



Guidelines for submitting a Special Issue proposal to *Human Resource Management*

Human Resource Management (HRM) invites proposals for special issues (SIs). *Human Resource Management* is the premier academic journal focusing solely on the study of Human Resource Management (HRM). We publish scholarly articles presenting cutting-edge research and thought leadership on policy, practices, trends, and issues aimed at understanding and advancing the field of HRM and, in turn, the effective utilization of human capital and the practice of HRM in organizations. *Human Resource Management* seeks articles that uniquely advance and contribute to the academic literature (theoretically, empirically, and/or methodologically). In addition, in keeping with our history of bridging research and practice, submissions must also have practical significance in terms of clear implications for workforce policy or HRM practice. *HRM* is a Financial Times top 50 business journal with a 2021 impact factor of 6.235. See [HRM website](#) for more information about the journal.

Proposals will be reviewed by members of *HRM*'s editorial team and assessed based on the quality of the likely contributions and relevance to the [aims and scope](#) of *HRM*. Decisions will be conveyed to the SI proposers within 4 weeks of the submission deadline. It is the policy of *HRM* to assign a current Associate Editor to work with the guest editors in making editorial decisions to ensure consistency with *HRM*'s practices and standards.

The review process for all SIs will be managed online through ScholarOne using the journal's Editorial Board and a pool of ad hoc reviewers, with additional ad hoc reviewers added by the guest editors as needed. All papers submitted for SIs will be subject to the journal's double-blind peer review process and, to be accepted, papers must meet the editorial standards of *HRM*. Submissions must also be prepared according to the journal's [guidelines](#). A publication date will be allocated once a final disposition has been made for all submissions for that SI.

SI proposals should include the following:

1. Proposed SI title
2. Contact information for each of the proposed guest editors (names, titles, affiliations, and email addresses)
3. A short bio (approx. 150 words) for each of the proposed guest editors focusing on their qualifications and prior editorial experience.
4. Define the SI topic, articulating the key themes that will be addressed, the scope of focus and the boundaries around the topic.
5. Rationale and objectives of the SI.
 - a. Provide the academic rationale for the topic, making the case for its importance and potential contributions (theoretical, empirical, and/or methodological) and impact on the future study of human resource management (i.e., why will other scholars want to cite the articles in this SI).
 - b. Address the practical significance of the SI (*HRM* targets an academic audience, but its articles must include clear implications for practice and a lay translation of those articles should be of interest to practitioners).
6. Plan for generating interest in the SI and attracting sufficient high-quality submissions.
 - a. How and where will the Call for Papers will be globally publicized (e.g., distribution lists, networks, or professional associations, websites) and any other steps taken to identify potential contributors.

- b. A list of potential established scholars that will be targeted as likely contributors of quality submissions (based on their interest in the topic).
7. Timeline. Assuming the SI is approved, provide target dates for the main steps of managing a SI (from issuing the call through having a final set of accepted papers).
8. Reference list
9. Draft “Call for Papers.” See currently posted calls as examples. Within the author instructions, clearly state that the authors need to select “Special Issue” as the article type, select “yes” to the special issue question, select which SI the submission is for, and also to state the name of the intended SI in their cover letter.

Submit your SI Proposal by emailing it to Fang Lee Cooke, Co Editor-in-Chief for *HRM at* fang.cooke@monash.edu by **April 14, 2023**. Please use ‘HRM Special Issue Proposal’ as the email subject line.