

# *Applied HRM Research*

## Author Guidelines

### **About the Journal**

*Applied HRM Research* is a peer-reviewed journal sponsored by Radford University and the International Personnel Management Association Assessment Council (IPMAAC). It is published twice a year, once in the spring and then again in late fall. The audience for the journal is human resource practitioners and academicians interested in applied research. The journal contains full-length articles as well as brief reports of validation studies.

The full contents of the journal will be published in the traditional paper format as well as electronically at [www.radford.edu/~applyhrm/](http://www.radford.edu/~applyhrm/). Full text versions of the articles will be available through Info Trac and First Search and abstracts of the articles will be available through the American Psychological Association's Psych Lit. This combination should make *Applied HRM Research* one of the most accessible journals for practitioners, researchers, and students.

### **Writing Style**

Manuscripts should be written in a conversational style and aimed at an audience that will consist mostly of practitioners. Strict adherence to APA style is only necessary for references and citations. The key to getting published in *Applied HRM Research* is communicating the results of well-conducted applied research in an easy-to-understand manner. Recommended manuscript length is between 5 and 15 double-spaced pages (not counting tables and references). Brief reports of validation studies should be 2-5 pages in length. Authors are encouraged to use tables rather than graphs or charts.

### **Manuscript Submission**

#### **Electronic Submission**

Manuscripts can be sent electronically as attachments (Word or WordPerfect only). Email one copy of the manuscript to [maamodt@radford.edu](mailto:maamodt@radford.edu). Use the phrase "journal submission" in the subject box and be sure to include complete contact information.

#### **Paper Submission**

Manuscripts can be sent through regular mail by sending three copies of the manuscript to:

Dr. Michael G. Aamodt, Editor  
*Applied HRM Research*  
Department of Psychology  
Radford University  
Radford, VA 24142-6946  
(540) 831-5513

### **Manuscript Review**

Each manuscript will be reviewed by a practitioner and by an academician. Authors will be notified by email when their manuscript is received. Normal time for review is about three months.

Reviewers will be asked to indicate whether the manuscript should be accepted as is, accepted pending minor revision, accepted pending satisfactory completion of major revisions, or rejected. Common reasons for rejection include lack of suitability for the journal (e.g., topic, writing style, theoretical emphasis) and improper research design.