

PUBLISHING IN PSYCHOLOGY VS. MANAGEMENT JOURNALS: PERSONAL EXPERIENCES

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For London HR&OB Group



ABOUT ME

- 2014.09 till now, Southwestern University of Finance and Economics, Chengdu, China
- 2008.07-2014.07, Nanyang Technological University, Singapore
- Research interests
 - Group dynamics and group creativity
 - Cross-cultural differences (tightness & mobility)
 - Cultural identity and cultural metacognition



I WANT TO SHARE

- Differences between Psychology and Management journal reviewers
- Developing psychological and management studies
- If we have time, some sources of 2nd hand data on cultural studies



WHAT DO REVIEWERS CARE ABOUT MORE – MY OWN EXPERIENCE?

Psychological

Theoretical contributions

Fundamental

Counterintuitive

Cute design in favorable!

Student sample is okay!

Managerial

Theoretical contributions

Organizational implications

Rooted in the literature

e.g., construct definition
(roots)

MBA sample is acceptable!



PSYCHOLOGY JOURNALS I USUALLY READ

- Impact:

Annual Review of Psychology (ISI Impact Factor: 20.53)

Personality and Social Psychology Review (ISI Impact Factor: 7.545
| Ranking: Psychology-Social 1 out of 61)

Journal of Personality and Social Psychology (ISI Impact
Factor: 5.51 | Ranking: Psychology- Social 2 out of 61)

Psychological Bulletin (ISI Impact Factor: 14.392 | Ranking
Psychology - Multidisciplinary : 2 of 127)

Psychological Science (ISI Impact Factor: 4.43)

Journal of Applied Psychology (ISI Impact Factor: 4.367 | Ranking
Psychology - Applied : 3 of 75)

- APA



DEVELOPING RESEARCH PROJECTS

—MY OWN EXPERIENCE

- Design psychological and managerial studies separately from the same idea tank
- Mobility (relational and residential mobility)
- Relational mobility refers to environmental affordance in opportunities to build and end relationships (Schug et al., 2009; Yuki et al., 2007)
- Residential mobility refers to number of moves for an individual or percentage having moved recently for a neighborhood (Oishi, 2010).
- Cultural tightness: societal tolerance of deviation from norms (Gelfand et al., 2011).



DEVELOPING RESEARCH PROJECTS

—MY OWN EXPERIENCE

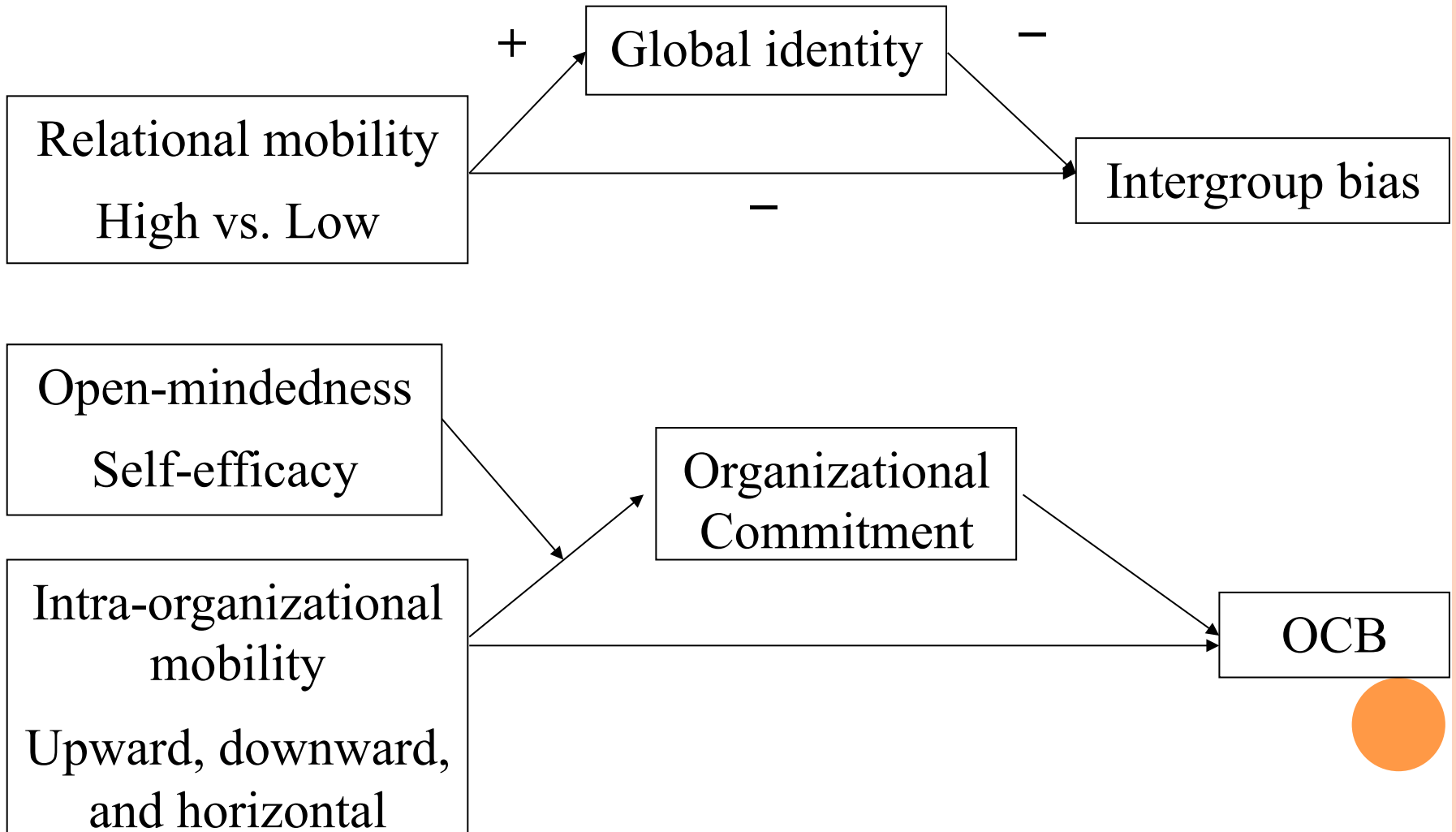
A more inclusive identity to handle uncertainty associated with individual experience of mobility

Social psychology research	Management research
WVS study 1. Nation – global identity – intergroup attitude Study 2. Mobility-global identity– intergroup attitude/immigrants & gender gap	Pilot student data Relational mobility * NFCC reversed – university identity & attitudes toward other groups in the U Planning survey: Intra-org. mobility*NFCC, self efficacy - organizational commitment - OCB



DEVELOPING RESEARCH PROJECTS

—MY OWN EXPERIENCE



DEVELOPING RESEARCH PROJECTS

—MY OWN EXPERIENCE

The fitness of high relational mobility * looseness for emigrants to adjust to a new environment

Social psychology research

Study 1. Student data, high RM
* loose culture – self mobility in
the U – life satisfaction
Study 2. exchange student
across national boundaries?

Management research

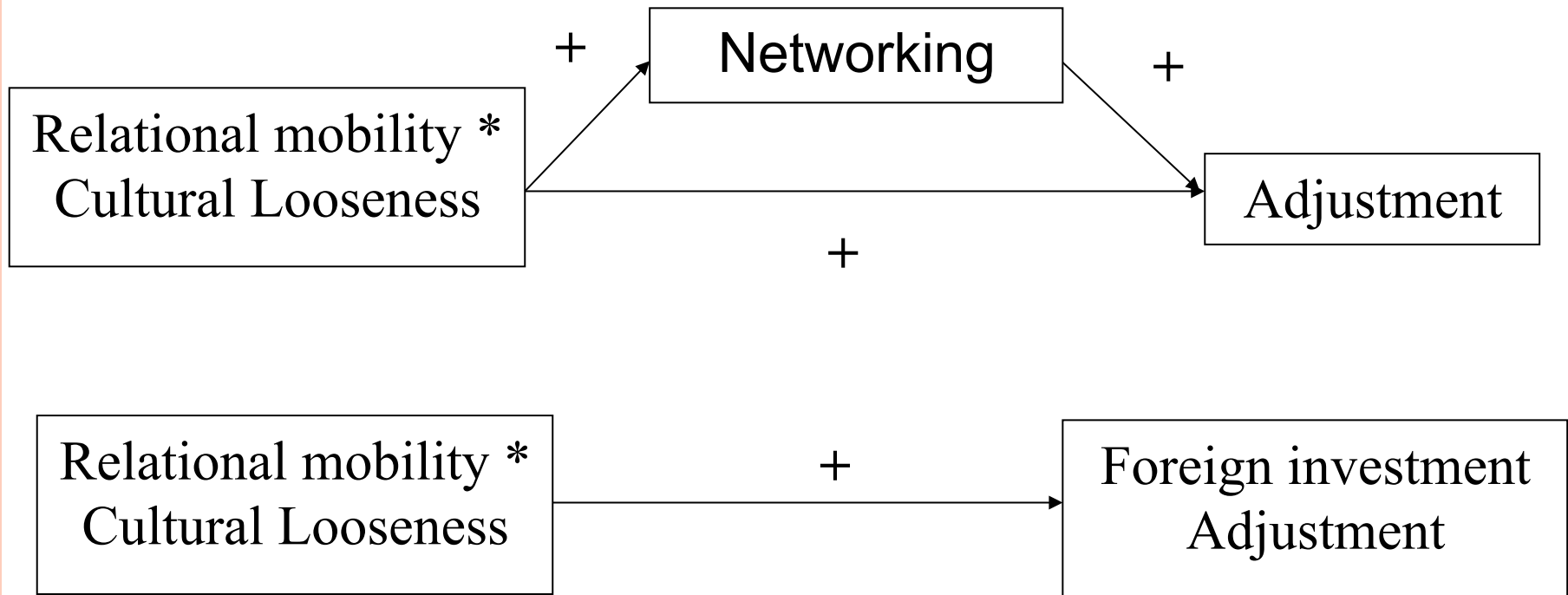
National data. tightness (proxy:
Population density) * relational
mobility (immigrants/population)
- adjustment (proxy: time-lagged
FDI)

Overseas adjustment of MBA
students



DEVELOPING RESEARCH PROJECTS

—MY OWN EXPERIENCE



SECOND-HAND DATA IN CULTURAL RESEARCH

Data sources	Data type	Variables	Pros & Cons
World Value Survey	National	Subjective well-being; Schwartz's values; attitudes, behaviors;	large sample size, Multiple nations and regions, longitudinal
GLOBE & Hofstede	Cultural values, cultural practices	IND-COL; PD; UA; Masculinity; Gender egalitarianism; Future orientation etc.	Limited number of nations and regions (60-70)
Worldwide index (e.g., World bank , United Nations, The Global Innovation Index (GII))	Multiple nations and regions, longitudinal	Population, sustainability, social and economical development, innovation, etc.	Large sample size (100-250), only theme-relevant variables, mostly proxies
Published papers	National/regional mean	e.g., cultural tightness (Gelfand et al., 2011)	Limited number of nations/regions
National database, e.g., census	Regional mean	Population density, residential mobility,	Mostly proxies

National Indicators	Source	N	Correlations	P-value (2-tailed)	Effect size (η^2)
<i>Government and Media</i>					
Autocratic polity	Polity IV Project (2002)	30	.47	.01**	.22
Openness of the media (total)	Freedom House (2001)	29	-.53	.01**	.28
Broadcast media laws and regulations	Freedom House (2001)	29	.49	.01**	.24
Broadcast media political pressures and controls	Freedom House (2001)	29	.62	.01**	.38
Print media laws and regulations	Freedom House (2001)	29	.37	.05*	.14
Print media political pressures and controls	Freedom House (2001)	29	.46	.01**	.21
Digital access index: access and use of new information and technology	Environmental Sustainability Index (2005)	30	-.38	.04*	.14
<i>Political and Civil Liberties</i>					
Political rights	Freedom House (2001-2002)	30	-.50	.01**	.25
Civil liberties	Freedom House (2001-2002)	30	-.45	.01**	.20
<i>Criminal Justice</i>					
Police presence per capita	Kurian's World Ranking (2001)	27	.31	.12	.10
Acquittal rate per 100,000	UN office on Drugs & Crime (1999-2002)	27	.03	.88	.00
Retention of the Death Penalty	Amnesty International online (2002)	29	.65	.01**	.36
Murder per 100,000	Kurian's World Ranking (2001)	31	-.45	.01**	.20
Burglaries per 100,000	Kurian's World Ranking (2001)	28	-.47	.01**	.22
Volume of crime per 100,000	Kurian's World Ranking (2001)	32	-.37	.04*	.14
<i>Religion</i>					
Importance of God	World Value Survey (1995)	30	.37	.05*	.14
Percentage of attending religious services at least once a week	World Value Survey (1995)	31	.54	.01**	.29
<i>Challenge to Institutions</i>					
Percentage reported have participated in collective action (total)	World Value Survey (1995)	31	-.40	.03*	.16
Sign petition	World Value Survey (1995)	31	-.41	.02*	.17
Boycott	World Value Survey (1995)	31	-.02	.91	.00
Attend demonstration	World Value Survey (1995)	31	-.48	.01**	.23
Join strikes	World Value Survey (1995)	29	-.22	.25	.05
Occupy building	World Value Survey (1995)	29	-.16	.41	.03

Table 1. Sample characteristics of the 33 nations.

Nation	Data collection site(s)	Language of survey	Number of participants	Mean age (\pm SD)	Percentage female	Percentage students	Tightness score
Australia	Melbourne	English	230	25.4 \pm 10.0	69.1	63.9	4.4
Austria	Linz	German	194	31.6 \pm 11.8	51.5	41.8	6.8
Belgium	Leuven (Flanders region)	Dutch	138	33.3 \pm 14.3	73.2	50.7	5.6
Brazil	São Paulo	Portuguese	196	27.5 \pm 9.4	72.3	40.3	3.5
Estonia	Tartu	Estonian	188	32.0 \pm 16.8	86.6	52.1	2.6
France	Paris, Cergy	English	111	25.2 \pm 4.1	37.8	67.6	6.3
Germany (former East)	Chemnitz	German	201	31.6 \pm 12.2	66.7	49.3	7.5
Germany (former West)	Rhineland-Palatine/Frankfurt	German	312	32.5 \pm 14.5	63.8	51.6	6.5
Greece	Athens	Greek	275	30.9 \pm 11.3	56.7	45.1	3.9
Hong Kong	Hong Kong	Chinese	197	27.3 \pm 11.7	68.0	53.8	6.3
Hungary	Budapest, Szeged	Hungarian	256	30.8 \pm 10.9	42.2	48.0	2.9
Iceland	Reykjavík	Icelandic	144	36.3 \pm 13.3	67.4	41.7	6.4
India	Ahmedabad, Bhubneswar, Chandigarh, Coimbatore	Hindi	222	27.8 \pm 9.6	54.1	52.3	11.0
Israel	Tel-Aviv, Ramat-Gan, Jerusalem, Petach-Tikva	Hebrew	194	30.2 \pm 10.7	60.3	48.5	3.1
Italy	Padova	Italian	217	29.6 \pm 10.3	40.1	53.0	6.8
Japan	Tokyo, Osaka	Japanese	246	33.2 \pm 14.9	55.7	48.8	8.6
Malaysia	Bandar Baru Bangi	Malay	202	29.5 \pm 9.1	49.5	45.0	11.8
Mexico	Mexico City	Spanish	221	27.7 \pm 11.6	42.1	40.3	7.2
Netherlands	Groningen	Dutch	207	29.8 \pm 11.9	55.6	53.1	3.3
New Zealand	Wellington	English	208	29.9 \pm 13.0	64.4	61.1	3.9
Norway	Bergen	Norwegian	252	31.8 \pm 11.0	56.7	46.0	9.5
Pakistan	Hyderabad	Urdu	190	30.0 \pm 9.8	51.1	52.6	12.3
People's Republic of China	Beijing	Chinese	235	29.4 \pm 11.5	45.9	53.2	7.9
Poland	Warsaw	Polish	210	28.5 \pm 12.4	65.2	51.9	6.0
Portugal	Braga	Portuguese	207	28.5 \pm 11.6	54.6	58.0	7.8
Singapore	Singapore	English	212	26.1 \pm 6.7	59.0	49.1	10.4
South Korea	Seoul	Korean	196	26.2 \pm 7.5	61.2	73.5	10.0
Spain	Valencia	Spanish	172	30.2 \pm 9.6	66.9	40.1	5.4
Turkey	Istanbul	Turkish	195	32.0 \pm 14.4	53.3	45.6	9.2
Ukraine	Odessa	Ukrainian	184	30.8 \pm 12.7	56.5	44.6	1.6
United Kingdom	Brighton	English	185	29.9 \pm 11.5	67.0	51.4	6.9
United States	Washington, DC; Maryland; Virginia	English	199	31.4 \pm 13.7	60.3	48.2	5.1
Venezuela	Caracas	Spanish	227	35.8 \pm 10.0	60.4	1.3	3.7
Totals/means			6823	30.1 \pm 11.3	58.6	49.2	6.5

Table 1. State tightness–looseness rankings

Rank	State	Score
1	Mississippi	78.86
2	Alabama	75.45
3	Arkansas	75.03
4	Oklahoma	75.03
5	Tennessee	68.81
6	Texas	67.54
7	Louisiana	65.88
8	Kentucky	63.91
9	South Carolina	61.39
10	North Carolina	60.67
11	Kansas	60.36
12	Georgia	60.26
13	Missouri	59.60
14	Virginia	57.37
15	Indiana	54.57
16	Pennsylvania	52.75
17	West Virginia	52.48
18	Ohio	52.30
19	Wyoming	51.94
20	North Dakota	51.44
21	South Dakota	51.14
22	Delaware	51.02
23	Utah	49.69
24	Nebraska	49.65
25	Florida	49.28
26	Iowa	49.02
27	Michigan	48.93
28	Minnesota	47.84
29	Arizona	47.56
30	Wisconsin	46.91
31	Montana	46.11
32	Illinois	45.95
33	Idaho	45.50
34	Maryland	45.50
35	New Mexico	45.43
36	Rhode Island	43.23
37	Colorado	42.92
38	New Jersey	39.48
39	New York	39.42
40	Alaska	38.43
41	Vermont	37.23
42	New Hampshire	36.97
43	Hawaii	36.49
44	Connecticut	36.37
45	Massachusetts	35.12
46	Maine	34.00
47	Nevada	33.61
48	Washington	31.06
49	Oregon	30.07
50	California	27.37

Higher scores indicate greater tightness.

Harrington, J. R., & Gelfand, M. J. (2014). Tightness–looseness across the 50 united states. *Proceedings of the National Academy of Sciences*, 111(22), 7990-7995.



SAMPLE PUBLICATIONS USING 2ND HAND DATA

- Chua, R. Y., Roth, Y., & Lemoine, J. F. (2015). How Culture Impacts Creativity: Cultural Tightness, Cultural Distance, and Global Creative Work. *Administrative Science Quarterly*.



Questions?
Experiences?
Suggestions?

