

People & Strategy Article Submission Guidelines

People & Strategy is the professional journal published quarterly by the Human Resource Planning Society (HRPS). The journal is read by members of HRPS and other professionals interested in better understanding the ways in which informed human resource management contributes to the achievement of business strategies and superior organizational performance.

The journal provides management knowledge and tools based on recent advances in management thinking and research. It includes reports of original research, interviews with top managers and scholars, articles on trends and techniques, as well as research briefs and book reviews. Designed to meet the knowledge needs of contemporary leaders, the articles and other features are selected on the basis of their cutting-edge thinking, practical application and value to our readers.

Contributor Expectations

HRPS and *People & Strategy* share the goal of making the journal the thought-leader publication for industry executives. The Society reserves the right to edit articles for length, style and tone. The Society may also change the title to better fit with an issue's theme. HRPS reviewers may contact authors directly for clarification about their submissions.

Once an article is accepted for publication, HRPS will include a short (50 words or fewer) biography of each author. It is HRPS' practice to include only the author(s) names and company/institutional affiliations in the byline. Any academic degree designations, certifications, position titles and other information are reserved for the bios at the ends of each article.

Even after acceptance, it is understood that the Society is not obligated to publish the contribution. If HRPS elects not to publish, at its sole discretion, the contribution remains the property of the contributor.

Contributions

Appropriate subject areas addressed in the journal include, but are not limited to, five focused knowledge areas:

- HR strategy and planning;
- leadership development;
- talent management;
- organizational effectiveness; and
- building a strategic HR function.

Articles integrating knowledge across the domains are particularly encouraged.

Content can be submitted as:

- articles reporting empirical research results with direct practical implications;
- articles presenting models and/or theories with definite practical implications;
- case studies of successful or unsuccessful applications of human resource; management practices from which guiding principles may be drawn;

- short features that report briefly on organizational experiences, applications of theory, current practices, hot topics and responses to previous articles;
- book reviews; and
- interviews with executives and thought leaders.

Manuscript Guidelines

Manuscripts may take the form of regular articles or short features. Follow the guidelines published in the *Publication Manual of the American Psychological Association* (5th Ed.), with regard to format (especially in the case of citations). Regular articles normally run from 4,000 to 6,000 words (including all charts and graphs). Submit all manuscripts in electronic form as a Microsoft Word-compatible file formatted for 8-1/2" x 11" paper.

E-mail submissions to: TWojtalewicz@hrps.org.

No manual submissions will be accepted. Any prior publication or current submissions of the article must be explicitly acknowledged in the e-mail submission. To facilitate the review process, please identify the focused knowledge area(s) into which your submission fits.

Additional Manuscript Guidelines

On the cover page, include the paper's title and the names and affiliations of the author(s), as well as the telephone number and complete address and e-mail address of the person to whom subsequent correspondence should be sent. The second page must contain an executive summary not to exceed 150 words. All elements of the manuscript, including quotations, tables, references and footnotes, should be in Garamond, 12-point type, double-spaced with 1-inch margins at the top, bottom and both sides. Submissions that are incomplete or do not follow the specified format will be returned unreviewed to the authors.

Names of authors and year of publication should be used in the body of the text to identify references. If more than one reference is used, then use the following format: (Jones, 1975; Hall & Smith, 1976). The list of references should include only those publications cited in the text of the paper.

Book citation:

- Lawler, E.E. (1991). *High involvement management*. San Francisco: Jossey-Bass.

NOTE: Book titles are not capitalized.

Web article citation:

- Vashista, A., & Kublanov, E. (2006, September). Seven secrets of successful globalizers. *Offshore Insights*, 4(7). Retrieved from http://www.neoit.com/gen/newsevents/newsletters/Sourcing-alert_sep06.html.

NOTE: All authors are listed last name first followed by initials. The month is included with the year because this is a newsletter/magazine rather

than a journal. Article titles are not capitalized (after first word of title); however periodical titles are capitalized. Web site/URL citations do not need page numbers.

Print article citation:

- Combs, J., Youngmei, L., Hall, A., & Ketchen, D. (2006). How much do high-performance work practices matter? A meta-analysis of their effects on organizational performance. *Personnel Psychology*, 59, 501-528.

NOTE: The first word after a colon in an article title is capitalized. List page numbers if the citation is from a hardcopy periodical.

Explanatory footnotes (vs. those referring to books, articles, etc.) should be numbered consecutively and placed at the end on a separate page before the references.

All figures and tables should be referred to as Exhibits and submitted as a separate file from the text file. Indicate in the text file where each exhibit belongs. If the files are based on data or percentages, please include a file of these figures apart from any graphic representations.

The executive editor, managing editor and two or more members of the Editorial Review Board and/or ad hoc reviewers evaluate manuscripts. They review with the following criteria in mind:

- significance of contribution to the field of human resource management;
- usefulness of knowledge;
- timeliness of content;
- originality;
- provocative nature of content;
- quality of data supporting points being made;
- logic; and
- readability.

Reviewers' comments will be sent to authors.

Authors will be required to sign a copyright transfer agreement. The Journal cannot publish the article without a release.

Perspectives Guidelines

HRPS regularly publishes thought-provoking articles as part of the Journal's "Perspectives" section. These articles, while still based on industry research and thought leadership, take a position on a pertinent subject. Often, HRPS publishes these pieces in a "Point/Counterpoint" format. While HRPS welcomes suggestions for topics to tackle in these standing departments, most contributions are requested by the Perspectives section editor. The Point articles run less than 1,000 words and they set the theme around which Counterpoint authors lay out their arguments. Multiple Counterpoint articles run each issue. These run 400 to 600 words.