

I-O Colloquium
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Advancing rigor and relevance: Constructive replication in the organizational sciences

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Replication is an essential part of any science, confirming or adjusting our understanding of the world through repeated exploration of a phenomenon of interest. While there has been an increased interest in the role of replication studies, there also exists skepticism regarding the need for more replication. Our empirical analysis of 470 recent studies that use the term 'replication' suggests that this criticism stems from a lack of appreciation of the different forms that replication can take, the prevalence (or lack thereof) of many of these forms, and the objectives that are met by one of the least common forms, constructive replication. As such, the purposes of our paper are 1) to explore the different forms that constructive replication can take and the objectives at which each can be directed, 2) to distinguish these forms from other forms of replication with which they are often confused, 3) to determine how common each form of replication is in our field, and 4) to provide concrete examples of different forms of constructiveness from published studies in order to pave the way towards more (and more useful) replications in the future.

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Dr. Tine Köhler is Associate Professor for International Management in the Department of Management and Marketing at the University of Melbourne, Australia. Her research focuses on Global Teamwork and Research Methods and Statistics. Her main research interests are in the area of cross-cultural management, cross-cultural communication and coordination, group processes, qualitative research methods, research design, meta-analysis, and regression. She received her Pre-Diploma (undergraduate degree) from the Philipps-University Marburg in Germany and her MA and PhD degrees from George Mason University in the US. Before joining the University of

Melbourne, she worked at the International Finance Corporation (World Bank Group, USA) as a consultant for leadership development.

Dr. Köhler is an associate editor of *Organizational Research Methods (ORM)* and a former associate editor of the journal *Academy of Management Learning and Education (AMLE)*. She serves as editorial board member for *Journal of Management Studies*, *Academy of Management Learning and Education*, *Journal of Management Education*, *Small Group Research (SGR)*, and the book series *Research Methods in Strategy and Management*. She further reviews for the *Academy of Management Journal*, *Journal of International Business Studies (JIBS)*, *Journal of Management (JOM)*, *Organization Studies*, *Industrial and Organizational Psychology (IOP)*, and *Journal of Organizational Behavior*. Her work has appeared in *JIBS*, *SGR*, *AMLE*, *JOM*, *IOP*, *Human Resource Management*, *International Journal of Human Resource Management*, and *ORM*. Dr. Köhler serves on CARMA's International Advisory Board, as a Representative-At-Large of AOM's Management Education and Development division, as the chair of SIOP's robust and responsible reviewing subcommittee, and she is a member of the Melbourne International Business Research Unit (MIBRU).