

## **Workshop: How to do good research and how to publish it in the best journals PhD Method Seminar**

**Meeting times: Mon, 14.06. – Wed, 16.06. 2010 09:00-17:00  
Thu, 17.06.2010 09:00-12:00**

**Venue: C11.320**

Publishing your research internationally is necessary for most scholars. They either want to get international recognition or external bodies (e.g., universities or research institutions) demand that research is published in international journals, preferably in high impact journals.

European researchers often find it difficult to publish in these journals.

The workshop is going to do two things: First, it will ask the theoretical question of how one should design research for publication – issues of theory, good design, moderators and mediators. These will be covered in the first 5 sessions. Second, it will introduce you to some typical problems of European OB and I/O psychology researchers and how to deal with them. These are some of issues covered: publishing as (cultural) communication, framing the article well, producing a good story, theory, writing style and transitions, choose the right journal, response to rejection and rewrites, cutting the article right, getting cited, be a reviewer yourself. These will be covered in the second set of 5 sessions.

To make this workshop productive for you, bring the following along, if you are able to do that:

- 1) You should bring along an English article that you are currently working on or that you have recently written (please have the Abstract and the first three or four pages copied on an overhead sheet) – THIS IS REALLY USEFUL IF YOU WANT TO GET THE MOST OF THE WORKSHOP
- 2) Please write down the top 10 best journals in YOUR area, include the impact rate, the rejection rate, the name of the current editor (and associate editors).
- 3) You will learn a lot, if you write a review of an article yourself. This may be an article of a colleague of yours (and s/he may have asked you to review it) or it may be an article that has already been published.
- 4) It is helpful if you read the APA Publication guidelines, particularly the following parts: Abstract, Introduction, Methods, Results, and Discussion (Publication Manual of the American Psychological Association (APA Guidelines), Chapters 1, 2, 6, pp. 258-272, 4<sup>th</sup> Ed.).
- 5) If you want to read an introduction to how to write a psychology article, read: Sternberg, R.J. The psychologists companion. Cambridge: Cambridge Univ. Press, particularly "writing the psychology paper".

Short Bio of Prof. Frese:

Michael Frese holds a chair for work and organizational psychology at the National University of Singapore and at Leuphana. He is also Adjunct Professor at the University of Pennsylvania (Psychology). Prior to this appointment, he has taught in Berlin, University of Pennsylvania, and the Universities of Munich and Amsterdam, London Business School and University of Giessen.

He has been Editor of Applied Psychology: An International Review; currently he is area editor for Journal of Business Venturing. He is or has been on the editorial board of many important journals in our field (e.g., Journal of Applied Psychology, Journal of Occupational and Organizational Psychology, European Journal of Work and Organizational Psychology, Journal of Occupational Health Psychology, Journal of Organizational Behaviour, Human Performance, Personnel Psychology, Entrepreneurship: Theory and Practice).

He is author of more than 200 articles (in amongst other journals JAP, JOOP, JPSP, AMJ, JOB, ROB, and APIR) and editor/author of more than 20 books and special issues. He is one of the most highly cited work and

organizational psychologists in Europe. He served as president of the International Association of Applied Psychology (IAAP).

## **Course Outline and Readings**

### **Basic readings:**

Ann Sigismund Huff: Designing Research for publication, Sage

Ann Sigismund Huff: Writing for scholarly publication, Sage

Sternberg, R.J. (1988). The psychologist's companion: A guide to scientific writing for students and researchers. Cambridge: Cambridge University Press.

### **Session 1 — Theory**

Feldman, D.C. (2004) What are we talking about when we talk about theory? *Journal of Management*. Vol. 30. (5): 565-567.

Klein, K.J. & Zedeck, S. (2004) Theory in Applied Psychology: Lessons (Re) Learned. *Journal of Applied Psychology*. Vol. 89. (6). 931-933

Sutton, R.I. & Staw, B.M. (1995) What theory is not. *Administrative Science Quarterly*. 40. 371-384.

Whetten, D. (1989) What constitutes a theoretical contribution? *Academy of Management Review*. Vol.14(4): 490-495.

### **Session 2 — Meta-Analysis**

Hunter, J. A., & Schmidt, F. L. (2004). *Methods of meta-analysis: Correcting error and bias in research findings* (2nd ed.). Thousand Oaks, Calif.: Sage.

Geyskens, I., Krishnan, R., Steenkamp, J.-B. E. M., & Cunha, P. V. (2009). A review and evaluation of meta-analysis practices in management research. *Journal of Management*, 35, 393-419.

### **Session 3 — Design consideration of a study**

AUTHOR Judgment Calls in Research

AUTHOR Making it Happen: Designing Research with Implementation in Mind.

Murphy, K.R. & Myers, B. (2004) Statistical power analysis. Mahwah, N.J. Lawrence Erlbaum, ch.

Further readings to be announced

### **Session 4 — Mediators – basic issues**

to be announced

### **Session 5 — Moderators**

Cohen, J., Cohen, P., West, S.G. & Aiken, L.S. Applied Multiple Regression/Correlation

Analysis for the Behavioral Sciences. Lawrence Erlbaum Associates, Publishers: Mahwah, New Jersey. 2003, chapters xxxx

### **Session 6 — The Review process**

Eden & Rynes

Dov Eden: What Authors Need to Know to Navigate the Review Process Successfully:

Understanding and Managing the Editor's Dilemma

Making your paper interesting - ARTICLE

### **Session 7 — How to get your paper cited**

Judge, T.A., Cable, D.M., Colbert, A.E. & Rynes, S.L. (2007) What causes a management journal to be cited? Article, author or journal? *Academy of Management Journal*. Vol. 50(3). 491-506.

Citation rates for journals – exercise

Who is cited how often – exercise ISI, Google Scholar

### **Session 8 — Writing your paper**

Sternberg: Article writing 101

Huff

Bem, D.J. (1987). Writing the empirical journal article. In M.P. Zanna & J.M. Darley (Eds.), *The complete academic: A practical guide for the beginning social scientist* (pp. 171-201). New York: Random House.

### **Session 9 — Organizing your article**

to be announced

### **Session 10 — Working on your paper - exercises**

to be announced

### **ADDITIONAL REFERENCES**

To become exceptionally well prepared for your career, you will need to continue studying research methods. A list of suggested references follows.

Cohen, J., Cohen, P., West, S.G. & Aiken, L.S. *Applied Multiple Regression/Correlation Analysis for the Behavioral Sciences*. Lawrence Erlbaum Associates, Publishers: Mahwah, New Jersey. 2003

Cook, T. D. & Campbell, D. T. *Experimental and Quasi-Experimental Designs for Research*. Chicago: Rand McNally, 1979.

DeVellis, R. *Scale Development: Theory and applications*. London, Sage, 1991.

Fowler, F. J. *Survey Research Methods*. Beverley Hills, CA: Sage, 1984.

Kuhn, T. S. *The Structure of Scientific Revolutions*. (2nd Edition). Chicago: University of Chicago Press, 1970.

Miles, M. B. and Huberman, M. *Qualitative Data Analysis*. Beverley Hills, CA: Sage, 1984.

Nunnally, J. C. *Psychometric Theory*. New York: McGraw-Hill, 1978.

Pedhazur, E.J. *Multiple regression in behavioral research : Explanation and prediction*, 1997.

Harcourt Brace. 3rd Edition.

Publication Manual of the American Psychological Association. Washington, D.C.: APA, 5rd Edition,.  
Siegel, S. Nonparametric Methods for the Behavioral Sciences. New York: McGraw-Hill.  
Strunk, W. & White, E. B. Elements of Style. New York: McMillan (most recent edition).

Studying Organizations: Innovations in Methodology. Sage, 1982. (Six volumes):

1. Causal Analysis: Assumptions, Models, and Data.
2. Judgment Calls in Research.
3. Making it Happen: Designing Research with Implementation in Mind.
4. Meta-Analysis: Cumulating Research Findings Across Studies.
5. Varieties of Qualitative Research.
6. What to Study: Generating and Developing Research Questions.

Tabachnick, B. G. & Fidell, L. S. Multivariate Statistics. New York: Harper & Row,  
Webb, E. J., et al. Unobtrusive Measures: Non-Reactive Research in the Social Sciences.  
Chicago: Rand McNally, 1966.