“Not enough theory” is a common criticism offered by reviewers and editors. Indeed, the current zeitgeist of organizational science appears deeply vested in a “top-down,” deductive approach that relies primarily on testing a priori hypotheses. Accordingly, research conceived as “bottom-up,” data-driven, and/or exploratory rarely appears in top-tier outlets. Unfortunately, this broad sentiment against exploratory and inductive research comes at a cost. As articulated by several leading scholars (e.g., Hambrick, 2007; Locke, 2007; Spector, Rogelberg, Ryan, Schmitt, & Zedeck, in press), a sole reliance on the hypothetico-deductive approach limits the advancement of management science and can contribute to research and publication practices that are less than ideal. The absence of inductive research restricts our field to the study of only those questions which have a sufficient theoretical basis and discourages the exploration of new questions for which theory is not yet available. Further, the myriad research topics within human resource management (and even management more broadly) carry with them many important research questions that might benefit from a more empirical and exploratory approach. With this as a backdrop, the goal of this special issue is to facilitate a thoughtful and balanced dialogue on the value that inductive research brings to organizational science and, relatedly, what constitutes high-quality inductive research.

We invite proposals for qualitative and quantitative reviews and/or commentaries that 1) address the various conceptual and methodological costs, benefits, and challenges related to conducting inductive research; 2) discuss specific content areas in which inductive research might be particularly beneficial; 3) prescribe what ideal inductive research looks like—from idea conception to the dissemination and reporting of findings; and/or 4) propose tangible (and actionable) changes to the norms (and inherent incentives) of our field that might achieve a more fruitful balance between inductive and deductive approaches. We also welcome proposals that provide data-based, historical accounts of how and why the field has moved so far away from inductive approaches.

A few illustrative examples of articles and topics suitable for this special issue are:

- Philosophy of science: How does inductive reasoning differ from deductive reasoning? With what philosophical roots are they associated (e.g., scientific realism and naturalism,
logical positivism and empiricism), and what implications do these associations have for organizational science?

- **Research methodology and analytics**: What resources and analytical tools are available to organizational scholars (e.g., metaBUS), and how might these resources be leveraged to answer relevant questions in organizational science, both inductively and deductively?
- **Inductive theory building**: How exactly should inductive theory building be carried out? In which content areas of research would this make sense?
- **Historical trends in published journal articles**: How exactly has the field moved away from the inductive approach? Can this trend be documented and further probed?

*Human Resource Management Review* does not publish reports of empirical investigations, with the exception of meta-analytic reviews of already published studies. As such, inductive studies that empirically examine substantive research questions other than the topic of inductive vs. deductive approaches would not be appropriate for this special issue.

To be considered for publication in this special issue, authors should submit a five-page proposal (double-spaced, 12-point font, excluding references, tables, figures, and appendices) via email (sewoo@purdue.edu), which will be reviewed by the guest editors. Please include a cover letter that contains email and affiliation information of each author. If you do not receive a confirmation email within 3 days of submission, please follow up with the editorial team. **Proposals are due by January 31, 2015.** Authors of selected proposals will be invited to submit a full manuscript. Full manuscripts will be due by October 15, 2015. Manuscripts will be reviewed following the regular *HRMR* double-blind review process and must comply with *HRMR* editorial policies. Queries about the special issue may be directed to special issue Guest Editor, Dr. Sang Eun Woo (sewoo@purdue.edu).

**References**

