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Editor-in-Chief's Introduction

Routledge/Taylor & Francis to Publish *OMJ*

Fall issue introduction: A new publisher for *OMJ* and an international array of articles on self-esteem, compensation dilemmas in India, spin-doctoring, and more

William P. Ferris

Editor-in-Chief

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Organization
Management
Journal

We are extremely pleased to announce that *Organization Management Journal* (OMJ) will soon be published by Routledge, Taylor & Francis, the new publisher of the prestigious *Academy of Management Annals*. We are excited to become the second Routledge management journal from among the journals of the Academy of Management and its five regional academies. We also thank Palgrave Macmillan for presenting the journal in such a fine way online for its first four quarterly years – 2008 through the end of 2011. Beginning in January of 2012, readers of *OMJ* will be migrated to the Routledge, Taylor & Francis platform, <http://www.tandfonline.com>. Rest assured that all paid and ongoing subscriptions will be honored, that all archival issues will be present on the new platform, and that our new publisher will take excellent care of all individual and institutional subscribers or site licensees.

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This issue contains articles from five of our six sections. Each one is introduced by the section co-editor who managed the review process. The first article comes from the Current Empirical Research section. In "When Research Setting is Important: The Influence of Subordinate Self-esteem on Reactions to Abusive Supervision," authors James Burton, Jenny Hoobler, and Mary C. Kernan have done a study showing that research around employee self-esteem and aggressive behavior in response is in need of clarity. The presenting questions for their research are: (1) how will high self-esteem subordinates think they *would act* when faced with abusive supervisor behavior *vs* how will they report that they *did act* when faced with abusive supervisor behavior; and (2) will there be differences for low self-esteem subordinates in those situations? Past research has long suggested that people will respond differently to scenarios than they might in real life, but research has been conflicting when self-esteem differences are examined. The authors present an excellent literature search on such research, much of which centers on the difference between acting consistent with one's self-image *vs* acting with the desire to be self-enhancing. In a fairly elaborate but extremely well-controlled two-part study, they confirm their hypotheses to find

that subordinates with high self-esteem are more likely to say they would be aggressive with abusive treatment (survey following scenarios) than they are to actually be aggressive (self-reports). Conversely, subordinates with low self-esteem are less likely to say they would be aggressive on a survey, but actually more likely to report having been aggressive when confronted with an abusive supervisor in the field. In a world where aggressive and abusive behavior in the workplace are increasingly in need of research, this study makes important, even cutting-edge, points about research methodology, as well as how high and low self-esteem present in the workplace. Ramifications for managers' approaches to their subordinates are equally notable.

Our Teaching & Learning section features an article by two authors from the Indian Institute of Management, Calcutta. We are pleased to present "Some Issues In Compensation Management: Two Case Studies For Teaching" by Rajiv Kumar and Jacob D. Vakkayil. India's population of about 1.2 billion constitutes over one-seventh of the world's population. In addition, it is one of the two or three fastest-growing world economies. The EAM – International held its biennial global conference in Bangalore last June, where we learned that many famous US-based companies have more employees than they have in any other country in the world, probably most notably, IBM. To support this fast-growing economy, India is becoming the setting for a great many new business schools. There will soon be 13 Indian Institutes of Management (MBA level and above) in the country, though Calcutta is one that has been established for a while now. In fact, much to our surprise, although *OMJ* is mostly read in the United States (42%), India has just passed the United Kingdom in second place with 10% of our visits and downloads now coming from India (see below for the full list). As business is becoming so global, cultural differences are more and more apparent, and more and more in need of careful study by business professionals. The two short cases in compensation dilemmas offered by Kumal and Vakkayil (including their teaching history and notes) would make fascinating study for an undergraduate or graduate course anywhere in the world, both as an illustration of cultural differences as well as provocative discussion material in a global business context. To have our section Co-editor, Steve Meisel, say in his introduction to their work, "I learned a great deal from this article and it



provoked some re-thinking about my course content," should tell you all you need to know!

Continuing our international theme, Kees Boersma, Co-editor of Linking Theory & Practice, presents us with our next article, "Top-level Communication: Behind the Scenes with Famous French Spin Doctor Jacques Séguéla," by Christophe Haag, Jean-François Coget, and Tessa Melkonian, all of whom are presently or were formerly teaching in France. This peer-reviewed article is in keeping with *OMJ's* occasional foray into offering interviews of important people and drawing conclusions concerning what we can learn from them. For those who might not know, Jacques Séguéla has spent a lifetime advising politicians and government officials inside and outside France on how to present themselves to their followers and other constituencies. Principles involving leadership, communication, intuition, and authenticity are all covered in this fascinating and highly readable piece.

Sally Riad, our New Zealand connection and Co-editor of our First Person Research section, has written a wonderful introduction to our last article in the issue, Robbin Derry's "Knitting Together the Strands of My Life: The Secret Pleasure that Trans/In/Forms My Work." As readers of *OMJ* know, we are very proud of the uniqueness of our First Person Research section, in which authors write peer-reviewed research articles about personal experiences against a theoretical background that allows them to draw useful analogies, principles, and arguments that may help support or challenge our theories. In her article, Derry, who is the 2010–2011 president of the International Association for Business and Society and is currently teaching at the University of Lethbridge in Canada, provides readers with new insights into the meanings and emotions that knitting can impart. As she writes, "the world of knitting opens doors for new insights in teaching, research, and self-understanding." If you ever dismissed knitters at academic or other meetings, you will not do so again after reading this delightful piece.

Finally, our issue concludes with two book reviews of books concerned with research methodology. *Designing Qualitative Research (5e)* by Catherine

Marshall and Gretchen Rossman is reviewed by Yu Fu, and *Methodology: Who Needs It?* by Martyn Hammersley is reviewed by Nirupama Akella. Both reviews summarize and comment, as good reviews should. Our Reviews & Research of Note section is always looking for good reviews, so if you would like to offer one, e-mail us at omj@wne.edu and you will be put in touch with one of our Co-editors of this section, Laurel Goulet or Devi Akella.

We have had much to say in this Editor's introduction, from some exciting news about the journal's new publisher to news about an issue that may be the most international one yet. Look for us right here at this Palgrave website until 31 December 2011, and then enjoy us at our new Routledge site, to which we will provide access beginning in 2012. In the meantime, enjoy this issue, and please send your own submission to us at omj@wne.edu.

Web activity report – January–July 2011

Visitor geography

A summary of the top 20 visitor countries from which we have visitor statistics – includes about half of all visits

Countries	Visits	Visits (%)
1 United States (US)	5319	42.35
2 India (IN)	1303	10.37
3 United Kingdom (UK)	1219	9.70
4 Malaysia (MY)	895	7.13
5 Philippines (PH)	798	6.35
6 Australia (AU)	672	5.35
7 Canada (CA)	547	4.35
8 Pakistan (PK)	327	2.60
9 Netherlands (NL)	298	2.37
10 Indonesia (ID)	292	2.32
11 Germany (DE)	266	2.12
12 Iran (IR)	236	1.88
13 Nigeria (NG)	229	1.82
14 Colombia (CO)	206	1.64
15 Thailand (TH)	175	1.39
16 South Africa (ZA)	151	1.20
17 New Zealand (NZ)	140	1.11
18 Turkey (TR)	135	1.07
19 Singapore (SG)	118	0.94
20 Brazil (BR)	115	0.92
