

Getting Started 2022

Session III

November 15, 2022

Ewald Kibler, Henri Schildt

Agenda

- 1. Presentations**
- 2. Discussion & reflections**
- 3. Key take-aways & learnings**
- 4. Assignment for next session**
- 5. Reminder: literature review**



Insights from reflection of two qual articles (each ~20-25min)

5-10-minute presentation. The format is free. Exemplary themes:

- Why did you select these papers? Why do you find them appealing?
 - How is the paper framed theoretically (the conceptual frontend)?
 - What are the data like and how has it been analyzed? How are the findings presented?
 - What is the main theoretical insight? And, what kind of contributions does it make to what literatures or conversations, and how?
 - What did you learn in terms of how to write a qualitative research paper?
 - What are the main differences (along the themes above) between the articles?
 - What was difficult or unclear? Any other observations or questions evoked by this inquiry regarding writing the dissertation?
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Presentations: Qual article reflections

Baolin

- Cardador, M. T., & Pratt, M. G. (2017). Becoming Who We Serve: A Model of Multi-Layered Employee-Customer Identification. *Academy of Management Journal*. doi:10.5465/amj.2015.1201
- Anicich, E. M. (2022). Flexing and floundering in the on-demand economy: Narrative identity construction under algorithmic management. *Organizational Behavior and Human Decision Processes*, 169, 104138.

Anna

- Berg, J., Grant, M. & Johnson, V. (2010). When Callings are Calling: Crafting Work and Leisure in Pursuit of Unanswered Occupational Callings. *Organization Science*, 21(5), 973-994.
- Schabram & Maitlis (2017). Negotiating the Challenges of a Calling: Emotion and Enacted Sensemaking in Animal Shelter Work. *Academy of Management Journal*, 60(2), 584-609.

Apurva

- Kim, S. and Kim, A., 2021. Going viral or growing like an oak tree? Towards sustainable local development through entrepreneurship. *Academy of Management Journal*.
- Cope, J. (2011). Entrepreneurial learning from failure: An interpretative phenomenological analysis. *Journal of business venturing*, 26(6), 604-623.

Coffee break



Presentations: Qual article reflections

Anastasia

- Shepherd, D. A., Maitlis, S., Parida, V., Wincent, J., & Lawrence, T. B. (2021b). Intersectionality in intractable dirty work: how Mumbai ragpickers make meaning of their work and lives. *Academy of Management Journal*, (forthcoming).
- Smith, W. K., & Besharov, M. L. (2019). Bowing before Dual Gods: How Structured Flexibility Sustains Organizational Hybridity. *Administrative Science Quarterly*, 64(1), 1–44.

Hanh

- Wessel, L., Ruotsalainen, R., Schildt, H. A., & Wickert, C. (2022). The escalation of organizational moral failure in public discourse: a semiotic analysis of Nokia's Bochum plant closure. *Journal of Business Ethics*, 1-20.
- Bansal, P., & Roth, K. (2000). Why companies go green: A model of ecological responsiveness. *Academy of management journal*, 43(4), 717-736.

Hanne

- Hargadon, A. B., & Bechky, B. A. (2006). When collections of creatives become creative collectives: A field study of problem solving at work. *Organization science*, 17(4), 484-500.
- Harrison, S. H., & Rouse, E. D. (2014). Let's dance! Elastic coordination in creative group work: A qualitative study of modern dancers. *Academy of Management Journal*, 57(5), 1256-1283.

What did you learn from the exercise?

- How did you experience the assignment?
- What is your most important observation or conclusion?
- Were you surprised by anything?
- What questions did the exercise evoke?

Assignment for Session IV

Submit an essay (as PDF, 1500-2000 words) based on your reflections of published quantitative research by 12 December 2022. Also, based on your essay, prepare a 5–10-minute presentation for Session 4 (14 December).

To do so, select two quantitative empirical studies that are of interest to you. Specifically, select one article published in the *Academy of Management Journal* and one article published in a different journal on the FT-50 journal list.

Send an email to Ewald (ewald.kibler@aalto.fi) **by Monday, 21 November**, where you provide and confirm the references of the two articles.

Assignment for Session IV

Do not repeat the article texts in your paper but try to formulate a more general understanding and critical reflection of the research, for instance by addressing the following issues for each article:

- Why did you select these papers? Why do you find them appealing?
- How is the paper positioned theoretically (the conceptual frontend)?
- How are the hypotheses (and the theoretical models) developed?
- What are the data like, and which method has been used to test the hypotheses/model (or explore the data, if the paper is more of explorative nature)?
- How are the findings presented and discussed?
- What kind of contributions does it make to what literatures or conversations, and how?
- What did you learn in terms how to write a quantitative research paper?
- What are the main differences (along the themes above) between the articles?
- What was difficult or unclear? Any other observations, insights or questions evoked by this inquiry regarding the process doctoral studies and writing the dissertation?

Peer groups for Review Assignment

GROUP I: Baolin Yang, Hanh This Duc Doan & Anna Kevätsalo

GROUP II: Apurva Ganoo, Hanne Savolainen & Anastasiya Koptsyukh

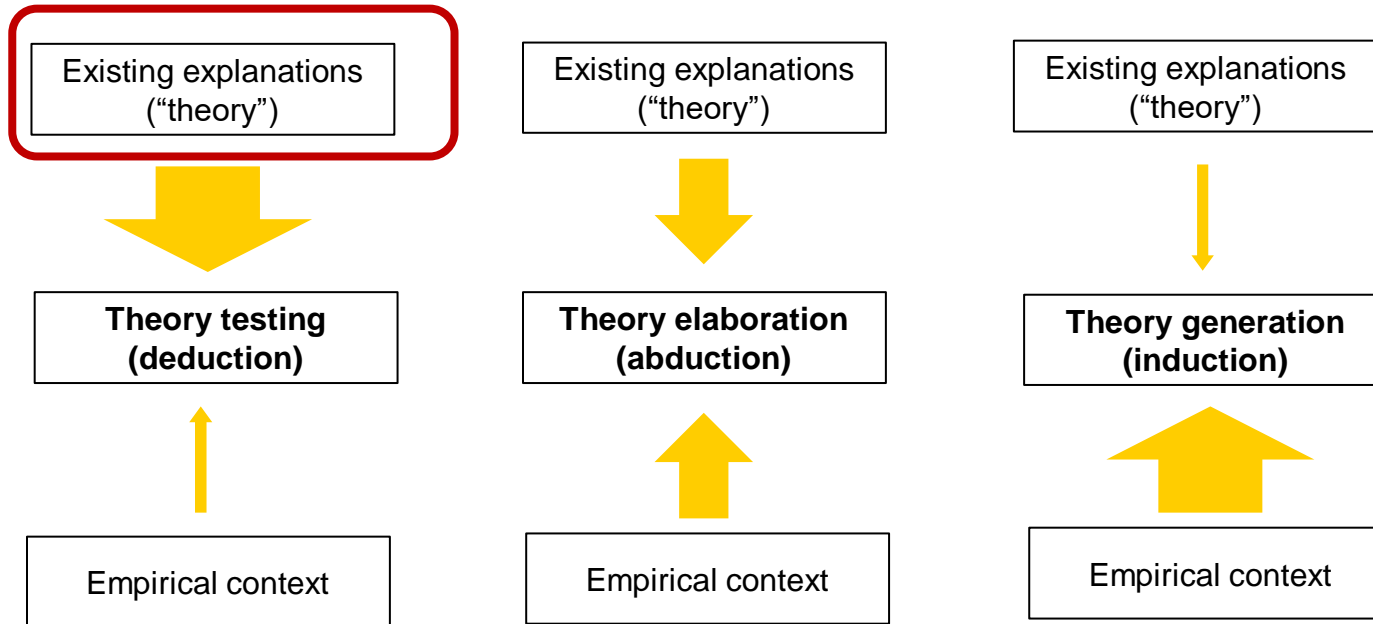
Literature review assignment

- Select (at least) three review papers from the ***Academy of Management Annals (AMA)*** where you think these might be interesting and useful for their own work. Submit the **three (or more) references** by **31 October** here.
- **Discuss with your peers (at least two times during November)** and gradually develop a rationale for why one review article (as compared to other selected ones) serves as the most important base for your own research, for instance with regards to theoretical discourse/home, research focus/question, theoretical lens, key concepts, etc.

Literature review assignment (contd)

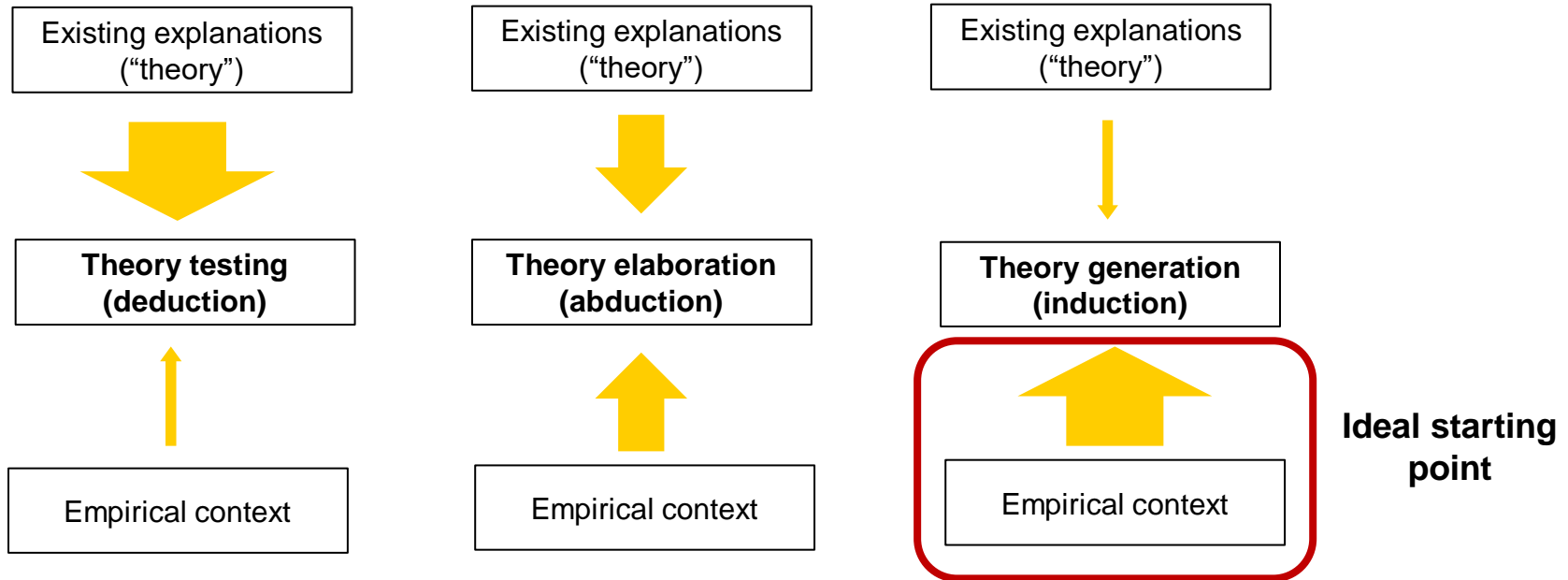
- Write a **short informal reflection (as PDF, 1200-1500 words)** of what you feel/think your **research topic** could be and why this one **AMA review paper** could/will be a fundament for their own work.
- DL for submitting the short essay is **16 December**.

Assumption: Theory driven design// Hypothesis building

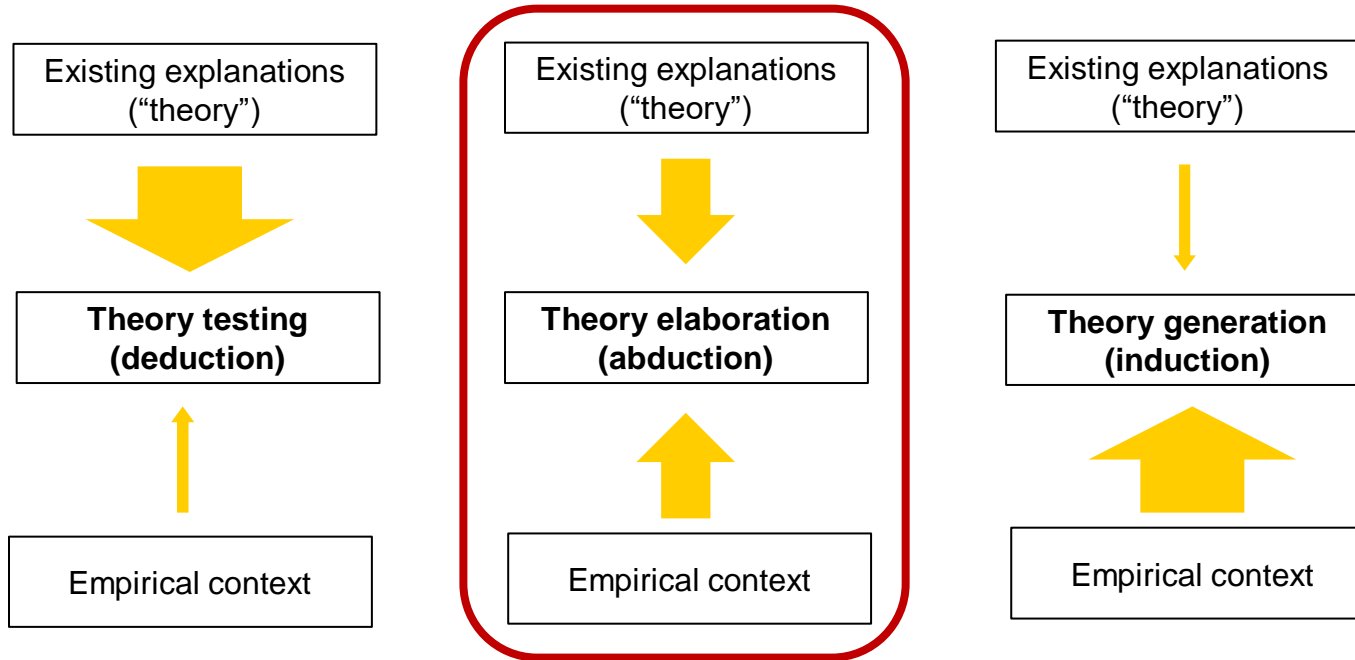


Qualitative research – the ideal of induction

“Qualitative research is at its best when it develops explanations from empirical observations.”



Qualitative research in practice: Iteration between literature and empirics



Questions?
