

Author Guidelines

What types of articles is JBP looking for?

- JBP is an international outlet publishing high quality empirical papers designed to advance organizational science and practice. Since its inception in 1986, the journal has published impactful scholarship in Industrial/Organizational Psychology, Organizational Behavior, Human Resources Management, Work Psychology, Occupational Psychology, and Vocational Psychology.
- We very rarely publish uninvited conceptual or theoretical pieces unless highly impactful and ground-breaking.
- Be sure to read JBP's vision statement to assure your manuscript fits with the journal.

What should be included in the manuscript?

- Where applicable include a correlation matrix, descriptive statistics, scale reliabilities, and in addition to conventional significance testing procedures, effect size indicators are needed and should be interpreted.
- The explicit testing of theory is not a litmus test for the value of a manuscript submitted to JBP. The role (or lack thereof) of theory is dependent upon the nature of the question under study. For example, research submitted to JBP may be phenomenon/practice driven. We do expect all submissions to be well-grounded (broadly defined) and have a strong conceptual rationale.
- For both qualitative and quantitative research, be sure your methods section contains enough information to be evaluated. If quantitative research, each measure should contain sample items.
- If you have collected data in a cross-sectional manner, please refer to the Methods Corner piece by Conway and Lance (see front page menu on the right for a link). This piece offers key advice we follow as a journal.
- Write an excellent abstract. We are providing more space than most journals (250 words). Use it. Your abstract should be formatted with the following headings: Purpose; Design/methodology/approach; Findings; Implications; and Originality/value. A sample abstract is provided below. Avoid vague language like "Practical implications are discussed." Grab the reader's interest. Also include between 5-10 key words. Key words should express the precise content of the manuscript, as they are used for indexing purposes.

Purpose – The purpose of this study was to investigate the relationship between dysfunctional interpersonal tendencies, behaviors indicative of the potential to derail, and actual managerial derailment in the form of voluntary and involuntary turnover.

Design/methodology/approach – Data were obtained from an archival database of executive-level managers working for a large public financial corporation that combined 360 degree feedback data and personnel history (n=250).

Findings – Managers who exhibit the dysfunctional interpersonal tendencies associated with 'moving against people' were more likely to enact behaviors associated with the potential to derail. As a result, these managers were more likely to be fired or leave the organization voluntarily.

Implications – Understanding of the ways in which interpersonal tendencies influence the enactment of behaviors associated with the potential to derail helps to advance our theoretical understanding of the managerial derailment process. This study provides evidence of the positive relationship between derailment potential and both voluntary and involuntary turnover. Such knowledge may help to inform the selection, promotion, and training strategies employed by practitioners, and potentially reduce the costs associated with losing high-potential executives.

Originality/value – This is one of the first studies to provide evidence of the relationship between derailment potential and turnover in an executive population. Additionally, most studies of the behaviors associated with derailment potential have been retrospective in nature. The use of longitudinal data in the present study helps us to overcome retrospective bias evident in prior studies and provide evidence of the relationship between derailment potential and turnover.

Key words: Leadership; managerial derailment; longitudinal; dysfunctional; managers; interpersonal; executive turnover; high-potentials

How important is the writing?

- Good writing is essential. A poorly written article acts as a negative reflection on the research being reported and is rarely received favorably by reviewers. Please have a peer read your materials prior to submission, focusing on content and writing. Clarity and conciseness are essential. Please proofread. Avoid jargon. Define acronyms. We suggest reading the paper out –loud to catch run-on, incomplete, and poorly constructed sentences. Do not use the generic masculine pronoun or other sexist terminology.
- Footnotes should be avoided. When their use is absolutely necessary, footnotes should be numbered consecutively using Arabic numerals and should be typed at the bottom of the page to which they refer. Place a line above the footnote, so that it is set off from the text. Use the appropriate superscript numeral for citation in the text.

What are the formatting requirements?

- Follow the newest version of American Psychological Association guidelines in preparing your manuscript.
- Use headings and subheadings to improve readability.
- Although there are many exceptions, submissions typically are between 6000 and 8000 words in length (more words if the paper involves multiple studies).

When will I hear back from JBP?

- Authors should hear a decision on their paper within 90 days of submission.

What is the JBP review process?

- We will not render a decision on a manuscript until receiving at least 2 reviews.
- It is our goal to render a decision on a manuscript after at most two revisions.
- A double-blind review process will be used. Authors will remain anonymous to reviewers and reviewers will remain anonymous to authors. In order to facilitate masked review, leave all identifying information off the manuscript, including the title page and the electronic file name. Upon initial submission, the title page should include only the title of the article. An additional title page should be provided as a separate submission item and should include the title of the article, author's name, and author's affiliation. Academic affiliations of all authors should be included. The affiliation should comprise the department, institution (usually university or company), city, and state (or nation) and should be typed as a footnote to the author's name. This title page should also include the complete mailing address, telephone number, fax number, and e-mail address of the one author designated to review proofs. All acknowledgments including those for grant and financial support should be put on this supplementary title page as well.
- Your paper will be evaluated on the following criteria:
 - ✓ Significance of the article
 - ✓ Appropriateness for JBP
 - ✓ Appropriateness of literature review
 - ✓ Strength of methodology/approach
 - ✓ Strength of data analysis (quantitative or qualitative)
 - ✓ Conceptual strength
 - ✓ Quality of writing

- ✓ Potential impact for practice
- ✓ Potential impact for scientific advancement

Final Notes

Manuscripts, in American English, should be submitted to the Editor's Office via the journal's web-based online manuscript submission and peer-review system: <http://jobu.edmgr.com>

Inquiries regarding journal policy, manuscript preparation, and other such general topics should be sent to the Editor:

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