INSTEAD OF A FOREWORD: WILL COVID-19 INCREASE THE HOMOGENEITY ISSUES?

Dear readers of our Journal!

In the foreword to the current issue, I would like to share with you an interesting thought which may have an impact on the research in all other academic journals all over the world. COVID-19 has been a topic dominating recent publications. Indeed, the pandemic changed the way we think about our world. Scholars from different fields started researching COVID-19 in all possible spheres of its impact. This text is dedicated not to the research of COVID-19, however.

I would like you to imagine in how much the pandemic influenced our lives: we changed the way we interact, the way we perceive regular work, management, and organisations, and the way we collect data. Think of this event as of a huge homogeneity factor – whatever we observed in families, teams, groups, departments, firms, etc. has been biased. Not only the phenomena we investigate, but also the ways we investigate these phenomena may have undergone a perceptual shift. Now, it is hard to understand what the effect predicted by the theory was and what the effect caused by confounding factors such as online communication, (lack of) emotionality in conversations, new way of working, lack of control over home-office processes, and many others.

In this situation, longitudinal data collected before and during the pandemics is growing in its value. While the value of randomised experiments remain unchanged, natural experiments may become biased as COVID-19 shifted the perception of several natural phenomena all over the world. And even in the event of a randomized experiment conducted during COVID-19, we cannot be sure that the results remain generalizable in the post-COVID era. At the same time, researchers conducting interviews and making observations during COVID-19 may offer us a lot of interesting insides with regard to pandemics and its impact on organisations and organising. The value of such data is growing enormously. Yet, such studies require time to appear in academic literature.

We hope that our Journal will help you enrich your understanding of the current issues of management. Of course, we did our best to collect actual papers containing new insides from theory and practice. I hope you enjoy reading the current issue!

Faithfully yours,
Deputy Chairman of the Editorial Board
Yevgen Bogodistov