

Systematic Reviews ANZAM Workshop November 2021

Alex Newman and Kevin
Lowe



- Alex Newman
 - Associate Editor: International Journal of Management Reviews
 - Author of over 20 systematic review papers in journals such as the Journal of Organizational Behavior, Journal of Vocational Behavior, The Leadership Quarterly, Human Resource Management Review, Applied Psychology, Journal of Occupational and Organizational Psychology
- Kevin Lowe
 - Editor Annual Review Issue: The Leadership Quarterly
 - Authored review papers which received the Decade Award from the Journal of International Business Studies and the Decennial Influential Award from The Leadership Quarterly

- Why write a systematic review
- Types of systematic reviews
- Organizing (sectioning)
- Coding overview and organizing principles
- Being critical in addition to summarizing the literature
- Literature search and coding
- Other types of reviews- meta-analysis and bibliometric reviews
- Some exemplars
- Publication outlets for systematic reviews

Study after Study after ...



Why write a systematic review?



- No need for original data
- Are typically highly cited
- Relatively straightforward to write
- Review section and agenda for future research
- A growing number of journals have review issues or accept review papers
 - Journal of Management
 - Journal of Organizational Behavior
 - Journal of Vocational Behavior
 - The Leadership Quarterly
 - International Journal of Management Reviews
 - Human Resource Management Review
 - International Journal of Human Resource Management

Brainstorming Ideas for a Review Paper



- Ideally focus on a construct/theme/area that has not been subject to review or meta-analysis before
- There typically needs to be more than 40 papers for a decent review to be conducted
- Possibility of revisiting an already reviewed construct/theme that has not been reviewed recently
- Do a web search using web of science/publish or perish or other top databases or look in journals for ideas

What kinds of review paper are there?



- Review papers tend to focus on a construct, theme or research area
- Reviews might even be done on a theoretical paradigm and how it has been applied to a given body of scholarship (e.g. Resource Based View, Conservation of Resources Theory)
- Narrative reviews, systematic reviews (with inclusion/exclusion criteria), meta-analytic reviews and bibliometric reviews

Sections of a Review Paper



- If the focus of the review paper is on a construct important to look at how the construct has been defined and measured, and the nomological network of constructs to which it is related
- If the focus is on a theme important to highlight major subthemes in the research (group areas of scholarship)
- Suggestions for future research
 - Measurement (objective/self or other rated, multi-level, longitudinal etc)
 - Empirical (other potential antecedents/outcomes)
 - Theoretical (use of different theories/new moderators/mediators to be understand phenomenon)

- Use excel spreadsheet
- Have number of columns
 - Study name
 - Quals/quant/theoretical
 - How construct has been measured
 - Antecedents
 - Outcomes
 - Location
 - Moderators
 - Mediators

Reviewing



- Separate into sections- conceptualization, measurement, antecedents, outcomes and moderators.

Conceptualization/ Measurement



- Identify how the construct has been conceptualized
- Examine how it has been measured in relation to its conceptualization
- Highlight which scales have been commonly used (frequency, use of abbreviated versions, sub-dimensions etc)
- Criticize how the construct has been measured
- Criticize the research design of previous studies
- Don't draw too much on theory that explains its relationships between its antecedents/outcomes here!!
- Difference between theory and conceptualization

Antecedents/Outcomes/ Moderators



- Classify antecedents and outcomes into groups (e.g. work attitudes/behaviors, individual differences/organizational practices/leadership etc)
- Highlight the theories that have been used to explain the relationship between the construct and outcomes/antecedents
- Take a critical approach
- Highlight inconsistent findings and possible reasons for such inconsistencies
- Highlight gaps in our knowledge when summarizing what has been done (e.g. the majority of research has looked at A and neglected B. Understanding B is important for 1, 2, 3 reasons)

Searching for Literature

Article Search



Web of Science

Tools ▾ Searches and alerts ▾ Search History Marked List

Select a database Web of Science Core Collection ▾

Basic Search Author Search^{BETA} Cited Reference Search **Advanced Search**

Use field tags, Boolean operators, parentheses, and query sets to create your query. Results will appear in the Search History table at the bottom of the page.[Learn more about Advanced Search](#)

Example: TS=(nanotub* AND carbon) NOT AU=Smalley RE
#1 NOT #2 [more examples](#) | [view the tutorial](#)

Search

Restrict results by languages and document types:

All languages
English
Afrikaans
Arabic

All document types
Article
Abstract of Published Item
Art Exhibit Review

Timespan
Custom year range ▾ 1970 ▾ to 2020 ▾

More settings ▾

Booleans: AND, OR, NOT, SAME, NEAR
Field Tags:
TS= Topic
TI= Title
AU= Author [\[Index\]](#)
AI= Author Identifiers
GP= Group Author [\[Index\]](#)
ED= Editor
SO= Publication Name [\[Index\]](#)
DOI= DOI
PY= Year Published
CF= Conference
AD= Address
OG= Organization-Enhanced [\[Index\]](#)
OO= Organization
SG= Suborganization
AB= Abstract
AK= Author Keywords
KP= Keyword Plus ®
SA= Street Address
CI= City
PS= Province/State
CU= Country/Region
ZP= Zip/Postal Code
FO= Funding Agency
FG= Grant Number
FT= Funding Text
SU= [Research Area](#)
WC= [Web of Science Category](#)
IS= ISSN/ISBN
UT= Accession Number
PMID= PubMed ID
ALL= All Fields

E.g., TS=(transformational leader* AND performance)

Article Search



Timespan

Custom year range ▼ 1970 ▼ to 2020 ▼

More settings ▲

Web of Science Core Collection: Citation Indexes

☒ Science Citation Index Expanded (SCI-EXPANDED) --1970-present

☒ Social Sciences Citation Index (SSCI) --1970-present

☒ Arts & Humanities Citation Index (A&HCI) --1975-present

☒ Conference Proceedings Citation Index- Science (CPCI-S) --1990-present

☒ Conference Proceedings Citation Index- Social Science & Humanities (CPCI-SSH) --1990-present

☒ Emerging Sources Citation Index (ESCI) --2015-present

Data last updated: 2020-07-20

Publication Years

- ☐ 2020 (356)
- ☐ 2019 (601)
- ☐ 2018 (555)
- ☐ 2017 (399)
- ☐ 2016 (412)

[more options / values...](#)

Refine

Web of Science Categories

- ☐ MANAGEMENT (2,184)
- ☐ PSYCHOLOGY APPLIED (989)
- ☐ BUSINESS (796)
- ☐ EDUCATION EDUCATIONAL RESEARCH (229)
- ☐ PUBLIC ADMINISTRATION (184)

[more options / values...](#)

Refine

Document Types

- ☐ ARTICLE (3,531)
- ☐ PROCEEDINGS PAPER (381)
- ☐ REVIEW (224)
- ☐ EARLY ACCESS (139)
- ☐ EDITORIAL MATERIAL (15)

[more options / values...](#)

Refine

Source Titles

- ☐ LEADERSHIP QUARTERLY (231)
- ☐ LEADERSHIP ORGANIZATION DEVELOPMENT JOURNAL (131)
- ☐ JOURNAL OF APPLIED PSYCHOLOGY (97)
- ☐ JOURNAL OF ORGANIZATIONAL BEHAVIOR (66)
- ☐ JOURNAL OF BUSINESS ETHICS (59)

[more options / values...](#)

Refine

Source Titles

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Cancel

Sort these by:

Record Count ▼

The first 100 Source Titles (by record count) are shown. For advanced refine options, use [Analyze results](#).

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| <input type="checkbox"/> LEADERSHIP ORGANIZATION DEVELOPMENT JOURNAL (131) | <input type="checkbox"/> JOURNAL OF MANAGEMENT STUDIES (21) | <input type="checkbox"/> ADVANCES IN SOCIAL SCIENCE EDUCATION AND HUMANITIES RESEARCH (11) |
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| <input type="checkbox"/> FRONTIERS IN PSYCHOLOGY (53) | <input type="checkbox"/> PUBLIC ADMINISTRATION REVIEW (17) | <input type="checkbox"/> INTERNATIONAL JOURNAL OF ORGANIZATIONAL LEADERSHIP (11) |
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| <input type="checkbox"/> ACADEMY OF MANAGEMENT JOURNAL (41) | <input type="checkbox"/> JOURNAL OF OCCUPATIONAL HEALTH PSYCHOLOGY (16) | <input type="checkbox"/> PROCEEDINGS OF THE INTERNATIONAL CONFERENCE ON MANAGEMENT LEADERSHIP AND GOVERNANCE (11) |
| <input type="checkbox"/> SUSTAINABILITY (41) | <input type="checkbox"/> JOURNAL OF PRODUCT INNOVATION MANAGEMENT (16) | <input type="checkbox"/> ZEITSCHRIFT FUR ARBEITS UND ORGANISATIONSPSYCHOLOGIE (11) |
| <input type="checkbox"/> EUROPEAN JOURNAL OF WORK AND ORGANIZATIONAL PSYCHOLOGY (40) | <input type="checkbox"/> PSYCHOLOGICAL REPORTS (16) | <input type="checkbox"/> CAREER DEVELOPMENT INTERNATIONAL (10) |
| <input type="checkbox"/> JOURNAL OF BUSINESS RESEARCH (39) | <input type="checkbox"/> CHINESE MANAGEMENT STUDIES (15) | <input type="checkbox"/> HUMAN RESOURCE DEVELOPMENT REVIEW (10) |
| <input type="checkbox"/> JOURNAL OF OCCUPATIONAL AND ORGANIZATIONAL PSYCHOLOGY (37) | <input type="checkbox"/> EUROPEAN JOURNAL OF INNOVATION MANAGEMENT (15) | <input type="checkbox"/> INTERNATIONAL JOURNAL OF PRODUCTIVITY AND PERFORMANCE MANAGEMENT (10) |
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| <input type="checkbox"/> JOURNAL OF BUSINESS AND PSYCHOLOGY (30) | <input type="checkbox"/> JOURNAL OF NURSING MANAGEMENT (15) | <input type="checkbox"/> JOURNAL OF LEADERSHIP STUDIES (10) |
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| <input type="checkbox"/> PERSONNEL PSYCHOLOGY (28) | <input type="checkbox"/> SMALL GROUP RESEARCH (15) | <input type="checkbox"/> EMPLOYEE RELATIONS (9) |
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| <input type="checkbox"/> SOCIAL BEHAVIOR AND PERSONALITY (27) | <input type="checkbox"/> PUBLIC PERSONNEL MANAGEMENT (14) | <input type="checkbox"/> HUMAN PERFORMANCE (9) |
| <input type="checkbox"/> LEADERSHIP (26) | <input type="checkbox"/> TOTAL QUALITY MANAGEMENT BUSINESS EXCELLENCE (14) | <input type="checkbox"/> INTERNATIONAL JOURNAL OF PUBLIC ADMINISTRATION (9) |

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☐ INTERNATIONAL JOURNAL OF EDUCATIONAL MANAGEMENT (11)

☐ INTERNATIONAL JOURNAL OF MANPOWER (11)

☐ INTERNATIONAL JOURNAL OF ORGANIZATIONAL LEADERSHIP (11)

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☐ JOURNAL OF APPLIED SPORT PSYCHOLOGY (11)

☐ JOURNAL OF PSYCHOLOGY (11)

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☐ PROCEEDINGS OF THE INTERNATIONAL CONFERENCE ON MANAGEMENT LEADERSHIP AND GOVERNANCE (11)

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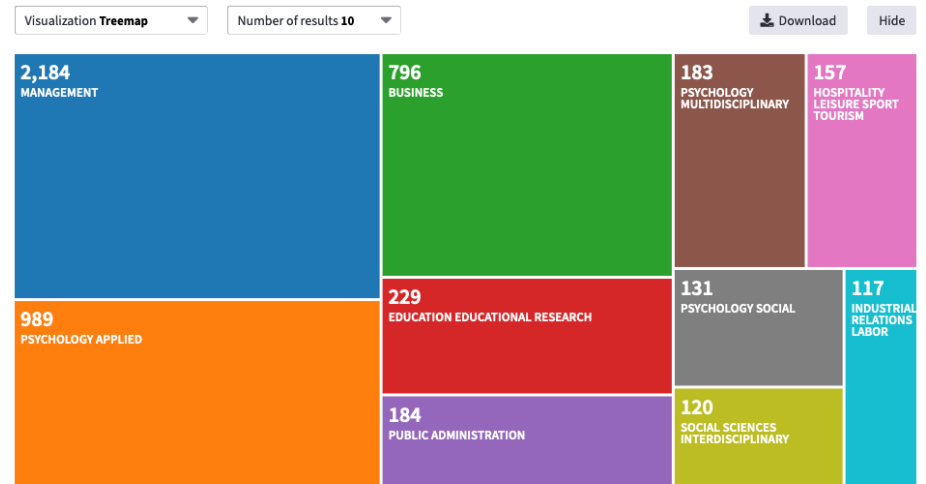
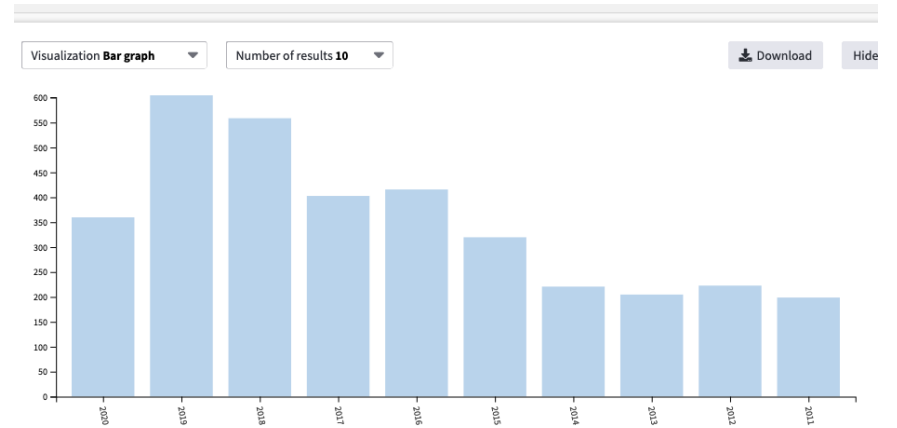
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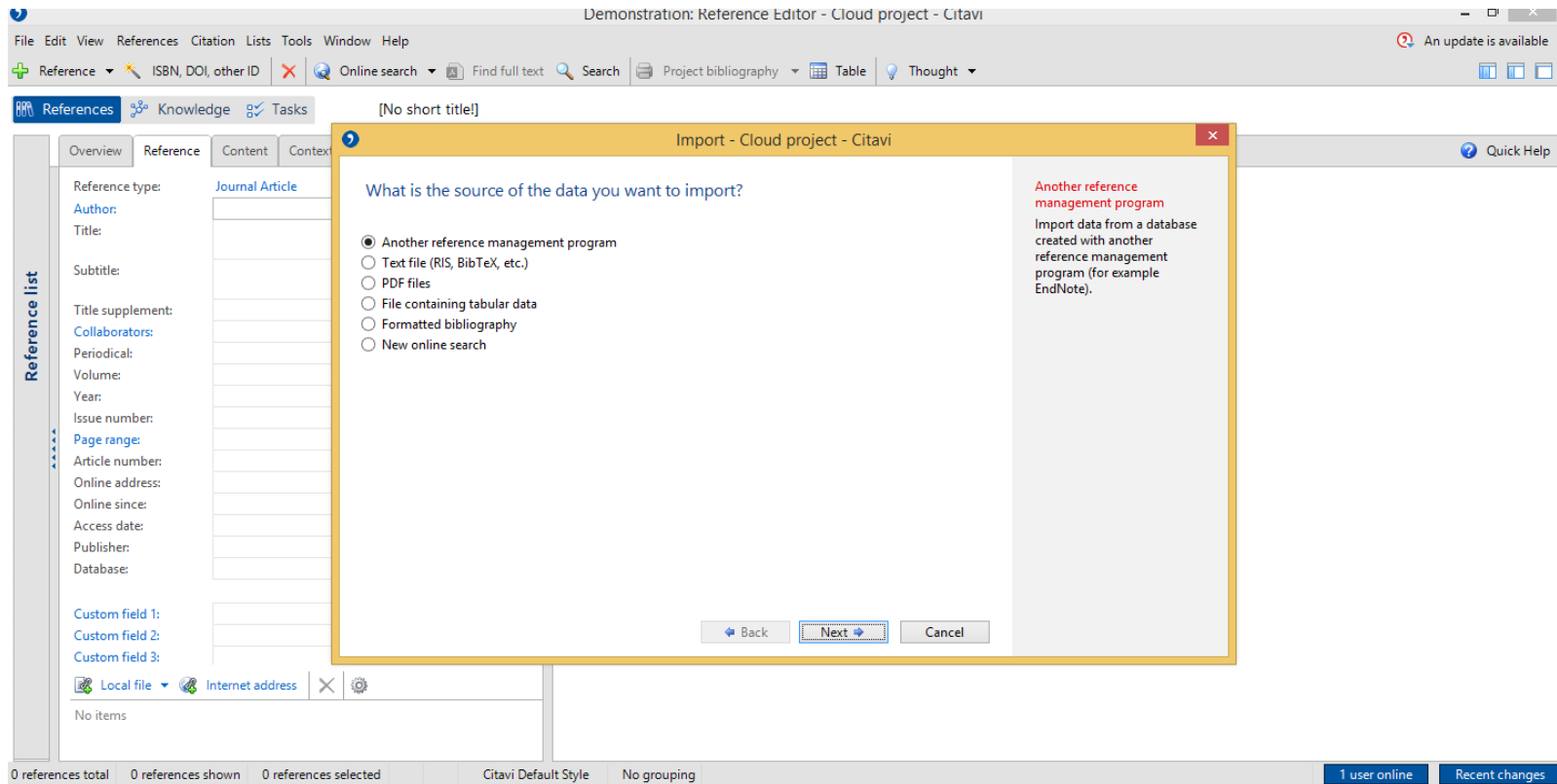


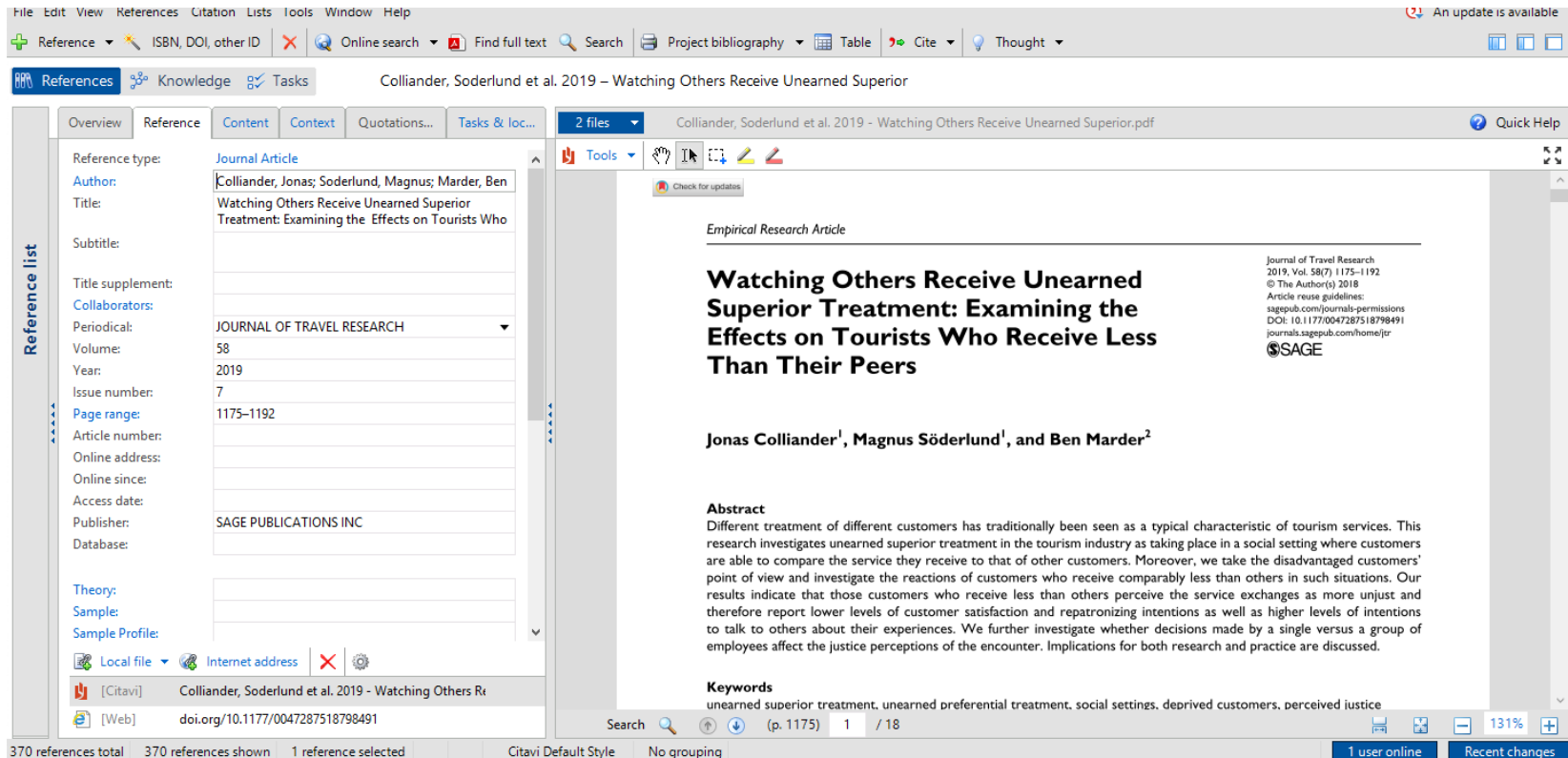
Developing a Coding Sheet



	A	B	C	D	E	F	G	H	I	J	K
	Author(s)	Year	Article title	Type	Measurement of Construct	Antecedents	Outcomes	Mediator(s)	Moderator(s)	Location	Sample
1											
2											
3											
4											
5											
6											
7											
8											
9											

Sample Review Matrix on the Use of Acupuncture for Treating Chronic Lower Back Pain										
REFERENCE & PURPOSE				SUBJECTS		DATA	VARIABLES		CONCLUSION	COMMENTS
Author(s), Title, Journal	Year Published	Purpose	#	Subject Characteristics	Sample Design	Year Data Collected	Control	Intervention		
Cho YJ, Song YK, Cha YY, Shin BC, Shin IH, Park HJ, Lee HS, Kim KW, Cho JH, Chung WS, Lee JH, Song MY. Acupuncture for chronic low back pain: A multicenter, randomized, patient-assessor blind, sham-controlled clinical trial. <i>Spine</i> .	2013	Is acupuncture superior to a placebo for treating chronic lower back pain?	130	Similar baseline characteristics except for Oswestry Disability Index	Multicenter, randomized, patient-assessor blind. Visual analogue scale (VAS) score, Oswestry Disability Index, general health status (Short Form-36), and Beck Depression Inventory (BDI). Treated >6 weeks for 2x week.	2008-2010	Sham acupuncture treatments	Real acupuncture treatments	Based on VAS scores, acupuncture is effective	
Cherkin DC, Sherman KJ, Avins AL, Erro JH, Ichikawa L, Barlow WE, Delaney K, Hawkes R, Hamilton L, Pressman A, Khalsa PS, Deyo RA. A randomized trial comparing acupuncture, simulated acupuncture, and usual care for chronic low back pain. <i>Arch. Intern Med</i> .	2009	Are needle placement and skin penetration important when using acupuncture to treat patients with chronic low back pain?	638	Similar baseline characteristics	Randomized-control trial. Modified Roland Disability Questionnaire, pain scale from 0 ("not at all bothersome") to 10 ("extremely bothersome"), Physical and Mental Health Component Summary Scores. 10 treatments over 7 weeks.	(Recruitment occurred March 2004 through August 2006.)	Usual care	Individualized acupuncture, standardized acupuncture, or simulated acupuncture	Acupuncture found effective for chronic low back pain, but tailoring needling sites unimportant. Unclear what this means.	





The screenshot displays a reference management application. The top menu bar includes File, Edit, View, References, Citation, Lists, Tools, Window, and Help. Below the menu is a toolbar with icons for adding references, searching, and other functions. The main window is titled "Colliander, Soderlund et al. 2019 - Watching Others Receive Unearned Superior".

On the left, a "Reference list" sidebar shows a list of references. The selected reference is "Colliander, Soderlund et al. 2019 - Watching Others Receive Unearned Superior". The details for this reference are shown in the main window:

- Reference type: Journal Article
- Author: Colliander, Jonas; Soderlund, Magnus; Marder, Ben
- Title: Watching Others Receive Unearned Superior Treatment: Examining the Effects on Tourists Who
- SubTitle:
- Title supplement:
- Collaborators:
- Periodical: JOURNAL OF TRAVEL RESEARCH
- Volume: 58
- Year: 2019
- Issue number: 7
- Page range: 1175-1192
- Article number:
- Online address:
- Online since:
- Access date:
- Publisher: SAGE PUBLICATIONS INC
- Database:
- Theory:
- Sample:
- Sample Profile:

The main window displays the full text of the article, "Watching Others Receive Unearned Superior Treatment: Examining the Effects on Tourists Who Receive Less Than Their Peers" by Jonas Colliander¹, Magnus Söderlund¹, and Ben Marder². The article is published in the Journal of Travel Research, 2019, Vol. 58(7), 1175-1192. The abstract states: "Different treatment of different customers has traditionally been seen as a typical characteristic of tourism services. This research investigates unearned superior treatment in the tourism industry as taking place in a social setting where customers are able to compare the service they receive to that of other customers. Moreover, we take the disadvantaged customers' point of view and investigate the reactions of customers who receive comparably less than others in such situations. Our results indicate that those customers who receive less than others perceive the service exchanges as more unjust and therefore report lower levels of customer satisfaction and repatronizing intentions as well as higher levels of intentions to talk to others about their experiences. We further investigate whether decisions made by a single versus a group of employees affect the justice perceptions of the encounter. Implications for both research and practice are discussed."

The bottom status bar shows "370 references total", "370 references shown", "1 reference selected", "Citavi Default Style", "No grouping", "1 user online", and "Recent changes".

Coding



File Edit View References Lists Window					
Columns Group Find full text Search Project bibliography Quote Refresh					
Author, editor or organization	Year	Periodical	Title	Theor	
Bojovic, Neva; Sabatier, Valerie; Coblenz, Emman	2020	STRATEGIC ORGANIZATION	Becoming through doing: How experimental spaces enable organizational identity work		
Groefsema, Martine M.; Mies, Gabry W.; Cousijn, J	2020	EUROPEAN JOURNAL OF NEUROSCIENCE	Brain responses and approach bias to social alcohol cues and their association with drinking in a social setting in young		
Malik, Tariq H.; Huo, Chunhui	2020	TECHNOLOGY ANALYSIS & STRATEGIC MANAGEMENT	Security analyst firm reputation and investors' response to forecasted stocks in the biotechnology sector		
Romano, Helene	2020	ANNALES MEDICO-PSYCHOLOGIQUES	Media grief, a specific form of PostTraumatic grief		
Vieira, Ana C. L.; Oliveira, Monica D.; Bana e Costa,	2020	OMEGA-INTERNATIONAL JOURNAL OF MANAGEMENT	Enhancing knowledge construction processes within multicriteria decision analysis: The Collaborative Value Modelling f	No	
Adjepong, Anima	2019	ETHNOGRAPHY	Invading ethnography: A queer of color reflexive practice		
Appiah, Dominic; Ozuem, Wilson; Howell, Kerry E.;	2019	JOURNAL OF CONSUMER BEHAVIOUR	Brand switching and consumer identification with brands in the smartphones industry		
Benavides C, Antonio	2019	ESTUDIOS DE CULTURA MAYA	The Hydraulic System of Uxul. Origins, Functions, and Social Setting		
Bonnie, Kristin E.; Bernstein-Kurtycz, Laura M.; She	2019	PRIMATES	Foraging in a social setting: a comparative analysis of captive gorillas and chimpanzees		
Boukir, Kamel	2019	POLITIX	The political at the end of the baton. Running away from the police, obeying, resisting: Between deviance and citizenship		
Colliander, Jonas; Soderlund, Magnus; Marder, Be	2019	JOURNAL OF TRAVEL RESEARCH	Watching Others Receive Uneared Superior Treatment: Examining the Effects on Tourists Who Receive Less Than Thei		
Ebensperger, Luis A.; Correa, Loreto A.; Ly Prieto,	2019	BEHAVIORAL ECOLOGY	Multiple mating is linked to social setting and benefits the males in a communally rearing mammal		
Getov, V.; Gaudiot, J. L.; Yamai, N.; Cimato, S.; Cha	2019	2019 IEEE 43RD ANNUAL COMPUTER SOFTWARE AND APPLICATIONS CONFERENCE (COMPSAC), VOL 1			
Ince, Mustafa Levent	2019	SPORT EDUCATION AND SOCIETY	Supporting learning of practitioners and early career scholars in physical education and sports pedagogy		
Johnston, Judy; Doran, Crystal; Nightengale, Kelly;	2019	PSYCHO-ONCOLOGY	Pilot of a breast cancer survivor educational event for African American survivors presented in a social setting		
Li, Junmin; Wiemann, Kristina; Shi, Weiping; Wang	2019	INTERNATIONAL JOURNAL OF TRAINING AND DEVELO	Vocational education and training in Chinese and German companies in China: a 'home international' comparison		
Ngoc Minh Nguyen; Huyen Thi Nguyen	2019	JOURNAL OF ASIA BUSINESS STUDIES	How do product involvement and prestige sensitivity affect price acceptance on the mobile phone market in Vietnam?		
Pedersen, Michael; Kristensen, Anders Rastrup	2019	CULTURE AND ORGANIZATION	'Blowing up the pylon': the limitations to Lacanism in organization studies, seen from the perspective of Deleuze and G		
Ruhl, Thomas; Dunning, Nicholas P.	2019	LATIN AMERICAN ANTIQUITY	The Hydraulic System of Uxul: Origins, Functions, and Social Setting		
Williams, Jannine; Patterson, Nicola	2019	INTERNATIONAL JOURNAL OF ENTREPRENEURIAL BEH	New directions for entrepreneurship through a gender and disability lens	No (e	
Zhao, Ruohui; Zhang, Hongwei; Zhao, Jihong Solo	2019	DEVIANANT BEHAVIOR	When the West Meets the East: Cultural Clash and Its Impacts on Anomie in a Sample of Chinese Adolescents		
Abel, Magdalena; Roediger, III, Henry L.	2018	JOURNAL OF EXPERIMENTAL PSYCHOLOGY-APPLIED	The Testing Effect in a Social Setting: Does Retrieval Practice Benefit a Listener?		
Barbosa, Carla; Liechty, Toni	2018	JOURNAL OF LEISURE RESEARCH	Exploring leisure constraints among lesbian women who attend a straight-friendly church		
Coker, Keshia K.; Altobello, Suzanne A.	2018	JOURNAL OF BUSINESS RESEARCH	Product placements in social settings: The impact of coviewing on the recall of placed brands		
Dere, Ekrem; Ronnenberg, Anja; Tampe, Bjoern; Ar	2018	NEUROBIOLOGY OF LEARNING AND MEMORY	Cognitive, emotional and social phenotyping of mice in an observer independent setting		
Jovanovic, Deana	2018	ETHNOS	Prosperous Pollutants: Bargaining with Risks and Forgoing Hopes in an Industrial Town in Eastern Serbia		

370 references total 370 references shown 1 reference selected

Coding



Theory (= Custom field 1) Sample (= Custom field 2) Sample Profi... Mediators (= Custom field 4) Moderators (... Custom field 6 Custom field 7 Custom field 9 Custom...									
a social setting in young sector									
orative Value Modelling f	No	Yes for Delphi							
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Friday, July 24, 2020

Meta-Analysis



The seven steps of meta-analysis

1. Defining the question
2. Setting boundaries for the sample of studies
3. Locating the literature of relevant studies (database, time period)
4. Coding studies for their distinctive characteristics
5. Estimating the magnitude of effect in each study
6. Analyzing the meta-analytic databases
7. Interpreting and presenting the meta-analytic results

Subject Matter Expertise (SME) is the *sin qua non*

Quantitative skills enter in step 5

Moderator, Mediator, SME required?

SME

evidentiary hierarchy



Validity depends on the **quality of the systematic review.**

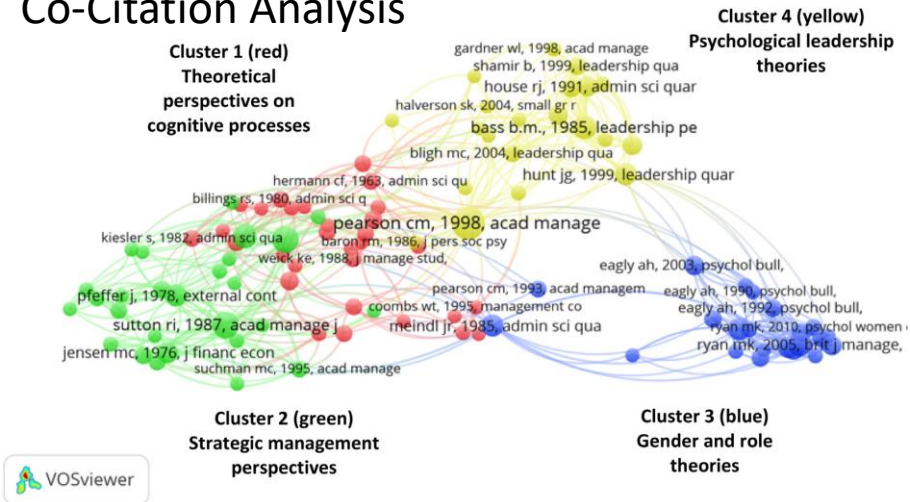
Meta analysis: Disciplined quantitative approach layered on SME
systematic qualitative review

- Used to map the key research topic/theme clusters and the key scholarly works
- A number of different bibliometric techniques can be utilized
 1. Co-Citation Analysis: by examining which secondary documents are co-cited by documents in the sample, and how often they are cited, co-citation analysis reveals a field's intellectual traditions and roots (Vogel et al., 2020). Reveals distinct clusters of foundational work.
 2. Bibliographic Coupling Analysis: by focusing on primary documents that cite the same secondary documents, provides allows researchers to identify key topics and recent trends in the literature. Reveals key topic clusters.
 3. Keyword Co-Occurrence Analysis- identifies clusters by focusing on the common keywords that often co-occur across articles in that cluster.

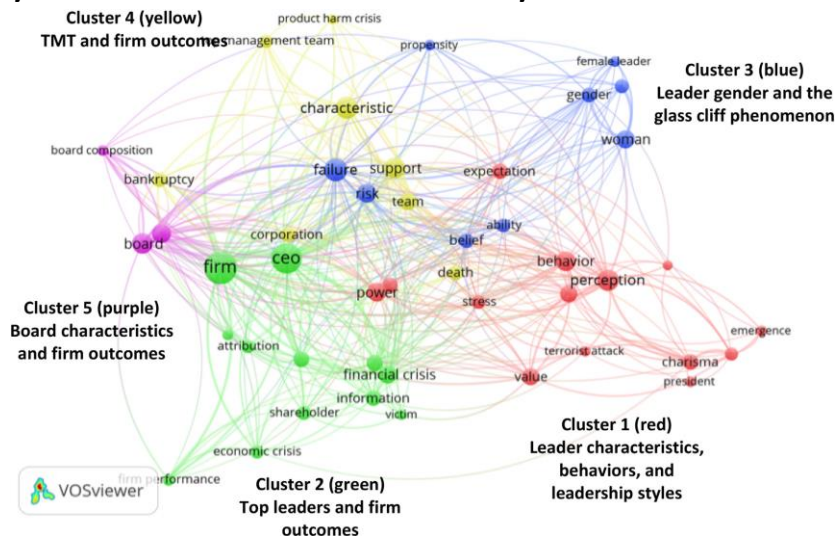
Bibliometric Analysis



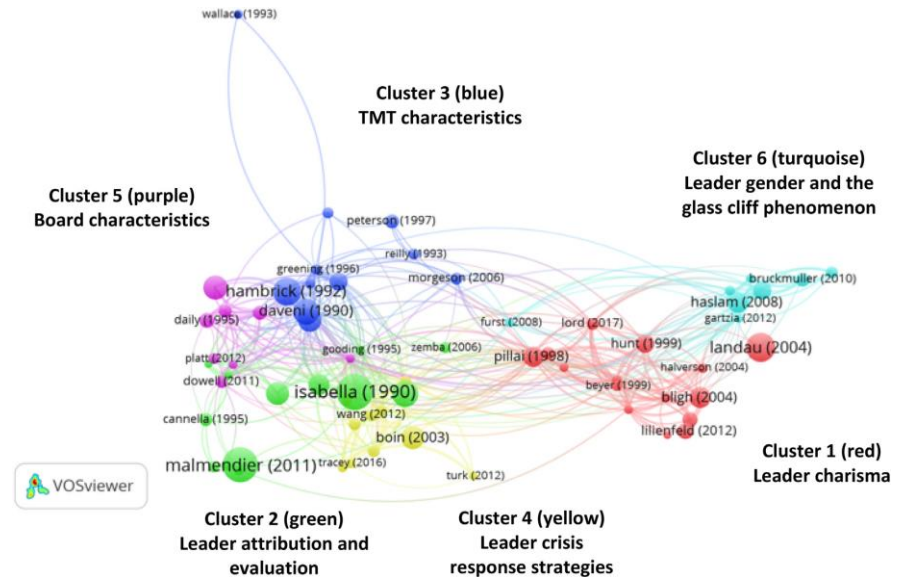
Co-Citation Analysis



Keyword Co-Occurrence Analysis



Bibliographic Coupling Analysis



Exemplars

Example 1





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Work-life balance in Asia: A systematic review

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ARTICLE INFO

Keywords:

- Work-life interface
- Work-life balance
- Work-family conflict
- Work-family enrichment
- Work-family culture
- Well-being
- Asia

ABSTRACT

A growing body of empirical work on the work-life interface in Asia has investigated the effects of various work-life constructs on work and non-work outcomes. However, scholars are also debating whether work-life constructs from the West must be conceptualized and operationalized differently when used in the Asian context. The present study reviews the literature on the work-life interface in Asia, identifies research gaps, and proposes an agenda for future research. This review contributes to the literature by developing a conceptual model that informs our theoretical understanding of work-life research in Asia. In doing so, it provides important insights into how cultural, economic and institutional factors influence employee perceptions of the work-life interface. The present review stresses the need for methodological advancement, multilevel analysis, and an extension of work-life constructs in Asia.

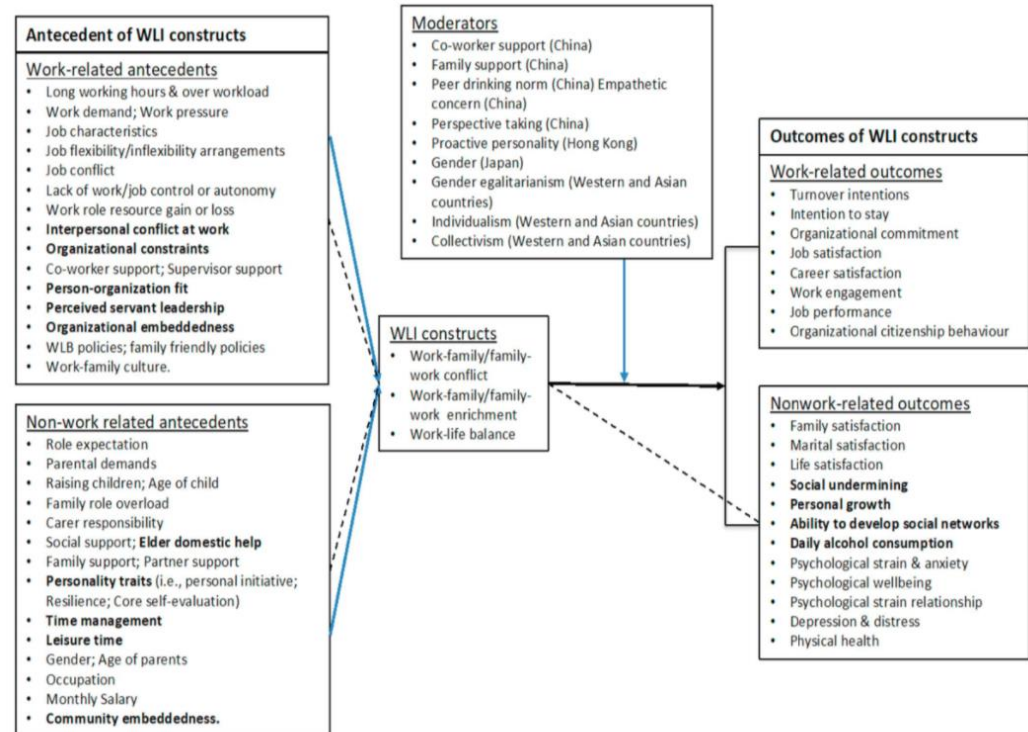


Fig. 1. The network of work-life interface studies in Asia: An organizing framework.

Example 2



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<https://doi.org/10.5465/annals.2016.0008>

PERSONALITY CHANGE: IMPLICATIONS FOR ORGANIZATIONAL BEHAVIOR

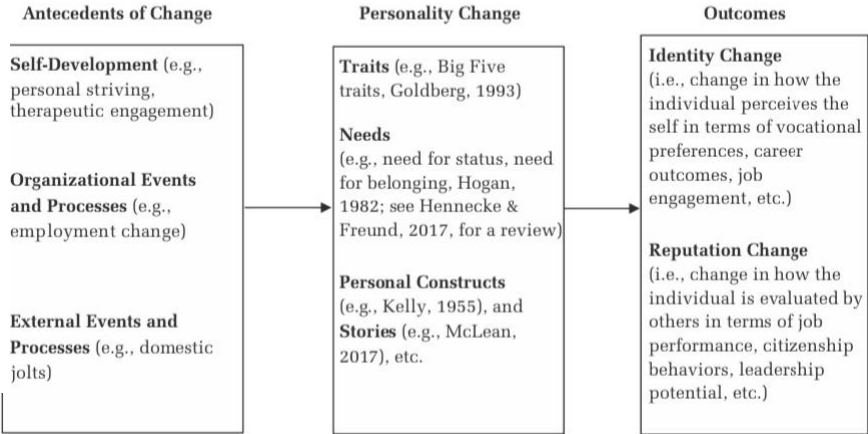
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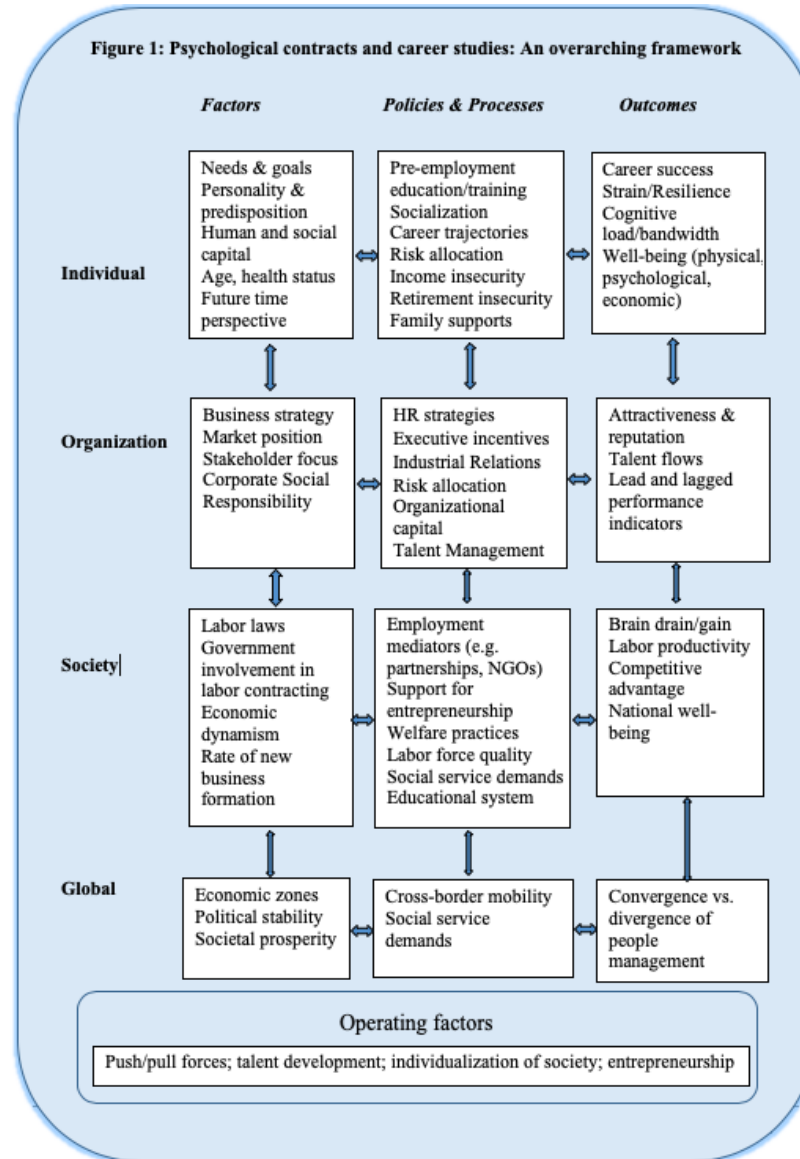
This article focuses on an emergent debate in organizational behavior concerning personality stability and change. We introduce foundational psychological research concerning whether individual personality, in terms of traits, needs, and personal constructs, is fixed or changeable. Based on this background, we review recent research evidence on the antecedents and outcomes associated with personality change. We build on this review of personality change to introduce new directions for personality research in organizational behavior. Specifically, we discuss how a view of personality as changeable contributes to key topics for organizational behavior research and how this new approach can help broaden and deepen the scope of personality theory and measurement. The study of personality change offers a range of new ideas and research opportunities for the study of organizational behavior.

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FIGURE 1
A Model of Antecedents and Outcomes of Personality Change

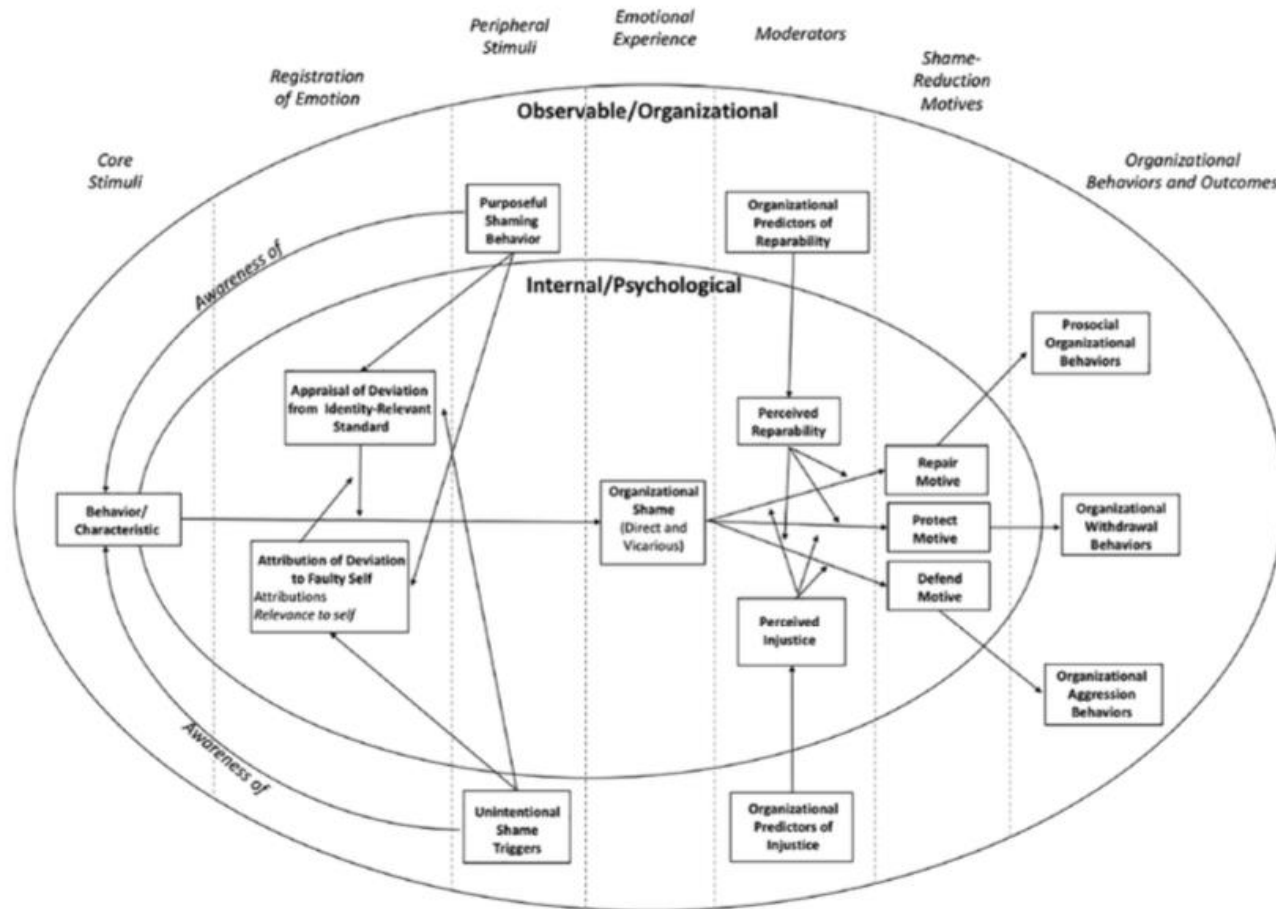


Example 3 Baruch & Rousseau (2019)



Example 4 Daniels & Robinson (2019)

Figure 1
A Framework of Organizational Shame



- Journal of Management
- Journal of Organizational Behavior
- Journal of Vocational Behavior
- The Leadership Quarterly
- International Journal of Management Reviews
- Human Resource Management Review
- International Journal of Human Resource Management
- Annual Review of Organizational Psychology and Organizational Behavior

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Questions?

