



Call for papers

Integrating organizational research – Individual, team, organizational and multilevel perspectives

Organizations are multilevel social systems (Hedberg, Nystrom, & Starbuck, 1976; Kesler & Kates, 2015) where (1) diverse employees are assigned to various jobs, embedded in multiple dyadic relationships, and expected to play diverse team roles; (2) functional and/or cross-functional teams integrate individual efforts and develop intra- and inter-group dynamics; and (3) multiple departments and business processes nested within or spanning across organizational boundaries deliver value through mutual interaction. Whereas the managerial priority in the globally digitalized world is to execute competitive strategic initiatives and achieve challenging business goals by vigilantly managing and continuously improving dynamic interactions between organizational system levels, the majority of scholars still populate disciplinary, specialized micro- (social psychology, organizational behavior, and organizational psychology), meso- (business process management and project management) or macro- (strategic management, organizational theory and design, and engineering/systems management) research camps (e.g., Hitt, Beamish, Jackson, & Mathieu, 2007; Molloy, Ployhart, & Wright, 2011).

Fortunately, we are witnessing an ever-increasing amount of multilevel research in organizational studies (Burton, Cohen, & Lounsbury, 2016; Felin, Foss, & Ployhart, 2015; Molina-Azorin, Pereira-Moliner, Lopez-Gamero, Pertusa-Ortega, & Tari, 2019; Paruchuri, Perry-Smith, Chattopadhyay, & Shaw, 2018; Peccei & Van de Voorde, 2019; Renkema, Meijerink, & Bondarouk, 2017) that integrates delineated research domains and offers new lenses for understanding business practice. Recent methodological advances in multilevel modeling (e.g., Humphrey & LeBreton, 2019; Kozłowski, Chao, Grand, Braun, & Kuljanin, 2013; Meuer & Rupiotta, 2017) certainly represent an additional push in putting the issue of levels upfront in scholarly discussions. Following the key assumption of multilevel organizational research that various phenomena can be better explained by combining factors at different levels of analysis (Klein & Kozłowski, 2000), the purpose and scope of this special issue is to identify, discuss, and grapple with single- and cross-level theory, research, and method issues, so as to make substantive progress in our understanding of the multilevel nature of organizations.

1. Topics of interest

In this special issue, we strive to provide a much-needed synthesis of underlying theories and methodological approaches within the loosely coupled community of organizational scholars by taking account of the fact that micro-phenomena are embedded in macro-contexts, while macro-phenomena often emerge through the

interaction and dynamics of lower-level elements. Such an approach may add depth and richness to our theoretical reasoning and likewise improve conversations between researchers and practitioners by providing insightful findings on how organizations operate and behave.

We hope to encourage discussion around the multilevel issues in management through topics that broadly relate to the following:

- Organizational heterogeneity across levels
- Emergent processes in organizations
- Advances in multilevel measurement
- Systematic review of multilevel organizational research, including bibliometric analysis and multilevel meta-analysis
- Temporal perspective of multilevel research on organizations
- Single- versus multi-level research approaches to study organizations
- Methodological concerns and challenges in multilevel modeling
- Macro–micro divide in organizational research
- Multilevel theories of organizations and organizing
- Multilevel organizational interventions
- Multilevel organizational (mis)fits
- Micro-foundations of organizations
- Leadership across levels
- Orchestrating individual creativity and team innovation
- Job- and team-level job design
- Organizational implications of multilevel research.

We are also open to submissions on topics other than those listed above, as long as they address multilevel organizational research, which is the main focus for this special issue.

2. Submissions

Every manuscript submitted to this special issue has to provide a clear scientific and practical contribution. Conceptual or review and empirical papers will be considered. All submissions will be subject to the *European Management Journal's* usual double-blind peer-review process, should respect the journal's general publication guidelines and should be submitted electronically to <http://ees.elsevier.com/emj/> between 29th October 2021 and 1st April 2022. The special issue will be published in 2023. To ensure that all manuscripts are correctly identified for consideration for this special issue, it is important that authors select '**SI: Integrating Organizational Research**' as the paper type. You may direct any questions about the special issue to Tomislav Hernaus (✉thernaus@efzg.hr).

The *European Management Journal* (EMJ) is a flagship scholarly journal, publishing internationally leading research across all areas of management. EMJ articles challenge the status quo through critically informed empirical and theoretical investigations, and present the latest thinking and innovative research on major management topics, while still being accessible and interesting to non-specialists. EMJ articles are characterized by their intellectual curiosity and diverse methodological approaches, which lead to contributions that impact profoundly on management theory and practice. We welcome interdisciplinary research that synthesizes distinct research traditions to shed new light on contemporary challenges in the broad domain of European business and management. Cross-cultural investigations addressing the challenges for European management scholarship and practice in dealing with global issues and contexts are strongly encouraged.

3. Brief CVs of special issue editors

Dr Tomislav Hernaus is Associate Professor at the Faculty of Economics and Business, University of Zagreb, Croatia and a Visiting Professor at the School of Economics and Business, University of Ljubljana, Slovenia. His multilevel research interests include organization design, process management, job design, knowledge hiding, and innovative work behavior. He has received several awards and honours for his scientific contribution and has published in journals such as *Human Resource Management Journal*, *Journal of Knowledge Management*, *Journal of Managerial Psychology*, and *Journal of Organisational Change Management*.

Dr Kristina Potočnik is Senior Lecturer in Human Resource Management at the University of Edinburgh Business School, University of Edinburgh, UK. Her multilevel research is concerned with understanding how teams operate under stressful, time-pressured conditions and how these influence the performance and well-being of team members. She has explored this in diverse settings, ranging from cockpit crews to small production teams. Her research has been published in journals such as *Journal of Management*, *Organization Science*, *Journal of Occupational and Organizational Psychology*, and *European Journal of Work and Organizational Psychology*.

Dr Eva M. Lira is Assistant Professor in Social Psychology at the University of Zaragoza, Spain where she works in the research group on social capital and wellbeing. Her research focuses on virtual teams, team effectiveness, emotional intelligence, health psychology, team innovation, and multilevel models. She has published several publications in these areas in journals such as *Journal of Vocational Behavior*, *Computers in Human Behavior*, *Small Group Research*, and *Behaviour & Information Technology*.

Dr James M. LeBreton is Professor of Psychology at Pennsylvania State University, USA. Much of his research has focused on issues related to multilevel measurement (e.g., aggregation and within-group agreement), multilevel analyses (e.g., dyadic analyses and random coefficient regression models), and estimating the importance of variables in linear models (e.g., relative weight analysis). His work has appeared in *Journal of Applied Psychology*, *Journal*

of Management, *Personnel Psychology*, *Organizational Research Methods*, and *Psychological Methods*.

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