

Review, Provocation, Methodology Papers and Registered Reports Call for Submissions, Guidelines & Process

Review and Provocation Section

The editorial team of HRMJ would like to invite authors to submit proposals for review articles or provocation papers for the Journal's *Review & Provocation* section. See this link for an overview of the papers published to date:

https://onlinelibrary.wiley.com/page/journal/17488583/homepage/provocation_papers.htm

Provocation Papers: For some years, we have published provocations as part of our 'Provocation: HRM in the 21st Century' series with the objective of stimulating debate in key areas of HRM. We began the provocation series as part of volume 21 and this was initially open to invited authors only. The series has since been opened up to author proposals, starting in 2017. Papers consider a key aspect or a specific contribution of research to HRM theory and practice. The rationale is either to challenge the conventional wisdom in the specific area, or to propose a new way forward for future research. Each of the articles is conceptual and relatively short, that is no more than 5,000 words. Notable examples include the Thompson (2011), Godard (2013) and Guest (2017) pieces.

Review Papers: The review section of the Journal carries longer papers of up to 10,000 words. We do not seek to impose a single structure on our reviews. There could be several ways of contributing conceptually – a systematic review (which could link to policy or practice issues), a conceptual review proposing new research questions/propositions, or thought pieces exploring controversies or foreshadowing new directions. Review paper submissions will be evaluated with respect to the following criteria:

- **Relevance:** The proposed manuscript should fit with the HRMJ mission and appeal to the core audience.
- **Implications for new directions:** The proposal should convey important implications for future HRM scholars.
- **Is the review constructive?** The review should go beyond summarizing extant knowledge, critiquing what has been achieved to date, and making suggestions on how a field should move forward.

Submissions

We are inviting 2,000-word (excluding references) proposals from those interested in submitting a Provocation or Review paper. Proposals should be submitted **between 1 April and 1 May 2022**. The proposals will be evaluated by the editors and those invited to submit full papers will be subject to editorial review. *Full papers should be submitted within 6 months of the invitation.*

Proposals for the review or provocation papers should include the following as a minimum:

- The proposed author(s) including affiliations and short biographies (150-200 words in addition to the proposal)
- A statement of the core topic of the provocation or review and a provisional title
- Identification of the body of theory or empirical research or that the review builds, including previous work published in HRMJ where appropriate
- An indication of the anticipated theoretical contribution and practical importance of the review to intellectual debate within HRM
- A statement demonstrating why the review or provocation paper is best placed in HRMJ

Proposals should be submitted to the HRMJ's e-mail (HRMJ.journal@wiley.com). Please be sure to clearly indicate whether the proposal is for a Review or Provocation; when submitting proposals please include in the email submission line either '**HRMJ Provocation Proposal**' or '**HRMJ Review Proposal**'. Please note that proposals may not be submitted until April 1, 2022 and HRMJ will not be able to consider late submissions.

Registered Reports

The HRMJ now offers authors the option of submitting registered reports as a first stage process for publication with empirical articles that fit the remit of the HRMJ. *We invite authors* to submit their registered reports for empirical papers that research in the field of HR. Registered reports involve seeking peer review of the "front half" of an empirical paper (Introduction, Theory, Literature Review, Hypotheses, and Methods) *before* the data are collected. This front half of a study will be peer reviewed and potentially be accepted 'in principle' before the results are known. After data collection, the same reviewers (or replaced by a member of the HRMJ Editorial Board in the event of attrition) return to the paper again and, provided that the methods were carried out faithfully, the results are presented rigorously and the discussion identifies the study's theoretical contribution, the paper is accepted regardless of whether the preregistered hypotheses were confirmed.

For further information on registered reports see the HRMJ's FAQs page:

<https://onlinelibrary.wiley.com/journal/17488583/registered-reports>

New!! - Methodology Section

HRMJ introduces a ***Methodology Section*** which carries articles on methodologies on or relevant to the study of Human Resource Management and we invite potential authors to submit proposals for consideration of papers in this new section. Examples would include the introduction of methodological advances from other areas of business and management studies and cognate fields, engaging with methodological current debates, attempts to banish methodological superstitions, and insights as to how specific methods may be used better. Typically, papers do not constitute 'how to' guides of the sort encountered in introductory methodology textbooks, but rather conceptual evaluations, evidence-based critiques, and/or illustrative applications. Prospective authors are invited to submit full methodology papers for this new section and are welcome to discuss their ideas for papers with the editorial team/Chief Editors.

Geoffrey Wood and Pawan Budhwar
Editors-in-Chief, Human Resource Management Journal
Martin Edwards, Special Issues, Reviews and Provocations Editor /Associate Editor

Enquiries related to the call for the methodology section should be directed to Geoffrey Wood: gwood23@uwo.ca or Pawan Budhwar: p.s.budhwar@aston.ac.uk

Enquiries related to the call for reviews and provocations section should be directed to Martin Edwards Martin.Edwards@uq.edu.au

Enquiries related to the call for registered reports should be directed to Andrew Timming, Registered Reports Editor Andrew.Timming@rmit.edu.au