

The First 20 Years of *Organizational Research Methods*: Trajectory, Impact, and Predictions for the Future

Organizational Research Methods
1-27

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Abstract

We analyze the trajectory of *Organizational Research Methods (ORM)* during the first 20 years of its existence (i.e., 1998-2017). First, beginning with the inaugural volume, we review the editorials to create a qualitative account regarding *ORM*'s journey as narrated by the journal's leaders in their own voices. Second, we examine the composition of the five senior editorial teams (i.e., editors and associate editors), including their qualitative-quantitative, micro-macro, and disciplinary orientation, as well as the types of articles published by *ORM* along the qualitative-quantitative and micro-macro distinctions. Third, we describe the 27 feature topics (i.e., set of articles addressing a common issue) published by *ORM*. Fourth, we offer information regarding *ORM*'s impact and influence based on impact factor data, journal lists, and other indicators (e.g., *ORM* articles that have received awards from professional organizations, most cited *ORM* articles out of a total of 484). Fifth, we identify the most frequently published *ORM* authors (and their disciplinary background) out of a total of 884 who have published at least one article. Finally, we discuss implications and outline opportunities and challenges as well as possible future directions for *ORM*. Overall, our review and analysis of the first 20 years of *ORM* allowed us to create a historical record for future generations, gain qualitative and quantitative insights into *ORM*'s trajectory and its impact and influence over time, and make predictions for the future of the journal and, more broadly, research on methodological issues.

Keywords

organizational research methods, research methods impact, qualitative and quantitative methodology

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Organizational Research Methods (ORM) published its first volume in 1998. The birth of *ORM* was in part the result of a zeitgeist in the fields of management and applied psychology in the 1990s regarding the need for standalone journals devoted to methodology (Aguinis, Pierce, Bosco, & Muslin, 2009; Williams, 2008). Since its inception, *ORM* has been sponsored by the Research Methods Division (RMD) of the Academy of Management (AOM) and published by Sage Publications, Inc. As noted in a retrospective by Founding Editor Larry J. Williams (2008),

the link of *ORM* with the AOM and its RMD was critical in how *ORM* was perceived in its first few years . . . While ultimately the value of *ORM* would be determined by information related to the quality of the articles published, submission and rejection rates, and impact factors, it can take years for data on these criteria to be available. (p. 192)

Because *ORM* has now reached the end of the first two decades of life, the data to which Williams referred a decade ago are now available. So, this seems the right time to conduct a review, analysis, and reflection regarding *ORM*'s past. This also seems the right time to make predictions for the future. We accomplish these goals by focusing on articles published during the 20-year period from January 1998 to December 2017.

We organize our article as follows. First, we review the editorials published in *ORM*. As a result, we are able to create a qualitative account of *ORM*'s journey beginning with its first volume until the present—as narrated by the journal's leaders in their own voices. Second, we offer an analysis of the composition of the five senior editorial teams over time (i.e., editors and associate editors), including their qualitative-quantitative, micro-macro, and disciplinary orientation, as well as the types of articles published by *ORM* along the qualitative-quantitative and micro-macro distinctions. This analysis shows that there have been more associate editors with a quantitative compared to a qualitative and more with a psychology, organizational behavior, and human resource management compared to a strategy, entrepreneurship, and organizational theory disciplinary orientation. Third, we describe the 27 feature topics (i.e., set of articles addressing a common issue) published by *ORM*. This information showcases *ORM*'s commitment to addressing issues of interest to a broad readership of organizational scholars and will be useful for readers interested in gaining a deeper understanding of which topics were considered important by the senior editorial teams over time. A conclusion of this analysis is that many feature topics helped bring to the forefront methodological issues that have been recognized as important by researchers in many substantive domains. Fourth, we offer information regarding *ORM*'s impact and influence based on impact factor data, rankings, article citations, awards from professional organizations received by articles published in *ORM*, and the most cited *ORM* articles. This section provides evidence regarding *ORM*'s trajectory in terms of its impact, influence, and prestige. Fifth, we offer results of analyses involving the most frequently published authors. This information is useful in terms of identifying individuals (and their disciplinary backgrounds) who have had a significant presence in the pages of *ORM* over the past 20 years. Finally, based on the data and results described in our article, we create a historical record for future generations and identify some opportunities and challenges as well as predictions regarding the future of *ORM* and more broadly, research on methodological issues.

ORM's Journey as Described by Its Editors

Robert W. Eder (1998), at that time a member of the RMD executive committee, wrote a brief introductory editorial for the inaugural issue. Eder, together with Larry Peters, Richard Klimoski, and Larry James (and later Jeffrey Edwards when he stepped down from his role of associate editor), was a member of *ORM*'s "Editorial Advisory Board" throughout the duration of the founding editor's term. In his welcome statement, Eder said that *ORM* occupied a unique place among

peer-reviewed journals due to its sponsorship by AOM and RMD. He went on to call the launch of *ORM* the “most important” innovation that RMD had brought to the field, noting how *ORM* had the potential to move the field forward by reflecting “the broad scholarship interests represented within the division” (Eder, 1998, p. 5).

Larry J. Williams (1998), the founding editor of *ORM*, echoed Eder’s words in highlighting the distinctive nature of *ORM*. He also outlined his goals for *ORM*: to be both a rigorous methodological journal where organizational methodologists could publish cutting-edge research as well as a resource for “members of the organizational scholarly community who are not methodologists” (Williams, 1998, p. 3). These two themes continue to guide *ORM* to this day. In his second editorial, Williams introduced a new format for *ORM* submissions, the “Feature Topic,” defined as “a set of three to five related articles concerning a general methodological topic of interest to organizational researchers” (Williams, 1999, p. 3). Williams (1999) hoped that feature topics would “attract attention to important methodological issues and serve as a valuable resource” (p. 3), thereby helping to enhance the understanding of advances in a particular area of research methodology. By 2001, just three years after its founding, *ORM* had already started making a name for itself. In his editorial, Williams (2001) called attention to a study by Zickar and Highhouse (2001), which recognized *ORM* as one of the 10 most prestigious journals in business and psychology. Being ranked so highly, and in such a short period of time since its launch, attested not only to the growing stature of *ORM* but also the success of the vision of Larry J. Williams (2008). In 2004, Williams announced that he would be stepping down as editor the following year. Williams (2005) commented on how difficult the decision to leave had been as he had devoted the past 10 years to conceiving and establishing *ORM*. However, he felt that given *ORM*’s rising stature and the talented pool of associate editors and contributors, the time was right for *ORM* to take the next step in the journey.

In his first year as editor, Herman Aguinis (2005) reiterated *ORM*’s mission of being the journal of choice “to bring relevant methodological developments to a wide range of researchers in organizational and management studies, and to promote a more effective understanding of current and new methodologies and their application in organizational settings” (p. 7). He noted how four years after Zickar and Highhouse (2001) recognized *ORM*’s reputation, the journal was firmly in the upper echelon of journals, with a 2003 impact factor that placed it among the top-25 management journals. Aguinis (2005) also outlined new policies such as a 90-day review period for manuscripts—by the end of his term, the average turnaround time was 60 days. In addition, he created a diverse and international editorial review board as well as a pool of ad hoc reviewers and personally took on the responsibility of evaluating the performance of all reviewers to ensure the feedback provided to authors was of the highest quality. Lastly, Aguinis (2005) expressed his desire to expand *ORM*’s reach among more diverse audiences by publishing “high-quality articles, regardless of methodological and philosophical approach and level of analysis” (p. 7). The impact of these policy changes can be seen in the second editorial by Aguinis (2006). He noted the continued high impact factor of the journal, adding that it was “highly unusual for a new entry to be placed so high in the rankings” (Aguinis, 2006, p. 3). In addition, in 2005, *ORM* saw an almost 100% increase in the number of submissions compared to 2004. Also in 2006, *ORM* instituted two awards designed to recognize contributions to the research methods community: a “Best Article of the Year Award” and a “Reviewer of the Year Award.” Aguinis (2006) appointed the first associate editor with a macro orientation (David J. Ketchen) and expanded *ORM*’s reach in macro-level research by commissioning feature topics on methodological challenges specific to strategic management research. Finally, Aguinis (2007a, 2007b) noted a change in the layout of the journal, whereby the number of pages per volume would be increased from 500 to about 800, and announced the appointment of a new editor, Robert J. Vandenberg.

Robert J. Vandenberg was the third editor of *ORM*, having previously served as an associate editor with both Larry J. Williams and Herman Aguinis. Vandenberg (2008) outlined his vision for

the journal, commenting that he planned to broaden the content of the articles published in *ORM* so that “papers published in *ORM* appeal not only to methodological experts but also more critically to researchers who are facing increasingly complex study design and data analytic issues as they undertake studies addressing their theoretical interests” (p. 7). To do so, Vandenberg noted that the key criterion his editorial team would use to judge articles would be the “So what?” test. That is, did the manuscript make a “novel and substantive contribution to the organizational research methods field?” He wrote that he was particularly interested in papers that had “immediate applicability to researchers methodologically and empirically” (p. 7). In addition, Vandenberg introduced a new “point-counterpoint” section in *ORM* that would present differing viewpoints on controversial issues, thus allowing researchers to critically evaluate the different arguments. Finally, he announced that *ORM* would cease accepting articles that sought to develop or refine scales, noting that the effort, while worthy, did not align with his vision of publishing articles that brought forward new methodological developments.

In his second editorial, Vandenberg (2009) reflected on his long involvement with *ORM*—an involvement that had started with a simple comment from Larry J. Williams at an RMD meeting more than 10 years earlier. He also highlighted how *ORM*'s impact factor placed it among the top-10 management and top-five applied psychology journals and made it one of only three methods journals with an impact factor above 2. Like the editor before him (Aguinis), Vandenberg emphasized the importance of a review process that balanced sensitivity with candor, and he attributed this approach as the reason why he had not received a single complaint from an author during the preceding year. Lastly, Vandenberg (2009) stated that institutional subscriptions to *ORM* had increased by 225%, making *ORM* easily “accessible to a broad array of researchers around the globe” and marking *ORM* as “truly a Class A journal” (p. 4). In 10 short years, *ORM* had gone from being a nascent idea to a benchmark journal. Vandenberg (2010a) reemphasized how *ORM*'s unique role as the only methodological journal endorsed by AOM made it “to methodology what *AMR* [*Academy of Management Review*] is to theory development, and *AMJ* [*Academy of Management Journal*] is to empirical research” (p. 4). Vandenberg (2010a) noted that *ORM* was the primary outlet for methodological research and how articles appearing in the journal were “included regularly in doctoral-level statistics and methods courses” (Vandenberg, 2011, p. 4). He also introduced the fourth editor of *ORM*, Jose M. Cortina (Vandenberg, 2010b).

In his editorial, Jose M. Cortina (2011) reiterated his commitment to the founding principles of *ORM* and laid out his vision, which involved “focusing on the breadth of its content and the development of mechanisms that ensure that papers published in the journal receive the credit that they deserve” (p. 6). To achieve this vision, Cortina sought papers that addressed “larger questions” and presented “information that is of interest not only to methodological experts but also to empirical researchers who need to know how to analyze data that are increasingly complex” (p. 7). He also solicited papers that reviewed or illustrated the use of certain methodologies and those that tackled all sides of an issue (Cortina, 2011). He noted the parallels between his approach and that of the previous editor (Vandenberg), stating that as citations allowed one to determine (albeit imperfectly) whether an article was being read, *ORM* should strive to ensure that the articles chosen for publication had a genuine impact on the conversation in the field. Cortina also commented on the types of papers that he felt would exert such influence, noting that they would “deal with topics of broad appeal” and “solve a problem that is very common in a particular discipline” (p. 8). He summed up his editorial approach by stating that he wished for *ORM* to be the “first journal that we think of when searching for methodological acumen in the management sciences” (Cortina, 2011, p. 9).

In his inaugural editorial, the fifth *ORM* editor James M. LeBreton (2014) recounted how he had doubts about taking on the editorship of *ORM* and how his conversation with previous *ORM* editors had helped to resolve those doubts and shape his approach. Also, LeBreton (2014) wrote that he would seek articles that “address real problems, and do so in a compelling manner,” are “readily

understood by the average reader,” and “do not simply apply a well-known method in the test of a substantive hypothesis” (pp. 114-116). LeBreton (2014) also hoped that operating under these overarching guidelines would allow *ORM* to publish “consensus shifting” and “consensus creating” papers whose methodological advances could be easily utilized by organizational researchers. In his next editorial, LeBreton (2015) noted how *ORM* continued to “be perceived as the first choice for many scholars seeking to publish methods-oriented papers” (p. 575) and that this influence was reflected in *ORM*’s high impact factor scores and ratings. LeBreton’s (2016a) editorial brought to the fore the important issue of “the integrity of research in the social and behavioral sciences” (p. 3) and how *ORM* was proactively partnering with other journals to address this issue. Specifically, LeBreton (2016a) announced the introduction of a new procedure available to authors interested in submitting their research to *ORM*—the “Hybrid Registered Reports” (p. 3). He went on to explain how this alternative review process would help increase the robustness of research by allowing authors (and reviewers) to judge manuscripts based “on the merits of the research question and methodology, not the findings” (p. 4). Later in the year, LeBreton (2016b) announced that he was extending his editorial term by one year. In his last editorial, LeBreton (2017) noted that *ORM* continued to receive a high number of manuscripts (approximately 200) for review each year and that the acceptance rate for articles was about 15%. He also commented on the continued strong showing by *ORM* in terms of its impact factor and its ranking in the journal list issued by the Chartered Association of Business Schools.

In sum, the beginning of *ORM* was marked by hopes and a grand vision to improve methodological practices in organizational research. However, it was not clear that the journal would survive, and many measures were put in place to make it legitimate, such as sponsorship by AOM’s Research Methods Division, a reputable publisher (Sage Publications), and an advisory board including senior scholars in the field. *ORM* not only lived up to expectations but surpassed them. The success of *ORM* was clearly a team effort. Next, we examine characteristics of the senior editorial team that led the journal during the past 20 years.

ORM Senior Editorial Teams: Qualitative-Quantitative, Micro-Macro, and Disciplinary Orientations

Table 1 includes information about each senior editorial team (i.e., editors and associate editors). The number of associate editors increased from 1 (1998), to 2 (1999), to 4 (2002), to 5 (2006), to 6 (2009), and to 10 (in 2017). As shown in Table 1, each team of *ORM* associate editors included at least one individual clearly identified as an expert in qualitative methods. In addition, the percentage of associate editors with qualitative interests and expertise during an editorial term has fluctuated between 17% and 30%, with an average of 22%. Table 1 shows that with the exception of the first senior editorial team, *ORM*’s associate editors have included an individual clearly identified as an expert in macro-level (i.e., firm, institution, industry) research. The percentage of associate editors with macro-level interests and expertise during the past four editorial terms has fluctuated between 20% and 33%, with an average of 29%. Furthermore, in their own work, all the editors thus far have produced research addressing mostly micro-level (i.e., individual and to some extent team) research. This is not surprising given their doctoral training in organizational behavior (Williams), industrial-organizational (I-O) psychology (Aguinis, Cortina, and LeBreton), and social psychology (Vandenberg).

Although not included in Table 1, we also examined the current affiliations and disciplinary orientation of members of *ORM*’s senior editorial team over the past 20 years. Results show that 77% are affiliated with business and 23% with psychology departments. In contrast to the business school affiliation of the first three editors (Williams, Aguinis, and Vandenberg), the last two editors (Cortina and LeBreton) were affiliated with psychology departments while serving in this role

Table 1. *Organizational Research Methods* Editors and Associate Editors and Their Qualitative (Qual) or Quantitative (Quant) and Micro or Macro Orientation (1998-2017).

Editorial Term	Editor	Associate Editors
1998-2004	Larry J. Williams (Quant, Micro)	Herman Aguinis (2000-2004) (Quant, Micro) Jeffrey R. Edwards (1998-2001) (Quant, Micro) Karen Locke (1999-2004) (Qual, Micro) Robert J. Vandenberg (2002-2004) (Quant, Micro)
2005-2007	Herman Aguinis (Quant, Micro)	Mark B. Gavin (Quant, Micro) David J. Ketchen, Jr. (2006-2007) (Quant, Macro) Charles E. Lance (Quant, Micro) Karen Locke (Qual, Micro) Robert J. Vandenberg (Quant, Micro)
2008-2010	Robert J. Vandenberg (Quant, Micro)	Donald D. Bergh (Quant, Macro) Jose M. Cortina (2009-2010) (Quant, Micro) Robert P. Gephart, Jr. (Qual, Macro) Timothy Hinkin (Quant, Micro) Charles E. Lance (Quant, Micro) Terri A. Scandura (Quant, Micro)
2011-2013	Jose M. Cortina (Quant, Micro)	Brian K. Boyd (Quant, Macro) Robert P. Gephart, Jr. (Qual, Macro) Charles E. Lance (Quant, Micro) James M. LeBreton (Quant, Micro) Adam W. Meade (Quant, Micro) Terri A. Scandura (Quant, Micro)
2014-2017	James M. LeBreton (Quant, Micro)	John Antonakis (2014-2016) (Quant, Micro) Brian K. Boyd (2013-2017) (Quant, Macro) Robert P. Gephart, Jr. (2013-2016) (Qual, Macro) Thomas Greckhamer (2016-2020) (Qual, Macro) Lisa Schurer Lambert (2016-2020) (Quant, Micro) Adam W. Meade (2014-2016) (Quant, Micro) Daniel A. Newman (2015-2017) (Quant, Micro) Anne D. Smith (2013-2017) (Qual, Macro) Louis Tay (2016-2020) (Quant, Micro) Scott Tonidandel (2013-2017) (Quant, Micro)

Note: Associate editors served during the entire duration of each editor's term unless indicated otherwise. We thank former *ORM* Editors Larry J. Williams, Robert J. Vandenberg, Jose M. Cortina, and James M. LeBreton for confirming the accuracy of the information in this table.

(Cortina has now moved to a business school). Perhaps not coincidentally given the psychology affiliation of the last two editors, 50% of Cortina's associate editors were affiliated with psychology departments, and this percentage was 40% for LeBreton. These are much larger than the 0% of associate editors with a psychology affiliation for Williams's term, 20% for Aguinis's term, and 17% for Vandenberg's term.

ORM Articles: Qualitative-Quantitative and Micro-Macro Orientation

We gathered information on the types of articles published by *ORM*. The second and third authors (hereafter, coders) coded each of the 484 articles¹ published in *ORM* from 1998 through 2017. We defined as qualitative those articles that involved methodologies such as case studies, case analyses, in-depth field studies, and ethnographic fieldwork. We defined as quantitative those articles that involved methodologies such as regression, analysis of variance (ANOVA), multilevel modeling,

structural equation modeling (SEM), and latent class analysis. In addition, we distinguished between micro and macro articles based on the level of the focal variables examined in the study, as evidenced in the hypotheses, measures, and analytical approaches. Variables related to individuals or teams were primarily classified as micro, while those related to firm, industry, or country levels were primarily classified as macro.² We found that 83% of articles are quantitative and 85% have a micro orientation. Note that these results are similar to those regarding the background and interests of members of *ORM*'s senior editorial team.

Next, related to the qualitative-quantitative and micro-macro distinctions, we address *ORM*'s feature topics. This format was first introduced by Larry J. Williams.

Feature Topics: Resources That Highlight Critical Methodological Issues

Table 2 includes a list of the 27 feature topics published in *ORM*, along with their publication dates and guest editors. As seen in Table 2, feature topics cover a vast array of methodological issues. Overall, the majority (70%) of feature topics have addressed topics that are more quantitative in nature, while 15% addressed qualitative topics, and 15% addressed issues that are both qualitative and quantitative in nature. This distribution of the feature topics roughly mirrors the breakdown of articles published in *ORM* as described in the previous section and also as reported by Aguinis et al. (2009) in their review of *ORM*'s first decade. The list of feature topics in Table 2 showcases *ORM*'s commitment to addressing issues of interest to a broad readership of organizational scholars. As such, this can be a useful resource of material to be included in syllabi for research methods courses.

An additional conclusion based on Table 2 is that in some way, many of the feature topics have been forward looking and helped bring to the forefront methodological issues that were gaining recognition from researchers in many substantive domains. In other words, *ORM* has published feature topics on issues that were increasingly being discussed in the mainstream substantive literature and that became even more popular in later years. Thus, *ORM*'s feature topics did not simply describe or summarize conversations in the field but also helped shape and develop those conversations. From an early issue on Internet-based research (July 2001), to the usefulness of using relative importance methodologies (July 2004), to the challenges posed by multilevel research (October 2007), to addressing challenges particularly pertinent to strategic management (October 2008) and entrepreneurship (January 2010; October 2012), to advancing research through better theory (October 2010) and design (October 2013) considerations, *ORM*'s feature topics have simultaneously educated and challenged the field.

We also analyzed data regarding the number of Web of Science (WoS) citations received by feature topic articles compared to non-feature topic articles. The mean citation for feature topic articles is 73.50 and 68.15 for non-feature topic articles, and the difference is not statistically significant, $t(482) = 0.198$, $p = .843$, Cohen's $d = 0.02$. Thus, articles published in feature topics are, on average, not necessarily more influential (based on number of citations) than other articles published in *ORM*.

In short, *ORM*'s feature topics have addressed theory, design, measurement, and data analysis and offer a useful one-stop shopping resource for researchers interested in locating information on important methodological issues. However, our results showed that articles published in feature topics have not resulted, on average, in more citations than other articles published in *ORM*. So, feature topic articles are "a valuable resource" for researchers (Williams, 1999, p. 3) but do not necessarily have greater impact, based on citations, compared to regular issue articles.

Table 2. Feature Topics in *Organizational Research Methods* (1998-2017).

Date of Publication	Feature Topic	Guest Editors
July 2001 (Volume 4, Issue 3)	Research Methods and the Internet	Herman Aguinis
January 2002 (Volume 5, Issue 1)	Interpretive Organizational Research	Anshuman Prasad Pushkala Prasad
July 2002 (Volume 5, Issue 3)	Estimation of Interaction Effects in Organization Studies	Herman Aguinis
January 2003 (Volume 6, Issue 1)	Modern Data Analytic Techniques for Multisource Feedback	Fran Yammarino
July 2003 (Volume 6, Issue 3)	Problematic Data	Philip L. Roth
July 2004 (Volume 7, Issue 3)	Relative Importance Methodologies	Larry J. Williams
January 2006 (Volume 9, Issue 1)	Methodological Issues in Cross-Cultural Research	Herman Aguinis
April 2006 (Volume 9, Issue 2)	Statistical and Methodological Myths and Urban Legends	Robert J. Vandenberg
October 2006 (Volume 9, Issue 4)	Ethnostatistics and Organizational Research Methodologies	Robert P. Gephart, Jr.
April 2007 (Volume 10, Issue 2)	Understanding and Dealing With Organizational Survey Nonresponse	Steven G. Rogelberg Jeffrey M. Stanton
October 2007 (Volume 10, Issue 4)	Multilevel Methods and Statistics	Paul D. Bliese David Chan Robert E. Ployhart
January 2008 (Volume 11, Issue 1)	Meta-Analysis	Larry J. Williams Herman Aguinis
April 2008 (Volume 11, Issue 2)	Mediational Inferences in Organizational Research	John E. Mathieu Richard P. DeShon Donald D. Bergh
July 2008 (Volume 11, Issue 3)	Determining the Quality of Qualitative Research	Mark Easterby-Smith Karen Golden-Biddle Karen Locke
October 2008 (Volume 11, Issue 3)	Methodological Issues in Strategic Management Research	David J. Ketchen, Jr. Brian K. Boyd Donald D. Bergh
January 2010 (Volume 13, Issue 1)	Research Methods in Entrepreneurship	Jeremy C. Short David J. Ketchen, Jr. James G. Combs R. Duane Ireland Ann L. Cunliffe
April 2010 (Volume 13, Issue 2)	Organizational Ethnography	
July 2010 (Volume 13, Issue 3)	Common Method Variance in Organizational Research	Paul E. Spector Michael T. Brannick
October 2010 (Volume 13, Issue 4)	Theoretical Progress in Organizational and Management Research	Jeffrey R. Edwards
January 2011 (Volume 14, Issue 1)	Latent Class Procedures	Mo Wang Paul J. Hanges
April 2011 (Volume 14, Issue 2)	Statistical and Methodological Myths and Urban Legends	Charles E. Lance
October 2012 (Volume 15, Issue 4)	Advances in Research Methods from Outside the Organizational Sciences	Jose M. Cortina

(continued)

Table 2. (continued)

Date of Publication	Feature Topic	Guest Editors
January 2013 (Volume 16, Issue 1)	Construct Measurement in Strategic Management	Brian K. Boyd Donald D. Bergh R. Duane Ireland David J. Ketchen, Jr.
October 2013 (Volume 16, Issue 4)	Research Design	Robert J. Vandenberg Jose M. Cortina
December 2013 (Virtual Feature Issue)	Methodological Issues in Strategy & Strategic Management Research	James M. LeBreton
April 2017 (Volume 20, Issue 2)	Mixed Methods in the Organizational Sciences	Jose F. Molina-Azorin Donald D. Bergh Kevin G. Corley David J. Ketchen, Jr.
October 2017 (Volume 20 Issue 4)	Moderation and Mediation in the Organizational Sciences	James LeBreton

Note: We thank former *ORM* editors Larry J. Williams, Robert J. Vandenberg, Jose M. Cortina, and James M. LeBreton for confirming the accuracy of the information in this table.

Indicators of Impact and Influence

In this section, we examine the impact of *ORM* over the past 20 years. To account for the multi-dimensional nature of impact (Aguinis, Shapiro, Antonacopoulou, & Cummings, 2014), we examine the following four indicators: (1) journal impact factor, (2) journal lists, (3) citations received by *ORM* articles, and (4) awards received by *ORM* articles.

Journal Impact Factor

Figure 1's top panel includes information on *ORM*'s impact factor over time as provided by the Journal Citation Reports (JCR) database by Clarivate Analytics (formerly Thomson Reuters). The 2016 impact factor (which was made available in 2017) refers to the average number of citations during 2016 received by articles published in the two preceding years—2015 and 2014. A journal's impact factor is only available for journals that are indexed in the WoS database. In addition, citations in legitimate scholarly outlets (other peer-reviewed journals, books, book chapters, doctoral dissertations) that are not included in the WoS database are not included in the computation of a journal's impact factor (Adler & Harzing, 2009).

Information in Figure 1's top panel shows that *ORM*'s impact factor trend can be modeled accurately using an exponential model ($y = 1.0238 \times e^{0.1246x}$, $R^2 = .84$). So, the number of citations received by *ORM* articles has grown exponentially over time.

Impact factors provide useful information regarding the degree of scholarly attention received by a journal, particularly if impact factor data are placed within the context of other journals in the same field. In the specific case of *ORM*, the journal was included in the WoS Management category since the first year it received an impact factor (i.e., 2003), and since 2006, it has also been included in the Applied Psychology category. It is informative to learn about its trajectory in terms of its placement in both of these categories, and this information is included in Figure 1's center and bottom panels.

The center panel in Figure 1 shows that in the past five years, *ORM* has consistently placed in the top 10% of all journals included in the Management category, despite the fact that the number of journals has almost tripled (i.e., from 67 to 194) since *ORM* was first included in the database in 2003. In fact, *ORM* was placed in the 93rd percentile in 2016 (i.e., 14th out of 194 journals). Figure 1's bottom panel including data for the Applied Psychology category shows a similar pattern.

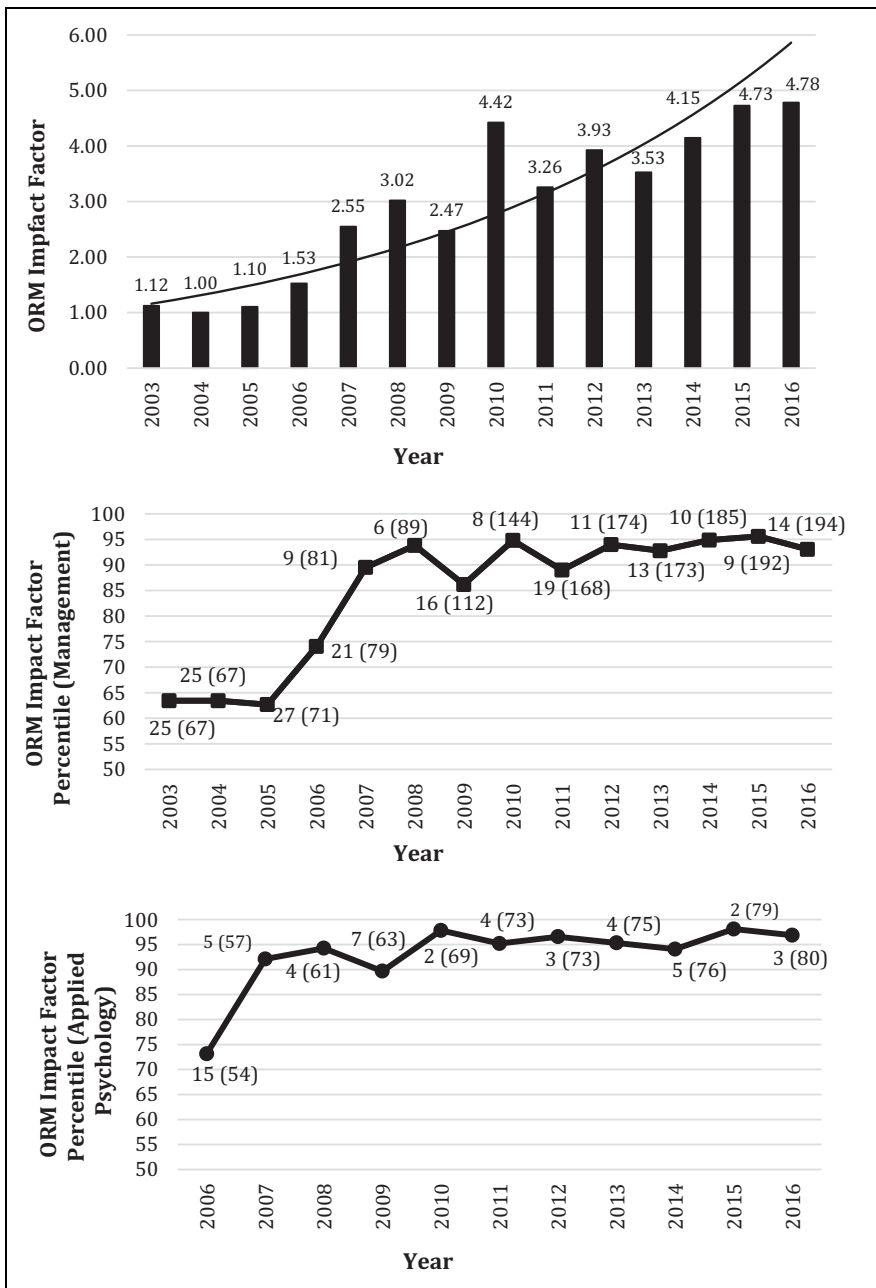


Figure 1. Top panel: *Organizational Research Methods (ORM)* impact factor data (2003-2016) based on Web of Science database with overlaid exponential trend. Center and bottom panels: *ORM* impact factor percentile. Data labels denote *ORM*'s rank and, in parenthesis, the total number of journals ranked in the Management and Applied Psychology categories each year. The center panel shows the Management category and the bottom panel the Applied Psychology category.

Although the number of applied psychology journals has grown more slowly (i.e., from 54 in 2006 to 80 in 2016), *ORM* has placed consistently above the 90th percentile. For 2016, *ORM* was placed in the 97th percentile (i.e., 3rd out of 80 journals).

Journal Lists

As a second measure of impact, we examined how *ORM* would fare if it were included on journal lists (i.e., “A-lists”) frequently used by business schools to allocate important rewards such as job placements, tenure and promotions, summer funding, teaching reductions, and endowed chair positions (Aguinis, Shapiro, et al., 2014; Butler, Delaney, & Spoelstra, 2017). We conducted these analyses using two different measures: impact factor rank and article influence score rank.

Specifically, we collected data regarding *ORM*’s 2016 impact factor (as reported in *JCR* in 2017) compared to the journals included in three popular journal ranking lists: *Financial Times* top 50 (*FT50*), University of Texas, Dallas (UT-Dallas), and Texas A&M management department productivity rankings. These results, summarized in Table 3 (*FT-50*), Table 4 (UT-Dallas), and Table 5 (Texas A&M), show that *ORM* would rank No. 14 (out of 51) if it were included on the *FT-50* list, No. 9 (out of 25) on the UT-Dallas list, and No. 4 (out of 9) on the Texas A&M list. These results show that even though *ORM* is not yet part of these journal lists, its impact factor compares very favorably with those journals already included.

We also collected data regarding the article influence score, which is an indicator of the influence an article published in a particular journal has on the rest of the field in the first five years after publication. A value greater than 1.00 suggests that each article in the journal has above average influence. Results show that *ORM*’s article influence score of 3.64 would place the journal No. 14 (out of 51) on the *FT-50* list, No. 8 (out of 25) on the UT-Dallas list, and No. 4 (out of 9) on the Texas A&M list.

Citations Received by ORM Articles

To gain another perspective on *ORM*’s influence, we collected information on the top 50 articles that received the largest number of citations per year (out of a total of 484). Table 6 includes the top 20 only, but all 50 are listed in Table S-6 in the online supplement. Because citation counts are naturally affected by the length of time since an article’s publication, we ranked the articles using number of citations per year. Table 6 shows that articles on measurement invariance (Vandenberg & Lance, 2000), method variance (Spector, 2006), interrater reliability and interrater agreement (LeBreton & Senter, 2008), exploratory factor analysis (Hayton, Allen, & Scarpello, 2004), and survey measure development (Hinkin, 1998) have already become classics. Each of these articles has already accumulated more than 700 WoS citations. Also, a commonality is that each of these articles reviews important methodological challenges and offers solutions and recommendations for substantive researchers.

Table 6 also shows that there are other articles that have been published recently—within the past 10 years—that have already received substantial attention, and each has received at least 40 citations per year. These include articles on qualitative rigor (Gioia, Corley, & Hamilton, 2013), common method bias (Siemsen, Roth, & Oliveira, 2010), partial least squares modeling (Hensler et al., 2014), and mediation (Cheung, & Lau, 2008; Taylor, MacKinnon, & Tein, 2008; Zhang, Zyphur, & Preacher, 2009). These are articles that have been noticed very quickly and are likely to be even more influential in the years to come.

Overall, our results show that researchers are more likely to cite *ORM* articles addressing the application of existing methodological approaches rather than new methodological developments. This is good news as it helps fulfill one part of *ORM*’s mission, which is to promote “a more effective understanding of current and new methodologies and their application in organizational settings” (*ORM*, 2018). However, *ORM*’s mission also includes the aim of bringing “relevant methodological developments to a wide range of researchers in organizational and management studies” (*ORM*, 2018). In this regard, articles published in *ORM* addressing new software, analytical tools, or methodological approaches seem to have relatively less impact (based on citations).

Table 3. Ranking of *Organizational Research Methods* If It Were Included on the *Financial Times-50 (FT-50)* Journal List.

Journal Name	2016 Impact Factor	Ranking Based on Impact Factor	Article Influence Score	Ranking Based on Article Influence Score
<i>Academy of Management Review</i>	9.41	1	6.44	9
<i>Journal of Management</i>	7.73	2	5.01	12
<i>Academy of Management Journal</i>	7.42	3	5.78	10
<i>MIS Quarterly</i>	7.27	4	3.26	16
<i>Quarterly Journal of Economics</i>	6.66	5	17.15	1
<i>Journal of Finance</i>	6.04	6	11.99	2
<i>Journal of the Academy of Marketing Science</i>	5.88	7	2.22	31
<i>Journal of International Business Studies</i>	5.87	8	2.33	29
<i>Journal of Business Venturing</i>	5.77	9	2.50	26
<i>Journal of Marketing</i>	5.32	10	3.10	21
<i>Journal of Operations Management</i>	5.21	11	2.43	27
<i>Administrative Science Quarterly</i>	4.93	12	5.18	11
<i>Entrepreneurship Theory and Practice</i>	4.92	13	2.00	34
Organizational Research Methods	4.78	14	3.64	14
<i>Journal of Financial Economics</i>	4.51	15	7.08	8
<i>Research Policy</i>	4.50	16	1.84	38
<i>Strategic Management Journal</i>	4.46	17	3.07	24
<i>Journal of Applied Psychology</i>	4.13	18	3.10	22
<i>Review of Economic Studies</i>	4.03	19	9.86	4
<i>American Economic Review</i>	4.03	20	8.01	6
<i>Journal of Management Studies</i>	3.96	21	3.11	20
<i>Journal of Political Economy</i>	3.92	22	11.14	3
<i>Journal of Accounting and Economics</i>	3.84	23	4.18	13
<i>Journal of Consumer Research</i>	3.80	24	2.18	32
<i>Review of Financial Studies</i>	3.69	25	7.72	7
<i>Journal of Marketing Research</i>	3.65	26	3.22	18
<i>Journal of Consumer Psychology</i>	3.39	27	1.53	42
<i>Econometrica</i>	3.38	28	9.85	5
<i>Harvard Business Review</i>	3.23	29	1.66	40
<i>Organization Studies</i>	3.11	30	1.86	36
<i>Journal of Accounting Research</i>	3.00	31	3.26	16
<i>Management Science</i>	2.82	32	3.19	19
<i>Information Systems Research</i>	2.76	33	1.87	35
<i>MIT Sloan Management Review</i>	2.71	34	1.16	46
<i>Organization Science</i>	2.69	35	3.46	15
<i>Human Relations</i>	2.62	36	1.44	44
<i>Strategic Entrepreneurship Journal</i>	2.54	37	1.52	43
<i>Organizational Behavior and Human Decision Processes</i>	2.45	38	2.09	33
<i>Journal of Management Information Systems</i>	2.36	39	0.96	49
<i>Journal of Business Ethics</i>	2.35	40	0.69	51
<i>Accounting Review</i>	2.30	41	2.27	30
<i>Contemporary Accounting Research</i>	2.27	42	1.86	37
<i>Marketing Science</i>	2.16	43	2.39	28
<i>Accounting, Organizations and Society</i>	2.16	44	1.03	47
<i>Review of Finance</i>	1.95	45	2.98	25
<i>Production and Operations Management</i>	1.85	46	0.85	50
<i>Human Resource Management</i>	1.82	47	0.97	48

(continued)

Table 3. (continued)

Journal Name	2016 Impact Factor	Ranking Based on Impact Factor	Article Influence Score	Ranking Based on Article Influence Score
<i>Operations Research</i>	1.78	48	1.71	39
<i>Review of Accounting Studies</i>	1.76	49	1.66	41
<i>Manufacturing & Service Operations Management</i>	1.68	50	1.43	45
<i>Journal of Financial and Quantitative Analysis</i>	1.67	51	3.08	23

Note: Journals are listed in decreasing order of 2016 impact factor. Impact factor is the average number of citations received per article published during the two preceding years. Article Influence Factor measures the influence an article published in a particular journal has on the rest of the field in the first five years after publication, with a score greater than 1.00 indicating that each article in the journal has above average influence.

Table 4. Ranking of *Organizational Research Methods* If It Were Included on the University of Texas, Dallas (UT-Dallas) Journal Ranking List.

Journal Name	2016 Impact Factor	Ranking Based on Impact Factor	Article Influence Score	Ranking Based on Article Influence Score
<i>Academy of Management Review</i>	9.41	1	6.44	4
<i>Academy of Management Journal</i>	7.42	2	5.78	5
<i>MIS Quarterly</i>	7.27	3	3.26	10
<i>Journal of Finance</i>	6.04	4	11.99	1
<i>Journal of International Business Studies</i>	5.87	5	2.33	18
<i>Journal of Marketing</i>	5.32	6	3.10	14
<i>Journal of Operations Management</i>	5.21	7	2.43	16
<i>Administrative Science Quarterly</i>	4.93	8	5.18	6
<i>Organizational Research Methods</i>	4.78	9	3.64	8
<i>Journal of Financial Economics</i>	4.51	10	7.08	3
<i>Strategic Management Journal</i>	4.46	11	3.07	15
<i>Journal of Accounting and Economics</i>	3.84	12	4.18	7
<i>Journal of Consumer Research</i>	3.80	13	2.18	20
<i>Review of Financial Studies</i>	3.69	14	7.72	2
<i>Journal of Marketing Research</i>	3.65	15	3.22	12
<i>Journal of Accounting Research</i>	3.00	16	3.26	10
<i>Management Science</i>	2.82	17	3.19	13
<i>Information Systems Research</i>	2.76	18	1.87	21
<i>Organization Science</i>	2.69	19	3.46	9
<i>Accounting Review</i>	2.30	20	2.27	19
<i>Marketing Science</i>	2.16	21	2.39	17
<i>Production and Operations Management</i>	1.85	22	0.85	24
<i>Operations Research</i>	1.78	23	1.71	22
<i>Manufacturing & Service Operations Management</i>	1.68	24	1.43	23
<i>Journal on Computing</i>	1.17	25	0.39	25

Note: Journals are listed in decreasing order of 2016 impact factor. Impact factor is the average number of citations received per article published during the two preceding years. Article Influence Factor measures the influence an article published in a particular journal has on the rest of the field in the first five years after publication, with a score greater than 1.00 indicating that each article in the journal has above average influence.

Table 5. Ranking of *Organizational Research Methods* If It Were Included on the Texas A&M Journal Ranking List.

Journal Name	2016 Impact Factor	Ranking Based on Impact Factor	Article Influence Score	Ranking Based on Article Influence Score
<i>Academy of Management Review</i>	9.41	1	6.44	1
<i>Academy of Management Journal</i>	7.42	2	5.78	2
<i>Administrative Science Quarterly</i>	4.93	3	5.18	3
<i>Organizational Research Methods</i>	4.78	4	3.64	4
<i>Strategic Management Journal</i>	4.46	5	3.07	8
<i>Personnel Psychology</i>	4.36	6	3.46	6
<i>Journal of Applied Psychology</i>	4.13	7	3.10	7
<i>Organization Science</i>	2.69	8	3.46	5
<i>Organizational Behavior and Human Decision Processes</i>	2.45	9	2.09	9

Note: Journals are listed in decreasing order of 2016 impact factor. Impact factor is the average number of citations received per article published during the two preceding years. Article Influence Factor measures the influence an article published in a particular journal has on the rest of the field in the first five years after publication, with a score greater than 1.00 indicating that each article in the journal has above average influence.

Table 6. Top 20 Most Cited *Organizational Research Methods* Articles Out of a Total of 484 (1998-2017)

Rank	WoS Citations Per Year	Total WoS Citations	Title	Authors	Year
1	149.59	2,543	A review and synthesis of the measurement invariance literature: Suggestions, practices, and recommendations for organizational research	Robert J. Vandenberg Charles E. Lance	2000
2	138.50	554	Seeking qualitative rigor in inductive research: Notes on the Gioia methodology	Dennis A. Gioia Kevin G. Corley Aimee L. Hamilton	2013
3	136.00	1,496	Method variance in organizational research: Truth or urban legend?	Paul E. Spector	2006
4	92.14	645	Common method bias in regression models with linear, quadratic, and interaction effects	Enno Siemsen Aleda Roth Pedro Oliveira	2010
5	90.22	812	Answers to 20 questions about interrater reliability and interrater agreement	James M. LeBreton Jenell L. Senter	2008
6	69.00	207	Common beliefs and reality about PLS: Comments on Rönkkö and Evermann (2013)	Jörg Henseler Theo K. Dijkstra Marko Sarstedt Christian M. Ringle Adamantios Diamantopoulos Detmar W. Straub David J. Ketchen Jr. Joseph F. Hair G. Tomas M. Hult Roger J. Calantone	2014
7	60.62	788	Factor retention decisions in exploratory factor analysis: A tutorial on parallel analysis	James C. Hayton David G. Allen Vida Scarpello	2004

(continued)

Table 6. (continued)

Rank	WoS Citations Per Year	Total WoS Citations	Title	Authors	Year
8	59.22	533	Testing mediation and suppression effects of latent variables: Bootstrapping with structural equation models	Gordon W. Cheung Rebecca S. Lau	2008
9	51.91	571	The sources of four commonly reported cutoff criteria: What did they really say?	Charles E. Lance Marcus M. Butts Lawrence C. Michels	2006
10	46.33	556	Potential problems in the statistical control of variables in organizational research: A qualitative analysis with recommendations	Thomas E. Becker	2005
11	43.22	389	Tests of the three-path mediated effect	Aaron B. Taylor David P. Mackinnon Jenn-Yun Tein	2008
12	42.67	256	Methodological urban legends: The misuse of statistical control variables	Paul E. Spector Michael T. Brannick	2011
13	41.44	663	Validation of a new general self-efficacy scale	Gilad Chen Stanley M. Gully Dov Eden	2001
14	41.26	784	A brief tutorial on the development of measures for use in survey questionnaires	Timothy R. Hinkin	1998
15	41.00	328	Testing multilevel mediation using hierarchical linear models: Problems and solutions	Zhen Zhang Michael J. Zyphur Kristopher J. Preacher	2009
16	40.45	445	A tale of two methods	Lawrence R. James Stanley A. Mulaik Jeanne M. Brett	2006
17	34.22	308	Estimating effect sizes from the pretest-posttest-control group designs	Scott B. Morris	2008
18	33.69	438	Using generalized estimating equations for longitudinal data analysis	Gary A. Ballinger	2004
19	33.30	333	Introduction: Understanding and dealing with organizational survey nonresponse	Steven G. Rogelberg Jeffrey M. Stanton	2007
20	33.06	562	From micro to meso: Critical steps in conceptualizing and conducting multilevel research	Katherine J. Klein Steve W. J. Kozlowski	2000

Note: WoS = Web of Science. WoS citations as of May 25, 2018. Table S-6 in the online supplement includes the top 50 most cited articles.

Awards Received by ORM Articles

Impact factor scores are imperfect measures of journal influence and quality (Aguinis, Shapiro, et al., 2014; Aguinis, Suarez-González, Lannelongue, & Joo, 2012; Kacmar & Whitfield, 2000). As an additional, qualitative, indicator of impact, Table 7 includes a list of *ORM* articles that have received AOM's Research Methods Division Best Article of the Year Award (RMD Award). This award was initially called the "Academy of Management Research Methods Division Advancement of Organizational Research Methodology Award" and, as of the mid-2000s, called the "Academy of Management Research Methods Division Robert McDonald Advancement of Organizational Research Methodology Award" in honor of RMD member Robert McDonald after his death. The award recognizes the best research methodology-related paper published in any journal or book

Table 7. Academy of Management Research Methods Division Best Article Awards Received by *Organizational Research Methods* Articles.

Year Awarded	Article
2017	Gioia, D. A., Corley, K. G., & Hamilton, A. L. (2012). Seeking qualitative rigor in inductive research: Notes on the Gioia methodology. <i>Organizational Research Methods, 16</i> , 15-31.
2016	Carlson, K. D., & Wu, J. (2012). The illusion of statistical control: Control variable practice in management research. <i>Organizational Research Methods, 15</i> , 413-435.
2015	Aguinis, H., Pierce, C. A., Bosco, F. A., & Muslin, I. S. (2009). First decade of <i>Organizational Research Methods</i> : Trends in design, measurement, and data-analysis topics. <i>Organizational Research Methods, 12</i> , 69-112.
2014	LeBreton, J. M., & Senter, J. L. (2008). Answers to 20 questions about interrater reliability and interrater agreement. <i>Organizational Research Methods, 11</i> , 815-852.
2007	Edwards, J. R. (2001). Multidimensional constructs in organizational behavior research: An integrative analytical framework. <i>Organizational Research Methods, 4</i> , 144-192.
2005	Vandenberg, R. J., & Lance, C. E. (2000). A review and synthesis of the measurement invariance literature: Suggestions, practices, and recommendations for organizational research. <i>Organizational Research Methods, 3</i> , 4-69.
2004	Cortina, J. M., Chen, G., & Dunlap, W. P. (2001). Testing interaction effects in LISREL: Examination and illustration of available procedures. <i>Organizational Research Methods, 4</i> , 324-360.
2002	James, L. R. (1998). Measurement of personality via conditional reasoning. <i>Organizational Research Methods, 1</i> , 131-163.

Note: Data Source: Academy of Management Research Methods Division (http://rmdiv.org/?page_id=20).

during the five preceding years. Table 7 shows that *ORM* articles have received eight awards, including the last four (from 2014 to 2017). This is an important indicator of *ORM*'s impact and influence given that thousands of articles and book chapters are eligible for this award every year. Related to award-winning *ORM* articles, Table 8 includes the list of articles that have been awarded the *ORM* Article of the Year Award.

We compared the characteristics of the award-winning articles to other articles published in *ORM*. Specifically, we collected data regarding the number of WoS citations received by the RMD Award (Table 7) and *ORM* (Table 8) winners as well as the other articles published in *ORM* in the same year. Results showed that RMD best paper winners received more WoS citations per year ($M = 53.58$, $SD = 55.26$) compared to non-award winners ($M = 8.93$, $SD = 2.77$), $t(14) = 2.28$, $p = .039$, Cohen's $d = 1.14$. Almost all (7/8) RMD best paper winners have addressed quantitative issues and issues related to measurement. Similarly, almost all (7/8) RMD best paper winners have featured a review or best-practice recommendations format.

Regarding *ORM* best paper award winners, results show that they received more WoS citations per year ($M = 23.05$, $SD = 21.95$) than non-award winners ($M = 8.02$, $SD = 2.76$), $t(28) = 2.63$, $p = .014$, Cohen's $d = 0.96$. Similar to RMD Award winners, the majority (13/15) addressed quantitative issues. One noticeable difference, however, is that a majority (12/15) of these papers addressed issues related to analysis compared to measurement.

Finally, we conducted a comparison of articles included in Tables 7 (RMD Award winners) and Table 8 (*ORM* Award winners) with those in Table S-6 in the online supplement (i.e., 50 most frequently cited articles—Table 6 includes 20 of the top 50). This comparison shows that there is partial overlap, with 5 (out of 8) RMD Award and 8 (out of 15) *ORM* best paper award winners among the list of most cited articles. We attribute this result to the processes used to select the winners of these awards. The most frequently cited articles are those that receive attention from a large readership of substantive researchers. On the other hand, articles receiving the awards are nominated and voted on by a much smaller group of advanced methodologists (i.e., RMD elected

Table 8. *Organizational Research Methods* Best Article of the Year Award Winners.

Year ^a	Article
2016	Shaffer, J. A., DeGeest, D., & Li, A. (2016). Tackling the problem of construct proliferation: A guide to assessing the discriminant validity of conceptually related constructs. <i>Organizational Research Methods, 19</i> , 80-110.
2015	Cho, E., & Kim, S. (2015). Cronbach's coefficient alpha: Well known but poorly understood. <i>Organizational Research Methods, 18</i> , 207-230.
2015	Walsh, I., Holton, J. A., Bailyn, L., Fernandez, W., Levina, N., & Glaser, B. (2015). What grounded theory is A critically reflective conversation among scholars. <i>Organizational Research Methods, 18</i> , 581-599.
2014	Newman, D. A. (2014). Missing data: Five practical guidelines. <i>Organizational Research Methods, 17</i> , 372-411.
2013	Kozlowski, S. W., Chao, G. T., Grand, J. A., Braun, M. T., & Kuljanin, G. (2013). Advancing multilevel research design: Capturing the dynamics of emergence. <i>Organizational Research Methods, 16</i> , 581-615.
2012	Kruschke, J. K., Aguinis, H., & Joo, H. (2012). The time has come: Bayesian methods for data analysis in the organizational sciences. <i>Organizational Research Methods, 15</i> , 722-752.
2011	Cortina, J. M., & Landis, R. S. (2011). The earth is not round ($p = .00$). <i>Organizational Research Methods, 14</i> , 332-349.
2011	Edwards, J. R. (2010). The fallacy of formative measurement. <i>Organizational Research Methods, 14</i> , 370-388.
2010	Leavitt, K., Mitchell, T. R., & Peterson, J. (2010). Theory pruning: Strategies to reduce our dense theoretical landscape. <i>Organizational Research Methods, 13</i> , 644-667.
2009	Richardson, H. A., Simmering, M. J., & Sturman, M. C. (2009). A tale of three perspectives: Examining post hoc statistical techniques for detection and correction of common method variance. <i>Organizational Research Methods, 12</i> , 762-800.
2008	Cheung, G. W. (2008). Testing equivalence in the structure, means, and variances of higher-order constructs with structural equation modeling. <i>Organizational Research Methods, 11</i> , 593-613.
2008	LeBreton, J. M., & Senter, J. L. (2007). Answers to 20 questions about interrater reliability and interrater agreement. <i>Organizational Research Methods, 11</i> , 815-852.
2007	Duriau, V. J., Reger, R. K., & Pfarrer, M. D. (2007). A content analysis of the content analysis literature in organization studies: Research themes, data sources, and methodological refinements. <i>Organizational Research Methods, 10</i> , 5-34.
2006	Lance, C. E., Butts, M. M., & Michels, L. C. (2006). The sources of four commonly reported cutoff criteria: What did they really say? <i>Organizational Research Methods, 9</i> , 202-220.
2005	Chen, G., Bliese, P. D., & Mathieu, J. E. (2005). Conceptual framework and statistical procedures for delineating and testing multilevel theories of homology. <i>Organizational Research Methods, 8</i> , 375-409.

^aRefers to the year in which the article was published. The award is formally presented the following year at the annual Academy of Management conference.

officers and *ORM* editorial board members). Substantive researchers pay attention, mostly, to review papers that offer solutions and recommendations on how to conduct higher quality research using the latest and most appropriate methodological tools. While this is also important to advanced methodologists, they may also be looking for articles that describe innovative and novel methodological advancements—rather than those articles that offer a review and best-practice recommendations, with which these expert methodologists may already be familiar. This may also explain the lack of overlap between articles that received the RMD best article award (Table 7) compared to those that received the *ORM* best article award (Table 8).

In sum, based on four different types of measures of scholarly impact (i.e., impact factor, journal lists, citations, and awards), *ORM* is one of the most influential journals in the organizational sciences. Clearly, it is the most influential organizational science journal devoted to methodology. Thus, it is not surprising that it has been recognized as an influential journal by several rankings and organizations such as the Chartered Association of Business Schools, which in 2015 and again in

2018 assigned *ORM* a score of 4 (i.e., “Journals of Distinction”). However, despite this influence, *ORM* is not yet included on some of the “A-lists” used by business schools to allocate important rewards (e.g., job placements, tenure and promotions, summer funding, teaching reductions). We hope the evidence included in our article will help address this error of omission in the near future.

Author Productivity and Impact and Their Disciplinary Orientation

As mentioned earlier, in its first 20 years, *ORM* has published a total 484 articles, showcasing the work of 884 different authors. Approximately 18% of all the articles published in *ORM* were solo authored, 39% had two authors, 28% three authors, 9% four authors, and 6% five or more authors. The average number of authors per article is 2.06 (range = 1-11).

Similar to the analysis regarding *Journal of Management* conducted by Van Fleet and Bedeian (2016), Table 9 lists the most prolific *ORM* authors. Specifically, Table 9 lists the 54 authors who wrote at least 3 articles during the past 20 years and who have an authorship credit score of at least 1.00.³ Please note that Table S-9 in the online supplement includes a longer list of the 82 authors who wrote at least two articles each (also with an authorship credit of a least 1.00).

In terms of their disciplinary orientation, the majority of these researchers are employed in schools of business or management-related departments, making up approximately 57% of the total (i.e., 47/82). Other affiliations include psychology departments (34%; 28), other academic departments (5%; 4), and industry (4%; 3).

In addition, we also gathered information regarding the discipline in which these most published authors obtained their doctoral degree. We were able to obtain this information for 79 of the 82 most published authors. Results show that 57% (45) received a degree in a psychology-related field (e.g., I-O psychology, social psychology, psychological science), 33% (26) in a business-related field (e.g., business administration, management, organizational theory), and 10% (8) in other academic disciplines (e.g., economics, industrial and labor relations). This difference between current affiliation (majority in business schools) and doctoral training (majority psychology-based) is explained by the movement of research-active I-O psychologists to business schools (Aguinis, Bradley, & Brodersen, 2014). In fact, I-O psychology is the single largest field of study, accounting for 43% (34) of the most published authors. One reason for this may be that researchers trained in psychology in general, and I-O psychology in particular, often receive more methodological training compared to doctoral students in business schools. Thus, they seem more likely to pursue research that aligns with the types of articles published by *ORM*.

Our preceding analysis addressed the issue of productivity at the author level of analysis based on the number of articles published in *ORM*. In addition, we also collected data to present a broader view of author impact. Specifically, we collected data from Google Scholar (as accessed through the Publish or Perish platform; <https://harzing.com/resources/publish-or-perish>) regarding the total number of citations received by the most published authors for their work published specifically in *ORM*. Results show that there is a significant correlation between an author’s total number of *ORM* articles and the total number of citations received by their work published in *ORM* ($r = .479, p < .001$). Therefore, there is a clear relationship between quantity and impact (as measured by citations), thereby providing triangulation regarding the influence of these authors in terms of both their productivity and impact.

Challenges, Opportunities, and Predictions for the Future

On page 3 of the first issue of the first volume of *ORM*, founding editor Larry J. Williams (1998) noted that

Table 9. Organizational Research Methods (ORM) 54 Most Published Authors Out of a Total of 884 (1998-2017).

Rank	Author	Disciplinary Affiliation	Doctoral Degree Discipline	Number of ORM Articles	Number of Citations per ORM Article
1	Herman Aguinis	Management	I-O psychology	17	110.35
2	James M. LeBreton	Psychology	I-O psychology	11	280.91
2	Lawrence R. James	Psychology	I-O psychology	11	163.64
4	Adam W. Meade	Psychology	Psychometrics, I-O psychology	10	74.60
5	Gordon W. Cheung	Management	Management	9	184.00
5	Jeffrey R. Edwards	Management	Organizational psychology	9	367.22
7	Jose M. Cortina	Psychology	I-O psychology	8	105.13
7	Charles E. Lance	Psychology	I-O psychology	8	793.13
9	Charles A. Pierce	Management	I-O psychology	7	106.14
10	Arthur G. Bedeian	Management	Business administration	6	86.33
10	Paul D. Bliese	Management	Applied social psychology	6	273.50
10	David J. Ketchen	Management	Strategic management	6	154.00
10	Robert E. Ployhart	Management	I-O psychology	6	181.33
10	Philip L. Roth	Management	I-O psychology	6	106.67
10	Louis Tay	Psychology	I-O psychology	6	26.17
10	Michael J. Zickar	Psychology	I-O psychology	6	77.50
17	Michael T. Brannick	Psychology	Psychology	5	276.00
17	Gilad Chen	Management	I-O psychology	5	629.80
17	Ann L. Cunliffe	Management	Management	5	139.40
17	Fritz Drasgow	Psychology	Psychometrics	5	39.60
17	David M. Lohuis	Psychology	I-O psychology	5	52.00
17	Jeremy C. Short	Management	Management	5	134.40
17	Michael C. Sturman	Management	Industrial and labor relations	5	224.00
17	Robert J. Vandenberg	Management	Social psychology	5	1003.80
25	Donald D. Bergh	Management	Business administration	4	90.00
25	Philip Bobko	Management	Economic and social statistics	4	65.50
25	Michael J. Burke	Management	Psychology	4	218.25
25	Kevin D. Carlson	Management	Human resources	4	100.50
25	David Chan	Psychology	I-O psychology	4	205.00
25	Rebecca S. Lau	Management	na	4	327.25
25	Daniel A. Newman	Psychology	I-O psychology	4	171.00
25	Dan Putka	Industry	I-O psychology	4	34.00
25	Paul E. Spector	Psychology	I-O psychology	4	898.25
34	Daniel J. Beal	Management	Psychological science	3	362.67
34	Torsten Biemann	Management	na	3	40.00
34	James M. Conway	Psychology	I-O psychology	3	324.00
34	Dev K. Dalal	Psychology	I-O psychology	3	70.33
34	Dan R. Dalton	Management	Strategic management	3	59.67
34	William P. Dunlap	Psychology	I-O psychology	3	309.00
34	Jeff W. Johnson	Industry	I-O psychology	3	209.00
34	Ronald S. Landis	Psychology	I-O psychology	3	290.00
34	Karen Locke	Management	Organizational behavior	3	80.33
34	Christopher D. Nye	Psychology	Industrial organization	3	31.33
34	Frederick L. Oswald	Psychology	Psychology	3	99.33
34	Steven G. Rogelberg	Management	I-O psychology	3	354.00
34	Paul R. Sackett	Psychology	I-O psychology	3	25.67
34	Marcia J. Simmering	Management	Organizational behavior	3	271.33
34	Mo Wang	Management	I-O psychology	3	109.67

(continued)

Table 9. (continued)

Rank	Author	Disciplinary Affiliation	Doctoral Degree Discipline	Number of <i>ORM</i> Articles	Number of Citations per <i>ORM</i> Article
34	Scott Tonidandel	Psychology	I-O psychology	3	38.33
34	Jeffrey B. Vancouver	Psychology	I-O psychology	3	26.67
34	Larry J. Williams	Psychology	Organizational behavior	3	267.33
34	David J. Woehr	Management	I-O psychology	3	33.00
34	Francis J. Yammarino	Management	Management	3	35.67
34	Michael J. Zyphur	Management	I-O psychology	3	210.67

Note: Authors who have the same number of *ORM* publications are assigned the same rank and listed alphabetically by last name. $N = 54$ most frequently published authors (i.e., those with three or more articles published in *ORM* and an authorship credit of 1.00 or greater [Howard, Cole, & Maxwell, 1987] out of a total of 884 who have published at least one article during the 1998-2017 period). Citations source: Publish or Perish as of May 25, 2018. Table S-9 in the online supplement includes the top 82 most published authors. I-O = industrial-organizational; Other = other academic department (i.e., not psychology or management); na = authors for whom we were unable to obtain the information.

organizational scientists working in the area of research methods have not had a journal devoted to their topics. At the same time, the amount of methodological research by organizational scholars and the diversity of the topics addresses have been increasing... there is evidence of increasing interest in research methods by members of the organizational scholarly community who are not methodologists... I am delighted to present you with this first issue of *Organizational Research Methods (ORM)*, which is being established to meet the needs identified above.

Now, let's fast forward 20 years. In his last *ORM* editorial, LeBreton (2017) wrote that

we have received just under 200 manuscripts each year... our acceptance rate on manuscripts with a final decision has hovered around 15%... *ORM* continues to be viewed as a premier outlet and is publishing articles that, on average, tend to be ranked among some of the most influential in the organizational sciences. (p. 47)

In a short two decades, *ORM* seems to have accomplished many important goals. So, what are some of the challenges and opportunities facing *ORM* and organizational research methods more generally, and what will the future look like?

First, we anticipate that *ORM* will continue to have a dual role and mission of serving as an outlet in which methodologists can publish their best work and also where substantive researchers can learn about new methodological developments as well as recommendations on how to address important methodological challenges. Our analysis of editorials published in *ORM* suggests that this has been an underlying theme for all senior editorial teams, and it is likely to continue to be in the future.

Second, our review has documented that *ORM*'s senior editorial teams (i.e., editors and associate editors) include an average of 22% of researchers with qualitative expertise across editorial teams. This shows that *ORM* is clearly receptive to manuscripts addressing qualitative topics given that the vast majority of articles published in substantive journals in management and applied psychology use quantitative approaches (e.g., Cortina, Aguinis, & DeShon, 2017; Shook, Ketchen, Cychota, & Crockett, 2003). So, we expect that *ORM* will continue to be a leader in terms of publishing methodological innovations that address qualitative issues.

Third, our review uncovered that 85% of *ORM* articles have a clear micro orientation. But this result does not necessarily mean that there is a bias against macro topics. For example, during the editorial term of James M. LeBreton, *ORM* received 460 new manuscripts that were sent to reviewers for their evaluation (in addition to 208 desk-rejected submissions), of which only 31 (i.e., 6.74%) addressed topics at least partially relevant to macro topics (James M. LeBreton, personal communication, May 23, 2018). So in relationship to 6.74% of submissions, 15% of published articles with a macro orientation is actually a high percentage.

We believe that this result presents a challenge and an opportunity for *ORM* for two reasons. First, consider the size of AOM Divisions with members who have macro interests. As of May 2018, the Strategic Management Division is No. 2 in terms of size (i.e., $N = 5,264$), the Organization and Management Theory Division is No. 3 ($N = 4,024$), and the Entrepreneurship Division is No. 4 ($N = 3,413$). The Organizational Behavior Division is the largest ($N = 6,165$), and the Human Resources Division (HRM) is No. 5 ($N = 3,378$). Clearly, given *ORM*'s predominantly micro orientation, the journal is meeting these micro scholars' needs. But, *ORM* is missing out on a large audience of management researchers who together constitute about half of all AOM members (note that about 7% of members of the Strategic Management Division are also members of the Organization and Management Theory Division, but less than 2% of Strategy members are also HRM members; Aguinis, Boyd, Pierce, & Short, 2011). This places a ceiling on *ORM*'s impact among current AOM members.

It is likely that *ORM* will continue to receive submissions from and publish manuscripts authored by researchers with a doctoral degree in psychology, and specifically, I-O psychology. Although many of these researchers now work in business schools (Aguinis, Bradley, et al., 2014; Aguinis, Ramani, et al., 2017), their doctoral training makes it more likely that they will focus on micro as opposed to macro issues. Furthermore, as new macro researchers join the field, they are more likely to turn to publications sponsored by the Strategic Management Society such as *Strategic Management Journal (SMJ)*, which is considered an "A" journal, for guidance and as an outlet for their scholarship, rather than *ORM*. In fact, *SMJ* has recently published several articles that are methodological in nature for which *ORM* could have been a suitable outlet (e.g., Bergh et al., 2016; Certo, Busenbark, Woo, & Semadeni, 2016; Certo, Withers, & Semadeni, 2017). Looking into the future, we hope that *ORM* will be able to broaden its readership to macro-level researchers. Specifically, the information included in our article regarding *ORM*'s visibility, prestige, and impact will hopefully encourage more macro-level researchers to submit their manuscripts addressing methodological issues to the journal.

Fourth, and related to the aforementioned discussion, *ORM* recently published a feature topic on mixed methods (Molina-Azorín, Bergh, Corley, & Ketchen, 2017) and another one on video-based research methods (LeBaron, Jarzabkowski, Pratt, & Fetzner, 2018). Mixed-methods approaches, that is, articles that combine both qualitative and quantitative methodologies to study a phenomenon, have been used effectively in macro-level research (e.g., Aguinis & Molina-Azorín, 2015; Molina-Azorín, 2012). We also believe that rapidly emerging substantive areas—for example, organizational neuroscience, big data, person-centric methods, and mixed-methods approaches that combine qualitative (e.g., qualitative comparative analysis) and quantitative (e.g., multilevel modeling) approaches—represent opportunities for *ORM* to continue to broaden its readership in the future. As these approaches grow in popularity, *ORM* can leverage its preeminence as the go-to journal for information on methodology by soliciting and publishing best-practice articles that make these developments accessible to a broad audience of substantive researchers. Another approach may be to solicit articles from researchers who are at the cutting-edge of these exciting developments, perhaps in the form of invited but refereed editorials as done by *Journal of International Business Studies* (e.g., Aguinis, Cascio, & Ramani, 2017), *Academy of Management Journal* (e.g., Combs, 2010), and others.

Fifth, regarding *ORM*'s impact, we anticipate that given the trends documented in Figure 1, it will continue to be strong. The 2016 impact factor scores place *ORM* at the 97th percentile in the Applied Psychology and 93rd percentile in the Management category. The data we collected suggest that *ORM* will continue to be at least at the 90th percentile based on its impact factor in both categories. In addition, we anticipate that *ORM*'s impact will become evident by using other metrics as well. For example, given *ORM*'s mission to serve researchers who are not methodologists, we anticipate that *ORM* will be highly influential in shaping the methodological toolkit of future generations of scholars. As such, it is likely that *ORM* articles have been and will continue to be included in syllabi of research methods courses. Thus, entire cohorts of doctoral students will learn how to conduct high-quality research by reading *ORM* articles. It would be useful for future research to collect data regarding the extent to which *ORM* articles are used in doctoral student training and whether the number of *ORM* articles included in syllabi has increased over time because this is a measure of impact that is not necessarily reflected in citations.

Sixth, we make an additional prediction within the context of recent work challenging the credibility and trustworthiness of organizational research (Aguinis, Ramani, & Alabduljader, 2018; Banks et al., 2016). Publishing in high-quality journals is now more difficult than ever (Aguinis & Vandenberg, 2014), and many authors seem to engage in questionable research practices to achieve publication. For example, a PhD student who participated in one of the studies described by Banks et al. (2016) noted that "the underlying message is to write something that will get published, as they like to say in my department, it depends how well you 'tell the story'" (p. 11). There is mounting evidence that in the process of "telling a story," authors suppress nonsignificant results (Bettis, 2012), fabricate post hoc hypotheses (Bosco, Aguinis, Field, Pierce, & Dalton, 2016), eliminate outliers without a clear explanation for the underlying rationale (Aguinis, Gottfredson, & Joo, 2013), and engage in many other forms of questionable research practices with the goal of presenting a clean and compelling narrative that may or may not be an accurate representation of the data (e.g., O'Boyle, Banks, & Gonzalez-Mulé, 2017). As summarized by Anne Tsui (2013), there are mounting questions about the "credibility and long-term sustainability of our research enterprise if we do nothing to bring the train back on track" (p. 383).

We predict that *ORM* will play an increasingly important role regarding questionable research practices. Specifically, as Aguinis et al. (2018) noted, improving methodological transparency is critical if we are to enhance the credibility, trustworthiness, and ultimately, usefulness of organizational research because many questionable research practices involve methodological choices and judgment calls for which clear standards do not seem to exist. Granted, some of those standards may exist in the technical and specialized literature, but they may not be easily accessible to the majority of organizational researchers who receive the usual graduate-level training in methods and statistics. *ORM* has been an outlet for several "best-practices" articles, and many of those have received best-article awards (see Tables 7 and 8). These articles offer advice to researchers but at the same time, can be used by journal reviewers and editors as checklists when evaluating submitted manuscripts. Moreover, these articles can be used to inform policies and guidelines implemented by other journals. In short, besides continuing its leadership in terms of adoption of journal policies such as a two-stage review process (LeBreton, 2016a), *ORM* can be an important source of knowledge regarding state-of-the-science approaches to "gray areas" in the application of specific methodologies and data analytical approaches and improving the accuracy and transparency of organizational research.

Seventh, our results show that the majority of RMD Award and *ORM* best paper award recipients feature a review or best-practice format, while papers introducing new methodological developments garnered far fewer citations. Therefore, *ORM*'s most influential articles do not introduce new methodologies. While these review and best-practice papers are more likely to be highly influential, they only address the part of *ORM*'s mission that relates to promoting "a more effective

understanding of current and new methodologies and their application in organizational settings” (*ORM*, 2018). However, it does not help *ORM* address the other part of its mission that aims to bring “relevant methodological developments to a wide range of researchers in organizational and management studies” (*ORM*, 2018).

Eighth, results in Table 9 revealed that there are only 4 women among the top 54 most published *ORM* authors. Given a total of 884 authors who published at least one *ORM* article, the top 54 comprise the top 6.11% of the distribution, of which women comprise only 7.41%. Compare this result to those reported by Aguinis, Ji, and Joo (in press) based on all articles published from January 2006 to December 2015 in the five journals with the largest impact factor in the Applied Psychology category of WoS (i.e., *Journal of Management*, *Journal of Applied Psychology*, *Organizational Research Methods*, *Personnel Psychology*, and *Journal of Organizational Behavior*). Among the top 10% most published authors, 32.6% were women, and among the top 5% most published authors, 30.9% were women. The proportion of women in mathematical psychology journals (e.g., *Psychometrika*, *Journal of Mathematical Psychology*) is also larger compared to *ORM*. Specifically, women represent 24.3% of the top 10% most published authors and 20.5% of the top 5% most published authors (Aguinis et al., in press). Results for *ORM* are closer to those for the field of mathematics (e.g., *Journal of the American Mathematical Society*, *Annals of Mathematics*) for which women comprise 6.2% of the top 10% of most published authors (Aguinis, Ji, et al., 2018). Gardner, Ryan, and Snoeyink (in press) surveyed 40 I-O doctoral psychology programs and found that 60.5% of all graduates were women. Given that so many of the most *ORM* published authors also have earned a doctorate in I-O psychology, the question is: Why aren't there more women with I-O psychology doctorates occupying a more prominent presence in the pages of *ORM*? We could speculate but do not have an answer to this question. This is an issue that we believe should be addressed urgently.

In sum, *ORM*'s success in terms of impact and influence also points to questions about *ORM*'s identity and audience in the future. What should *ORM* do, if anything, to attract more macro-focused submissions? Why is *ORM* not included on some of the lists of “A journals” used in so many business schools despite compelling evidence about its quality, influence, and prestige? Why are there so few women among the most prolific *ORM* authors? Should *ORM* continue to do what it currently excels at and embrace its identity as a micro-focused, primarily quantitative journal? Our data and results serve as a starting point to address these thorny questions in the years to come.

Concluding Remarks

ORM is the only organizational science journal devoted exclusively to methodological issues. Given its impact, influence, prestige, and sponsorship by the Academy of Management Research Methods Division, it is “to methodology what *AMR* is to theory development and *AMJ* is to empirical research” (Vandenberg, 2010b, p. 4). As mentioned earlier, publishing scholarly articles in the organizational sciences is more difficult than ever. There are no shortcuts to be able to produce research that makes important contributions to theory and practice. Simply put, only those individuals who are able to conduct high-quality research are able to accomplish this goal. Thus, it is understandable why *ORM*, which provides important resources for facilitating high-quality research, has become a preeminent journal. We anticipate that *ORM* will continue to serve this important purpose and also hope that it will broaden its readership in the future.

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Notes

1. The total count includes articles ($n = 450$) and reviews ($n = 34$), but it does not include editorials ($n = 35$), book reviews ($n = 86$), software reviews ($n = 5$), and corrections ($n = 9$), as classified by Web of Science.
2. Similar to previous research (e.g., Aguinis, Pierce, Bosco, & Muslin, 2009), we found that some articles utilized more than one methodological approach and addressed variables at both micro and macro levels, and therefore the decision to categorize them in a specific category was not clear-cut in all cases. A comparison using a simple matching function in Excel showed that the coders agreed on 87% of their classifications based on a sample of articles including five years only. The coders met to compare notes and refine their coding strategy and then coded all articles, resulting in a level of agreement of 94%. The few remaining disagreements were resolved by consensus.
3. The equation used to assign authorship credit is (Howard, Cole, & Maxwell, 1987, p. 976): Rank-weighted Author Credits = $(1.5^{n-1}) / (\sum_{i=1}^n 1.5^{i-1})$, where n and i , respectively, denote the total number of authors on an article and the ordinal position of a particular author.

Supplemental Material

Supplementary material for this article is available online.

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