

Susan Albers Mohrman, Edward E. Lawler III, and Associates

Useful Research

Advancing
Theory and
Practice



Useful Research Advancing Theory And Practice

Stefan Hunziker, Michael Blankenagel



Useful Research Advancing Theory And Practice:

Useful Research Susan Albers Mohrman, Edward E. Lawler, 2011-04-04 For decades there has been an ongoing at times heated debate over how relevant to real world concerns organizational research should be The contributors to this book deviate from the orthodoxy of traditional positivistic research arguing that the true test of whether knowledge is useful to practice is not whether it is rigorous but whether it is rigorous and results in improved organizational effectiveness The contributors were selected for their demonstrated ability to conduct useful research and their distinguished academic careers Part I features researchers who describe the choices they make and the tactics they employ to ensure that their work advances both theory and practice In part II five highly respected researchers reflect on how they were able to have a broad impact on practice and still maintain academic rigor Part III describes pathways to bring academic knowledge to practice working with consultancies executive PhD programs OD specialists and professional associations as well as framing academic concepts in ways that are attention grabbing memorable and credible to practitioners Part IV looks at the prospects for doing useful research in traditional academic settings like business schools and publishing it in peer reviewed journals Finally Part V sums up the themes of the book and the challenges and opportunities facing researchers who aspire to do research that advances both theory and practice *ECRM2015-Proceedings of the 14th European Conference on Research Methods 2015* Dr Vincent Cassar, Dr Frank Bezzina, 2015-06-01 Complete proceedings of the 14th European Conference on Research Methodology for Business and Management Studies Valletta Malta Published by Academic Conferences and Publishing International

Research in Organizational Change and Development William A. Pasmore, Richard W. Woodman, Abraham B. (Rami) Shani, 2013-07-12 This book brings new perspectives to classic issues in the field such as organizational complexity change leadership emotional intelligence and interorganizational change

Research in Organizational Change and Development Abraham B. (Rami) Shani, Debra A. Noumair, 2021-11-26 Volume 29 of Research in Organizational Change and Development includes ten contributions from colleagues around the globe with powerful insights and potentially relevant impact for researching and practicing organization change and development during and post the pandemic *Useful Research* Susan Albers Mohrman, Ed Lawler, 2011-04-04 Features a who's who of leading management scholars Takes a stand on a major controversy in academia should organizational research aspire to be relevant to practitioners A sequel to the seminal book *Doing Research That is Useful for Theory and Practice* also edited by Ed Lawler Susan Mohrman and Associates For decades there has been an ongoing at times heated debate over how relevant to real world organizational concerns academic organizational research should be The contributors to this book argue that in order to keep organizational research relevant to both theory and practice research must deviate from the orthodoxy of traditional positivistic research The true test of whether knowledge is useful to practice is not whether it is theoretically impactful but whether it is theoretically impactful and results in improved organizational effectiveness The contributing

authors were selected for their demonstrated ability to conduct useful research and their distinguished academic careers Part I of the book features active scholars who describe the choices they make and the tactics they employ to ensure that their work advances both theory and practice In part II four highly respected researchers reflect on how they approached their careers so that they could have a broad impact on practice and still maintain academic rigor Part III describes pathways to bring academic knowledge to practice working with consultancies executive PhD programs OD specialists and professional associations as well as framing academic concepts in ways that are attention grabbing memorable and credible to practitioners Part IV looks at institutional constraints and enablers the prospects for useful research in traditional academic settings like business schools peer reviewed journals and the Academy of Management Finally part V sums up the themes of the book and the challenges and opportunities facing researchers who aspire to do research that advances both theory and practice Contributors Jean Bartunek Michael Beer George Benson John Boudreau Wayne Cascio Thomas Cummings Amy Edmondson Lynda Gratton J Richard Hackman Gary Latham Phillip Mirvis Allan M Mohrman David Nadler James O Toole C K Prahalad Denise Rousseau Sara Rynes Edgar Schein Ramakrishnan V Tenkasi Michael Tushman Andrew Van de Ven Ruth Wageman Ian Ziskin

Academic-Practitioner Relationships Jean Bartunek, Jane McKenzie, 2017-07-06 While executives are keen to harness organizational knowledge and improve business performance the topic of how academics can produce rigorous and relevant theory in working relationships with practitioners is a much contested topic Many aspects of this knowledge co creation can create tensions and the ways in which research is conducted and published can affect practitioner acceptance as well as its consequent uptake and use in different contexts Expertly compiled by Jean Bartunek and Jane McKenzie with contributions from global thinkers in the field this book offers a concise and up to date review of the essential analysis and action underlying scholarly engagement with the world of business It discusses the sorts of capabilities academics need to collaborate effectively with practitioners and illustrates good practice through international case studies drawn from acknowledged centres of excellence These show how to negotiate different constituencies with different priorities values and practices to work together to produce research of rigor and relevance It will be a key reference and resource for all researchers who are engaged with practitioners and an invaluable tool for training academics to develop research with impact

Advancing Theory and Research in Widening Participation Ellen Boeren, Nalita James, 2019-10-23 Issues of access social exclusion and widening participation dominate educational policy agendas and are a shared global challenge Participation in higher education and adult lifelong learning activities can be a life changing experience that opens up new opportunities However access remains unequal People from lower socio economic backgrounds those living in the most deprived areas and people from minority ethnic groups are underrepresented In this book we focus on how we can move the field of widening participation forward paying specific attention to the theories and methods we can use to better understand and tackle the problem of underrepresented groups in post compulsory education and how individuals and

institutions can be supported We argue that in order to make sense of these issues it is important to engage in both the findings of widening participation research and the theoretical foundations which underpin them This way alternative perspectives on the widening participation agenda and emerging research and policy can be explored from alternative perspectives This book was originally published as a special issue of Studies in Continuing Education Research Design in Business and Management Stefan Hunziker, Michael Blankenagel, 2024-01-03 This textbook on research designs provides undergraduate and graduate students with detailed guidance to tackle their research projects It has been recommended and developed for university courses in Germany Austria and Switzerland The authors offer students relevant research designs in business and management They show how to overcome the common qualitative and quantitative methods divide For this purpose the textbook focuses on the scientific problem solving process It emphasizes the importance of an appropriate research design to produce intellectual contributions The authors describe the most relevant research designs in business and management research They assess each research design about its suitability to answer specific research questions The textbook also covers academic writing and provides valuable tips about the whole research process It not only serves students as a resource to conduct their research projects Moreover it is also a helpful reference throughout the entire academic career The SAGE Handbook of Industrial, Work & Organizational Psychology Deniz S Ones, Neil Anderson, Chockalingam Viswesvaran, Handan Kepir Sinangil, 2017-12-04 The first volume in The SAGE Handbook of Industrial Organizational and Work Psychology introduces key concepts in personnel and employee performance from cognitive ability and the psychological predictors used in assessments to employee and team values The editor and contributors present a clear overview of key research in the areas of behaviour change and how to assess individual job performance making Volume I indispensable for anyone working in or studying Human Resource Management The SAGE Handbook of Industrial, Work & Organizational Psychology, 3v Deniz S Ones, Neil Anderson, Chockalingam Viswesvaran, Handan Kepir Sinangil, 2021-08-04 The second edition of this best selling Handbook presents a fully updated and expanded overview of research providing the latest perspectives on the analysis of theories techniques and methods used by industrial work and organizational psychologists Building on the strengths of the first edition key additions to this edition include in depth historical chapter overviews of professional contexts across the globe along with new chapters on strategic human resource management corporate social responsibility diversity stress emotions and mindfulness in the workplace environmental sustainability at work aging workforces among many others Providing a truly global approach and authoritative overview this three volume Handbook is an indispensable resource and essential reading for professionals researchers and students in the field Volume One Personnel Psychology and Employee Performance Volume Two Organizational Psychology Volume Three Managerial Psychology and Organizational Approaches

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