte) **Once Were Warriors? Leadership, culture and organisational change in the Australian Defence Organisation**, Centre for Defence Leadership Studies, Australian Defence College.

2006 **It's the backswing, stupid: the essence of leadership culture in military institutions**, Centre for Defence Leadership Studies, Australian Defence College.

2007 **Careers in Conflict 2007: The six factors that have been reshaping the Australian military profession – and how they have created the 'commitment paradox'**. Centre for Defence Leadership Studies, Australian Defence College, 2009.

2013 (with Stephen Mugford, Jamie Cullens, & Judy Frazer-Jans) **The Chiefs: A Study of Strategic Leadership**, Australian Defence College, 2013.

2018 **Leadership Secrets of the Australian Army: Learn from the best and inspire your team for great results**, Sydney: Allen & Unwin.

Chapter contributions

1991 (with J. Jabes, J. M. Frazer-Jans and D. Zussman) 'Perceptions of leadership and organization by public sector senior managers in Australia and Canada as a function of hierarchical level', in S. Iwawaki, Y. Kashima & K. Leung (Eds.), **Innovations in Cross-Cultural Psychology**. Swets & Zeitlinger, Amsterdam, 135-146

2011 'When only the best will do: how leadership can build community resilience and sustainability', in J Martin & T Budge (Eds.), **The sustainability of Australia's country towns: renewal, renaissance and resilience**, Ballarat, VURRN, 11-22.

2014 'Getting on the same net: How the theory-driven academic can better communicate with the pragmatic military client', in Joseph Soeters, Patricia M. Shields and Sebastian Rietjens (Eds.), **Routledge Handbook of Research Methods in Military Studies**, NY, NY, 19-28.

Journal articles

1982 'The nature and measurement of work involvement', **Journal of Occupational Psychology**, 1982, **55**, 57-67.

1985 'Organisational factors and work involvement' **Organisational Behaviour and Human Decision Processes**, 1985, **35**, 382-396.

1989 'The career of the military wife', **Human Relations**, 1989, **42**, 337-351.

1989 'Organisational commitment, career factors and career/life stage', **Journal of Organizational Behaviour**, 1989, **10**, 247-266.

1989 'Problems in military professionalism: a study of change in the Australian Defence Force', **Armed Forces & Society**, 1989, **15**, 181-192.

1989 (with A .M. McMahon) 'The comprehensiveness of the job characteristics model', **Australian Journal of Psychology**, 1989, **41**, 303-314.

1990 (with J. M. Frazer-Jans) 'Senior executives' perspectives on their work, careers and organisations: preliminary findings of the SES Career Perceptions Study', **Canberra Bulletin of Public Administration**, July 1990, No 61, 89-98.

1991 (with J. M. Frazer-Jans) 'Organisational culture and organisational effectiveness', **Australian Journal of Public Administration**, 1991, **50**, 333-346.

2001 (with J. M. Frazer-Jans and J. J. Louviere) 'Employee choice modelling: predicting employee behaviour under varied employment conditions', **Asia-Pacific Journal of Human Resources**, 2001, **39**(3) 59-81.

2004 (with J. M. Frazer-Jans) 'Career development, job rotation and professional performance', **Armed Forces & Society**, 2004, **30** (2), 255-278.

2009 (with J. M. Frazer-Jans) 'Still the "pragmatic professional"? Pre- and post-9/11 professional orientation in the Australian military', **Armed Forces & Society**, **35** (2), 241-265.

2011 (with Hugh Smith) 'Use them or lose them? Australia's defence force reserves', **Armed Forces & Society**, **37**(2), 301-320.

2013 'The "People" perspective: People issues in the 2013 White Paper', **Security Challenges**.

2016 'What to do and how to think if you want to lead', **Australian Army Journal**, **13**(2), 47-66.

2017 'Social and political acumen: a vital but neglected professional skill set', **Australian Defence Force Journal**, Issue 202 – July/August, 83-89.