Writing Systematic Review Papers Workshop

Professor Alex Newman (Melbourne Business School)

GLOBAL. BUSINESS. LEADERS.

Self-Introduction

2000-2003

Japan- Working in International Business as Import Manager/Masters in Japanese Language and Culture

2003-2012

China- Helped establish first Sino-Foreign Joint Venture Campus- University of Nottingham, Ningbo China (undertook PhD studies from 2006-2010 whilst employed as Lecturer/Associate Professor)

2012-2015

Monash Business School- Senior Lecturer/Associate Professor

Head of Research Unit

2016-2023

Deakin Business School- Professor

Associate Dean (International) 2016-2021

Head of Department of Management 2021-2023

Director of Research Centre

External Leadership Roles- ABDC/AoM

2023-

Melbourne Business School- Professor

Associate Dean (Faculty)

Editor in Chief of Applied Psychology

Writing Systematic Review Papers

Background

- Written over 30 review papers
- Highly-cited researcher across management and psychology disciplines
- Journal of Organizational Behavior, Journal of Vocational Behavior, The Leadership Quarterly, Human Resource Management Review, Journal of Applied Psychology, Applied Psychology, Journal of Occupational and Organizational Psychology
- Editor in Chief of Applied Psychology- just launched an annual review issue

Writing Systematic Review Papers

Overview

- 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

Writing Systematic Reviews

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

Writing Systematic Reviews

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 or other top databases or look in journals for ideas

Writing Systematic Reviews

What kinds of review paper are there?

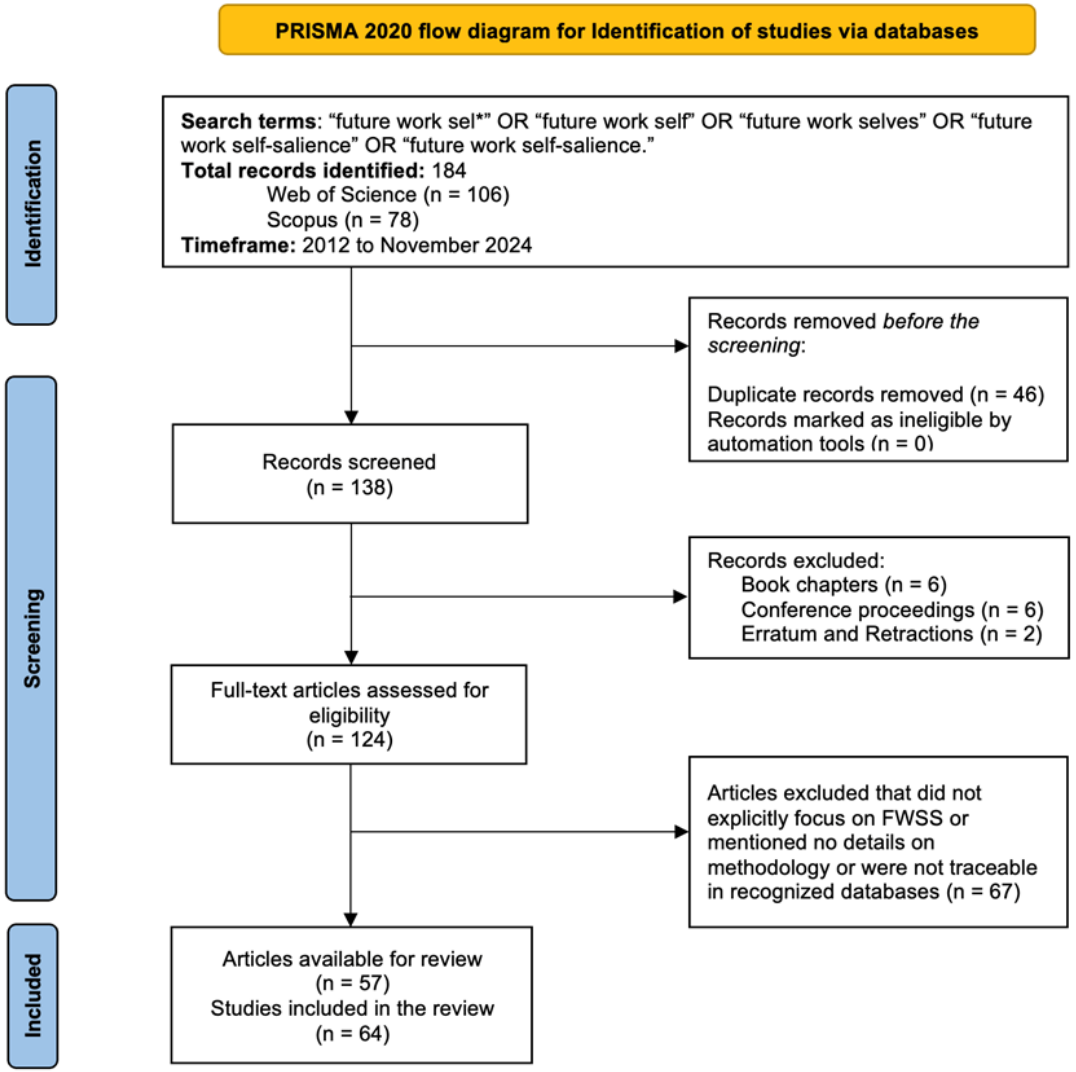
- Review papers tend to focus on a construct, theme or research area
- Reviews might even be done on a theoretical paradigm and how it has been applied to a given body of scholarship (e.g. Resource Based View, Conservation of Resources Theory)
- Narrative reviews, conceptual reviews, systematic reviews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

Writing Systematic Reviews

Methodology

- Important to develop a methodology for determining which papers to include in a review
- Highlight search terms
- Highlight exclusion/inclusion criteria
- Do you limit the review to certain journals or certain fields of research?
- Do you include the grey literature or only articles?
- Do you include unpublished research?
- Please look at the PRISMA guidelines around the steps you might take to undertake a literature search

Writing Systematic Reviews



Writing Systematic Reviews

Structure of a review paper

- **Review papers start with an introduction and a methodology section**
- **If the focus of the review paper is on a construct important to look at how the construct has been defined, conceptualized 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)**
- **May have a separate theory section and/or integrate theory into the review**
- **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)

Writing Systematic Reviews

Coding process (typically for quantitative studies)

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

Writing Systematic Reviews

Review of definition/conceptualization/measurement/research design

- Identify how the construct has been defined and 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!!

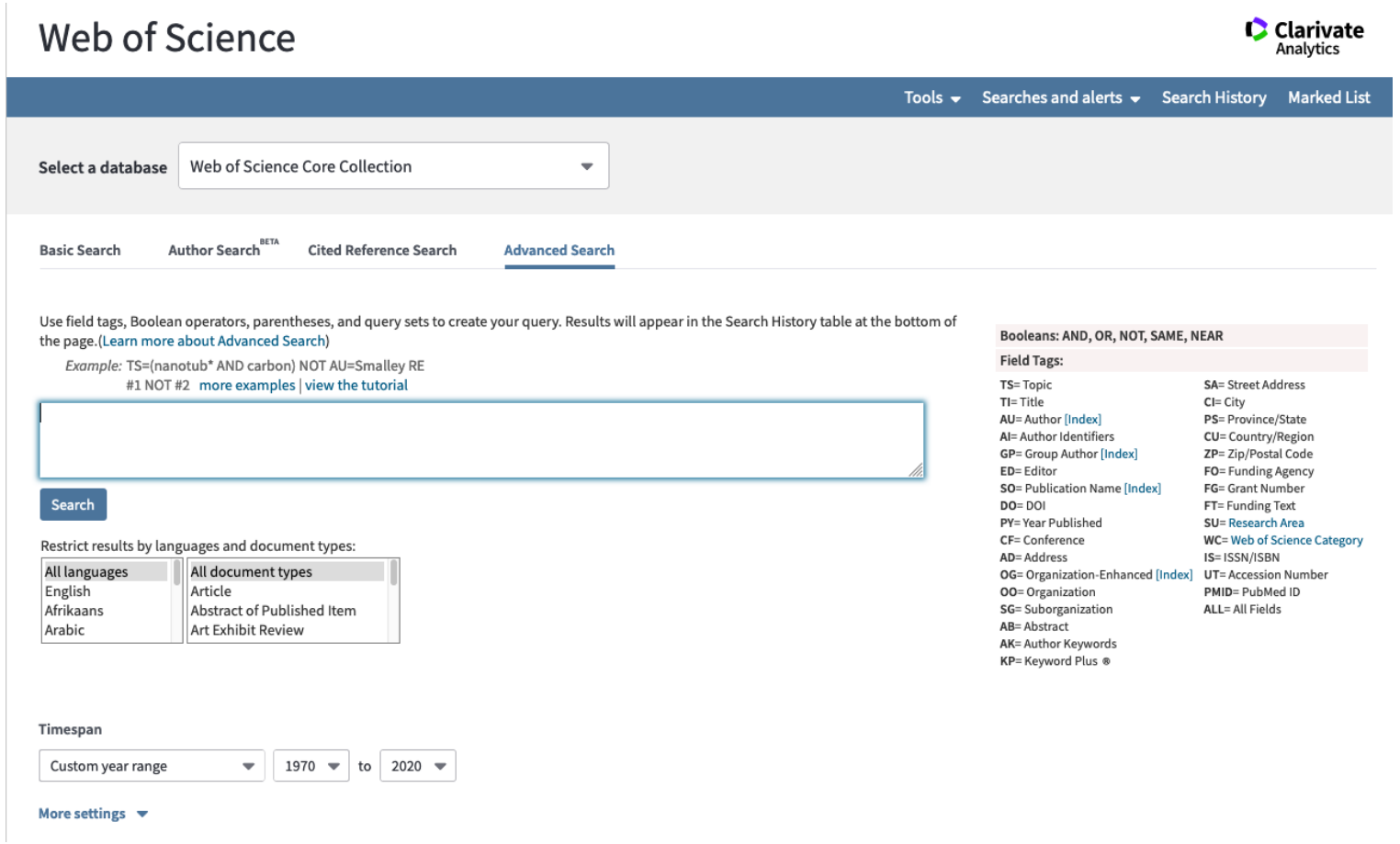
Writing Systematic Reviews

Review of nomological network (antecedents/outcomes/mediators/ 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
- Look at boundary conditions (moderators) and relevant theories
- 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 XX reasons)

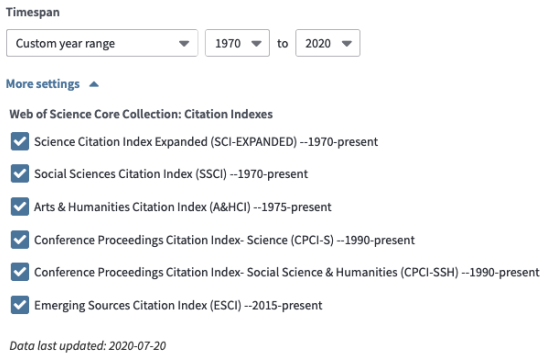
Searching for Literature

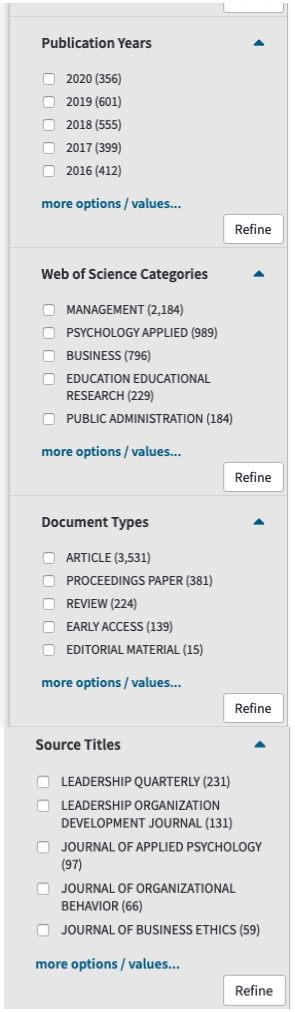
Writing Systematic Reviews: Article Search

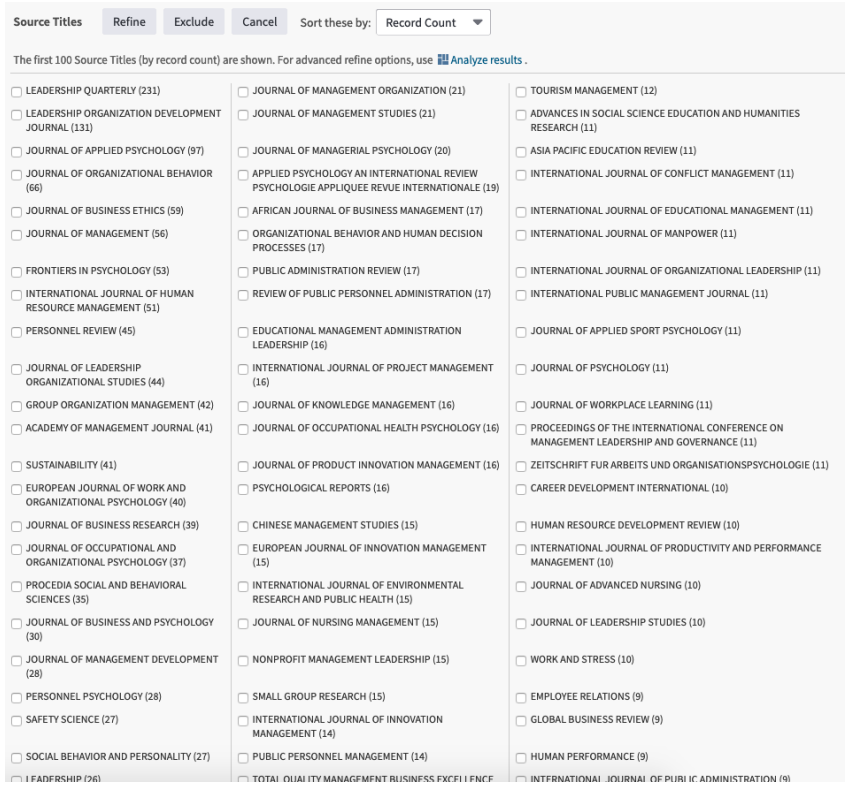


E.g., TS=(transformational leader* AND performance)

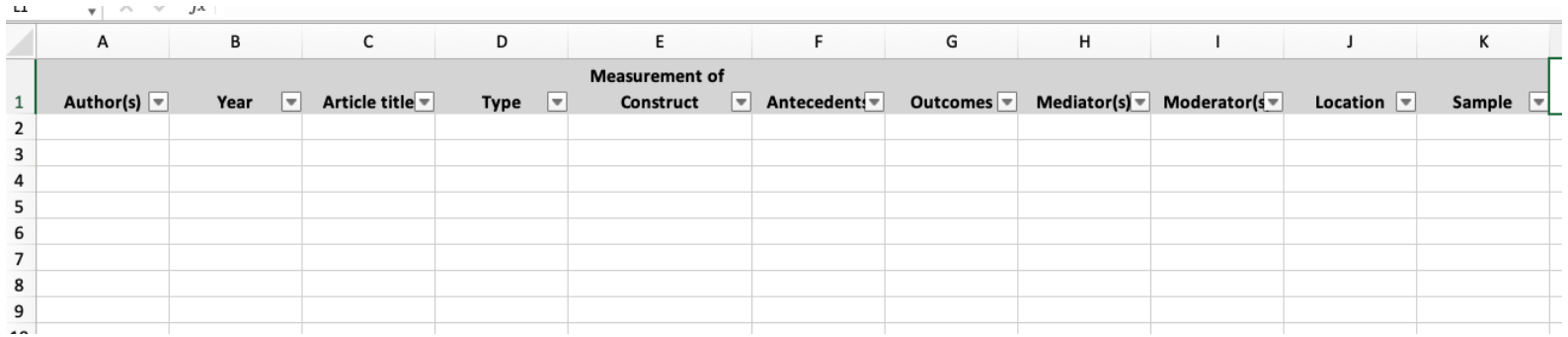
Writing Systematic Reviews: Article Search





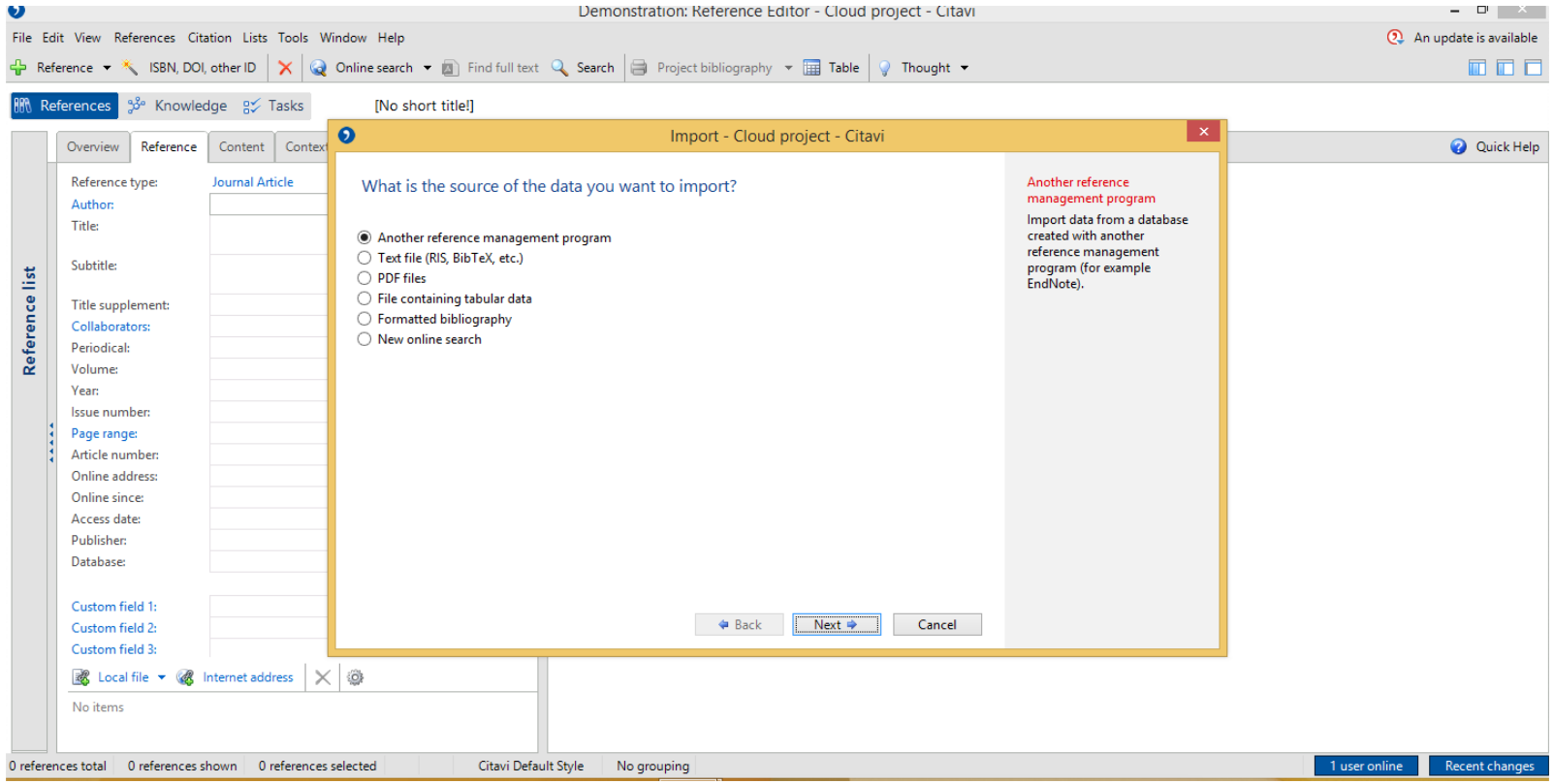


Writing Systematic Reviews: Developing a Coding Sheet



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

Writing Systematic Reviews: Reference Management Tools e.g. Citavi



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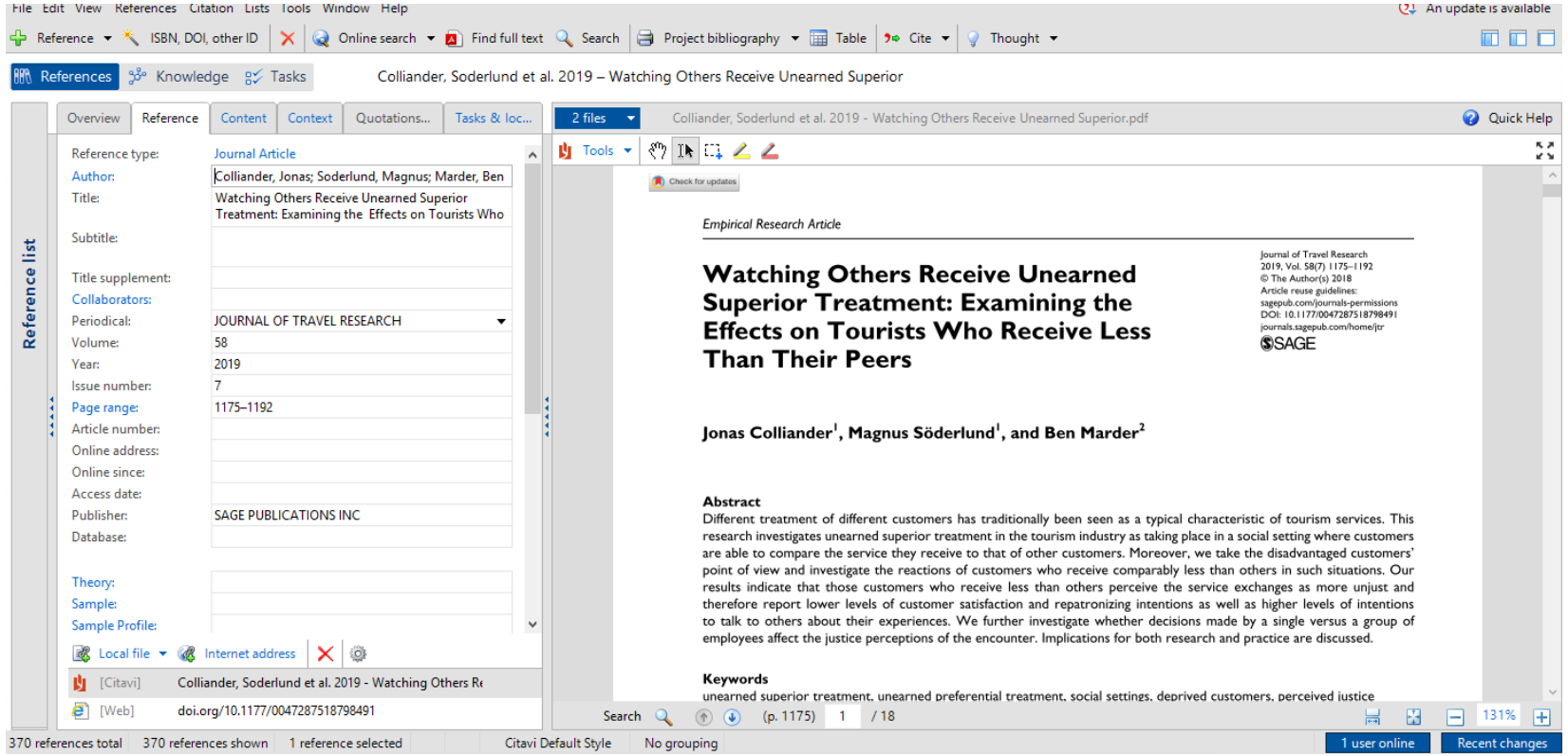

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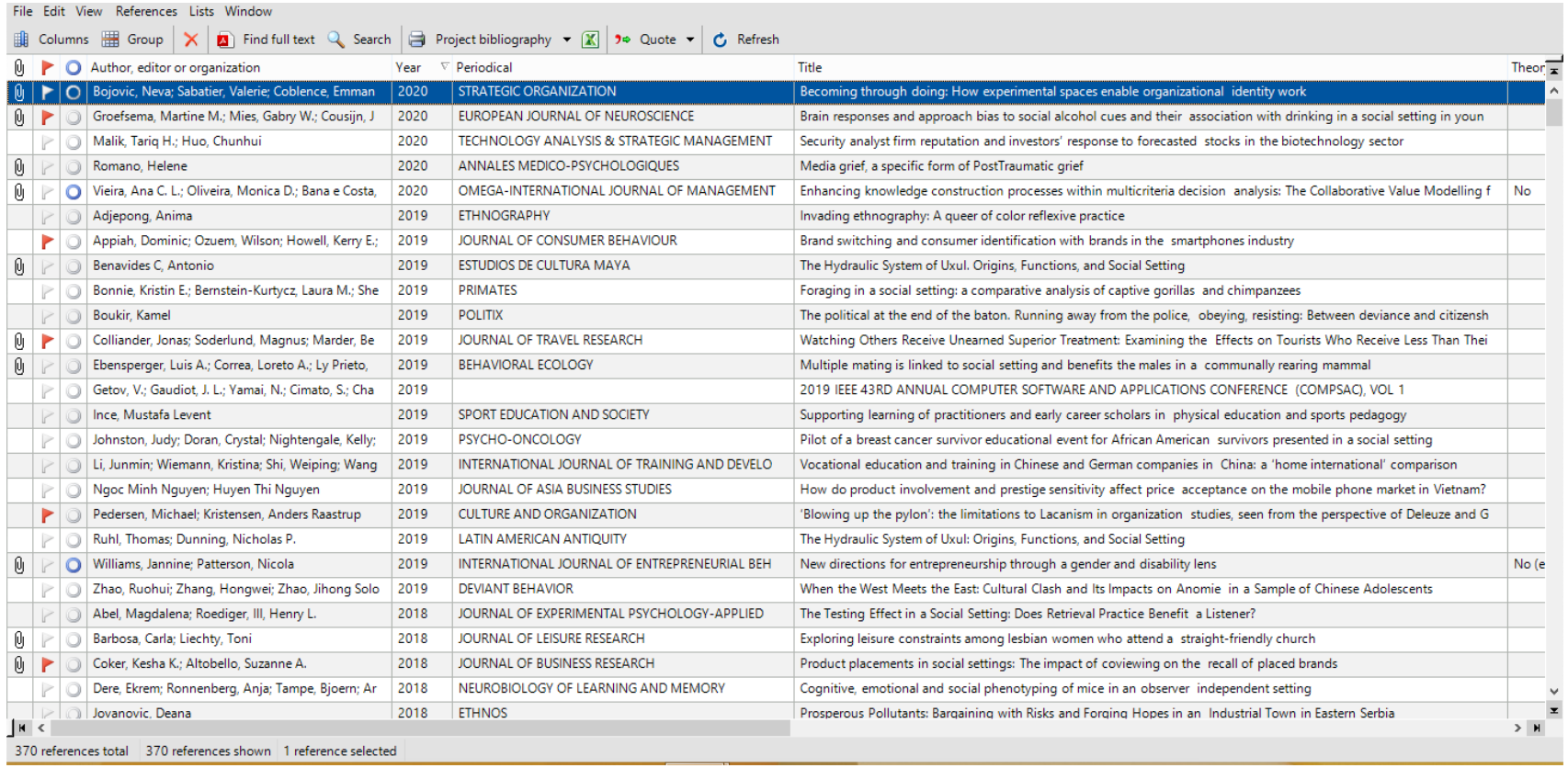

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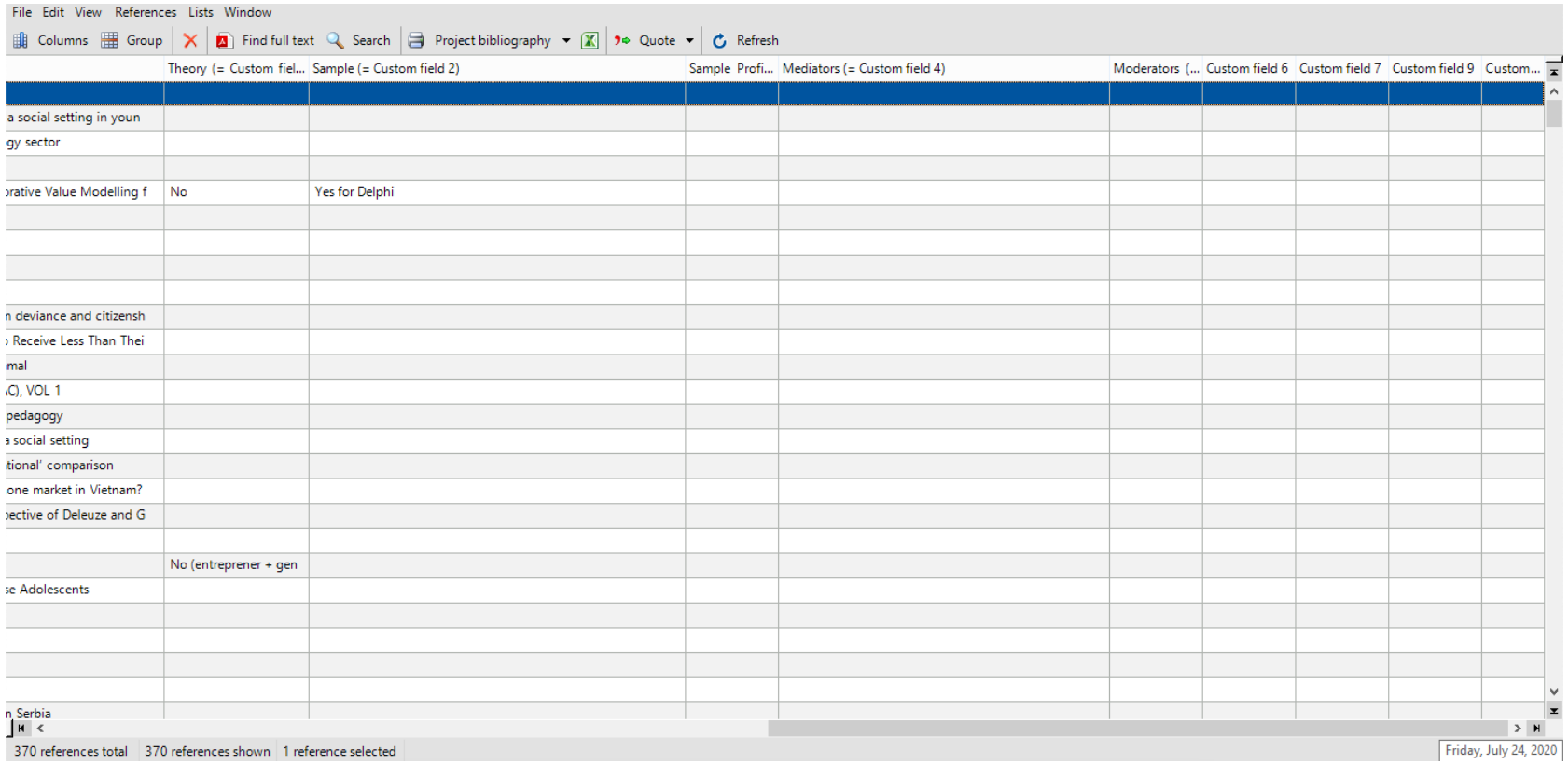


Writing Systematic Reviews

Meta analytic reviews

- Focuses on a narrower research question
- Need to define the relationships you are looking at and set boundaries for what will be covered in the review
- Consider examining direct relationship, and mediators/moderators of those relationships
- Search for literature (choose database, journals to be included)
- Code studies for their direct characteristics and effect sizes
- Draw on meta-analytical techniques to analyse the data
- Interpret and present the meta-analytical results

Writing Systematic Reviews

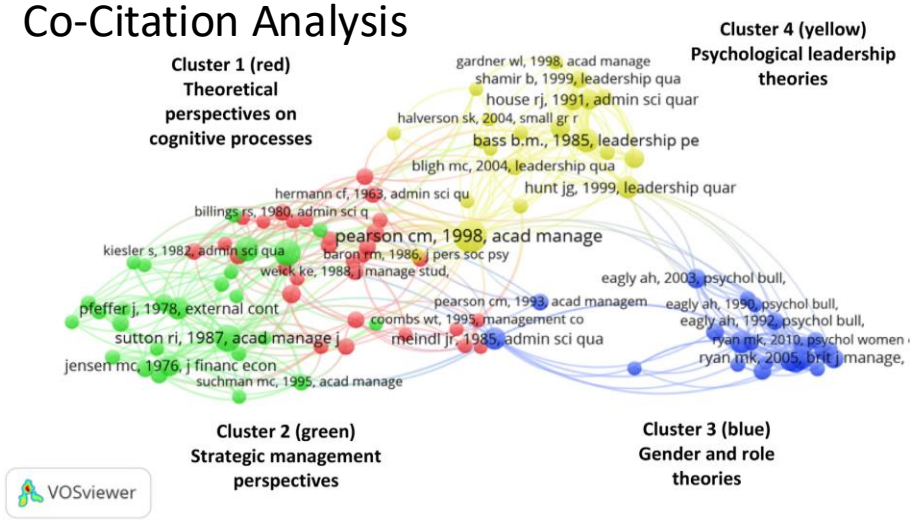
Bibliometric reviews

- **Used to map the key research topics/theme clusters and the key scholarly works**
- **A number of different bibliometric techniques can be utilized**
  - 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.
  - 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.
  - Keyword Co-Occurrence Analysis- identifies clusters by focusing on the common keywords that often co-occur across articles in that cluster.

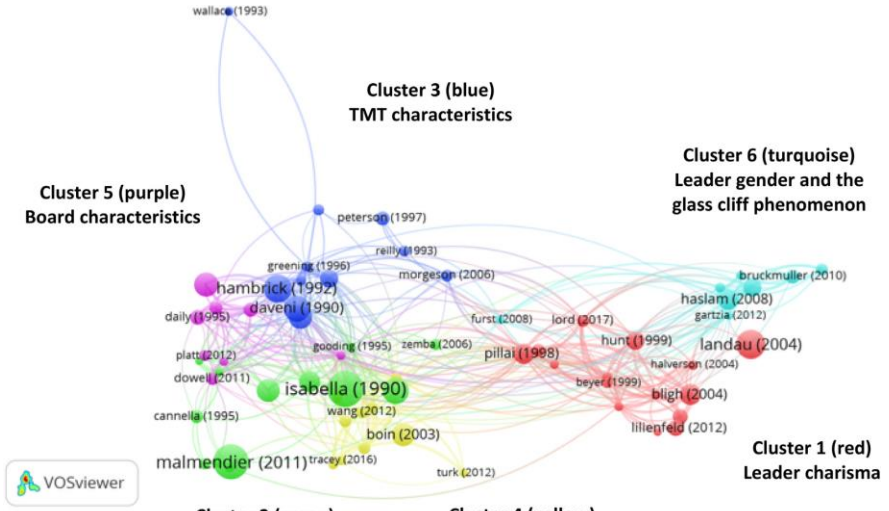
Writing Systematic Review

VOS viewer software: https://www.bibliometrix.org/

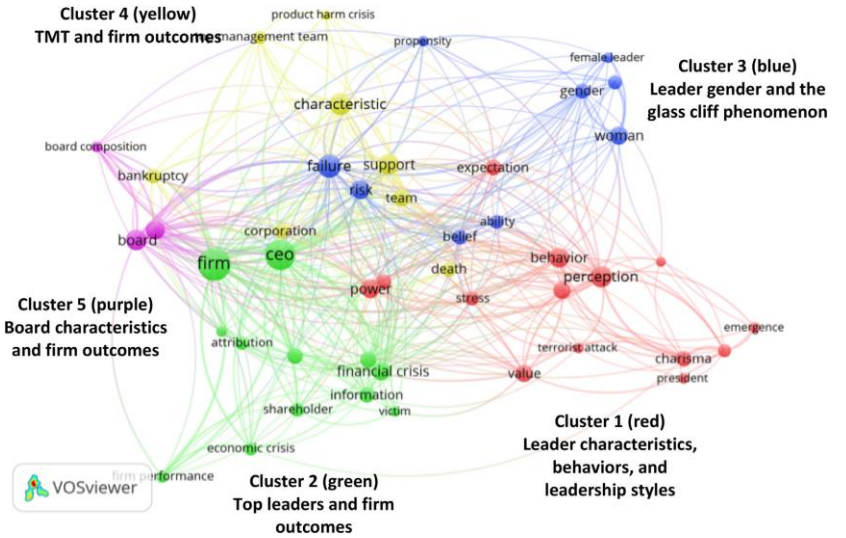
Co-Citation Analysis



Bibliographic Coupling Analysis



Keyword Co-Occurence Analysis



Exemplars

Writing Systematic Reviews: Example 1

Contents lists available at ScienceDirect

Human Resource Management Review

journal homepage: www.elsevier.com/locate/hrmr

Work–life balance in Asia: A systematic review

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Department of Management, Deakin Business School, Deakin University, Australia

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.

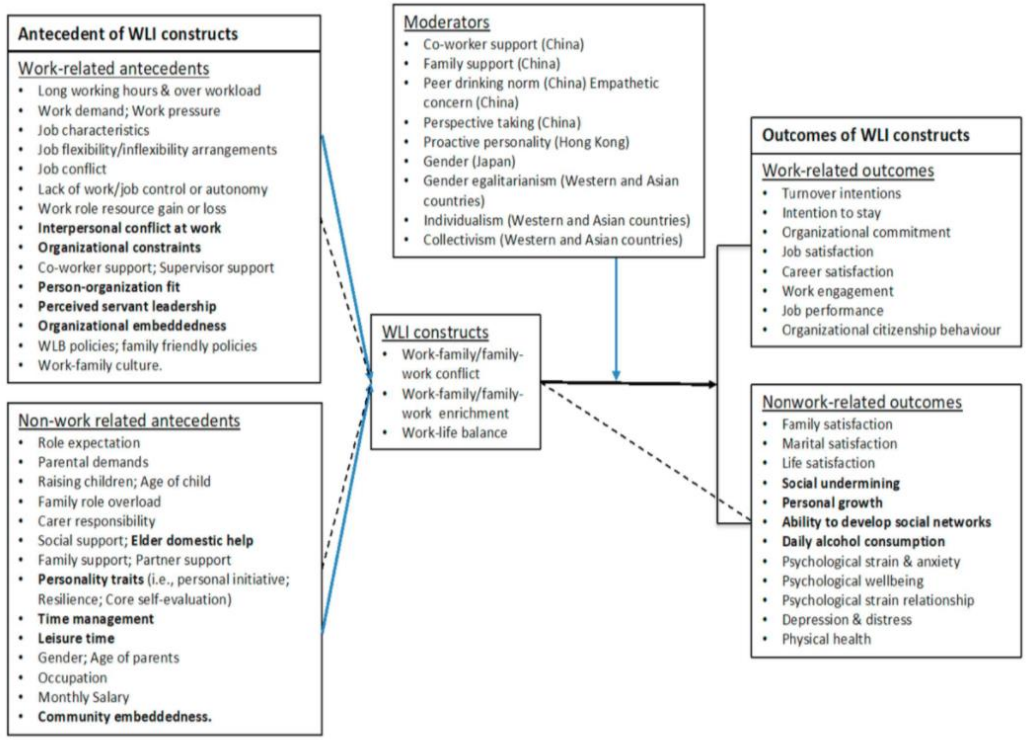

Fig. 1. The network of work-life interface studies in Asia: An organizing framework.

Writing Systematic Reviews: Example 2

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PERSONALITY CHANGE: IMPLICATIONS FOR ORGANIZATIONAL BEHAVIOR

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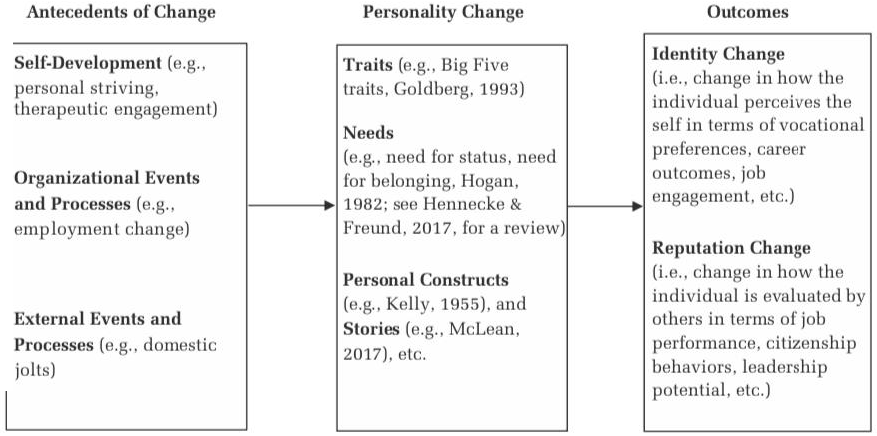
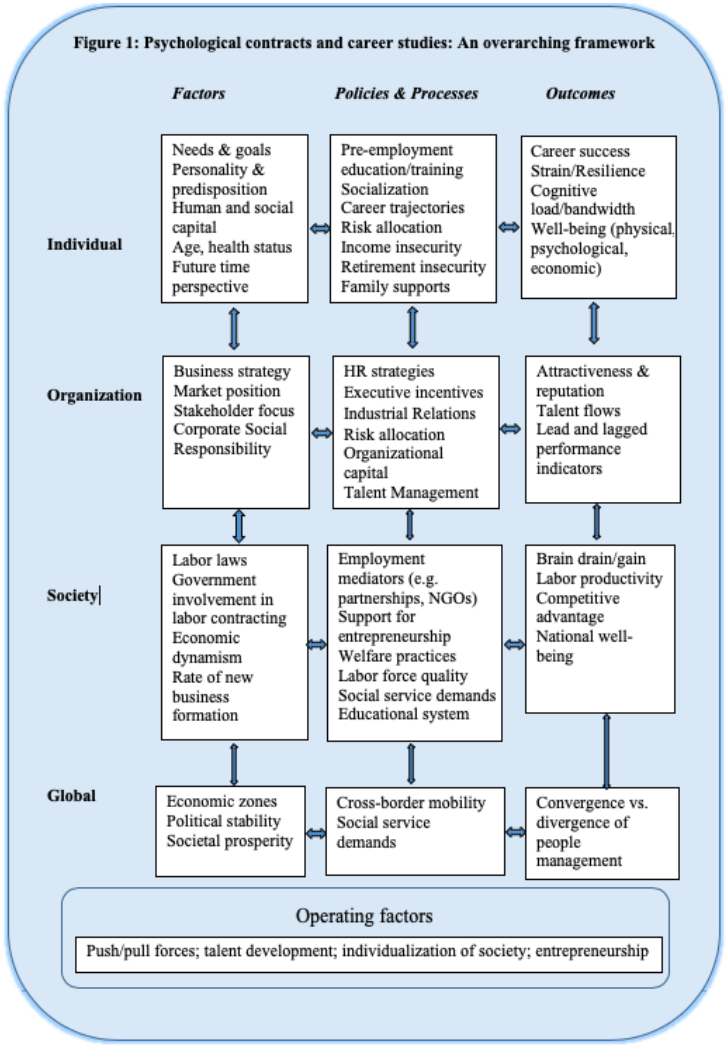
BLAINE LANDIS
UCL School of Management, University College London

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.

FIGURE 1
A Model of Antecedents and Outcomes of Personality Change



Writing Systematic Reviews: Example 3



Writing Systematic Reviews

Journals

- Academy of Management Annals
- Journal of Management
- Journal of Organizational Behavior
- Journal of Vocational Behavior
- The Leadership Quarterly
- International Journal of Management Reviews/Journal of Management Studies/Journal of Applied Psychology tend to prefer more conceptual/integrative reviews
- Human Resource Management Review
- International Journal of Human Resource Management
- Annual Review of Organizational Psychology and Organizational Behavior

Ideas for Review Papers

- What ideas do you have for review papers?
- What constructs/topics/themes are you considering as the main focus of the review paper?
- Are there similar reviews on the topic?

Q&A

Do you have any questions?

If you want a copy of these slides:
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