



# Annual Review of Organizational Psychology and Organizational Behavior

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# Introduction

This inaugural volume of the *Annual Review of Organizational Psychology and Organizational Behavior* initiates what we believe will be an essential resource for those who study people at work. I would like to introduce this new series, provide a little background on its origin, and outline what we see as our distinctive mission.

For over 80 years, Annual Reviews has published comprehensive collections of critical reviews written by leading scientists. It currently publishes 46 journals across numerous disciplines within the biomedical, life, physical, and social sciences. Prominent among these journals is the *Annual Review of Psychology*, one of the highest-impact journals in psychology. Each year since 1950, the *Annual Review of Psychology* has published a handful of articles in the field of industrial and organizational (I/O) psychology, human resource management (HRM), and organizational behavior (OB). Although these articles have been highly impactful, their focus has often been necessarily broad, and limited space has prevented more in-depth coverage of the full range of I/O psychology and HRM/OB topics. Recognizing this, the Annual Reviews Board of Directors approved the creation of the *Annual Review of Organizational Psychology and Organizational Behavior*, a journal devoted to publishing reviews of the I/O psychology and HRM/OB literature.

The start of a new journal is, in part, a journey into the unknown. Indeed, when launching four new journals in 1950 (including the *Annual Review of Psychology*), Annual Reviews founder J. Murray Luck (1981, p. 6) recounted the thinking of the time by repeating the observation of an ancient Chinese philosopher: “Since everything is full of something it is not possible to create anything new without pressing that which already exists into an uncomfortable position.” Although we are cognizant of the numerous outlets for review articles, none are published annually and focused exclusively on research conducted in I/O psychology, HRM, and OB. We see this as a significant gap, particularly for such a diverse and vibrant field. We believe that the *Annual Review of Organizational Psychology and Organizational Behavior* will occupy a unique place in the field and contribute to the codification and advancement of our science by providing the opportunity for in-depth and extensive coverage of its various domains.

The purpose of the *Annual Review of Organizational Psychology and Organizational Behavior* is to provide distinctive reviews across the range of I/O psychology, HRM, and OB domains. Reviews will summarize significant developments in the field, with a focus on recent research. As additional research in an area accumulates, we will periodically revisit the same topics. Not every area will be covered in each

volume, but over time we will cover them all, with commensurately greater and more frequent coverage for those areas with greater activity. Our intended audience includes not only immediate colleagues within a domain, but also other disciplinary colleagues updating their knowledge, graduate students entering the discipline, adjacent scientists looking into our field, undergraduates exploring the domains, teachers keeping up with the latest developments, and practitioners working in organizations. As such, we seek articles that people want to read and that are accessible at several levels, have a lively point of view in which authors express ideas in their own way, have a scholarly respect for the range of evidence, and are critical rather than comprehensive. This will be accomplished by engaging leading scholars to write reviews that reflect their particular expertise and point of view. Of course, authors will not simply use this journal as a venue to review their own research program but rather will lend their wisdom to the accumulated research within their areas of expertise to review and help shape future research for those areas.

The journal name reflects the diverse research our field has to offer. “Organizational Psychology” is intended to capture the range of research conducted under the auspices of the I/O psychology paradigm, and “Organizational Behavior” is intended to capture the range of research conducted under the HRM and OB paradigms. We do not intend to neglect domains not reflected in our journal title, but as ours is the longest title in the Annual Reviews portfolio, we could not in good conscience add any more descriptive terms!

In fact, the title of the journal reflects, in part, the unique challenge of our field. The field’s roots are old and continue to grow and develop in new and interesting ways. It encompasses multiple disciplines, and we face the challenges inherent in such a multidisciplinary, applied field. Researchers and practitioners can be found working in psychology departments, business schools, and public and private organizations around the globe. Research can span multiple levels, and its disciplinary bases are varied and diverse. There are many intersections among these domains, yet there are also often many unique and valuable tangents. The *Annual Review of Organizational Psychology and Organizational Behavior* will help capture what is known in an area, enable scholars to keep up with developments in related domains, and identify current trends and key areas in need of future investigation, all of which are important to the continued growth and advancement of our science. As Lederberg (1986, p. vi) noted, it is “difficult if not impossible for the scientist in most specialties to keep up with the primary literature in a given field, and all the more to remain literate in broader aspects of scientific research.” Periodic reviews covering the gamut of the research literature play an essential role in connecting individual scientists with the broader scientific literature and preserving the intellectual history of our field as it continues to grow. Such reviews are needed as we seek to connect the dots among disparate domains and draw from advances made in other areas. As Porter & Schneider (2014, p. 17) note in their perspectives article in this volume,

as the fields move forward in the years ahead, there needs to be more effort to demonstrate how we generate cumulative knowledge about behavior in organizations, where new concepts and results actually and directly build on what has been discovered earlier. We have planted lots of trees, but do we have coherent forests?

We hope the *Annual Review of Organizational Psychology and Organizational Behavior* moves us a little closer to achieving this objective.

The editorial team consists of an Editor (myself), two Associate Editors (Susan Ashford, University of Michigan, and Herman Aguinis, Indiana University) and five Editorial Committee Members (Jennifer Chatman, University of California; David Day, The University of Western Australia; Ann Marie Ryan, Michigan State University; Ben Schneider, CEB Valtera; and Sabine Sonnentag, University of Mannheim). Working from a master list of topics, the Editorial Committee met in New York City in 2012<sup>1</sup> to identify the first set of potential article topics and authors. This volume is the result of that process.

Finally, a heartfelt thank you goes out to all who helped make the journal a reality. These include Susan Fiske, the Editor of the *Annual Review of Psychology* and member of the Annual Reviews Board of Directors, who had the insight to suggest this journal; Samuel Gubins, President and Editor-in-Chief of Annual Reviews, who helped conceptualize and shepherd the journal through the approval process, as well as guide us through our early discussions as we sought to create a unique identity; Jennifer Jongsma, Annual Reviews' Director of Production, who helped get us started on the right foot; Nicole Barsamian, our Production Editor par excellence; Susan Ashford and Herman Aguinis, the journal's Associate Editors; our Editorial Committee; and all the authors who have contributed to this volume. It has taken the collective work of all of these people to create the volume you have in your hands or on your computer, tablet, phone, or other device. We hope you find this journal interesting, helpful, and provocative. Please let us know what you think!

Frederick P. Morgeson, Editor

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<sup>1</sup>Katherine Klein participated in this meeting.