Introduction to the Annual Review of Organizational Psychology and Organizational Behavior

This year marks the launch of the Annual Review of Organizational Psychology and Organizational Behavior. This launch initiates what we believe will be an essential resource for those who study people at work. In this article, I would like to introduce this new journal, provide a little background on its origin, and outline what we see as our distinctive mission.

For over 80 years, Annual Reviews has published comprehensive collections of critical reviews written by leading scientists. It currently publishes 46 journals across numerous disciplines within the biomedical, life, physical, and social sciences. Prominent among these journals is the Annual Review of Psychology, one of the highest impact journals in psychology. Each year since 1950, the Annual Review of Psychology has published a handful of articles in the field of industrial and organizational (I-O) psychology, organizational behavior (OB), and human resource management (HRM). Although these articles have been highly impactful, their focus has often been necessarily broad, and limited space has prevented more in-depth coverage of the full range of I-O psychology and OB/HRM topics. Recognizing this fact, the Annual Reviews Board of Directors approved the creation of the Annual Review of Organizational Psychology and Organizational Behavior, a journal devoted to publishing reviews of the I-O psychology and OB/HRM literature that will replace the limited coverage of these topics in the Annual Review of Psychology.

The start of a new journal is, in part, a journey into the unknown. Although we are cognizant of the numerous outlets for review articles, none are published annually...
and focused exclusively on research conducted in I-O psychology, OB, and HRM. We see this as a significant gap, particularly for such a diverse and vibrant field. We believe that the *Annual Review of Organizational Psychology and Organizational Behavior* will occupy a unique place in the field and contribute to the codification and advancement of our science by providing the opportunity for in-depth and extensive coverage of its various domains.

The purpose of the *Annual Review of Organizational Psychology and Organizational Behavior* is to provide distinctive reviews across the range of I-O psychology, OB, and HRM domains. Reviews will summarize significant developments in the field, with a focus on recent research. As additional research in an area accumulates, we will periodically revisit the same topics. Not every area will be covered in each volume, but over time we will cover them all, with commensurately greater and more frequent coverage for those areas with greater activity. In addition to these articles, each volume will contain one “perspectives” article written by our field’s distinguished scholars. These articles allow authors more latitude to write what they feel: about the field, their own career, or some combination of the two. The first two, written by Lyman Porter and Benjamin Schneider (Volume 1) and Edgar Schein (to appear in Volume 2), are engaging, interesting, and provocative. Our intended audience includes not only immediate colleagues within a domain but also other disciplinary colleagues updating their knowledge, graduate students entering the discipline, adjacent scientists looking into our field, undergraduates exploring the domain, teachers keeping up with the latest developments, and practitioners working in organizations. As such, we seek articles that people want to read and that are accessible at several levels, have a lively point of view in which authors express ideas in their own way, have a scholarly respect for the range of evidence, and are critical rather than comprehensive. This will be accomplished by engaging leading scholars to write reviews that reflect their particular expertise and point of view. Of course, authors will not simply use this journal as a venue to review their own research program but rather will lend their wisdom to the accumulated research within their areas of expertise to review and help shape future research for those areas.

We feel the first volume lives up to this promise. Complimentary access to all of the articles in Volume 1 is available until March 2015 (go to http://www.annualreviews.org/toc/orgpsych/1/1). As you will see, we cover a wide range of topics written by leading scholars in a domain. In addition, to bring these ideas to life, we have created a handful of supplemental materials to complement the articles themselves. This includes:
A wide-ranging conversation on their careers and the state of the field with Lyman Porter and Benjamin Schneider: [http://t.co/mSo3nFrM9F](http://t.co/mSo3nFrM9F)


Herman Aguinis and Robert Vandenberg on how to improve the quality and impact of research: [http://bit.ly/1i00mh7](http://bit.ly/1i00mh7)

These materials are freely available for your use in seminars, meetings, or classes. This is just one way we are trying to make the work in our field more accessible.

Consistent with the diversity in our first volume, the journal name reflects the diverse research our field has to offer. “Organizational Psychology” is intended to capture the range of research conducted under the auspices of the I-O psychology paradigm and “Organizational Behavior” is intended to capture the range of research conducted under the OB and HRM paradigms. We do not intend to neglect domains not reflected in our journal title, but as ours is the longest title in the Annual Reviews portfolio, we could not in good conscience add any more descriptive terms!

In fact, the title of the journal reflects, in part, the unique challenge of our field. The field’s roots are old and continue to grow and develop in new and interesting ways. It encompasses multiple disciplines, and we face the challenges inherent in such a multidisciplinary, applied field. Researchers and practitioners can be found working in psychology departments, business schools, and public and private organizations across the globe. Research can span multiple levels, and its disciplinary bases are varied and diverse. There are many intersections among these domains, yet there are also often many unique and valuable tangents. The *Annual Review of Organizational Psychology and Organizational Behavior* captures what is known in an area, enabling scholars to keep up with developments in related domains, and identifies current trends and key areas in need of future investigation, all of which are important to the continued growth and advancement of our science. Periodic reviews are needed as we seek to connect the dots among disparate domains and draw from advances made in other areas. As Porter and Schneider (2014, p. 17) note in their perspectives article in the inaugural volume:

> as the fields move forward in the years ahead, there needs to be more effort to demonstrate how we generate cumulative knowledge about behavior in organizations, where new concepts and results actually and directly build on what has been discovered earlier. We have planted lots of trees, but do we have coherent forests?
We hope the *Annual Review of Organizational Psychology and Organizational Behavior* moves us a little closer to achieving this objective.

Finally, the editorial team consists of an editor (myself), two associate editors (*Susan Ashford*, University of Michigan, and *Herman Aguinis*, Indiana University) and five editorial committee members (Jennifer Chatman, University of California; *David Day*, The University of Western Australia; *Ann Marie Ryan*, Michigan State University; Ben Schneider, CEB Valtera; and *Sabine Sonnentag*, University of Mannheim). We hope you find this journal interesting, helpful, and provocative. Please let us know what you think!

**References**

Porter, L. W., & Schneider, B. (2014). What was, what is, and what may be in OP/OB. *Annual Review of Organizational Psychology and Organizational Behavior, 1*, 1–21.