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Introduction

From the Editor

Focal articles in *Industrial and Organizational Psychology: Perspectives on Science and Practice* present new ideas or different takes on existing ideas and stimulate a conversation in the form of comment articles that extend the arguments in the focal article or that present new ideas stimulated by those focal articles. The two focal articles in this issue stimulated a wide range of reactions and a good deal of constructive input.

The Current Issue

In our first article, Jones and Stout challenge the conventional wisdom that nepotism and cronyism are bad for organizations. They argue that the strong social bonds that are often found between relatives and close friends are useful for supporting common visions and loyalty to the organization. Eight comment articles reply to issues ranging from whether nepotism and cronyism are good for organizations and individuals to whether there are better ways of managing nepotism and cronyism.

In our second article, Pulakos, Mueller Hanson, Arad, and Noye argue that performance management (PM) is not working well in organizations, and they offer an experiential learning approach for developing workable performance management systems. Eleven comment articles suggest different ways of structuring performance management systems and argue for the importance of the relationship between performance management and other systems in organizations.

It would not be possible to publish this journal without the hard work of talented reviewers. I appreciate the help and input of Ted Hayes, Leaetta Hough, and Mort McPhail.

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