

INTRODUCTION

From the Editor

The focus of this journal is on an exchange of perspectives. The typical issue contains two focal articles, which summarize a body of conceptual and/or empirical literature on a topic of broad interest and offer a point of view about that body of work. Each focal article is followed by a set of commentaries, reflecting research, practice, and international perspectives on the issues raised in the focal article. These commentaries are followed by an integrative response from the authors of the focal article (see www.siop.org/journal/siopjournal.aspx for details about the journal).

The first focal article in this issue is by George Hollenbeck, titled "Executive Selection—What's Right . . . and What's Wrong." Hollenbeck notes the relatively limited role of industrial and organizational psychologists in executive selection and identifies issues that limit our influence. He differentiates between three broad categories of determinants of executive performance, which he labels "character," "competence," and "competencies," and puts forth a position calling for giving primacy to the "character" domain.

His article is followed by seven commentaries, which offer a variety of perspectives on executive selection. These are followed by an integrative response from Hollenbeck.

The second, by Jerald Greenberg, is titled "Everybody Talks About Organizational Justice, but Nobody Does Anything About It." Greenberg notes that although there is extensive research on justice in organizational settings, there are relatively few controlled studies of the effectiveness of justice interventions. The article is followed by nine commentaries and an integrated response from Greenberg.

For each focal article, a project team was assembled to review commentary submissions. For the focal article on executive selection, that team was made up of Morgan McCall, Joel Moses, and George Thornton. For the article on justice, that team was made up of Jason Colquitt, Stephen Gilliland, and Suzanne Masterson. They deserve thanks for their contributions to this issue.

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