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EDITORIAL

First Annual Competition Winners for Best Articles of the Year

Plus Articles on Work/Family Conflict, Entrepreneurial Orientation, Phenomenology, and an Experiential Exercise for HR

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We want to begin by thanking the Eastern Academy of Management Fellows as well as our publisher, Routledge, Taylor & Francis for their kind donations of a total of \$500 to fund the two Best Articles of 2013 (Volume 10, Numbers 1, 2, 3, and 4) in the two categories of Best Research Article and Best Management Education Article. The 2013 winning categories will split the award money. The winning articles went through a careful selection process in which co-editors Kristin Backhaus, Randy Sleeth, Barbara Ritter and Cathy Giapponi nominated two articles in each category. Then, a second committee comprised of three past co-editors who served *Organization Management Journal (OMJ)* for more than five years apiece—Don Gibson, Alvin Hwang, and Steve Meisel—made the final selections. Drum roll, please!

We are happy to announce that the award for Best Research Article of 2013 went to Jeffrey Gauthier, who will be teaching at SUNY Plattsburgh in September, for his article, “Institutional Theory and Corporate Sustainability: Determinant Versus Interactive Approaches” (Volume 10(2) pp. 86–96). Jeffrey, who completed his studies this past year at the University of Massachusetts, had his article published in the Current Empirical Research section of the Summer issue.

The award for the Best Management Education Article of 2013 went to Robert L. Laud of William Paterson University and Matthew S. Johnson of Columbia University, for their article entitled, “Progress and Regress in the MBA Curriculum: The Career Practice Skills Gap” (Volume 10(1), pp. 24–35). Laud and Johnson’s article appeared in the Teaching & Learning section of the Spring issue.

It is our intention to select award winners in these two categories from among all sections of the journal every year, so if you submit an article to *OMJ*, you are automatically entered into the competition!

In this issue, we are pleased to present three articles in the Current Empirical Research section and one each in Teaching & Learning and First Person Research. The first two deal with work/family conflict issues. In “Older-Worker-Friendly Policies and Affective Organizational Commitment,” Kerri Anne Crowne, Jeremy Cochran, and Caryl E. Carpenter break new ground in the work and family balance literature by focusing on the older workers’ needs. Their study shows that older workers who were employed at organizations that had older-worker-friendly (OWF) policies demonstrated a greater level of affective organizational commitment to those organizations, giving rise to the ramification that organizations should generate such policies if they wish to retain satisfaction and retention among veteran employees whose skills and talents they value. In the second article, “Linking Interactional Justice to Work-to-Family Conflict: The Mediating Role of Emotional Exhaustion,” Ivy A. Kyei-Poku finds that perceptions of unfair treatment by supervisors negatively impact work-to-family conflict. Her hypothesis that emotional exhaustion mediates the relationship between interactional justice and work-to-family conflict is borne out by her study. The third article, “An Examination of Entrepreneurial Orientation in Dedicated Biotechnology Firms: Context Matters,” by Dorothy Mary Kirkman and dt ogilvie looks at a different, perhaps more specialized subject. Exploring the entrepreneurial orientation (EO) of a specific type of pharmaceutical firm, the dedicated biotechnology firm (DBF), they find that public DBFs had higher overall EO scores, that new firms are higher in risk-taking than older firms, and that DBFs operating in clusters are

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more innovative than those that are more remotely located. All three of these articles have important significance for managers in the field.

We are also presenting a Teaching & Learning section article which began its life with Editor Emeritus Steve Meisel, so Steve has done its introduction. Drew L. Harris had demonstrated a very well-received experiential exercise in a past Eastern Academy of Management annual conference and written it up in article form as an *OMJ* submission. I attended that session and was impressed, so I was delighted to see this article wend its way through our review process under Steve's guidance to make its eventual appearance in these pages. In "The Bubble Factory: Addressing Difficult Issues in HRM," Drew provides instructors looking to demonstrate points in HRM classes dealing with performance management issues with a highly engaging exercise that, dare I say it, is a lot of fun as well. It can be useful in teaching a variety of HRM functions, including job description, selection, realistic job preview, training, discipline, performance evaluation, and pay for performance, among others.

Our new First Person Research section co-editor, Joy Beatty of the University of Michigan at Dearborn, offers her first editorial introduction as our final introduction of the issue. She introduces our last article, "Phenomenology Redux: Doing Phenomenology, Becoming Phenomenological" by Thomas A. Conklin. A casual reader may prematurely turn away from this article based on its daunting philosophical title, but that would be a mistake, the very mistake that Conklin is warning against in his article! In fact, the article is about how important it is to maintain an attitude that is completely open to all in front of oneself, despite the overwhelming natural desire to see things in terms of one's past experience, and perhaps to miss nuances of differences from past experience by assuming knowledge instead of being open to those differences. This can muddy one's research life. In some ways even more harmfully, it can hurt one's relationship to current students as experiences with

past students overwhelm one's new perceptions. Conklin helps us with these challenges through descriptions of experiences from his own personal and professional life of the previous 13 years, and ultimately he gives us the tools to become "transcendental" and remain open to all experience. And he makes it all very readable. This article embodies the essence of the reflexivity requirement of the First Person Research section and is well worth reading.

I would like to conclude with some web statistics and news of openings among *OMJ* co-editorships. Web statistics from our publisher show that the journal is downloaded 56% from U.S. sources and 44% from other countries, continuing our identity as a truly international journal. The top downloaded article of 2013 deserves special mention, especially since its author has an article in this issue—Kerri Crowne's article entitled "The Relationships among Social Intelligence, Emotional Intelligence and Cultural Intelligence" published in the Fall issue of 2009 has that honor. Year to date in 2014, the top downloaded article is "Integrating Corporate Sustainability and Organizational Strategy within the Undergraduate Business Curriculum" by Jamie R. Wieland and Dale E. Fitzgibbons published in the Winter 2013 issue. The best news for the journal is that the number of downloads continues to trend upward through its first seven years as a quarterly.

Finally, we have openings for new co-editors in Emerging Conceptual Scholarship, Teaching & Learning, and First Person Research. Our goal is to have two co-editors in each section, so we welcome applications especially from the *OMJ* community—broadly defined as past authors and members of the Boards as well as its reviewers. If you are a reader, go to ScholarOne (mc.manuscriptcentral.com/omj) and become a reviewer, which will then qualify you to be considered as a co-editor. Send me a CV and a short email detailing your desire to be a co-editor and I will get back to you.