

Yawson, Robert M.; Lewis, Vance Johnson

Article

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Editorial: The *OMJ* at 20: bridging theory and practice for 20 years and counting

We are pleased to welcome our readers to Volume 20 Issue 5 of *Organization Management Journal (OMJ)*. As we release the final issue of Volume 20, it is rewarding to look back at the impressive collection of research published over the past year. This volume contained articles spanning a wide range of topics relevant to management, including leadership, strategy, entrepreneurship, organizational behavior, human resource management and pedagogy. We are proud to publish rigorous empirical research as well as impactful applied and pedagogical articles. The diversity of scholarship represents *OMJ*'s commitment to being an inclusive outlet for management research and praxis.

This final issue of Volume 20 contains two thought-provoking papers that advance our understanding of important topics in management research. The first paper, "Teaching, research, and service as drivers of academic career success" by Otmar Varela and Sonya Premeaux, investigates the impact of teaching, research and service on the career success of faculty in academic institutions. The study found that research achievements were the only job facet that accounted for both objective and subjective indicators of career success. The paper emphasizes the need to adjust policies to rebalance academic jobs and provides evidence for the impact of initiatives to elevate the role of teaching and service in academia. The study also acknowledges the limitations of focusing on four-year public institutions in the USA and suggests the need for further research in other types of institutions and regions (Varela & Premeaux, 2023).

The second paper, "Cultural influences on stigma of failure and entrepreneurial activity" by Naga Lakshmi Damaraju, Jay B. Barney and Gregory G. Dess, analyzes the influence of cultural dimensions on the stigma of failure and its impact on entrepreneurial activity. The study finds that individualism, masculinity and power distance dimensions of culture moderate the relationship between stigma of failure and entrepreneurship. The paper emphasizes the importance of considering cultural contexts when addressing the stigma of failure in promoting entrepreneurship (Damaraju et al., 2023). These findings have important implications for understanding how to promote entrepreneurship across diverse cultural contexts.

Reflecting on the past

As we release the final issue of Volume 20 and look ahead to the future, it is enlightening to reflect on *OMJ*'s first issue published in January 2004, <https://scholarship.shu.edu/omj/vol1/iss1/>. The inaugural issue contained foundational papers highlighting relevant management themes that remain important today. Since its inception in 2004, the *OMJ* has undergone significant evolution to become the broad, global journal it is today. In the early years,



OMJ's articles centered heavily on work–life balance, gender issues in the workplace and social capital. Over time, the journal has vastly expanded its scope to cover a much wider range of management research topics including leadership, strategy, entrepreneurship, organizational behavior, human resources and more.

One major transition was *OMJ*'s switch to a platinum open access model in recent years. Originally a subscription journal, now all *OMJ* articles are freely available online to readers around the world with no cost to authors. This increased accessibility has helped expand the journal's reach and authorship, bringing a more international perspective. *OMJ* has also placed greater emphasis on bridging the gap between academic theory and real-world practice. There is an ongoing focus on ensuring the research published provides practical implications beyond just advancing theoretical knowledge. *OMJ* is now jointly sponsored by the Eastern Academy of Management and Southwest Academy of Management, integrating it into these prominent research communities.

While evolving significantly since its founding, *OMJ* remains true to its original vision of being an inclusive, practical journal bridging theory and practice. As the journal continues to adapt to emerging research areas, it persists in upholding this core mission. We thank *OMJ*'s founding Editor-in-Chief Jeanie Forray and the entire inaugural editorial team for establishing a strong foundation for the journal's success over the past 20 years. *OMJ* continues working toward their vision of an inclusive, practical and forward-thinking management research outlet. It has been rewarding to see how the journal has evolved with the changing landscape of business and society while remaining grounded in our core mission. As we publish the final issue of Volume 20 in an increasingly complex world, we are proud to carry on *OMJ*'s tradition of scholar–practitioner collaboration and real-world impact.

Looking ahead

As we begin Volume 21, we are excited about the future of *OMJ*. The journal is well positioned to continue publishing leading-edge research at the intersection of theory and practice. We aim to be at the forefront of emerging topics such as sustainability, diversity and inclusion, digital transformation and organizational resilience. *OMJ* will continue bridging the gap between academia and industry to ensure research informs real-world practice. Special issues and article collections focused on important themes will allow *OMJ* to dive deeper into current conversations. We also hope to expand *OMJ*'s global reach by working with more international authors, reviewers and readers.

While embracing new directions, *OMJ* remains committed to our founding values of scholar–practitioner collaboration, diverse perspectives and student mentorship. We will uphold rigorous but constructive double-blind peer review to develop impactful scholarship. The journal's success stems from our engaged community of management scholars and educators. We eagerly anticipate the innovative research and ideas our authors will submit in the years ahead as we work together to advance management theory and practice. *OMJ* will continue serving as an inclusive platform to develop and share knowledge that shapes organizations and society.

The very first issue in January 2004 contained thought-provoking conceptual pieces on the theory–practice gap in management research, the integration of work and family roles, social capital theory and more. While these topics remain salient today, we have also seen an explosion of new themes emerge over the past 20 years. For instance, technology has radically disrupted business education. Online and hybrid delivery models have become commonplace, and digital learning platforms enable interactive and collaborative education. Data analytics offer insights into learning patterns and allow personalization. Artificial

intelligence can provide adaptive tutoring and feedback. Extended reality creates immersive learning environments. These technologies were in their infancy back in 2004 but now are transforming management pedagogy.

Likewise, globalization has connected management classrooms worldwide. Business education has internationalized, with more student mobility, cross-cultural experiential learning and global perspectives integrated into curricula. Schools have responded to the demand for management skills suited to leading multinational enterprises and a diverse, interconnected business environment. Moreover, important societal issues such as sustainability, corporate social responsibility, diversity and inclusion have moved to the forefront of management education. Curricula have evolved to equip students not just with functional business expertise but the multidisciplinary knowledge, critical thinking skills and ethical orientation to tackle complex challenges. Project-based learning centered on real-world problems helps learners develop these capabilities. The growth of entrepreneurship education has been phenomenal as well over the past 20 years. New venture creation and innovation are now ingrained across business programs and campuses have incubators, accelerators, competitions and other resources to support entrepreneurial activities. This expansion reflects the demand for entrepreneurial mindsets and skillsets given rapid technological change and demographic shifts.

So, while many seminal management education topics trace back to the journal's early volumes, we have seen tremendous development of new content areas, pedagogies, learning technologies, globalization and focus on contemporary social issues and entrepreneurship. The field continues to evolve at an accelerating pace. Looking ahead, we expect technology-enhanced, personalized and experiential learning to become the norms rather than the exceptions. Business schools will provide still greater flexibility via credentials such as stackable certificates and microcredentials aligned to workplace needs. Lifelong learning and continuous upskilling will be emphasized given rapid economic and employment transformations.

Management education will need to stay attuned to emerging issues such as AI ethics, biotech impacts, cryptocurrencies and blockchain, the future of work and a global green transition. Business schools that help students grasp these complex developments and analyze them from diverse lenses will provide value. Finally, we anticipate further integration of business disciplines with fields such as engineering, computer science, public policy, law and arts and humanities. Cross-disciplinary collaboration will yield more holistic insights on multifaceted challenges. Management education will entail developing integrative thinkers and systems perspectives.

The journal has come very far over 20 years, but the decades ahead promise to be equally exciting. We thank all those who have contributed to the *OMJ* during this journey – the editors, reviewers, authors and readers. Together with wider engagement from across the management education community, we look forward to catalyzing research, dialogue and innovation to advance the field and prepare students to address tomorrow's needs.

Announcing upcoming conferences

We are delighted to highlight two upcoming conferences sponsored by *OMJ*'s sponsor academies. The Eastern Academy of Management will hold its 61st Annual Meeting and Conference in Providence, Rhode Island, USA, from May 14 to 17, 2024. The Southwest Academy of Management will hold its 66th Annual Meeting and Conference in Galveston, Texas, USA, from April 10 to 13, 2024. These annual meetings bring together business scholars and doctoral students from around the world to share emerging research across all areas of management. We encourage *OMJ* authors and readers to participate in these

outstanding conferences. EAM and SWAM are leading management research communities that align with *OMJ*'s mission of advancing knowledge at the intersection of theory and practice.

Conclusion

We are excited to present Volume 20 Issue 5 with impactful new research. We thank our contributors, reviewers, readers, conference partners and institutional sponsors for making this issue possible. *OMJ* has come a long way in 20 years, and the journal's future is bright. We look forward to continuing to publish innovative management scholarship that informs organizations, educators and society as a whole.

Robert M. Yawson

School of Business, Quinnipiac University, Hamden, Connecticut, USA, and

Vance Johnson Lewis

*Department of Marketing and Management, Oklahoma City University,
Oklahoma City, Oklahoma, USA*

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