

How the author has developed his AMJ paper with the editor and reviewers?: “The Roles of Material Artifacts in Managing the Learning-Performance Paradox: The Kaizen Case”

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In this presentation I want to show my experience of submitting my paper entitled “The Roles of Material Artifacts in Managing the Learning-Performance Paradox: The Kaizen Case” to Academy of Management Journal. This process started in September 2017 and ended in August 2019 with the decision of acceptance sent from an associate editor Prof. Wendy Smith. During this period, I received comments from three reviewers and one associate editor four times, and had to improve (or honestly speaking completely rewrite) my paper through responding to their comments. I have learned a great deal of things from revising this paper, such as how to develop a theory based on qualitative analysis, how to set research questions in ways that lead to the development of some good theoretical implications, how to make clear the contributions of the paper to existing studies in the field, and so on. I am willingly share these things with the audience.