

From the Editor

In the previous issue of JBAM, I stated an intention to encourage submissions willing to challenge current management thinking but reflecting the highest level of scholastic rigor. I trust that you will find the articles in this issue indicative of that intention. In the first article, “Social-agency-embedded Forms of Collective-value Production: Network Modes of Organizing”, John Ulhøi of Aarhus University in Denmark gives us a most interesting reflection on the role and importance of social networks within a Scandinavian context. The importance and relevance of this article is reflected in the author’s admonition that the ability to connect to strategically important clusters of networks is a crucial management skill.

In the second article entitled “Ethics of Potential New Retail Employees: Relationships Between Ethical Perceptions and Grades of Future Retail Personnel”, David Burns of Xavier University in Ohio, provides a study exploring whether retail employers can obtain an assessment of a potential employee’s ethical perceptions by using student grades as a predictor. The findings in this study do not suggest that grades can be used to differentiate students in all areas of ethical activity, but suggest that grades may be used to differentiate between ethical evaluations and intentions in isolated areas.

In “How Time Brings Together ‘I’ and ‘We’: A Theory of Identification Through Memory”, Ozgur Ekmekci and Andrea Casey of The George Washington University present us with a cognitive model of organizational identification grounded in memory. Their manuscript advances the proposition that memory essentially defines the cognitive boundaries in which we compare ourselves with others, draw conclusions about what we share in common, and becomes a prerequisite for the process of organizational identification.

Joshua Kittinger, Allan Walker, John Cope, and Karl Wuensch of East Carolina University are authors of the fourth article in this issue entitled “The Relationship between Core Self-Evaluation and Affective commitment.” In this article the authors investigate the relationship between core self-evaluations and affective commitment. Employing Structural Equation Modeling, they conclude that core self-evaluations are not directly related to affective commitment, but that the relationship is indirect with job satisfaction and job characteristics playing mediating roles.

The final article in this issue of JBAM by Mark Johnson and James Jolly of Idaho State University presents us with a unique teaching case entitled “Conducting an Employment Selection Validation Study at a Food Processing Plant.” For those of us teaching classes in recruitment, selection, and employment, this article provides us with a rare vehicle for exposing students to real-time issues associated with validation of employment selection instruments. Teaching notes and discussion questions accompany the case.

I want to thank the anonymous reviewers who so graciously put forth the time and effort necessary to ensure that the articles in this issue reflect the scholarly standards set

forth by JBAM. I would extend my congratulations to the authors for responding to the many revisions requested by their reviewers as their manuscripts moved toward publication. I extend my thanks to the Assistant to the Editor of JBAM, Paul Jacques of Western Carolina University, for his commitment of time and effort toward ensuring that the articles in this issue are correctly formatted and reflect APA protocol.

Finally, I would encourage the readers of JBAM to share with me any reflections or response you might have in regard to the articles in this issue. As the editor of JBAM, I am very appreciative of feedback that lets me know how JBAM readers evaluate what appears in the journal.

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