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Get this from a library! Received wisdom, kernels of truth, and boundary conditions in organizational studies. [Daniel J Svyantek; Kevin T Mahoney;]

This volume of the Research in Organizational Sciences is entitled "Received Wisdom, Kernels of Truth, and Boundary Conditions in Organizational Studies". Received wisdom is knowledge imparted to people by others and is based on authority and tenacity as sources of human knowledge. Authority refers to the acceptance of knowledge as truth because of the position and credibility of the knowledge source. Tenacity refers to the continued presentation of a particular bit of information by a source until this bit of information is accepted as true by receivers. The problem for organizational studies, however, is that this received wisdom often becomes unquestioned assumptions which guide interpretation of the world and decisions made about the world. Received wisdom, therefore, may lead to organizational practices which provide little or no benefit to the organization and, potentially, negative organizational effects, because this received wisdom is no longer valid. The 14 papers in this volume all, in some way, strive to question received wisdom and present alternatives which expand our understanding of organizational behavior in some way. The chapters in this volume each strive to present new ways of understanding organizational constructs, and in so doing reveal how received wisdom has often led to confirmation bias in organizational science. The knowledge that some perceived truths are actually the products of received wisdom and do not stand up to close scrutiny shakes up things within research areas previously thought settled allowing new perspectives on organizational science to emerge.

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This Research in Organizational Sciences volume to explore and question the received wisdom of organizational sciences. The chapters in this volume (and the companion volume) seek to establish boundary conditions for important organizational constructs and processes. They illustrate the importance of context for interpreting the received wisdom of organizational science by showing when constructs must be adapted to changing circumstances. The volume begins with four chapters looking at the construct of leadership. Each of these addresses an important aspect of our understanding of leadership and its practice. The four chapters on leadership are followed by five chapters dealing with other organizational processes including motivation, organizational change, the role of diversity in organizations and organizational citizenship. The last three chapters deal with the issue of knowledge in large systems. Two chapters address how information may be transmitted across organizations and generations of workers. The final chapter deals with the use of information by organizational decision-makers. The 12 papers in this volume all, in some way question received wisdom and present alternatives which expand our understanding of organizational behavior. These chapters each strive to present new ways of understanding organizational constructs, and in so doing reveal how received wisdom does not always lead to best practice in research or application. It is our hope that these chapters illustrate how challenging received wisdom in organizational studies can provide new ways of thinking about organizational processes. These new ways of thinking in turn can provide better understanding of the processes necessary to increase organizational effectiveness.

Do birds of a feather flock together or do opposites attract? Does haste make waste or should you strike while the iron is hot? Adages like these—or conventional wisdoms—shape our social life. This Fifth Edition of Second Thoughts reviews several popular beliefs and notes how such adages cannot be taken at face value. This unique text encourages students to step back and sharpen their analytic focus with 24 essays that use social research to expose the gray areas of commonly held beliefs, revealing the complexity of social reality and sharpening students' sociological vision.

Is it true that "numbers don't lie?" Is America "the land of equal opportunity?" Is marriage a "dying institution?" Each of the 23 essays in Second Thoughts reviews a familiar conventional wisdom, and introduces relevant sociological concepts and theories in order to explain, qualify, and sometimes debunk that conventional wisdom.

Organizational science profits from taking new perspectives using a simple model to understand why behaviors of particular types occur within them. This volume provides readers with a rich source of casestudies and empirical studies of the role played by the interaction between individual actors, organizational contexts, and the actual behaviors being performed the actors. These chapters each seek to describe how these three interact in to create organizational practices with negative effects on either internal members of the organization or external stakeholders (e.g., clients). The chapters provide insight into how organizations may control these negative behaviors with basic Human Resource Management practices. It is this volume's hope that these chapters may provide insight into the important role these three factors plays in understanding negative organizational behavior within organizations across the world.

Designed to provide researchers clear and informative insight into techniques of meta-analysis, the Third Edition of Methods of Meta-Analysis: Correcting Error and Bias in Research Findings is the most comprehensive text on meta-analysis available today. It is the only book that presents a full and usable treatment of the role of study artifacts in distorting study results, as well as methods for correcting results for such biases and errors. Meta-analysis is arguably the most important methodological innovation in the last thirty-five years, due to its immense impact on the development of cumulative knowledge and professional practice. This text, now in its updated Third Edition, has been revised to cover the newest developments in meta-analysis methods, evaluation, correction, and more. This reader-friendly book is the definitive resource on meta-analysis. "This text is the primary source text for psychometric meta-analysis methods." —Emily E. Tanner-Smith, Vanderbilt University "The key strength of the book is the complete and thorough coverage of psychometric meta-analysis. This technique is not covered in any other meta-analysis text, and is a major contribution to the literature…The meta-analysis field needs to find ways to integrate Hunter and Schmidt's methods into current meta-analysis practice." —Terri D. Pigott, Loyola University of Chicago "This is an important text. It is the only book that presents adequate coverage of psychometric meta-analysis. In addition to its use as a textbook, it is an invaluable resource for anyone involved in meta-analytic studies." —Steven Pulos, University of Northern Colorado

The second edition of this best-selling Handbook presents a fully updated and expanded overview of research, providing the latest perspectives on the analysis of theories, techniques, and methods used by industrial, work, and organizational psychologists. Building on the strengths of the first edition, key additions to this edition include in-depth historical chapter overviews of professional contexts across the globe, along with new chapters on strategic human resource management; corporate social responsibility; diversity, stress, emotions and mindfulness in the workplace; environmental sustainability at work; aging workforces, among many others. Providing a truly global approach and authoritative overview, this three-volume Handbook is an indispensable resource and essential reading for professionals, researchers and students in the field. Volume One: Personnel Psychology and Employee Performance Volume Two: Organizational Psychology Volume Three: Managerial Psychology and Organizational Approaches

Empirical research in HRM has focused on such issues as recruiting, testing, selection, training, motivation, compensation, and employee well-being. A review of the literature on these and other topics suggests that less than optimal methods have often been used in many HRM studies. Among the methods-related problems are using (a) measures or manipulations that have little or no construct validity, (b) samples of units (e.g., participants, organizations) that bear little or no correspondence to target populations, (c) research designs that have little or no potential for supporting valid causal inferences, (d) samples that are too small to provide for adequate statistical power, and (e) data analytic strategies that are inappropriate for the issues addressed by a study. As a result, our understanding of various HRM phenomena has suffered and improved methods may serve to enhance both the science and practice of HRM. In view of the above, the purpose of this volume of Research in Human Resource Management is to provide basic and applied researchers with resources that will enable them to improve the internal validity, external validity, construct validity, and statistical conclusion validity of research in HRM and the related fields of industrial and organizational psychology, and organizational behavior. Sound research in these fields should serve to improve both science and practice. With respect to science, support for a theory hinges on the validity of research used to support it. In addition, the results of valid research are essential for the development and implementation of HRM policies and practices. In the interest of promoting valid research-based inferences in HRM research, the chapters in this volume identify a wide range of methods-related problems and offer recommendations for dealing with them. Chapters in it address such HRM research-related topics as neglected research issues, causal inferences in research, heteroscedasticity in research, range restriction in research, interrater agreement indices, and construct validity issues in measures of such constructs as job performance, organizational politics, and safety climate.