**Title:** Applications of Meta-Analysis in Management and Organization Research

**Organizers:**

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**Goal of the Workshop**

Meta-analysis is a statistical technique for combining the findings from independent empirical studies. It has become increasingly popular within many research areas, including management and organization research. According to Aguinis, Dalton, Bosco, Pierce, and Dalton (2011)[[1]](#footnote-1), there were 196 meta-analyses including 5,581 effect-size estimates published in five top management journals (*Academy of Management Journal, Journal of Applied Psychology, Journal of Management, Personnel Psychology,* and *Strategic Management Journal*) from 1982 to 2009. Aguinis et al. (2011) estimated that the number of meta-analytically derived effect sizes to be published in the five journals would approach 1,200 in the year 2020.

Due to the increasing importance of meta-analysis in management and organization research, this workshop is intended to introduce the main features of meta-analysis and the basic procedures of conducting a meta-analytic project. After attending this workshop, the participants are expected to achieve the following learning goals:

1. Understand the value of meta-analysis in management and organization research
2. Know the basic procedures of conducting a meta-analytic review
3. Get familiar with the general statistical principles and models of meta-analysis
4. Know how to examine moderation and mediation models in meta-analysis
5. Learn how to combine meta-analysis with other research designs in a research project

**Content of the Workshop**

In achieving these learning goals, our panelists will first cover several topics aimed at applying meta-analysis to management and organization research (e.g., the features of meta-analysis, topic selection, statistical principles and methods, moderation and mediation tests, and combination of meta-analysis and other research designs). We will then conclude with roundtable discussions to all participants to ask more specific questions on topics of interest to them.

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| **Topic** | **Presenter** | **Time Allocation** |
| Introduction to the Session | Kaifeng Jiang, The Ohio State University | 5 minutes |
| What is Meta-Analysis? What Are Key Features of Meta-Analysis? | Yucheng Zhang, Hebei University of Technology | 20 minutes |
| How to Select Topics for Meta-Analysis  | Gang Wang, Florida State University | 20 minutes |
| Statistical Principles and Models of Meta-Analysis | Helen Zhao, The University of Hong Kong | 20 minutes |
| **Break (10 Minutes)** |
| Moderation Test in Meta-Analysis | Kaifeng Jiang, The Ohio State University | 20 Minutes |
| Mediation Test in Meta-Analysis | Jia Yu, University of Nebraska-Lincoln | 20 Minutes |
| How to combine meta-analysis with other research designs | Jason Lei Huang, Michigan State University | 20 Minutes |
| Roundtable Discussions with Presenters | Workshop – Participants can change as desired throughout timeframe (the organizer will note when 20 minutes have elapsed at the midpoint) | 40 minutes |
| Concluding Thoughts | Kaifeng Jiang, The Ohio State University | 5 minutes |

**Intended Participants and Admission Criteria for the Participants**

The workshop targets at student and faculty members of IACMR who are interested in learning how to apply meta-analysis to management and organization research. Participants are expected to have basic statistical background (e.g., know the meanings of mean, standard deviation, and confidence intervals) and be familiar with Microsoft Excel and SPSS software.

**Time Requirement and Room Set-up of the Workshop**

The workshop requests a total time of 3 hours. Given the frequent movement of what we anticipate to be a large number of participants, we need a medium ballroom to accommodate participants and panelists (roughly 60-70 individuals). Related to this, the room should have a minimum of 15 tables in it to allow participants and panelists to move around and change tables with ease. To ensure that participants have ample access to the panelists, we will require a pre-registration for this event and have an enrollment cap of 60 individuals. We would like to request that the room is equipped with a computer connected to internet and a projector.

1. Aguinis, H., Dalton, D. R., Bosco, F. A., Pierce, C. A., & Dalton, C. M. (2011). Meta-analytic choices and judgment calls: Implications for theory building and testing, obtained effect sizes, and scholarly impact. *Journal of Management*, *37*(1), 5-38. [↑](#footnote-ref-1)