

SPECIAL ARTICLE

From Performance to Decision Processes in 33 Years: A History of *Organizational Behavior and Human Decision Processes* under James C. Naylor

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For the past 33 years, *Organizational Behavior and Human Decision Processes* has thrived under a single editor. That editor, James C. Naylor, is retiring from his long stewardship. This article chronicles the course of the journal under Jim's direction and marks some of the accomplishments and changes over the past three decades that go to his credit. © 1998 Academic Press

It all started in 1966 after the second letter. The first letter Jim Naylor received was from the editor of the *Journal of Experimental Psychology*. Jim was told that the paper he had submitted was excellent, but unfortunately “too applied.” Jim sent the paper to the *Journal of Applied Psychology*, only to be told—in the infamous second letter—that his paper was excellent, but unfortunately “too theoretical.” Jim's paper was eventually published, but he knew that it was time for a new journal. Within a few months, he had founded *Organizational Behavior and Human Performance* (OBHP), which by now has published well over 1700 articles.

In the first volume, Jim outlined his editorial policy. Engineering psychology had turned its attention from studies about “crank diameters and work-place layouts” to “problems of decision behavior, information processing, short-term

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storage, signal detection, and multi-man systems research.” Furthermore, industrial psychology had begun to focus on “models of managerial choice behavior, the importance of organizational structure, and the influence of ‘style’ variables on leadership.” Jim felt that these new foci could contribute to basic knowledge. OBHP was intended to provide an outlet for such contributions.

Perusal of OBHP’s early volumes shows that many of the papers addressed topics that are still of interest today: equity, motivation, optimal stopping rules in choice, group problem solving, goal setting, and utility models. Schum provided insights about probabilistic inference when the evidence was either equivocal, contradictory, and unreliable. Vroom examined pre- and postdecisional processes and demonstrated classic dissonance efforts. Wherry and Curan showed how psychological stress could affect performance. Triandis demonstrated the influence of interpersonal relations on the functioning of international organizations, and Bem argued that beliefs and attitudes depended on the functional behavior that had preceded them. In later volumes, the journal published papers that contributed to emerging interests in clinical versus statistical prediction, judgmental heuristics and biases, decision aids, and task effects.

Then, in 1985, a major change occurred for the journal. Research on performance in organizational settings had started to reflect changes in the nature of the work environment and in the importance of different worker and employee skills. Due to changes in organizational structure and the greater availability of relevant information, decision making had become an important and integral component of performance in an increasing number of situations. To reflect these changes in the field, Jim decided to change the name of the journal from *Organizational Behavior and Human Performance* to *Organizational Behavior and Human Decision Processes*. The change in title undoubtedly contributed to the fact that the journal has become an important outlet for research on judgment and decision making (J/DM).

TOPIC COVERAGE OVER TIME

To give the reader an impression of topic coverage and changes in topics over time, I categorized the articles that appeared in OBHP/OBHDP between 1966 (Vol. 1) and 1997 (Vol. 71) in the following way. A first pass partitioned articles into either Organizational Behavior (OB) or Human Performance/Decision Processes (HDP) topics. Typical OB topics with little or no HDP elements included the following: leadership, goal setting, job satisfaction, employee selection, employee motivation and turnover, performance appraisal, feedback, evaluation, and sex discrimination. HDP articles were assigned to the topic categories shown in Table 1.¹ Any such classification scheme is necessarily subjective,

¹ To generate the categories shown in Table 1, I consulted the subject headings of *Annual Review of Psychology* chapters on Behavioral Decision Theory (Edwards, 1961; Becker & McClintock, 1967; Slovic, Fischhoff, & Lichtenstein, 1977; Einhorn & Hogarth, 1981; Pitz & Sacks, 1984; Payne, Bettman, & Johnson, 1992; Mellers, 1998).

TABLE 1
Percentage of HDP Articles in Different Topic Categories Published in OBHDP between 1966 and 1997

Topic category	Percentage	Examples of topics included in category
Risky Choice	10	Expected and Non-expected Utility Models, Prospect Theory, Reference Point and Aspiration Level Effects, Outcome Framing, Decision Analysis, EU-related Decision Aids, Choice over Time, Time Discounting of Future Outcomes, Models of Risk Judgments
Inference & Prediction	9	Inference, Bayesian Updating, Single and Multiple Cue Probability Learning and Forecasting, Confidence Judgment Effects and Models
Nonlinear Process Models	8	Constructive Preference, Process Level Data, Noncompensatory Models, Response-Mode induced Preference Reversals
Uncertainty Assessment	7	Probability Judgments; Availability, Representativeness, Anchoring, and Hindsight Heuristics and Biases; Verbal vs Numeric Probabilities
Linear Models	7	Regression, Policy Capturing, Bootstrapping Models, Multi-Attribute Utility Theory, Importance Weights
Performance/Methods	5	Performance on Monitoring and Vigilance Tasks, Design and Evaluation of Diagnostic Tests, Effect of Feedback on Task Persistence
Negotiations/Game Theory	4	Classical and Behavioral Decision Theory Applied to Negotiation and Game Theoretical Topics
Learning/Problem Solving	4	Learning Phenomena and Models, Problem Solving, Hypothesis Generation and Testing
Expertise	3	Effects of Individual Differences in Knowledge or Traits
Affect	1	Role of Affect in Decision Making, Regret

and readers may disagree with my categories. Suffice it to say that I am using them for the sole purpose of showing trends over time.

Table 1 provides the overall frequency with which OBHDP published papers in each category over the past 31 years. Risky choice, with papers on expected and nonexpected utility theories, leads the lineup. Next most popular is the topic of inference and prediction, including papers on Bayesian updating, hierarchical influence, single- and multiple-cue probability learning, forecasting, and confidence judgments. Nonlinear process models, including noncompensatory choice models, constructive preference, preference reversals, and process level analysis of choice data, come next. Uncertainty assessment takes fourth place, and the order of the remaining topics can be gleaned from Table 1.

Papers on HDP account for 58% of all OBHDP articles published between 1966 and 1997 (i.e., the cumulative total of Table 1). However, the top panel

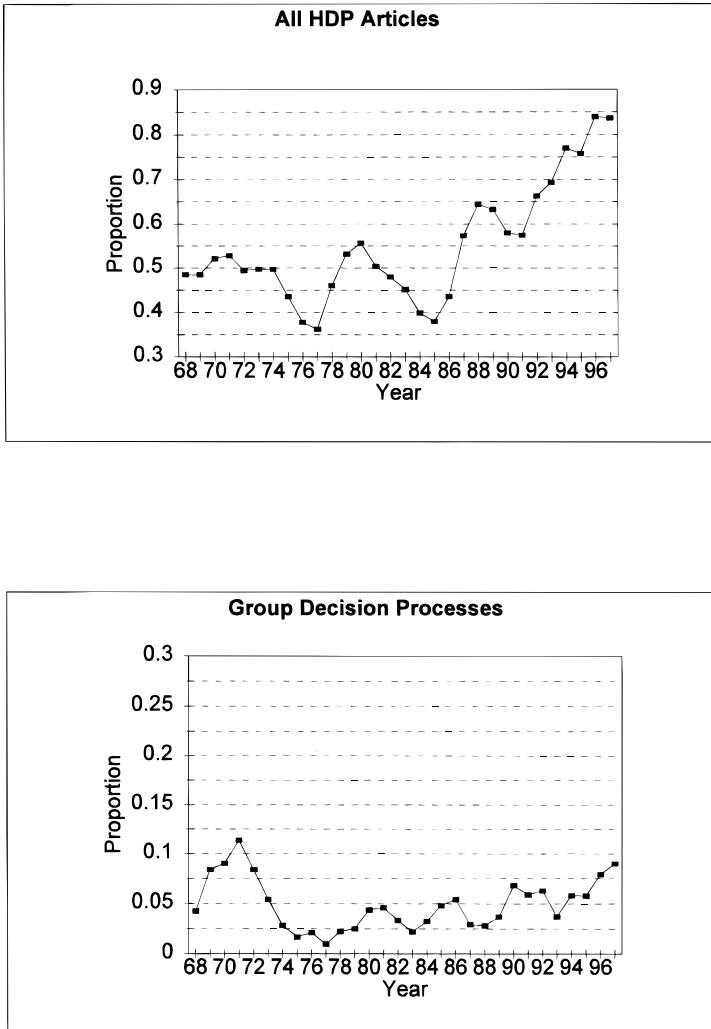


FIG. 1. Proportion of papers on HDP topics (top panel) and on group decision processes (bottom panel) over time.

of Fig. 1 shows that the relative proportion of HDP versus OB articles has not remained constant over time, but has steadily increased by about 1% per year, from less than 50% in 1966 to more than 80% in 1997. This change can, at least in part, be attributed to the increasing overlap in the interests and research agendas of the OB and J/DM communities. As mentioned earlier, judgment and decision processes have increasingly become of greater concern to researchers in OB. At the same time, researchers in the J/DM community have become more aware of the important influence of interpersonal and social processes on decision making. The bottom panel of Fig. 1² shows that, while the majority of HDP articles have focused on individual decision processes

² To smooth out random fluctuations in proportions due to the small frequencies in many categories, this and all subsequent figures present the data as 3-year moving averages.

(with papers on group processes constituting only about 5% of all publications), there is an increasing trend from 1% in the mid-1970s to 9% in 1997.

Some interesting patterns emerge when one examines the proportion of articles in the 10 HDP categories over time. Figure 2 shows the HDP topics that increased in relative publication frequency up to a point in time and subsequently declined. Figure 3 shows the HDP topics that have consistently increased in relative publication frequency over the past 30 years. It should be noted that increasing or decreasing trends in relative topic coverage in OBHDP are not necessarily a reflection of greater or smaller interest in the topic. Young researchers looking for promising research opportunities, for example, should *not* conclude that the HDP topics shown in Fig. 2 are less worthy

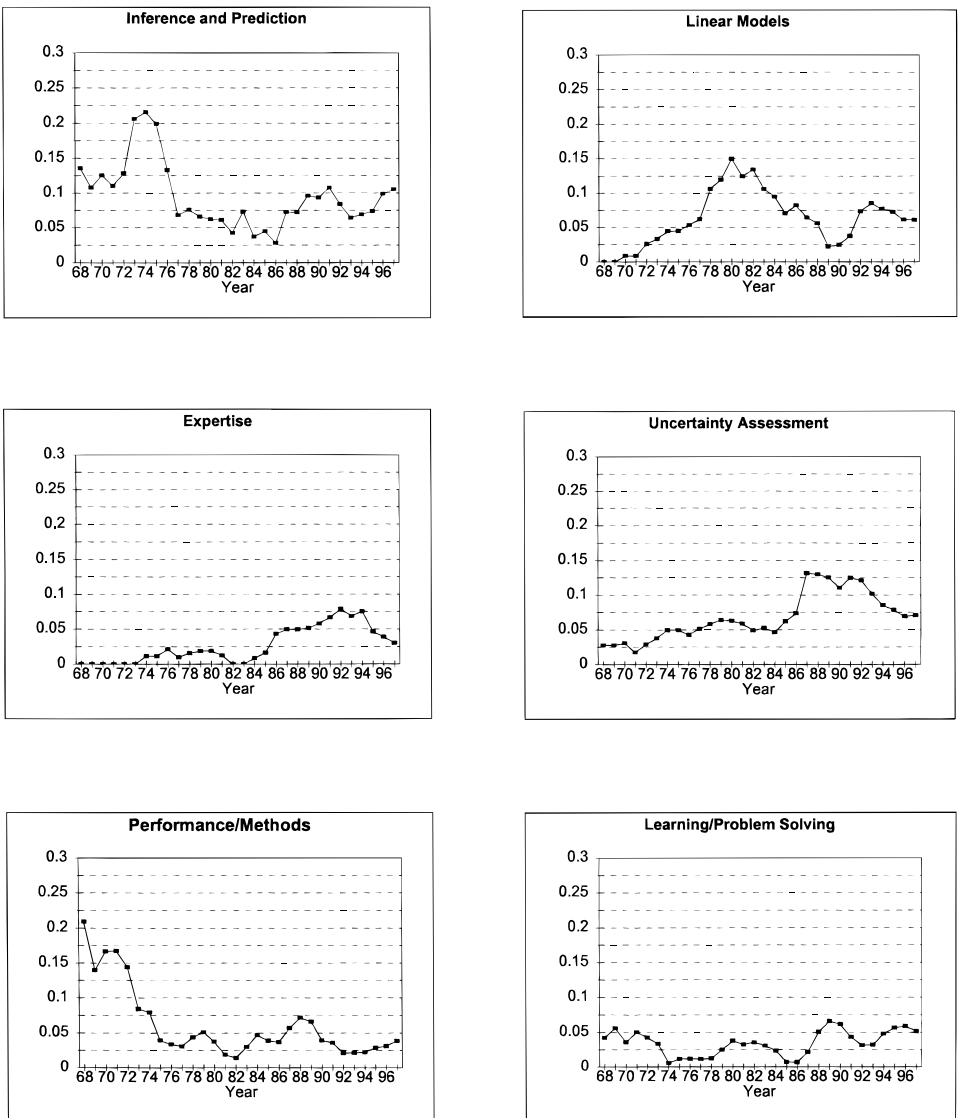


FIG. 2. HDP topics with single-peaked or constant coverage over time.

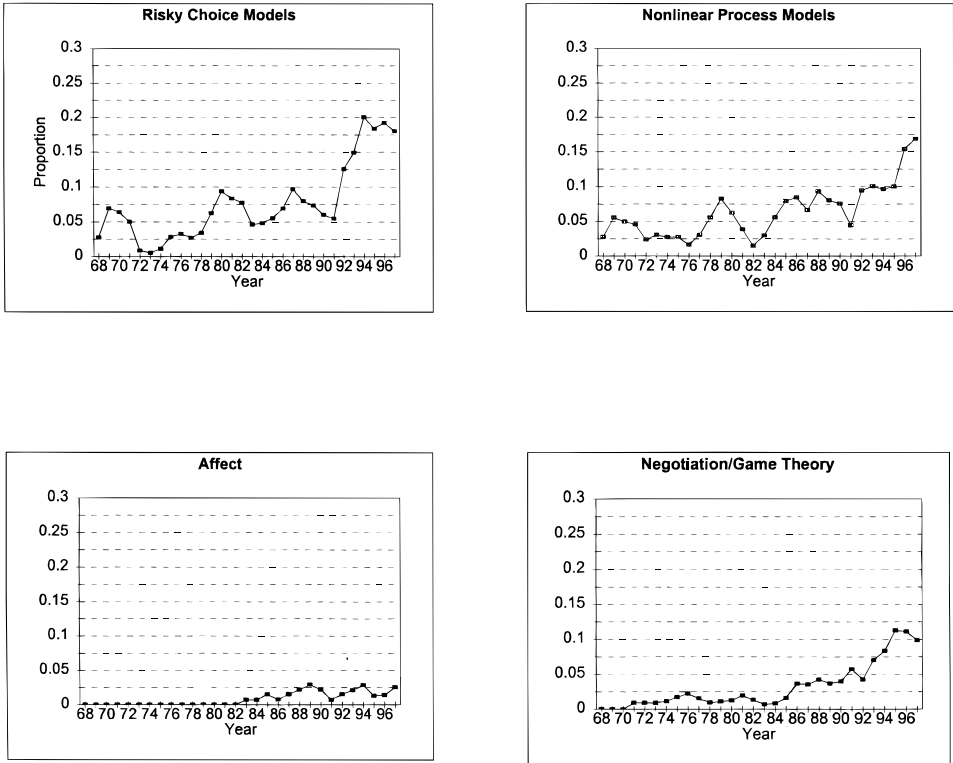


FIG. 3. HDP topics with increasing coverage over time.

of consideration than the topics shown in Fig. 3 for the following reasons. First, the dependent variable in these figures is the relative (rather than the absolute) frequency of papers on a topic published in a given year. Given that the total number of papers published in a year has increased more than sixfold (from 12 in 1966 to 76 in 1997), relative topic coverage can decline at the same time as absolute topic coverage is actually increasing. Second, publication rates in OBHDP are not necessarily a proxy for the relative interest that J/DM researchers have in a topic. Oftentimes growing interest in a topic (e.g., expert systems, uncertainty assessment, or risky choice) results in the creation of additional outlets for papers on those topics, either in new speciality journals (e.g., the *Journal of Risk and Uncertainty*) or in existing journals in related disciplines (e.g., in cognitive science journals). With these caveats, we can now look at the changes in relative coverage of HDP topics shown in Figs. 2 and 3.

Topics with Declining Coverage

Inference and prediction. Papers on topics such as Bayesian updating, cascaded inference, and multiple-cue probability learning were relatively frequent in the early 1970s, with a peak at 22% of all publications in 1974. Coverage of such topics then decreased rapidly to a level of less than 5% in the mid 1980s. Recent interest in confidence judgments has brought the frequency of articles in this category back up to 10% of all publications.

Uncertainty assessment. Coverage of this topic peaked at 13% in 1987 in the heydays of interest in cognitive heuristics and biases, from a starting level of less than 3%, and has gradually decreased again during the 1990s to a current level of 7%.

Linear models. The 1970s saw a steady increase in interest in topics such as bootstrapping, policy capturing, and other comparisons between people's decision strategies and linear models. Articles on multiattribute utility assessment also became increasingly more frequent in OBHDP, especially shortly after the publication of Keeney and Raiffa's (1976) book *Decisions with Multiple Objectives*. Coverage peaked in 1980 at 15%, declined throughout the 1980s, and has recently reached a new steady state at around 7%, with a new interest in the definition of importance weights in linear models.

Expertise. Publication of research on expertise and expert systems took off in the mid-1980's to a peak of 8% in 1992 (the year of a special issue on expertise) and has been decreasing since then, to its current level of 3%. This decline coincides, however, with an increase in papers on the topic in cognitive science and artificial intelligence journals.

Learning/problem solving. Coverage of these topics has been relatively constant over time at around 4% of published articles.

Topics with Rising Coverage

Risky choice models. Coverage of topics such as expected utility theory and its extensions, prospect theory, decision analysis, and models of perceived risk has increased steadily, with only a few bumps, from an initial level of about 5% to almost 20% in recent years.

Nonlinear process models. Papers on the topic of constructed preference, reporting process data, have also steadily increased over the years, from an initial level of around 3% to a current level of 17%.

Affect. Research on the role of affect in decision making was virtually nonexistent prior to the early 1980s, reflecting a cognitive-consequentialist bias in the J/DM community and coverage has stayed within the 1–3% range since then.

Negotiations/game theory. Coverage of topics in negotiations and behavioral aspects of game theory in OBHDP started in the early 1970s and took off in the mid-1980s, to a current level of about 11%. During this time period, negotiations and experimental investigations of game-theoretic strategy gained popularity as research topics in university organizational behavior and economics departments (especially those in business schools). Greater coverage of papers on these topics should be encouraged, since they are having a high impact (see Table 3) and represent areas of research that bridge the OB and HDP side of the journal.

TABLE 2
Ten Most-Cited HDP Articles of Past 10 Years

Author	Year	Title	Citations
Ford, Schmitt, Schechtman, Hults, & Doherty	1989	Process tracing methods: Contributions, problems, and neglected research questions	96
Sniezek & Henry	1989	Accuracy and confidence in group judgment	49
Thompson & Hastie	1990	Social perception in negotiation	46
Schkade & Johnson	1989	Cognitive processes in preference reversal	46
Billings & Scherer	1988	The effect of response mode and importance on decision-making strategies	41
Johnson, Payne, & Bettman	1988	Information displays and preference reversals	40
Sterman	1989	Misperceptions of feedback in dynamic decision-making	39
Bettman, Johnson, & Payne	1990	A componential analysis of cognitive effort in choice	38
Sniezek, Paese, & Switzer	1990	The effect of choosing on confidence in choice	36
Kahneman	1992	Reference points, anchors, norms, and mixed feelings	34

Note. Citation counts are based on SSCI data up to and including 1997.

Impact of Articles Published in OBHDP

Tables 2 and 3 show the 10 most-cited papers on HDP and OB topics, respectively, published over the past 10 years, i.e., between 1988 and 1997.³ Looking at the two tables, it seemed that OB articles received more citations than HDP articles. This impression is confirmed by looking at the mean numbers of citations for the 20 top-cited OB and HDP articles, respectively, published in that time period, namely 44 vs 38. This difference appears to be, at least partially, the result of differences in cultural norms about the appropriate number of papers to cite in a typical OB or HDP article. The top 20 OB papers cited an average of 63 other articles, whereas the corresponding figure for the top 20 HDP papers was significantly lower at 40. The reason for such cultural difference is not obvious, but might include the following: OB is a larger field than HDP and thus might generate more articles that can be cited; OB researchers have a more historical mindset and are more concerned with building a cumulative knowledge structure; OB articles might be better and more worthy of citation.

Since judgments of impact by citations counts are biased in favor of older articles, we also standardized citation counts by how long the paper had been published. Table 4 provides a list of all HDP articles published between 1988 and 1997 that have received, on average, five or more citations per year since their publication. Finally, many high-impact papers that appeared in OBHDP

³ An exhaustive search of citations to OBHDP papers published over the past 10 years was feasible, since the Social Science Citation Index (SSCI) is available in electronic form for publication during and after 1988.

TABLE 3
Ten Most-Cited OB Articles of Past 10 Years

Author	Year	Title	Citations
Ajzen	1991	The theory of planned behavior	242
Bandura	1991	Social cognitive theory of self-regulation	54
Sinclair	1988	Mood, categorization breadth, and performance appraisal	47
MacKenzie, Podsakoff, & Fetter	1991	Organizational citizenship behavior and objective productivity as determinants of managerial evaluations of salespersons' performance	43
Walsh, Henderson, & Deighton	1988	Negotiated belief structures and decision performance: An empirical investigation	40
Howell & Frost	1989	A laboratory study of charismatic leadership	38
Gersick & Hackman	1990	Habitual routines in task-performing groups	35
Heilman, Martell & Simon	1988	The vagaries of sex bias: Conditions regulating the undervaluation, equivalence, and overvaluation of female job applicants	35
Latham & Locke	1991	Self-regulation through goal-setting	34
Olian, Schwab, & Haberfeld	1988	The impact of applicant gender compared to qualifications on hiring recommendations	34

Note. Citation counts are based on SSCI data up to and including 1997.

were published prior to 1988.⁴ A list of such “golden oldies,” all of which have been receiving upward of six citations per year since their publication, appears in Table 5.

A review of Tables 2 to 5 reveals the following patterns. High-impact OB papers, whether older or more recent, are integrative presentations of general theories about basic constructs. Examples include Locke's (1968; Locke & Bryan, 1969) theory of task motivation goals, and incentives; Hackman and Oldham's (1976) theory of motivation through the design of work; and Ajzen's (1991) theory of planned behavior. These articles were initially influential and have shown great staying power because they present theories that fit a large and diverse set of behaviors and thus are of interest to a wide audience. The articles also provide readers with highly readable reviews of past research on those topics and create research agendas by delineating which issues are unresolved and require future attention.

The picture is similar for HDP articles. Slovic and Lichtenstein's (1971) comparison of Bayesian and regression approaches to the study of information processing in judgment is, by any measure, the most impactful paper published in OBHDP's history. In fairness to other contributions, one ought to point out that the paper is in fact a monograph, taking up an entire issue of the journal,

⁴ Citation counts to papers published prior to 1988 were collected manually from hardcopies of the SSCI, making an exhaustive search prohibitively time consuming. Searches were therefore restricted to papers that were nominated as high-impact candidates by experts in OB and J/DM. I apologize to the authors of other high-impact publications prior to 1988 that were inadvertently omitted from the list.

TABLE 4

**HDP Articles Published during the Past 10 Years, with Impact Ratings
(Citations/Year) Greater than or Equal to 5 (in Decreasing Order of Impact)**

Author	Year	Title
Ford & Schmitt	1989	Process tracing methods: Contributions, problems, and neglected research questions
Thompson & Hastie	1990	Social perception in negotiation
Juslin	1994	The overconfidence phenomenon as a consequence of informal experimenter-guided selection of almanac items
Soll	1996	Determinants of overconfidence and miscalibration: The role of random error and ecological structure
Brenner, Koehler, Liberman, & Tversky	1996	Overconfidence in probability and frequency judgments: A critical examination
Loewenstein	1996	Out of control: Visceral influences on behavior
Sniezek, Paese, & Switzer	1990	The effect of choosing on confidence in choice
Dawes & Mulford	1996	The false consensus effect and overconfidence: Flaws in judgment or flaws in how we study judgment?
Kahneman	1992	Reference points, anchors, norms, and mixed feelings
Mellers, Ordóñez, & Birnbaum	1992	A change-of-process theory for contextual effects and preference reversals in risky decision making
Pinkley, Neale, & Bennett	1994	The impact of alternatives to settlement in dyadic negotiation
Yates, Lee, & Shinotsuka	1966	Beliefs about overconfidence, including its cross-national variation
Zeelenberg, Beattie, van der Pligt, & de Vries	1996	Consequences of regret aversion: Effects of expected feedback on risky decisions
Sniezek & Henry	1989	Accuracy and confidence in group judgment
Bettman, Johnson, & Payne	1990	A componential analysis of cognitive effort in choice
Billings & Scherer	1988	The effect of response mode and importance on decision-making strategies
Schkade & Johnson	1989	Cognitive processes in preference reversal
Weber, Anderson, & Birnbaum	1992	A theory of perceived risk and attractiveness
Boles & Messick	1995	A reverse outcome bias: The influence of multiple reference points on the evaluation of outcomes and decisions
Johnson, Payne, & Bettman	1988	Information displays and preference reversals
Paese & Sniezek	1991	Influences on the appropriateness of confidence in judgment
Gruenfeld	1996	Group composition and decision making

Note. Citation counts are based on SSCI data up to and including 1997.

TABLE 5
Golden Oldies: Highly-Cited OB and HDP Articles Published Prior to 1988, in
Order of Cites per Year

Author	Year	Title	Total cites	Cites per year
Slovic & Lichtenstein	1971	Comparison of Bayesian and regression approaches to the study of information processing in judgment	777	28
Hackman & Oldham	1976	Motivation through the design of work: Test of a theory	597	27
Payne	1976	Task complexity and contingent processing in decision making: An information search and protocol analysis	459	21
Locke	1968	Toward a theory of task motivation and incentive	493	16
Staw	1976	Knee-deep in the big muddy: A study of escalating commitment to a chosen course of action	249	12
Svenson	1979	Process descriptions of decision making	201	11
Locke & Bryan	1969	The directing function of goals in task performance	273	9
Lichtenstein & Fischhoff	1977	Do those who know more also know more about how much they know?	180	9
Einhorn & Hogarth	1975	Unit weighting schemes for decision making	191	8
Payne, Braunstein, & Carroll	1978	Exploring predecisional behavior: An alternative approach to decision research	140	7
Lichtenstein & Fischhoff	1980	Training for calibration	114	6
Locke	1970	Job satisfaction and job performance: A theoretical analysis	175	6
Einhorn	1971	Use of nonlinear, noncompensatory models as a function of task and amount of information	150	6

aside from a charming introduction by Ward Edwards. It provides an elegant, original, and lucid integrative summary of the insights, inherent advantages, and limitations of two theoretical orientations toward the study of judgment, with the objective of getting Bayesians and Brunswikians to talk to each other and even to combine forces and methodologies. As predicted by Edwards in his 1971 introduction, Slovic and Lichtenstein may not have succeeded in getting the two camps to talk to each other, but judging from their citation count and sources, they certainly succeeded in getting both sides to read their paper, which has served generations of J/DM graduate students well in preparing for their prelim exam. Perusal of the widely cited HDP papers in Tables 2 to 5 reveals two other strongly represented topics. At least seven papers educate their readers—either by example or explicitly—about innovative ways to make inferences about the processes that underlie judgment and decision making (Bettman *et al.*, Ford *et al.*, 1989; Johnson *et al.*, 1988; Payne, 1976; Payne *et al.*, 1978; Schkade & Johnson, 1989; Svenson, 1979). Another 10 papers are on the topic of people's confidence in their judgments and decisions, in particular

TABLE 6
Journals with the Largest Percentage of Citations of OB and HDP Papers

Citations of OB paper		Citations of HDP papers	
Source journal	%	Source journal	%
<i>Journal of Applied Psychology</i>	9	<i>OBHDP</i>	25
<i>Journal of Applied Social Psychology</i>	6	<i>Journal of Behavioral Decision Making</i>	6
<i>OBHDP</i>	6	<i>Annual Review of Psychology</i>	4
<i>Personality Psychology</i>	4	<i>Journal of Applied Psychology</i>	3
<i>Academy of Management Journal</i>	4	<i>Journal of Personality and Social Psychology</i>	3
<i>Journal of Management</i>	4	<i>Journal of Applied Social Psychology</i>	2
<i>Journal of Organizational Behavior</i>	3	<i>Journal of Economic Psychology</i>	2
<i>Journal of Personality and Social Psychology</i>	3	<i>Acta Psychologica</i>	2
<i>Academy of Management Review</i>	2	<i>Journal of Experimental Psychology: Learning, Memory, and Cognition</i>	2
<i>Human Relations</i>	2	<i>Psychological Bulletin</i>	2
<i>Research in Organizational Behavior</i>	2	<i>Psychological Review</i>	2
<i>Basic Applied Social Psychology</i>	2	<i>International Journal of Conflict Management</i>	1
<i>Zeitung fuer Sozialpsychologie</i>	2	<i>Journal of Consumer Research</i>	1
<i>Journal of Vocational Behavior</i>	1	<i>Journal of Experimental Social Psychology</i>	1
<i>Psychological Bulletin</i>	1	<i>Management Science</i>	1

its relationship to accuracy, and explore causes of the widely observed phenomenon of overconfidence. Most of these papers are of relatively recent vintage (four from 1996), and the recent surge in interest has kept Lichtenstein and Fischhoff's (1977, 1980) classics on the topic on the bestseller list.

The impact of the journal may also be gauged by looking at the number and types of journals in which OBHDP articles are cited. Table 5 provides a listing of the 15 journals in which OB and HDP articles, respectively, are most often cited. This list was derived by classifying approximately 2000 citations to the 30 most-cited OB and HDP articles, respectively, with respect to journal. By far the most common source of citations of HDP papers are other subsequent articles in OBHDP, followed by articles in the other speciality J/DM journal, the *Journal of Behavioral Decision Making*. Together, these two journals account for 31% of all citations of HDP papers, with the remainder distributed over 193 other journals. Citations of OB papers are more evenly distributed over an even larger number of journals, 237 in total. Only 5.5% of OB paper citations come from subsequent OBHDP articles. Instead, the most common source journal is the *Journal of Applied Psychology*, with 9.1% of citations. Overall, OBHDP papers have been cited in over 50 international and foreign journals, in journals from a wide range of disciplines (from psychology to economics, political science, and engineering), and in specialty journals on a wide range of topics, including human factors, management science, information systems, marketing, accounting, finance, forecasting, and conflict management.

These statistics show that OBHDP articles have a broad and very heterogeneous set of readers: theorists from a number of disciplines as well as applied researchers and users of OB and HDP research and technology who work in settings that include business, law, medicine, and public policy. Authors aspiring to publish their work in OBHDP might want to keep those audiences in mind when writing their papers.

The Utility of Publishing Special Issues

The journal has published eight special issues, with seven in the area of HDP. The first one, in 1971, was the monograph comparing *Bayesian and Regression Approaches* by Paul Slovic and Sarah Lichtenstein, with an introduction by Ward Edwards. The second special issue—on *Hierarchical Inference*—was guest-edited by Cameron Peterson in 1973 and reflects the strong level of interest in the topic in the early 1970s (see Fig. 3). No further special issues appeared until 1991, when Ed Locke guest-edited the only special issue in OB, *Cognitive Self-Regulation*. The year 1992 saw four special issues: *Decision Processes in Negotiations* (guest-edited by Max Bazerman and Maggie Neale), *Group Decision Making* (guest-edited by Jim Davis), *Utility Measurement* (guest-edited by Michael Birnbaum), and *Experts and Expert Systems* (guest-edited by Jim Shanteau and Tom Stewarts). Finally, in 1996, Gideon Keren served as guest editor on a special issue that surveyed *Perspectives on Behavioral Decision Making*.

The purpose of publishing a special issue is to bring together current thinking about a topic in an attempt to achieve some closure or at least a preliminary cumulation and summary. If done successfully, articles appearing in a special issue ought to have a greater impact on the field than regular articles. To gauge the success of OBHDP's special issues, I compared the citation counts of articles that were part of the four special issues published in 1992 to the citation counts of nonspecial issue articles published that year. The average frequency with which regular OBHDP articles published in 1992 were cited between 1993 and 1997 was 8.0. Articles in the special issue on *Experts and Expert Systems* had similar citation counts. Articles in the other three special issues (*Utility Measurement*, *Group Decision Making*, and *Decision Processes in Negotiations*), however, had far greater citation counts that averaged around 15. This suggests that special issues in OBHDP seem to achieve their objective of focusing the attention of the research community on a topic at a time when the topic might profit from such increased scrutiny. The new editorial team will continue Jim Naylor's policy of being on the lookout for propitious times for special issues on particular topics and welcomes the suggestion of promising candidates from the research community.

SUMMARY AND CONCLUSIONS

OBHDP not only owes its existence to Jim Naylor but also is in his debt for his record-breaking 33-year tenure as editor, during which he turned the journal into an important outlet for organizational behavior and decision research.

He provided researchers in cognitive, industrial/organizational, and social psychology and in related disciplines with a place in which to publish work that makes important theoretical contributions as it addresses (or is at least informed by) questions of concern to the "real world." The existence of the journal, especially after its name change in 1985, undoubtedly helped to provide an identity to the small group of psychologists who founded the Society for Judgment and Decision Making in the late 1970s. Twenty years and a thousand members later, judgment and decision making has become an extremely interdisciplinary enterprise, as evidenced by the departmental affiliations of researchers who publish in OBHDP. OBHDP has also been extremely successful in disseminating J/DM results and, perhaps more importantly, J/DM theory and methodology to a wide range of "user" disciplines. Finally, with its name and mission statement, OBHDP has been influential in bringing organizational behavior and decision research closer together, making both disciplines broader and stronger in the process. For all of this and more: Thank you, Jim!

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