Supporting replication research in management journals: Qualitative analysis of editorials published between 1970 and 2015

Przemysław G. Hensel

Faculty of Management, University of Warsaw, 1/3 Szturmowa Street, 02-678 Warsaw, Poland

A B S T R A C T

Management literature may be populated by studies that report exaggerated levels of significance, and one potential solution to this problem is providing support for replication research. Drawing on the analysis of editorials published by top management journals between 1970 and 2015, I show how the issue of replication research was framed and discussed and how policy toward replication research was communicated to the readers. Only 67 of 1901 editorials published within that period invoke the issue of replication research (3.5% of all editorials). The analysis of editors' academic background indicates that replication research is mentioned mainly by editors with training in psychology, operations research, logistics, and STEM. Editors who discuss the issue usually provide symbolic and substantial support for such research. However, it is often twinned with language and argumentation that contribute to the negative perception of replications as a substandard form of research. Toward the end of the article, suggestions regarding the ways to address this problem are given.

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1. Introduction

Replications — research directed primarily at repeating earlier studies (Frankfort-Nachmias & Nachmias, 1996) — are well institutionalized within the realm of natural sciences but are often seen as problematic in the area of social sciences in general (Dewald, Thursby, & Anderson, 1986; Kepes, Bennett, & McDaniel, 2014; Makel & Plucker, 2014) and management science in particular. Although they may contribute to the estimation of effect sizes (Hunter, 2001), theory development (Tsang & Kwan, 1999; Uncles & Kwok, 2013), weeding out of spurious findings (Haenlein, 2012; Honig, Lampel, Siegel, & Drnevich, 2014; Kenworthy & Sparks, 2016), and dealing with research misconduct (Atwater, Mumford, Schriesheim, & Yammarino, 2014; Honig et al., 2014; Leung, 2011), the number of such studies appearing on the pages of management journals is considered to be low.

Given the recently growing popular interest in the so-called "replication problem" in the social sciences (Lucas, Morrell, & Posard, 2013; Wilson, Smoke, & Martin, 1973) and the increasingly heated debates in adjacent fields such as psychology (Open Science Collaboration, 2015; Gilbert, King, Pettigrew, & Wilson, 2016; Wright & Sweeney, 2016) and economics (Chang & Li,

2015; Dewald et al., 1986; Duvendack, Palmer-Jones, & Reed, 2015), this issue is likely to become more salient in our field (Bettis, Ethiraj, Gambardella, Helfat, & Mitchell, 2016; Bettis, Helfat, & Shaver, 2016; Ethiraj, Gambardella, & Helfat, 2016). What is more, while the number of published replications in psychology (Makel, Plucker, & Hegarty, 2012) and economics (Duvendack et al., 2015) is still rather low, both of the sciences seem to be well-advanced in diagnosing the problem and offering solutions to it (Motyl et al., 2017), while management science can be perceived as lagging behind.

This is particularly troubling because having enough replication studies published in management journals may bring positive consequences for the practitioners who would like to use research results for the purpose of improving organizations (Barends et al., 2017). Specifically, the idea of the evidence-based management (Briner, Denyer, & Rousseau, 2009; Rousseau, 2012) is founded on the assumption that managerial decisions should be based on systematic assessment of the available scholarly results, including replication of prior findings. However, the dearth of replication research in our area of study is highlighted as one of the factors that potentially undermines the feasibility of evidence-based management (Kepes et al., 2014).

The importance of replication research has been recently highlighted by growing interest in the challenges associated with the so-called "search for asterisks" (Bettis, 2012), that is, by repeating

E-mail address: phensel@uw.edu.pl.

statistical tests aimed at identifying "statistically significant" correlations and by hypothesizing after results are known (HARKing (Kerr, 1998)). Simmons, Nelson, and Simonshon's (2011) pivotal paper on *p-hacking* shows convincingly that by adjusting the research design and by selective reporting of findings (for instance, by excluding or including certain subsets of data or by controlling or not for covariates), "significant" results can be obtained under almost any circumstances. In a nutshell, the management literature may be populated by studies that report exaggerated levels of significance, and one potential solution to this problem is supporting replication research.

Thus far, the research on replications in management science has been confined to three streams: (a) discussion of the relevance of replication research, (b) research of the frequency of replications appearing in print, and (c) surveys of editors', reviewers', and authors' attitudes toward such studies. Surprisingly, thus far, nobody has examined how the editors of management journals frame the issue of replication research when they communicate with their readers through editorials. This seems to constitute a significant gap in our understanding of the problem because editorials constitute an important vehicle for communicating the journal's policy (Day, 2007). The framing of the problem provided in editorials likely affects the probability of conducting and submitting replication studies to journals and impacts the perception of replication research held by the members of the scholarly community.

Drawing on an analysis of 67 editorials mentioning the issue of replication research published between 1970 and 2015 by 44 top management journals, I fill that gap by showing how editors provide symbolic and substantial support for replication research, although often combining that support with cues suggesting that replication studies are inferior to other kinds of research.

2. Past research

2.1. Relevance of replication research

As it is going to be shown in the empirical part of this paper, the relevance and uses of replication research have been a matter of debate within the community of management scholars. Before proceeding to the analysis of editorials covering the issue, some basic ideas regarding the definition of replication research, its forms, and relevance for the advancement of management science have to be presented.

While the concept of replication may appear as rather straightforward, studies intended at replicating previous results may take various forms. For instance, Lykken states that replications can be *literal*, *operational*, and *conceptual*. The first two types are about replicating all features of the original study, such as "sampling procedure, experimental conditions, measuring techniques, and methods of analysis" (with or without the help of the original researcher) (Lykken, 1968, p. 155), while in the *conceptual* type, the effort is focused on replicating the finding with the use of different methods, samples, measurements, etc. Along the same lines, Schmidt (2009) differentiates between *direct* and *conceptual* replications. A more fine-grained typology — considering that replication may amount just to the repetition of analysis of the data collected by the author of the original study — has been provided by Tsang and Kwan (1999). In their view, replications may take six forms, ranging from *checking of analysis* (same data set, same measurement, and analysis) to *generalization and extension* (different population, different measurement, and/or analysis). Building on Tsang & Kwan's contribution, Bettis, Helfat, et al. (2016) provided an interesting discussion of the relevance of replication research for the advancement of management science. The six

kinds of replications envisioned by Tsang and Kwan are divided into two categories: *narrow replications* and *quasi-replications*. The former entail replications that adopt a research design same as that of the original study and either the same data and sample or a different sample but drawn from the population used in the original study. The latter entails all replication efforts that use either different population or different research designs. According to Bettis et al. (2016), *quasi-replications* are the most valuable, as they allow assessment of robustness and generalizability of findings provided by the original studies. However, quasi-replications are more likely to bring valuable contributions when only one element of the original study design is altered (Ethiraj et al., 2016) because it allows to evaluate the impact of the changed feature on the results. Studies that alter many features at once are not likely to shed light on reasons why the new results are different from the original ones (Bettis, Helfat, et al., 2016).

The recently amplified interest in replication research can be linked to growing consensus that management science, similar to other social sciences, may be facing a credibility crisis (Bergh, Sharp, Aguinis, & Li, 2017; Byington & Felps, 2017). Multiple tests conducted in search for asterisks (Bettis, 2012) allowing for hypothesizing after results are known (Kerr, 1998); *p-hacking*, that is, adjusting the statistical analysis and reporting to show "statistically significant" results (Simmons et al., 2011), and outright fraud (Bedeian, Taylor, & Miller, 2010; Byington & Felps, 2017) may bring considerable threats to management science (Bosco, Aguinis, Field, Pierce, & Dalton, 2016; Hollenbeck & Wright, 2017). A relatively recent survey of 1940 scholars associated with 104 PhD-granting management departments of AACSB International accredited business schools conducted by Bedeian et al. (2010) revealed that a significant fraction of the surveyed faculty believes that questionable research practices are very common. For instance, 91.9% of respondents know about cases in which their colleagues developed hypotheses after results were known. Nearly 80% believe that colleagues withheld methodological details or results and 77.6% are aware of cases when scholars selected only the data supporting their hypothesis. In a similar vein, an analysis comparing PhD dissertations with journal articles produced on their basis shows that the ratio of supported to unsupported hypotheses more than doubled between these two accounts of the same study (O'Boyle, Banks, & Gonzalez-Mulé, 2017), illustrating how *researcher degrees of freedom* (Simmons et al., 2011) can affect results. By the same token, in their overview of studies aimed at discovering the prevalence of questionable research practices (QRP), Banks, Rogelberg, Woznyj, Landis, and Rupp (2016) established that 91% of the analyzed studies found evidence of such practices. Engagement in questionable research practices has been explained by the inadequate training of researchers, the pressures to publish in top journals, and the requirements voiced by editors and reviewers (Butler, Delaney, & Spoelstra, 2017). As replication research allows to verify earlier studies and to control for sampling error, lack of internal validity, and fraud (Schmidt, 2009), the rising concerns associated with the prevalence of questionable research practices naturally lead to increased focus on replication research.

What is more, the management science's heightened interest in the means of dealing with credibility crisis can be seen as a part of a wider phenomenon encompassing all branches of science, including natural sciences such as biomedicine. The evidence suggesting engagement in questionable research practices has been found in social and natural sciences (Fanelli, 2009, 2010, 2011) including biomedical sciences (Ioannidis, 2005), neuroscience (Vul, Harris, Winkielman, & Pashler, 2009), economics (Brodeur, Lé, Sangnier, & Zylberberg, 2016), and psychology (John, Loewenstein, & Prelec, 2012). In the face of these discoveries, the scientific community reacted with various initiatives aimed at

countering QRPs (Nosek, 2015). The management science needs to do the same or else be pushed to the periphery of science in general and social sciences in particular.

Obviously, replication research is not always equally relevant. In case of theories that were already tested, a number of times an additional replication study is not likely to bring any significant contribution. To the contrary, if no new developments emerge (such as the discovery of new data collection technology or invention of a new method of data analysis), conducting one more replication can be considered a wasteful use of resources. Further, replication studies tend to be cited less frequently than original studies (Hubbard & Armstrong, 1994); thus, engaging in such research when there is no need to may bring unnecessary negative consequences for a journal that decides to publish it.

It also needs to be noted that the possibility of replication is challenged by the very nature of the social world. To expect that replication is going to deliver the same results as the original study is to assume that the studied reality behaves according to immutable laws. While this is true when dealing with the physical reality, it is not necessarily so when studying the social world. Individuals, organizations, and institutions do have history, and their past experiences affect their future behavior (Schmidt, 2009). The patterns of behavior that have been identified in the past are not bound to reappear in the future (Davis, 2010). Thus, it is possible that the failure to replicate is caused not by the deficiencies of the original study, but by the change of the subjects' behavior. It seems that only two kinds of replication, that is, *checking of analysis* and *reanalysis of data* (Tsang & Kwan, 1999), are not challenged by this feature of the social world. In all the remaining cases, we need to consider the alteration of behavior as a possible reason for failure to replicate.

Finally, it needs to be remembered that one failure to replicate should not be considered as proof that the original result was false. Replication study provides just one more data point that has to be considered when the status of the original result is evaluated. Popper posited that the theory could be seen as falsified "only if we discover a reproducible effect which refutes the theory" (Popper, 2002, p. 66). The same logic should guide decisions regarding the reliability of empirical findings. The more failures to replicate we have, the more likely it is that the original results were spurious. Ultimately, it is the balance of evidence (Bettis, Ethiraj, et al., 2016) for and against a given claim that should be looked upon to decide its truthfulness.

2.2. Prevalence of replication research

Despite potential benefits that replication research may bring to management science, the frequency of such research appearing in print has been rather low. The study of leading journals in the accounting, economics, finance, and management disciplines published between 1970 and 1991 revealed that not a single exact replication was published during that period, while only 6.2% of the published empirical papers could be categorized as replications with extensions (Hubbard & Vetter, 1996). The said extensions appeared most frequently in finance (9.7%), accounting (8.6%), and economics (8.4%), while the rates for management (5.3%) and marketing (2.9%) were considerably lower. In another study, Hubbard, Vetter, and Little (1998) reported a similar frequency (5.3%) of publishing replications with extensions in strategic management journals. The analysis of three leading marketing journals published between 1974 and 1989 revealed that none of the studies was an exact replication and only 2.4% of empirical studies were replications with extensions (Hubbard & Armstrong, 1994). The follow-up analysis of the same journals published between 1990 and 2004 showed that the number of such studies had fallen to 1.2% (Evanschitzky, Baumgarth, Hubbard, & Armstrong,

2007).

Even though aforementioned quantitative studies indicate that replications are infrequently published, it needs to be noted that this fact is challenged by some members of the scholarly community who claim that replications are published quite often but go under the radar because authors of such studies deemphasize their replicative status (Eden, 2002; Lucas et al., 2013). In that way, the authors may try to overcome reviewer and editor bias against replications (Easley, Madden, & Gray, 2013; Madden, Easley, & Dunn, 1995; Neuliep & Crandall, 1991, 1993a, 1993b; Rowney & Zenisek, 1980; Yuksel, 2003). They may also want to avoid negative associations resulting from the fact that replication research is often seen as uncreative (Hendrick, 1991; Hubbard & Armstrong, 1994; Mezias & Regnier, 2007).

While the literature lacks any studies on the prevalence of such "hidden" replications in management journals, a survey of three issues of *Journal of Personality and Social Psychology* discovered that 78.6% of 42 analyzed papers were either constructive, operational, or instrumental replications, although not explicitly named as such (Neuliep & Crandall, 1993a). Differences between disciplines disallow generalizing this finding to management science, but they do suggest that the frequency of replications appearing in management journals can be underestimated.

2.3. Attitudes toward replication research

It can be assumed that the prevalence of replication research is to a considerable extent determined by attitudes toward such research shared by members of the scholarly community. In a survey of 288 editors and past editors of social and behavioral science journals conducted over a quarter of a century ago (Neuliep & Crandall, 1991), 72% of respondents stated that studies that document new effects are more important for the development of the field than studies that replicate previous research, while 6% claimed the opposite. The remaining 22% either believed that both kinds of research are equally important or gave no answer. Fifty-eight percent of editors stated that a study that documents a new effect is more important than a study that fails to replicate previous research, while 15% claimed the opposite. The remaining 26% did not answer or claimed that both kinds of studies are equally important.

In a subsequent study of 80 reviewers of psychology journals (Neuliep & Crandall, 1993b), 54% of the respondents claimed that demonstrating new effects is more important than performing replications, while only one reviewer stated the opposite (44% claimed that both kinds of research are of the same importance). Forty-one percent answered that studies documenting new effects are more important that studies showing a failure to replicate, 4% believed that publishing failures to replicate is more important for the progress of the field, while 55% claimed that both are of equal importance. Comparisons of these two studies suggest that both editors and reviewers are biased against replication research, but this bias seems to be a little stronger in the case of editors.

Thus far, only one study has been focused directly on gauging opinions of management scholars toward replication research. In a recent survey of 136 Academy of Management Journal board members, 4.4% of respondents strongly agreed and 37.8% agreed with a statement that "AMJ should be receptive to replication studies," while 18.5% strongly disagreed and 22.2% disagreed with it (17% remained neutral) (Ketchen Jr & Ireland, 2010). The nearly equal proportions of respondents agreeing and disagreeing suggest that the issue of replication research can be considered highly divisive.

As has been shown above, the crucial issue of replication research receives only scant research attention (as opposed to

commentaries on the subject that are blooming recently), and the few studies we have concentrate on surveying opinions rather than on examining policies that are announced to the readers. Editorials communicate journals' intents and policies; thus, their examination allows to further our understanding of factors shaping perceptions of replication research. The present study uses a qualitative approach to analyze all the editorials that mention the issue of replications published between 1970 and 2015 in order to discover denotative (explicit) and connotative (implicit) meanings that are communicated to the community of scholars.

3. Method

3.1. Source of data

In this paper, I study editorial content published by 44 top management journals between 1970 and 2015. The top journals are defined in this study as belonging to the top quartile (Q1) of the journals indexed by the Thomson Reuters Web of Science in the category of "management." This definition is obviously not without problems because not all the journals in that list are strictly management journals. Additionally, depending on the criterion used (e.g., impact factor vs. 5-year impact factor), the content of the list may differ, especially toward the end of the top quartile. These problems cannot be easily addressed because they ensue from the multidisciplinary and fragmented nature of management science and the inherent challenges associated with the quantification of scientific publications' quality (Adler & Harzing, 2009; Clark & Wright, 2007; Smeyers & Burbules, 2011). Nevertheless, the selected 44 journals can be seen as elite organizations likely to set the tone for the entire field (Greenwood & Suddaby, 2006; Simsek, Heavey, & Jansen, 2013), and their editorial content is likely to have a considerable impact on researchers and reviewers.

3.2. Data collection

In this study, I focused on editorials, which are communications explicitly signed by the editor(s) or guest editor(s), containing a discussion of issues related to the editorship and development of the journal and its community, intended as a special kind of commentary accompanying the main part of the journal (i.e., the research articles).

To find all the editorials mentioning the issue of replication studies, I first sampled one issue for each five-year period for each journal to identify the headings that denote the focal content. Thanks to this step, I produced a list of such headings (e.g., Editorial, From the editors, Editor's comments). Next, the electronic archives of each journal were queried to find texts containing the aforementioned phrases in the title and the word "replication" in the body of the text. This step allowed for producing an initial list of texts for further analysis. Assuming that the archives that can be accessed at the journals' websites may contain errors and omissions, the same search strategy was repeated using the EBSCO, Scopus, Web of Science, and ScienceDirect databases, which yielded additional results.

Next, texts that featured the word "replication" in a sense other than those associated with the issue of replication study (e.g., the editorial might mention the research on replication in corporate strategy (Winter & Szulanski, 2001)) were discarded. In the end, a list of 67 texts was produced (see Appendix for the full list).

Because the search for editorials mentioning replication research revealed that it is an issue covered by only a small fraction of editors, I decided to conduct an additional analysis intended at discovering the academic background of the editors that do mention the issue. The 67 editorials studied in this paper were

authored by 94 editors in total. For each of them, I searched online archives to establish: the university where a given editor obtained his or her Ph.D. title, the discipline/area of the Ph.D. thesis, and the major concentration of the MA, BA, or BS program. The data on the Ph.D. granting university were found for 83 authors, the data on the Ph.D. discipline/area was found for 86 authors, while the data for MA, BA, or BS program were discovered for 48 authors.

3.3. Coding and analysis

Following the example of recent work employing content analysis (cf. Duriau, Reger, & Pfarrer, 2007), the editorials were coded to discover denotative (explicit) and connotative (implicit) meanings. Because of the challenges associated with meaning discovery, the first two stages of the coding procedure were conducted simultaneously by the author and one graduate student. The coding and analysis procedure was performed with Atlas.ti — a package particularly useful in the interpretive textual analysis (Pollach, 2012).

According to semiotics, denotation amounts to the literal, explicit meaning of the text, shared by the majority of the speakers of a given language (Van Leeuwen, 2005). In the first run, all the texts were coded on the basis of their denotative content. For example, the quotation "we do not publish literature reviews, replication studies or papers focused on scale development" (HRMJ 2013:1)[1] was coded as belonging to the code "replications explicitly rejected," while the statement "high-quality constructive replication studies […] will be welcomed submissions at the Academy of Management Journal" (AMJ 2002: 845) was coded as "constructive replications explicitly invited."

In the second run, the texts were coded on the basis of the connotative content, that is, the implicit underlying meanings that are communicated to the reader apart from the denotative content (Van Leeuwen, 2005). While the denotative meanings are rather straightforward, the connotative meanings are harder to discover and may differ among readers (Armstrong, Gosling, Weinman, & Marteau, 1997). To arrive at a common interpretation, the coding produced by the author and the graduate student was compared, and the differences were settled by revisiting the original source texts and reanalyzing the problematic fragments in their context (Gioia, Corley, & Hamilton, 2013). This step in the analytical procedure allowed to deepen the understanding of the analyzed texts. For instance, the quotation, "The most suitable candidates for the Research Notes designation appear to be articles presenting relatively simple and straightforward findings which require little discussion, and where there is no need for an extensive literature review. This description fits many reports of surveys, reports of replications and near-replications, and reports of a failure to obtain significant results that might have been anticipated on other grounds" (AMJ, 1974: 5), was coded "replications as strangers" because if they fit only in a special section of the journal ("research notes") together with other unusual texts (reports of surveys, reports of failure to obtain significant results), then it implicitly suggests that they differ considerably from regular contributions. In a similar vein, the fragment saying "paradoxically, most readers that did review a replicated paper for this special issue found it interesting and enjoyable" (JOM, 2006: 866) suggests implicitly that replications are considered to be uninteresting and boring; hence, it was coded as "editors biased against replications."

These two steps yielded 204 unique fragments of text and 23 codes (note that one fragment can belong to multiple codes). Later the number of codes was reduced to 12 by joining similar categories (Fig. 1). For instance, "authors biased against replications," "reviewers biased against replications," and "editors biased against replications" codes were merged into one code: "authors,
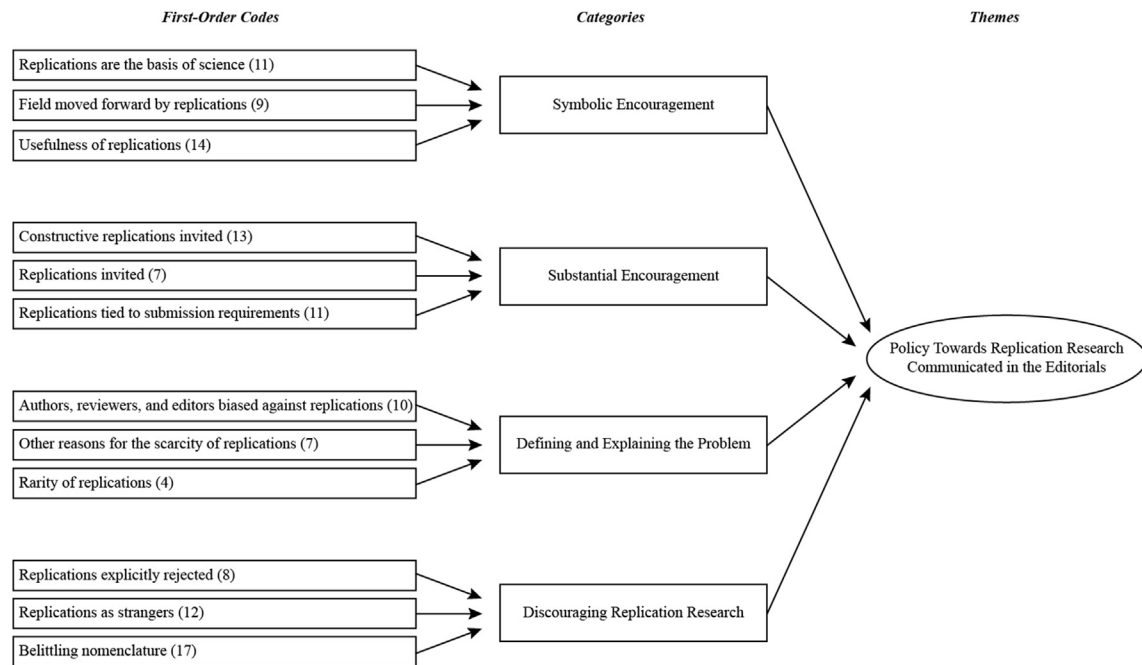
Fig. 1. The data structure.

reviewers, and editors biased against replications." In a similar vein, the codes "replications explicitly invited" and "replications implicitly invited" — a distinction useful during the coding process — were later merged into one: "replications invited."

Finally, the codes were grouped into four aggregate categories associated with replication research. "Symbolic encouragement" category encompasses codes and quotations that provide support for the very concept of replication research and that emphasize its role in the development of the field. Fragments of texts belonging to this category do not relate the issue of replication to a policy of any particular journal; rather, they discuss in abstract terms the role of replications in the progress of science. "Substantial encouragement" category, on the other hand, deals with practical issues such as the policy of a given journal toward replication research and policy regarding transparency of methods in the original research articles as a necessary requirement allowing for conducting replications. The third category, "Defining and Explaining the Problem," contains all the fragments that explain to the reader why replications are not published as frequently as they should be. The last category, "Discouraging Replication Research," groups the codes that explicitly or implicitly suggest to the reader that replication studies constitute second-rate research.

4. Results

4.1. Quantitative overview of the data set

In the process of data collection, 67 editorials mentioning the issue of replication were found. They constitute 3.5% of all 1901 editorials found for the studied period[2]. Twenty-nine of 44 studied journals published at least one editorial mentioning the issue between 1970 and 2015, while only three journals published four or more.

The number of editorials mentioning the issue has increased in the past decades (Fig. 2). While in the 1970s and 1980s our field saw on average 0.35 editorials mentioning replication research annually, in the 1990s, this value increased to 0.9. The first decade of the 21st century witnessed an even stronger growth to 2.5 annually. Over the last six years of the studied period (2010—2015), we have seen 23 editorials mentioning replication research (i.e., 3.8 editorials annually).

4.2. Authors' academic background

Altogether 94 people were involved in writing the editorials studied in this paper. Of the 83 authors (editors) for whom the Ph.D. granting institution was found, 70 graduated from North American universities (US - 68 and Canada - 2), 12 graduated from European universities (Great Britain - 5, Germany - 3, the Netherlands - 2, Republic of Ireland - 1, and France - 1), and one from Israel. While most universities produced just one author of a text studied in this paper, five universities granted PhDs to four editors each (Cornell, Michigan State, Ohio State, University of California, and University of Pittsburgh) and four universities produced three editors each (Pennsylvania State, Stanford, University of Minnesota, and University of Washington).

The discipline/research area of the editor's Ph.D. thesis was found for 86 editors. The most common discipline in which the editors obtained their Ph.D. titles was psychology (industrial/organization psychology, applied psychology, organizational behavior, etc.). Thirty six editors (42% of all for whom the data were found) were trained in that discipline. The second most common discipline (22 editors, 26%) was business administration (management, administrative sciences, and organizational science), while the third most common discipline was operations research and logistics (11 editors, 13%). Remaining areas of research were marketing (5 editors), economics (4), management information systems (3), public policy (3), and STEM (Science, Technology, Engineering, and Mathematics) (2). Additionally, the majors for editors' Master or Bachelor degree were found for 48 editors. The two most common majors were psychology (13 editors, 27%) and STEM (13 editors, 27%). Importantly, 60 editors (64% of all editors in the studied sample) had either psychology, operations research, logistics, or STEM as either the area of a doctorate or a major of MA/
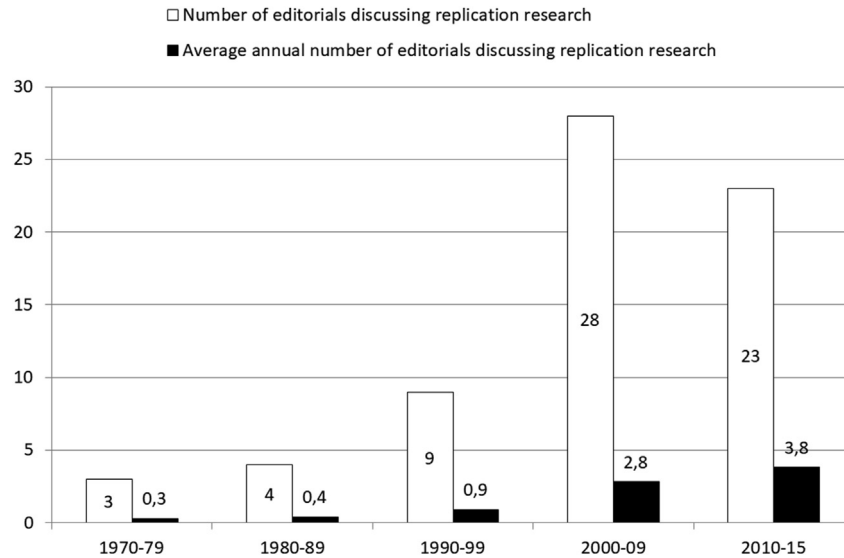
□ Number of editorials discussing replication research

■ Average annual number of editorials discussing replication research

Fig. 2. The number of editorials discussing replication research.

BA/BS program. This finding shows that editors who cover the issue of replication research often have a strong quantitative background and have worked in the areas of research where replications are either taken-for-granted (e.g., STEM) or recently have been encouraged (e.g., psychology).

4.3. Symbolic encouragement

Codes belonging to the symbolic encouragement category contain all the fragments of editorials that discussed replication research in general, abstract form, rather than providing any specifics about editors' policy toward submitting, reviewing, and publishing replication research.

Replications are the basis of science (11 editorials). Editors claim that replication research is deeply connected to the very essence of scientific endeavor and fundamental for conducting meta-analyses and theory testing: Replications are "absolutely essential" (JIBS, 2008:182) and constitute "a cornerstone for the scientific method" (JOM, 2002:17) because "science is based on the potential replicability of findings" (LQ, 2014:1176). Sufficient numbers of replication studies are key for healthy science, as they allow for increasing or decreasing our trust in earlier findings and extant theories. Such claims are sometimes backed by references to philosophers of science, such as Popper (1963) and Hempel (1966). Even when the editors of a given journal explicitly reject replication research as not suitable for submission, they do not question replication's role in scientific progress; rather, they simply indicate that the replication's contribution is too small to cover the costs of publication.

Field moved forward by replications (9). At least some editors seem to hold a strong conviction that the maturation and development of the field of management science are associated with having an increased number of replications published because they constitute an "important hallmark of scientific progress" (ASPJM, 2009: 613) and have the potential to "dramatically strengthen our field's knowledge" (JOM, 2006: 867). The insufficient number of replications in our field is sometimes contrasted with other sciences (e.g., physics, medicine), where the use of replications allows for discarding false theories (JOM, 2006: 865).

Usefulness of replications (14). Editors argue that even though replications "may make a limited theoretical contribution," they

"prove useful in allowing us to draw firm generalizable conclusions" (LQ, 2005: 13—14). Replications are particularly useful when they allow to verify "a counterintuitive result" or "a result that is inconsistent with theory or past research" (JAP, 1989: 844), especially when methods that "inherently call for replication in other contexts" are used in the original study (TECH, 2014: 396). Replication also "clarifies and extends the boundaries of an existing theory" (AMJ, 2009a: 226), tests the limits and conditions of replicability (LQ, 2014: 1176), and allows for adding "deeper insights, generalizability, and precision to previous findings so that a stream of research advances" (JOM, 2006: 866).

However, some editorials (5) also highlight the fact that on occasion the attempt to replicate a study may fail owing to factors other than the spuriousness of the original finding, such as sampling error and change of context in the new study (AMR, 2012; LQ, 2014), "awareness of hypotheses as a result of initial studies" (LQ, 2014: 1176), and the use of certain modeling and statistical techniques (LRP, 2013; LQ, 2014; JM, 2015a; JM 2015b). This suggests that replication research, as useful as it is, should be considered as indeed of somewhat limited value.

4.4. Substantial encouragement

This category consists of direct and indirect encouragements the editors extend to their audience; thus, it can be considered to contain the journals' explicit policy toward replication research.

Constructive replications invited (13). When editors invite replication research, they often stress that it is constructive replications that are particularly welcome. Regardless of whether the constructive replication research is invited explicitly or implicitly, it is often associated with positive-sounding descriptions. The invited constructive replications are of "high quality" and "contribute to researchers' accumulated data"; hence, "advance management science" (AMJ, 2002: 845) "provide useful extensions of prior findings" (JAP, 2015: 2), clarify and extend the theory boundaries and range (AMJ, 2009a: 226; JSC, 2008: 6), "advance our understanding" (JIBS, 2008: 181), and allow us to "to develop new knowledge" (MOR, 2006: 7) and "new insights" (AMJ, 2005: 733).

Replications invited (7). Endorsements for replications without qualifiers (therefore understood as both exact and constructive) appear less frequently in the pages of the studied journals. When

they do appear, they are often accompanied by justifications and contrasts that may invoke negative connotations. For instance, one editorial says, "While many other journals shy away from replications, APJM has embraced a number of rigorously conducted high quality replications" (APJM, 2009: 613). Another explains, "Replications were then and now discouraged as not being innovative (Kilduff, 2007). We thought there would be value in an organizational behavior journal that encouraged accumulation and integration" (JOB, 2009: 10), while still another claims, "There is a place in scientific inquiry, *however*, for straightforward replication" (italics mine) (JAP, 1983: 551). Altogether, a somewhat ambiguous message can be inferred from the endorsement for replication research: replications are invited but such invitations are presented as being in conflict with the prevailing policy in the field.

Replications tied to submission requirements (11). A number of editorials maintain the institution of replication research indirectly. Rather than arguing that replications are necessary for progress of science and therefore should be conducted, submitted, and reviewed positively, more often such editorials emphasize that the authors of the original research articles should take certain actions to facilitate potential replications (AMJ, 2001; EJWOP, 2013; ISR, 2005; 2014; JAP, 1983; 2015; JBL, 2015; JOM, 2002; JSCM, 2009; LQ, 2014; PP, 1993). These include a clear description of all the steps in the research procedure, maintenance of data sets for a certain period of time after publication, and making them available to all interested parties. Even though such remarks do not amount to direct encouragement of replication research, they contribute to portraying the replication as a necessary element of scientific endeavor.

4.5. Defining and explaining the problem

A substantial amount of space is devoted to explaining the reasons for the scarcity of replications in management science. The fragments that pertain to that issue were grouped in this category, together with a code that encapsulates a (scant) discussion of the extent of the problem.

Authors, reviewers, and editors biased against replications (10). A considerable amount of editorial space has been devoted to explaining that all the participants of the publication process are biased against replication research. Authors are afraid to conduct replications because such studies are often perceived as uncreative and boring and because the negative attitudes of the remaining participants in the publishing process make it difficult to publish them. Authors are also considered to be afraid of "ridicule" (JOM, 2006: 865) and "professional retaliation" (JOM, 2006: 866), which may result from negative verification of earlier findings.

The editors suggest that reviewers are also biased against replications and often seem to perceive such studies negatively; sometimes, they even reject the requests for review: "as one prospective reviewer bluntly told us 'I can't waste my time looking at something that is already published'" (JOM, 2006: 866). When replication studies are reviewed, they are "often given short-shrift relative to research that claims new results based on data sets that are not shared and do not provide opportunity for falsification or confirmation" (ISR, 2014b: 447). Also, reviewers finding replication studies "interesting and enjoyable" is considered to be a "paradoxical" outcome (JOM, 2006: 866). The claim of reviewer bias is also backed by invoking the work of Neuliep and Crandall (1993b), who surveyed opinions of reviewers and found considerable prejudice (AMJ, 2002: 842). Implicitly, the claim of reviewer bias can also be seen in the recommendations that view changes in the review process as instrumental in obtaining "the goal of reducing publication biases against replications" (AMLE, 2014: 310).

The smallest amount of space is devoted to describing editors'

own bias against replications. Such bias is mentioned in just one editorial (AMJ, 2002) by invoking another work of Neuliep and Crandall (1991) and by discussing how the requirement to provide new theoretical contributions affects the chances of replications being published.

Finally, one editorial suggests that the bias against replications may extend beyond the participants of the publishing process and engulf other members of the journal's community, such as members of the journals' boards (AMJ, 2010:212).

Other reasons for the scarcity of replications (7). Apart from the bias held by participants in the publishing process, the editors point to other reasons for the scarcity of replication studies. First, in management science, "most theories are linked to methodological approaches"; hence, it is often quite impossible to test the theory with methods that differ from those used in the original study (AMP, 2012: 7). Second, replication studies are often costly and time-consuming, and given the importance of the specific context and design of the sample, they are often "highly imperfect" (AMP, 2012: 7). Third, "[j]ournal space is a scarce commodity," and therefore, even a carefully conducted study is unlikely to be published "if its primary contribution was a corroboration of earlier studies" (MIS, 1995: VI). Fourth, overemphasis on inferential statistics has "changed the nature of research, making inference its major concern and degrading replication, the minimization of measurement error, and other core values to secondary importance." (JM 2015b: 423).

Rarity of replications (4). While reading the analyzed texts created a strong conviction that management science has a serious replication problem, only four editorials stated that fact explicitly by pointing to the rarity of the published replications in our field, whereas one editorial claimed that replication studies are published quite often but under other names (AMJ, 2002). The implicit messages contained in the studied texts convey a very different story. Calls for more studies of that kind have occurred systematically since the 1970s, which implicitly suggests that the amount of such work published has been continuously perceived as insufficient. Praise for the institution of replication delivered by the editors suggests that in their view replication research needs to be supported; otherwise, it may not be published frequently enough. Also, the amount of space devoted to explanation of author, editor, and reviewer bias against replications paired with suggestions on how to change the review process to allow more replications indicates that frequency of such research appearing in the press is problematic.

4.6. Discouraging replication research

Fragments that — intentionally or not — discourage conducting and submitting replications and contribute to negative image of such research were grouped in this last category.

Replications explicitly rejected (8). While some editorials simply state that "we do not publish (…) replication studies" (HRMJ, 2013: 1), others pair the explicit rejection of such work with conditions that make replications unfitting for publication: Replications that are limited to "corroboration of earlier studies" (MIS, 1995: VI), that are not "pushing it" (JOM, 2006: 866), and that provide "narrow extensions of past research, or merely retest a model in a new country" (EJWOP, 2013b:2) are not welcome. Similar to the invitations for replication studies described above, the rejections associate such research with negative subtexts. However, note that even some of the journals that openly reject replications simultaneously assure the readers that replications constitute an important part of a scientific project (JIBS, 2008: 182).

Replications as strangers (12). The implicit meanings that can be traced in the editorials strongly suggest to the readers that

replications are "special" in a negative meaning of the word. First, the very fact that editors need to ask "Should a top-tier journal publish replication studies?" (AMJ, 2002: 842) or "Does AMJ Welcome Meta-Analyses? How about Replications?" (AMJ, 2005: 737) signals that replications differ significantly from typical studies and are perceived as somewhat problematic. Even if such questions are answered in the affirmative (and often they are), the implicit connotation of replications as "strangers" in the land of proper studies lingers. Second, when replications are invited, they are sometimes bundled together with other supposedly second-rate submissions such as "reports of surveys, (…) and reports of a failure to obtain significant results" (AMJ, 1974: 5), thereby contributing to the perception of replications as a substandard form of research. Third, invitations for such studies often state explicitly that they will be seen as candidates for special sections, such as "Research Notes" (AMJ, 1974: 5; LQ, 2003: 1; LQ, 2007: I), "Short note" (JAP, 1971: 2; JAP, 1983: 551; JAP, 1989: 844, JAP, 2003: 4), or "Research Report" (JAP, 1995: 3; JOOP, 1999: 263), suggesting that replications must be separated from other, apparently more deserving articles. Together with the invitation to submit replication studies to special sections sometimes comes the stricter page limit for such publications as replications are suggested to be "brief reports (…) normally be confined to two journal pages" (JAP, 1971: 2) or "no longer than 17 pages of typed text proper" (LQ, 2007: I). Even if separation of replications from research articles is made on rational grounds (replications indeed require less space than fully featured articles), the inferior status of such research is reaffirmed once more. The escape from the page-limited ghetto is sometimes offered to constructive replications (JAP, 1983; JAP, 2015).

Belittling nomenclature (17). Discussions of the value and publishability of replications are often infused with somewhat negative-sounding terms that may contribute to the perception of replications as substandard form of research. Replications are "mere" (JIBS, 2008: 182; EJWOP, 2013: 2, APJM, 1999: 6), "simple" (MOR, 2014: 178; AMJ, 1974: 5), "narrowly focused" (APJM, 2002: 175), "straightforward" (JAP, 1983: 550; AMJ, 1974: 5), "acceptable" (AMJ, 1982: 5), "of lesser scope" (JAP, 1995: 3), "not being innovative" (JOB, 2009: 10), and not "theoretically bold" (AMJ, 2008: 619), while conducting pure replications is "a useful learning experience appropriate for doctoral students" (MOR, 2006: 7). Neither of these terms states explicitly that replication research is unworthy and there are good reasons for use of such qualifiers (who can deny that attempting replication is a useful learning experience or that they are not theoretically bold?), but they do contribute to the perception of replication as an inferior form of research: scholars who want to make a difference are unlikely to engage in research that is considered to be simple, mere, straightforward, and of lesser scope from the very beginning.

5. Summary of findings

The most important findings from the analysis of the editorials are as follows (Fig. 3): (a) the issue of replication research has infrequently been discussed but has gained increased attention recently – the average annual number of editorials covering the issue increased more than twelvefold between the 1970s and 2010s; (b) editors who choose to raise the issue do not simply formulate the journal's policy toward replication research but explain replication's value for the progress of science and reasons for insufficient numbers of replications appearing in print; (c) replications are explicitly rejected only in a minority of editorials; (d) constructive replications are invited more often than exact ones; (e) the studied editorials contain many cues that may suggest to the reader that replication research is inferior to other kinds of

How the issue of replication research has been communicated to readers of management journals over the 1970-2015 period?

Replication research has been discussed **in only 3.5% of editorials** published between 1970 and 2015.

The average annual number of editorials covering the issue of replication research has increased **more than twelvefold** between the 1970s and 2010s.

Editors that raise the issue explain replication's value for the **progress of science**.

The issue of replication research has been raised mainly by editors with training in **psychology, operations research, logistics, and STEM**.

However

While replications are explicitly rejected only in a minority of editorials, **constructive replications are invited more often than exact ones**.

Studied editorials contain many cues that may **suggest to the reader that replication research is inferior** to other kinds of research.

Such cues are present even in those editorials that **explicitly invite** replication research.

Fig. 3. Summary of findings.

research; (f) such cues are present even in those editorials that explicitly invite replication research, and (g) the issue of replication research is raised mainly by editors with training in psychology, operations research, logistics, and STEM.

6. Discussion

The goal of this study was to examine how the issue of replication research was framed and discussed in editorials published in top management journals over nearly half a century. I first focused on counting the number of such editorials appearing in print and establishing trends in time and then concentrated on studying explicit and implicit messages sent to the readers. The results of this study contribute to painting a picture showing how we, as a community of scholars, have dealt with the issue of replication research that gains attention both within and outside (Munafò et al., 2017) the management science community.

6.1. Contribution to understanding of the replication problem

The extant literature on reasons for insufficient numbers of replications appearing in print, listing factors such as author, editor, and reviewer bias (Neuliep & Crandall, 1991, 1993b) and a negative image of replications as uncreative (Hendrick, 1991; Hubbard & Armstrong, 1994; Mezias & Regnier, 2007) can be augmented by another one that is the fact that editors seldom if ever discuss the issue and explicitly welcome such submissions in editorials.

What is more, the study shows that even those editors who welcome replications — exact or constructive — often, perhaps unintentionally, send mixed messages to the audience, thus likely contributing to the inferior status of replication research. Importantly, it seems that the ambivalent messages are, to some extent, simply a product of rules of rational argumentation that editors have to follow to communicate with their readers. These rules require that before any solution is offered, the causes of the problem have to be discussed. Hence, editors discuss — either extensively or in passing — such reasons as author, reviewer, and editor bias toward replications, negative views held by members of the community, and challenges associated with obtaining all the information needed to conduct a replication study. However, discussion of the causes, while indispensable, contributes to proliferation of a bias toward replication research and potentially undermines — at least partially — the very attempt at encouragement because the prospective authors learn about challenges associated with publishing such research and learn that they will be better off conducting a different kind of study. The negative side effect (informing readers about challenges associated with publishing replication research) arises not necessarily because the editors want to emphasize such difficulties, but rather because the rules of argumentation require a certain structure of the argument to be followed.

In a similar vein, arguing that certain forms of replications are superior requires showing the reference point (i.e., the forms of replications that are inferior). Hence, editors indicate — explicitly or implicitly — that constructive replications are in many ways better than exact ones. However, because both constructive and exact replications belong to the same family, endorsement policy that belittles exact replications also likely has a negative spillover effect for constructive replications.

It seems that editors provide the strongest support for the replication research when they attempt to do something very different, that is, when they talk to prospective authors of new original research articles (i.e., nonreplications) and explain that authors have to be transparent about their methods to facilitate future replications of their work. If transparency of methods is needed because it allows for conducting replications, it implicitly suggests that replications constitute a superior verifying instance of the scientific process and, therefore, indirectly contributes to the legitimization of such research.

Even though this paper is focused mainly on studying the ways in which replication research has been supported by the editors of management journals and how they may have impacted the prevalence of such research, the obtained results also allow to contribute to the extant research on the interdisciplinary and parochial nature of management science (March, 2005, 2007). Our scholarly community is far away from being homogenous, as it comprises scholars coming from multifarious disciplines, schools, and traditions (Vogel, 2012), which study highly divergent issues and subjects (Barley, 2015; Davis, 2015). The analysis of the editors' academic backgrounds allowed to discover that to a significant extent the support for replication research in management science is provided by authors trained in fields that lend itself rather easily to replication research and which are dominated by advanced quantitative methods (psychology, operations research, logistics, and STEM). Thus, supporting replication research in management science can be interpreted as a case of institutional entrepreneurship (Battilana, Leca, & Boxenbaum, 2009; Garud, Jain, & Kumaraswamy, 2002; Greenwood & Suddaby, 2006) with actors resorting to various forms of institutional work (Lawrence & Suddaby, 2006) such as advocacy, theorizing, and educating to advance standards of the scientific process that are common in their native disciplines.

At the same time, the results allow shedding light on the unintended consequences of rhetoric. Recently, our field has bloomed with research on institutional uses of rhetoric contributing to a better understanding of issues such as institutional change and maintenance (Brown, Ainsworth, & Grant, 2012; Suddaby & Greenwood, 2005; Zilber, 2006, 2007), institutionalization and diffusion processes (Green Jr, 2004; Green Jr, Yuan, & Nohria, 2009; Phillips, Lawrence, & Hardy, 2004; Zbaracki, 1998), and legitimization (Harmon, Green, & Goodnight, 2015). Paired with research on the use of narratives in institutional work (Creed, DeJordy, & Lok, 2010; Lawrence & Suddaby, 2006; Patriotta, Gond, & Schultz, 2011; Phillips et al., 2004; Suddaby & Greenwood, 2005; Trank & Washington, 2009), these studies have emphasized the role of language and symbolic action (Alvesson & Karreman, 2000) undertaken by the engaged actors to maintain, disrupt, and change institutions.

However, the literature has emphasized control and intentions and largely overlooked unintended side effects. This study fills that gap by showing how editors send mixed messages to their audience while trying to promote the practice of replication research. As it has been shown above, to offer solutions to the problem of scarcity of replication research, the editors need to explain the reasons for its occurrence. However, such explanations may contribute to paint the negative picture of replication research. This suggests that the ability to bring intended change through rhetoric may be limited by the common rhetoric structures we need to follow to be understood by the audience.

6.2. Contribution to addressing the problem

The policies communicated in editorials are just one reason among many for a low number of replications in management science and certainly there is no silver bullet to address this problem. However, this study allows the formulation of a number of suggestions for editors who would like to encourage replication research in their editorials. First, it seems that the safest way to do it is by embedding references to replications in the discussion of submission requirements. While this road may appear as indirect,

over time, it may help build the positive image of replication research. Second, extra attention should be given to words used to address the issue of replication research. Many editorials use terms that decrease the status of such research, even if the editor in question seems to be supportive of the general idea of replications. Note that only eight editorials reject replication studies explicitly, while in 12 they are presented as "strangers," and in 17 cases, belittling descriptions are uttered in passing. Finally, the proposal to invite replication research to appear in special sections (such as "Research reports") needs to be carefully reconsidered. Inviting submissions of replication research to such sections and bundling them together with other forms of "special" research potentially sends a powerful negative signal to the readers.

6.3. Limitations

Several limitations of the study have to be noted. First, the small number of cases and their considerable concentration in the last decade makes it impossible to trace if and how the views of the editors changed over the studied period. Second, the adoption of an interpretative qualitative textual analysis strategy and use of a consensus coding procedure entailing settling differences between coders by revisiting the original source texts and reanalyzing the problematic fragments in their context (Gioia et al., 2013) means that the interrater agreement and reliability statistics could not be computed. Third, even though the electronic archives of the journals and four bibliographical databases (EBSCO, Scopus, Web of Science, and ScienceDirect) were queried in search of editorials mentioning replication research, it is possible that due to gaps in coverage (especially in the 1970s), some editorials mentioning the issue may remain undiscovered.

6.4. Conclusions

The present study examines the content of editorials published between 1970 and 2015 to see how the issue of replication research in management science has been addressed. The majority of editorials (96.5%) never mention the issue while those that do seem to send mixed messages about the value of replication research and chances of such submissions being reviewed positively. Editors provide symbolic and substantial support for replication research that is, however, often associated with portraying such studies as second-rate research. The issue of replication is mentioned mainly by scholars trained in disciplines such as psychology, operations research, logistics, and STEM. The study allows for the formulation of a range of suggestions that can be considered by editors who want to invite more replication research to be submitted to their journals.

7. Notes

1. To emphasize the editorial role of the authors of the studied texts, I provide references using acronyms of journal's titles rather than the last names of the editors. The full bibliographical information including the names of the authors (editors) is provided in the Appendix.
2. Note that while the publishers seem to put great emphasis on ensuring that all the research articles are available in the electronic archives and bibliographic databases, they seem not to be so thorough in the case of editorial content; hence, gaps in the data exist. This is particularly true for the volumes published in the 1970s. I was able to find 1901 editorials in total, and I treated that number as a base for any calculations of frequency.

Appendix

List of editorials mentioning the issue of replication research published between 1970 and 2015.

AMJ, 1974	AMJ. 1974. Editorial Comment. Academy of Management Journal, 17(1): 5.
AMJ, 1979	Slocum Jr., J. W. 1979. Editorial Comment. Academy of Management Journal, 22(1): 5.
AMJ, 1982	Mahoney, T. A. 1982. Editorial Comment. Academy of Management Journal, 25(1): 5.
AMJ, 2001	Lee, T. 2001. From the Editors: On Qualitative Research in AMJ. Academy of Management Journal, 44(2): 215–216.
AMJ, 2002	Eden, D. 2002. From the Editors: Replication, Meta-Analysis, Scientific Progress, and AMJ's Publication Policy, Academy of Management Journal, 45(5): 841–846.
AMJ, 2003	Lee, T. 2003. From the Editors: Reflections on the First 18 Months. Academy of Management Journal, 46(1): 7–9.
AMJ, 2004	Eden, D. 2004. From the Editors: Reflections on the AMJ Associate Editor Role. Academy of Management Journal, 47(2): 167–173.
AMJ, 2005	Rynes, S. L., Hillman, A., Ireland, R. D., Kirkman, B., Law, K., Miller, C. C., Rajagopalan, N., & Shapiro, D. 2005. From the Editors: Everything You've Always Wanted to Know about AMJ (But May Have Been Afraid to Ask). Academy of Management Journal, 48(5): 732–737.
AMJ, 2008	Colquitt, J. A. 2008. From the Editors: Publishing Laboratory Research in AMJ: A Question of When, Not If. Academy of Management Journal, 51(4): 616–620.
AMJ, 2009a	Colquitt, J. A. & Ireland, R. D. 2009. From the Editors: Taking the Mystery Out of AMJ's Reviewer Evaluation Form, Academy of Management Journal, 52(2): 224–228.
AMJ, 2009b	Pratt, M. G. 2009. From the Editors: For the Lack of a Boilerplate: Tips on Writing Up (and Reviewing) Qualitative Research. Academy of Management Journal, 52(5): 856–862.
AMJ, 2010	Ketchen Jr, D. J. & Ireland, R. D. 2010. From the Editors: Upon Further Review: A Survey of the Academy of Management Journal's Editorial Board. Academy of Management Journal, 53(2): 208–217.
AMLE, 2014	Rynes, S. L., Rousseau, D. M., & Barends, E. 2014. From the Guest Editors: Change the World: Teach Evidence-Based Practice! Academy of Management Learning & Education, 13(3): 305–321.
AMP, 2009	Devinney, T. M. 2009. From the Editors: Is the socially responsible corporation a myth? The good, the bad, and the ugly of Corporate Social Responsibility. Academy of Management Perspectives, 23(2): 44–56.
AMP, 2012	Devinney, T. M. & Siegel, D. S. 2012. From the Editors: Perspectives on the Art and Science of Management Scholarship. Academy of Management Perspectives, 26(1): 6–11.
AMR, 2007	Kilduff, M. 2007. Editor's comments: The top ten reasons why your paper might not be sent out for review. Academy of Management Review, 32(3): 700–702.
APJM, 1999	Ang, S. H. & Schnitt, B. H. 1999. Introduction to Special Issue. Asia Pacific Journal of Management, 16(2): iii-viii.
APJM, 2002a	Chung-Ming, L. 2002. Introduction to the Special Issue: Asian Management Research: Frontiers and Challenges. Asia Pacific Journal of Management, 19(2/3): 171.
APJM, 2002b	Chung-Ming, L. 2002. Asia Pacific Journal of Management, First Issue 2002 Introductory Remarks. Asia Pacific Journal of Management, 19(1): 7–8.
APJM, 2009	Peng, M. 2009. Editorial: Passing the torch. Asia Pacific Journal of Management, 26(4): 611–616.
ASQ, 2015	Davis, G. F. 2015. Editorial Essay: What Is Organizational Research For? Administrative Science Quarterly, 60(2): 179–188.

(*continued*)

EJWOP, 2013a	Rico, R. 2013a. Editorial letter: Joining forces for a better journal. European Journal of Work and Organizational Psychology, 23(1): 1–2.
EJWOP, 2013b	Rico, R. 2013b. Editorial letter: Publishing at EJWOP. European Journal of Work and Organizational Psychology, 22(1): 1–3.
HRMJ, 2013	Collings, D. G., Dundon, T., & Marchington, M. 2013. Editorial. Human Resource Management Journal, 23(1): 1–2.
HRMR, 1999	Price, J. L. 1999. Editorial: Introduction to the Special Issue on Employee Turnover. Human Resource Management Review, 9(4): 387–395.
ISR, 2005	Sambamurthy, V. 2005. Editorial Notes. Information Systems Research, 16(1): 1–5.
ISR, 2014a	Agarwal, R. 2014. Editorial Notes. Information Systems Research, 25(4): 667–668.
ISR, 2014b	Agarwal, R. & Dhar, V. 2014. Editorial—Big Data, Data Science, and Analytics: The Opportunity and Challenge for IS Research. Information Systems Research, 25(3): 443–448.
JAP, 1971	Fleishman, E. A. 1971. Editorial. Journal of Applied Psychology, 55(1): 1–2.
JAP, 1983	Guion, R. M. 1983. Editorial: Comments From the New Editor. Journal of Applied Psychology, 68(4): 547–551.
JAP, 1989	Schmitt, N. 1989. Editorial. Journal of Applied Psychology, 74(6): 843–845.
JAP, 1995	Bobko, P. 1995. Editorial. Journal of Applied Psychology, 80(1): 3–5.
JAP, 2003	Zedeck, S. 2003. Editorial. Journal of Applied Psychology, 88(1): 3–5.
JAP, 2015	Chen, G. 2015. Editorial. Journal of Applied Psychology, 100(1): 1–4.
JBL, 2011	Fawcett, S. E. & Waller, M. A. 2011. Editorial: Moving the Needle: Making a Contribution When the Easy Questions Have Been Answered. Journal of Business Logistics, 32(4): 291–295.
JBL, 2015	Frankel, R. & Mollenkopf, D. A. 2015. Editorial: Cross-Functional Integration Revisited: Exploring the Conceptual Elephant. Journal of Business Logistics, 36(1): 18–24.
JIBS, 2008	Tung, R. L. & van Witteloostuijn, A. 2008. From the Editors: what makes a study sufficiently international? Journal of International Business Studies, 39(2): 180–183.
JIBS, 2010	Henisz, W. J., Mansfield, E. D., & Von Glinow, M. A. 2010. Editorial: Conflict, security, and political risk: International business in challenging times. Journal of International Business Studies, 41(5): 759–764.
JIBS, 2011	Cantwell, J. & Brannen, M. Y. 2011. Editorial: Positioning JIBS as an interdisciplinary journal. Journal of International Business Studies, 42(1): 1–9.
JIT, 2008	Wastell, D. G. & McMaster, T. 2008. Editorial: Organizational dynamics of technology-based innovation: diversifying the research agenda. Journal of Information Technology, 23(2): 63–70.
JM, 2015a	Gelman, A. 2015. Editorial Commentary: The Connection Between Varying Treatment Effects and the Crisis of Unreplicable Research: A Bayesian Perspective. Journal of Management, 41(2): 632–643.
JM, 2015b	Gigerenzer, G. & Marewski, J. N. 2015. Editorial Commentary: Surrogate Science: The Idol of a Universal Method for Scientific Inference. Journal of Management, 41(2): 421–440.
JM, 2015c	Zyphur, M. J. & Oswald, F. L. 2015. Guest Editorial: Bayesian Estimation and Inference: A User's Guide. Journal of Management, 41(2): 390–420.
JOB, 2009	Rousseau, D. M. 2009. Commentary: A Second's Thoughts: Reflections on My Tenure as JOB Editor. Journal of Organizational Behavior, 30(1): 9–13.
JOM, 2002	Meredith, J. 2002. 20th Anniversary of JOM: an editorial retrospective and prospective. Journal of Operations Management, 20(1): 1–18.
JOM, 2006	Frohlich, M. T. & Robb Dixon, J. 2006. Editorial: Reflections on replication in OM research and this special issue. Journal of Operations Management, 24(6): 865–867.
JOOP, 1999	Sparrow, P. 1999. Editorial, Journal of Occupational & Organizational Psychology, 72(3): 261–264.
JOOP, 2004	Arnold, J. 2004. Editorial, Journal of Occupational & Organizational Psychology, Vol. 77(1): 1–10.
JSCM, 2008	Carter, C. R., Ellram, L. M., & Kaufmann, L. 2008. From the Editors: New Directions for JSCM. Journal of Supply Chain Management, 44(1): 5–9.
JSCM, 2009	Calantone, R. & Vickery, S. K. 2009. Special Topic Forum on Using Archival and Secondary Data Sources in Supply Chain Management Research. Journal of Supply Chain Management, 45(1): 53–54.
JSCM, 2011	Pagell, M. & Kristal, M. M. 2011. Is the Supply Chain Management File Drawer Empty? Journal of Supply Chain Management, 47(4): 3–10.
LQ, 2003	Hunt, J. G. 2003. Comments from the Senior Editor: Research and Conceptual Notes. The Leadership Quarterly, 14(1): 1–2.
LQ, 2005	Mumford, M. D. 2005. Editorial: Something old, something new: The mission of the leadership quarterly. The Leadership Quarterly, 16(1): 9–15.
LQ, 2014	Atwater, L. E., Mumford, M. D., Schriesheim, C. A., & Yammarino, F. J. 2014. Editorial: Retraction of leadership articles: Causes and prevention. The Leadership Quarterly, 25(6): 1174–1180.
LRP, 2013	Hair, J. J. F., Ringle, C. M., & Sarstedt, M. 2013. Editorial: Partial Least Squares Structural Equation Modeling: Rigorous Applications, Better Results and Higher Acceptance. Long Range Planning, 46(1–2): 1–12.
MIS, 1991	Clemons, E. K. & Harris, S. E. 1991. Special Issue Editors' Introduction. MIS Quarterly, 15(3): xv-xvii.
MIS, 1995	Zmud, B. 1995. Editor's Comments. MIS Quarterly, 19(4): 421-421.
MIS, 1996	Zmud, B. 1996. Editor's Comments. MIS Quarterly, 20(4): 385-385.
MOR, 2006	Tsui, A. S. 2006. Editorial: Contextualization in Chinese Management Research, Management & Organization Review, 2(1): 1–13.
MOR, 2014	Hempel, P. S. 2014. Editorial: The Developmental Reviewer, Management & Organization Review, 10(2): 175.
Omega, 1981	Eilon, S. 1981. Editorial: Paradigms, gestalts and the obfuscation factor in organization theory. Omega, 9(3): 219–225.
Omega, 2008	King, W. R., Chung, T. R., & Haney, M. H. 2008. Editorial: Knowledge Management and Organizational Learning. Omega, 36(2): 167–172.
ORM, 2012	Cortina, J. M. 2012. Introduction to the Feature Topic: Advances in Research Methods From Outside the Organizational Sciences. Organizational Research Methods, 15(4): 519–521.
PP, 1993	Campion, M. A. 1993. Editorial: Article Review Checklist: A Criterion for Reviewing Research Articles in Applied Psychology. Personnel Psychology, 46(3): 705–718.
RP, 2004	Bozeman, B. & Mangematin, V. 2004. Editorial: Editor's introduction: building and deploying scientific and technical human capital. Research Policy, 33(4): 565–568.
SMJ, 1996	Schendel, D. 1996. Editor's Introduction to the 1996 Summer Special Issue: Evolutionary perspectives on strategy. Strategic Management Journal, 17(1): 1–4.
Tech, 2014	Olson, D. L., Birge, J. R., & Linton, J. 2014. Editorial: Introduction to risk and uncertainty management in technological innovation. Technovation, 34(8): 395–398.

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