

## **Human Resource Planning The Journal of The Human Resource Planning Society**

### **Article Submission Guidelines and Information**

*Human Resource Planning* is a professional journal published quarterly by the Human Resource Planning Society (HRPS). HRPS, founded in 1977, is comprised of organizational Human Resources leaders, university faculty, consultants, and general managers in private and public organizations. 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.

### **Contributions**

*Human Resource Planning* invites the submission of original manuscripts that advance the mission of the journal and HRPS: to improve organizational performance. 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
- 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 Edition, with regard to format. Regular articles normally run from 10 to 25 double-spaced pages excluding references and exhibits; short features are normally less than 750-1500 words. Submit all manuscripts in electronic form as a Microsoft Word (95 or higher) compatible file formatted for 8-1/2" x 11" paper.

### **Send submissions by email to:**

**fboyd@hrps.org** (Lisa Boyd, Managing Editor). No manual submissions will be accepted.

Any prior publication or current submissions of the article must be explicitly acknowledged in the email submission.

To facilitate the review process, please identify the focused knowledge area(s) into which your submission fits.

### **HRPS Learning Agenda & Knowledge Management Strategy— 5 Focused Knowledge Areas**

- **HR Strategy and Planning:** Aligning business & HR planning; linking business strategy and HR strategy; involvement in corporate governance & decision-making.
- **Leadership Development:** The acquisition, retention, motivation and development of leaders; succession planning; providing functional and organizational leadership.
- **Talent Management:** The acquisition, retention, motivation and development of talent to meet the current and future needs of the organization at all levels.
- **Organizational Effectiveness:** Managing culture & org. change; building a learning culture; org. design; intellectual capital; org. learning, agility & transformation; knowledge management.
- **Building a Strategic HR Function:** Putting up the mirror to our own function with the goal to improve our functional excellence, impact, and effectiveness; and the perception and reputation of the HR function.

### **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 email 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 Times New Roman, 12-point type, double-spaced with 1" margins at the top, bottom, and both sides. Submissions that are incomplete or do not follow the specified format will be returned to the authors unreviewed. 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).

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The list of references should include only those publications cited in the text of the paper. Please be sure to use initial caps in your citations. Examples of proper style include:

Lawler, E.E. (1991). *High Involvement Management*. San Francisco: Jossey-Bass.

Ulrich, D. (1992). "Strategic and Human Resource Planning: Linking Customers and Employees." *Human Resource Planning*, 15(2):47-62.

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 placed after the references. Indicate where exhibits should appear in the text.

The executive editor, managing editor, and two or more members of the Editorial Review Board and/or ad hoc reviewers evaluate manuscripts. Evaluation criteria include: 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.

**To view the complete version of the Article Submission Guidelines, including the Advice to Contributors section, please visit the Media Room at [www.hrps.org](http://www.hrps.org).**

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