



Developing Reviews and Conceptual Papers in Management and Social Sciences

Ass. Prof. Dr. Ivana Vranješ, Tilburg University

Day 1 (In-Person) – **Designing a High-Quality Review** (Podgorica, May 30th, 2026 @ 17–21 h)

Day 2 (In-Person) – **From Literature to Theory** (Podgorica, May 31st, 2026 @ 17–21 h)

Day 3 (In-Person) – **Writing and Developing a Paper Trajectory** (Podgorica, June 1st, 2026 @ 17–21 h)

WORKSHOP DESCRIPTION

This three-day intensive, hands-on workshop is designed for academics who want to develop high-quality literature reviews and conceptual papers aligned with the standards of leading journals. The workshop integrates best practices, reviewer- and editor-informed insights, and the strategic use of contemporary AI-powered research tools.

Participants will work on a tightly scoped mini-project throughout the workshop: conducting an explorative mini-review and developing a mini conceptual paper to practice their newly learned skills. By the end of the workshop, each participant will have a sharply defined research question and a defensible paper development strategy that can be used for the development of a full paper.

This workshop is intended for PhD candidates, postdoctoral researchers, and faculty members who want to strengthen their skills in designing rigorous reviews, developing strong conceptual contributions, and working more strategically with literature and theory.

Pre-Workshop Preparation (Required)

To ensure the workshop is highly interactive and productive, participants must come prepared with:

- One narrow, well-defined research question they would like to explore during the workshop (e.g., “Through what mechanisms does algorithmic monitoring influence perceived autonomy?”).
- A short description (maximum 150 words) of why this question matters theoretically and/or practically.

Module 1 In-Person: Designing a High-Quality Review

Focus: Developing strong research questions, building future-proof review designs, and starting a documented mini-review.

Key topics:

- ✓ The purpose and role of literature reviews in academic research
- ✓ Types of review papers
- ✓ Key databases and search strategies for literature reviews
- ✓ Introduction to AI tools for systematic reviews

Hands-on work:

Participants refine their research questions, design a mini-review protocol, run and test search strategies using traditional and AI-aided methods in order to develop a mini corpus.

Selected References

Cronin, M. A., & George, E. (2023). The why and how of the integrative review. *Organizational Research Methods*, 26(1), 168-192.

Kraus, S., Breier, M., Dasí-Rodríguez, S., & Roig-Tierno, N. (2024). Literature reviews as independent studies: Guidelines for academic practice. *Review of Managerial Science*, 6, 2577–2595.

Palmatier, R. W., Houston, M. B., & Hulland, J. (2018). Review articles: Purpose, process, and structure. *Journal of the Academy of Marketing Science*, 46(1), 1-5.

Paré, G., Trudel, M. C., Jaana, M., & Kitsiou, S. (2015). Synthesizing information systems knowledge: A typology of literature reviews. *Information & Management*, 52(2), 183-199.

Sauer, P. C., & Seuring, S. (2023). How to conduct systematic literature reviews in management research: A guide in six steps and fourteen decisions. *Review of Managerial Science*, 17, 1899–1933.

Siddaway, A. P., Wood, A. M., & Hedges, L. V. (2019). How to do a systematic review: A best practice guide for conducting and reporting narrative reviews, meta-analyses, and meta-syntheses. *Annual Review of Psychology*, 70, 747–770.

Module 2 In-Person: From Literature to Theory

Focus: Moving from collections of studies to synthesis, theorizing, and conceptual contribution.

Key topics:

- ✓ Types of conceptual papers
- ✓ Why many conceptual papers fail and how reviewers diagnose weaknesses
- ✓ From thematic summary to theoretical synthesis
- ✓ Building dynamic, process-oriented conceptual models

Hands-on work:

Participants synthesize their mini-corpus, construct a theoretical structure, articulate a conceptual positioning statement, and develop a first conceptual model with propositions.

Selected References

Cronin, M. A., George, E., & Fisher, G. (2021). Advancing theory with review articles. *Journal of Management Studies*, 58(2), 1–29.

Cronin, M. A., Stouten, J., & Van Knippenberg, D. (2021). The theory crisis in management research: Solving the right problem. *Academy of Management Review*, 46(4), 667-683.

Fisher, G., Thatcher, S. M., & Makadok, R. (2023). The AMR origins series: Demystifying the theory-building process. *Academy of Management Review*, 48(2), 173-180.

Hulland, J. (2020). Conceptual review papers: revisiting existing research to develop and refine theory. *AMS Review*, 10(1), 27-35.

Jaakkola, E. (2020). Designing conceptual articles: Four approaches. *AMS Review*, 10(1–2), 18–26.

Module 3 In-Person: Writing and Developing a Paper Trajectory

Focus: Turning ideas into a coherent review/conceptual paper and learning to think like reviewers and editors.

Key topics:

- ✓ How editors and reviewers evaluate review and conceptual papers
- ✓ Common reasons for rejection
- ✓ Structuring reviews and conceptual papers
- ✓ Designing a realistic development and submission strategy

Hands-on work:

Participants develop a structure for their paper, engage in peer-review, receive feedback, and develop a concrete roadmap for advancing their project after the workshop.

Selected References

Campbell, J. T., & Aguilera, R. V. (2022). Why I rejected your paper: Common pitfalls in writing theory papers and how to avoid them. *Academy of Management Review*, 47(4), 521-527.

Hollebeek, L. D., Srivastava, R. K., Clark, M. K., Urbonavicius, S., & Lim, W. M. (2024). Crafting conceptual proposition-based contributions: The 7C framework. *Psychology & Marketing*, 41(10), 2396-2411.

Koskela-Huotari, K. (2024). How to craft a compelling storyline for a conceptual paper. *AMS Review*, 14(3), 174-181.

Paul, J., & Criado, A. R. (2020). The art of writing literature review: what do we know and what do we need to know?. *International Business Review*, 29(4), 101717.

Short, J. C. (2009). The art of writing a review article. *Journal of Management*, 35(6), 1312-1317. <https://doi.org/10.1177/0149206309337489>

Learning outcomes

By the end of the workshop, participants will be able to:

- Develop rigorous and defensible review strategies aligned with top-journal expectations.
- Conduct focused literature searches using both traditional databases and AI-supported tools.
- Transparently document review processes
- Synthesize literatures to move beyond description toward theoretical integration.
- Develop theory-driven, dynamic conceptual models.
- Anticipate and respond to reviewer and editor expectations.

Lecturer



Dr. Ivana Vranješ is an Assistant Professor at the Tilburg School of Social and Behavioral Sciences, Tilburg University. Her research interests include workplace mistreatment (e.g., (cyber)bullying and sexual harassment), technology (e.g., technostress) and wellbeing. In her work, she integrates frameworks from different literatures (e.g., organizational behavior, social psychology, and communication sciences) as to investigate why people misbehave, how technology is changing the world of work and how we can promote employee well-being. She does this using a variety of research methods (e.g., surveys, and experience sampling) and analytic techniques (e.g., multilevel analyses).

She obtained her PhD in workplace cyberbullying in Belgium for which she collaborated with several private and public companies to collect data and develop an understanding of why people misbehave online. With further research projects completed in Canada and Finland on inappropriate workplace behaviors, such as aggression, bullying and sexual harassment.

Besides being a passionate researcher, she is a strong believer of bridging the science-practitioner gap. She has worked in close collaboration with several organizations in the past to provide workshops with the goal of shaping company policies and stimulating new ways of thinking about the employee-employer relationship. She also truly enjoys teamwork and welcomes collaborations with people who share her passion for research and teamwork.

She has published research on workplace bullying, cyberbullying, silence surrounding sexual harassment, and the psychological consequences of digital communication in organizations. Her work contributes both to theory development and evidence-based organizational practice.

Research interest

Dr. Vranješ's research focuses on interpersonal conduct and employee well-being in contemporary organizations, particularly in technology-rich work environments. Her main research areas include workplace mistreatment, organizational responses to misconduct, and the psychological impact of digital communication at work.

Her ongoing research includes the following themes:

- ✓ Workplace bullying and workplace cyberbullying
- ✓ Sexual harassment and bystander reactions in organizations
- ✓ Employee silence and speaking-up behavior
- ✓ Technostress and the effects of digital communication on well-being
- ✓ Social interaction and relationships in remote and hybrid work settings
- ✓ Organizational culture and prevention of harmful workplace behavior

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