

**XLRI Research Quality, Productivity, and Qualitative Methodology Seminar
Dec 4-8, 2017 Professors Kuruvilla (Cornell) and Patwardhan (Delaware)**

Everyone is expected to do all readings (EXCEPT those assigned to discussion leaders, although you are welcome to read those as well). Please come prepared to raise questions for discussion (we will NOT be lecturing). As you can see, the reading load is HEAVY, so it is best that you start NOW rather than trying to catch up in between the sessions.

Some of you are assigned responsibility to be discussion leaders for certain papers and topics. If you are assigned to be a discussion leader for a particular reading, you have the added responsibility to provide a 5 minute verbal overview of the reading, its method, its contribution, your evaluation of it, and come prepared with a few questions to start the discussion.

Most papers are available online through your library. Those that are not available will be sent to you.

Monday, Dec. 4

9am-12pm Introductions

- Come prepared to introduce your research in 5 minutes: What is the research question? Why is it important? What is the methodology?

Vitas, Productivity, and Intellectual Journeys in IR/HR/OB

- Please come to class having identified the top 5 journals in your field and their acceptance rates.
- Determinants of Research Quality: Lecture

1pm-5pm Scientific progress and paradigm consensus

- Thomas Kuhn. 1962. Introduction and Chapters 1 – 2, *The Structure of Scientific Revolutions*. Volume 2, Number 2, *Foundations of the Unity of Science*: University of Chicago Press.
- Sir Karl Popper. 1999. Falsificationism. In Robert Klee (ed). *Scientific Inquiry: Readings in the Philosophy of Science*, New York: Oxford University Press. 65-71
- Jeffrey Pfeffer, 1993. “Barriers to the Advance of Organizational Science: Paradigms Development as a Dependent Variable”, *Academy of Management Review*, 18(4): 599-620.
- Jeffery Pfeffer. Mortality, Reproducibility, and Persistence of Styles of Theory. *Organization Science*, Vol 6, no. 6, November-December 1995.

DISCUSSION LEADER: TBD

John Van Maanen. Fear and Loathing in Organization Studies. *Organization Science*, Vol 6, no. 6, November-December 1995.

DISCUSSION LEADER: TBD

- Peter Capelli. 1985. "Theory Construction in Industrial Relations and Implications for Research", *Industrial Relations*, 24, 1. 90-112.

DISCUSSION LEADER: TBD

- Connie J. Gersick. "Time and Transition in Work Teams: Towards a New Model of Group Development", *Academy of Management Journal*, 1988, Vol. 31, No. 1, 9-41.

DISCUSSION LEADER: TBD (an important article, so slightly longer presentation..will be useful to the class).

Competing paradigms in social science research

- Yvonna Lincoln and Egon Guba. 1985. Egon Guba and Yvonna Lincoln. Competing Paradigms in Qualitative Research. Chapter 6. *Handbook of Qualitative Research*

Lecture on Criteria for Evaluation

Tuesday, Dec. 5

9am-12pm Significant Research Outcomes and Sources of Good Research Questions

- Daft, Griffin, and Yates. 1987. “Retrospective Accounts of Research Factors Associated with Significant and Not-So-Significant Research Outcomes”, *Academy of Management Journal*, 30, 4. 763-785.
- Editorial, Colquitt and George. Effective Topics. *Academy of Management Journal*, Vol 54, 2011, issue 3.
- “When I Write My Masterpiece: Thoughts on What Makes a Paper Interesting”. Stephen Barley, *Academy of Management Journal*, Volume 49, no. 1, 18-20.
- “What Makes Management Research Interesting and Why Does It Matter?”, Bartunek, Rynes and Ireland. *Academy of Management Journal*, Volume 49, no. 1, 18-20.
- “What Causes a Management Article to be Cited? Article, author or Journal? Tim Judge et al *Academy of Management Journal*, Volume 50, Issue 3.
DISCUSSION LEADER: TBD
- Edwards and Kuruvilla. 2005. “International HRM: National Business systems, Organizational Politics and the International Division of Labour in MNCs”, *International Journal of Human Resource Management*, 16, 1, pp. 1-21

DISCUSSION LEADER; TBD (focus on whether this article raises enough research questions for further research)

Lecture: Sources of Good Research Questions.

1pm-5pm Theory and theory development

- Whetten, David. 1989. “What Constitutes a theoretical contribution” *Academy of Management Review*, Vol. 14, No. 4, pp. 490-495.
- Weick, K. (1995) What theory is *not*, Theorizing is. *Administrative Science Quarterly* (40)3: 385-390.
- Harold Doty and William Glick. 1994. “Typologies as a Unique Form of Theory Building”, *Academy of Management Review*, 19, 2., 230-251.

DISCUSSION LEADER : TBD

- Corley, K.G. & Gioia, D.A., "Building Theory about Theory Building: What Constitutes a Theoretical Contribution?", *Academy of Management Review*, 2011, 36, pp. 12-32.

Fit between theory and methods

- Van Maanen, John, Jesper B. Sørensen and Terence R. Mitchell. 2007. "The Interplay Between Theory and Methods." *Academy of Management Review* 32: 1145-1154.
- Edmondson, A. and McManus, S. 2007. Methodological Fit in Management Field Research, *Academy of Management Review* 32(4): 1155-1179.

Wednesday, Dec. 6

9am-12pm Styles of inductive research

Comparative case study

- Eisenhardt, K. 1989. "Building Theories from Case Study Research," *Academy of Management Review*, 14(4): 532-550.
- Eisenhardt, K. M. (1989) Making fast strategic decisions in high velocity environments. *Academy of Management Journal* (32): 543-576.

DISCUSSION LEADER: TBD

Grounded theory

- Juliet Corbin and Anselm Strauss, Grounded Theory Research, Procedures, Canons and Evaluative Criteria, *Qualitative Sociology*, Vol 13, No 1, 1990 (Article Provided).
- Suddaby, R. 2006. "What Grounded Theory is Not." *Academy of Management Journal*, 49(4): 633-642.
DISCUSSION LEADER Bhasker Bhowani
- Corley, K. & D. Gioia. 2004. "Identity Ambiguity and Change in the Wake of a Corporate Spin-off." *Administrative Science Quarterly*, 49: 173-208.
- Patvardhan, S.D., Gioia, D.A., & Hamilton, A.L. 2015. Weathering an metalevel identity crisis: Forging a coherent collective identity for an emerging field. *Academy of Management Journal*, 58(2): 405-435

1pm-5pm Methods of data collection 1: Ethnography and participant observation

- Patton. Fieldwork Strategies and Observational Methods (Ch. 6). Article Provided
- Barley, S. R. (1986) Technology as an occasion for structuring: Observations on CT scanner and other diagnostic technologies, *Administrative Science Quarterly* (31): 78-108.
DISCUSSION LEADER: TBD
- Barker, J. R. (1993) Tightening the iron cage: Concertive control in self-managing teams, *Administrative Science Quarterly* (38): 408-437.
- Perlow, L. A. (1999) The time famine: Toward a sociology of work time, *Administrative Science Quarterly*, (44): 57-81.
- Michel, A. (2011) Transcending socialization: A nine-year ethnography of the body's role in organizational control and knowledge workers' transformation, *Administrative Science Quarterly* (56): 325-368.
DISCUSSION LEADER: TBD
- Ashforth, B. E., and P. H. Reingen (2014) "Functions of Dysfunction: Managing the Dynamics of an Organizational Duality in a Natural Food Cooperative." *Administrative Science Quarterly* (59): 474-516.
DISCUSSION LEADER TBD

Thursday, Dec. 7

9am-12pm **Methods of data collection 2: Interviewing**

- Michael Quinn Patton. Ch. 7: Qualitative Interviewing, in M.Q. Patton. *Qualitative Evaluation and Research Methods*, pp 277-360. Article Provided
- Spradley, The ethnographic interview (article provided)
- Ibarra, H. (1999) Provisional Selves: Experimenting with image and identity in professional adaptation. *Administrative Science Quarterly* (44)4: 764-791.

DISCUSSION LEADR: TBD

1pm-5pm **Writing up qualitative research**

- Zuckerman, Ezra W. 2008. "Tips for Article-Writers"
<http://web.mit.edu/ewzucker/www/Tips%20to%20article%20writers.pdf>
- Michael Pratt. For the Lack of a Boiler Plate. Tips on Writing and reviewing Qualitative research. *Academy of Management Journal*, Vol 52, Issue 5.
- Adam Grant and Timothy Pollock. Setting the Hook. *Academy of Management Journal*, Volume 54, Issue 5.

- Locke, Karen and Karen Golden-Biddle. (1997) “Constructing Opportunities for Contribution: Structuring Intertextual Coherence and “Problematizing” in Organizational Studies.” *Academy of Management*. 40(5):1023-1062.

DISCUSSION LEADER; TBD

- Kuruvilla, Sarosh and Noronha, Ernesto. 2016. From Pyramids to Diamonds: Legal process Offshoring, Employment Systems and Labor Markets for Lawyers in the United States and India. *Industrial and Labor Relations Review*, vol 69, no. 2.

DISCUSSION LEADER: TBD

Should research be relevant to practice?

- Davis, Gerald, 2015, “What is organizational research for” *Administrative Science Quarterly* 60(2): 179-188.
- Ranjay Gulati. 2007 Tent Poles, Tribalism and Boundary Spanning: The Rigor-Relevance Debate in Management Research. *Academy of management Journal*, 2007, Vol 50, no. 4, 775-782;

DISCUSSION LEADER ; TBD

Friday, Dec. 8

8am-12pm The publication process

- Richard L. Daft. Why I recommended that your manuscript be rejected and what you can do about it. Chapter 9, in Cummings and Frost, *Publishing in the Organizational Sciences*. Article available here: <http://knowledge.sagepub.com/view/publishing-in-the-organizational-sciences-2e/n14.xml>
- Smyth, David. 1994. How not to get your article published. *Eastern Economic Journal*. Download from http://college.holycross.edu/ej/Volume20/V20N4P471_473.pdf
- Alan D. Meyer. Balls, Strikes, and Collisions on the Base Path: Ruminations of a Veteran Reviewer. Chapter 17: Realities of Publishing. Article available here : <http://knowledge.sagepub.com/view/rhythms-of-academic-life/n28.xml>
- Jauch, Lawrence R. and Jerry L. Wall, What They Do When They Get Your Manuscript: A Survey of Academy of Management Reviewer Practices. *AMJ* 1989. 32, 1, 157-173.
- DISCUSSION LEADER: TBD

1pm-3pm Dealing with referees and referee reports

All four articles below are from the April 2006 *Academy of Management Journal*, Volume 49, No. 2:

- Sara Rynes, “Making the Most of the Review Process: Lessons from Award Winning Authors”, pp. 189-199.
- Agarwal, Echambadi, Franco, & Sarkar, “Reap Rewards: Maximizing Benefits from Reviewer Comments”, pp. 191-196.
- Scott Seribert, “Anatomy of an R&R (Or, Reviewers are an Author’s Best Friends...), pp. 203-207.
- DISCUSSION LEADER: TBD
- Sara Rynes, “Observations on ‘Anatomy of an R&R’ and Other Reflections”, pp. 208-209.