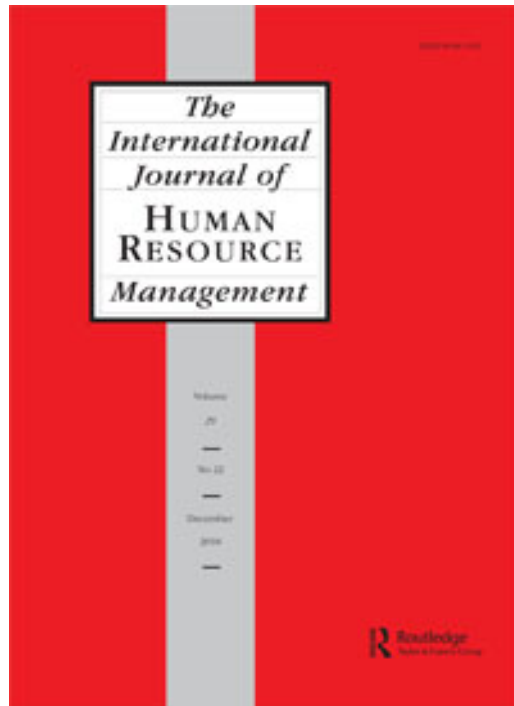


WRITING FOR A JOURNAL

Shaping your readership

Tanya Bondarouk
29-03-2019

SPEAKING FROM EXPERIENCE



22 issues per
year
IF: 2.425
(5-Year IF 0.905)



6 issues per year
IF: 0.672
(5-Year IF 0.905)



6-7 issues per year
IF: 1.395
5-year IF: 1.942

SPEAKING FROM EXPERIENCE



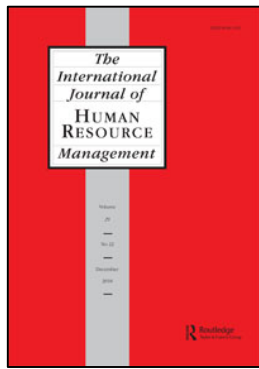
**22 issues per
year**
IF: 2.425



6 issues per year
IF: 0.672



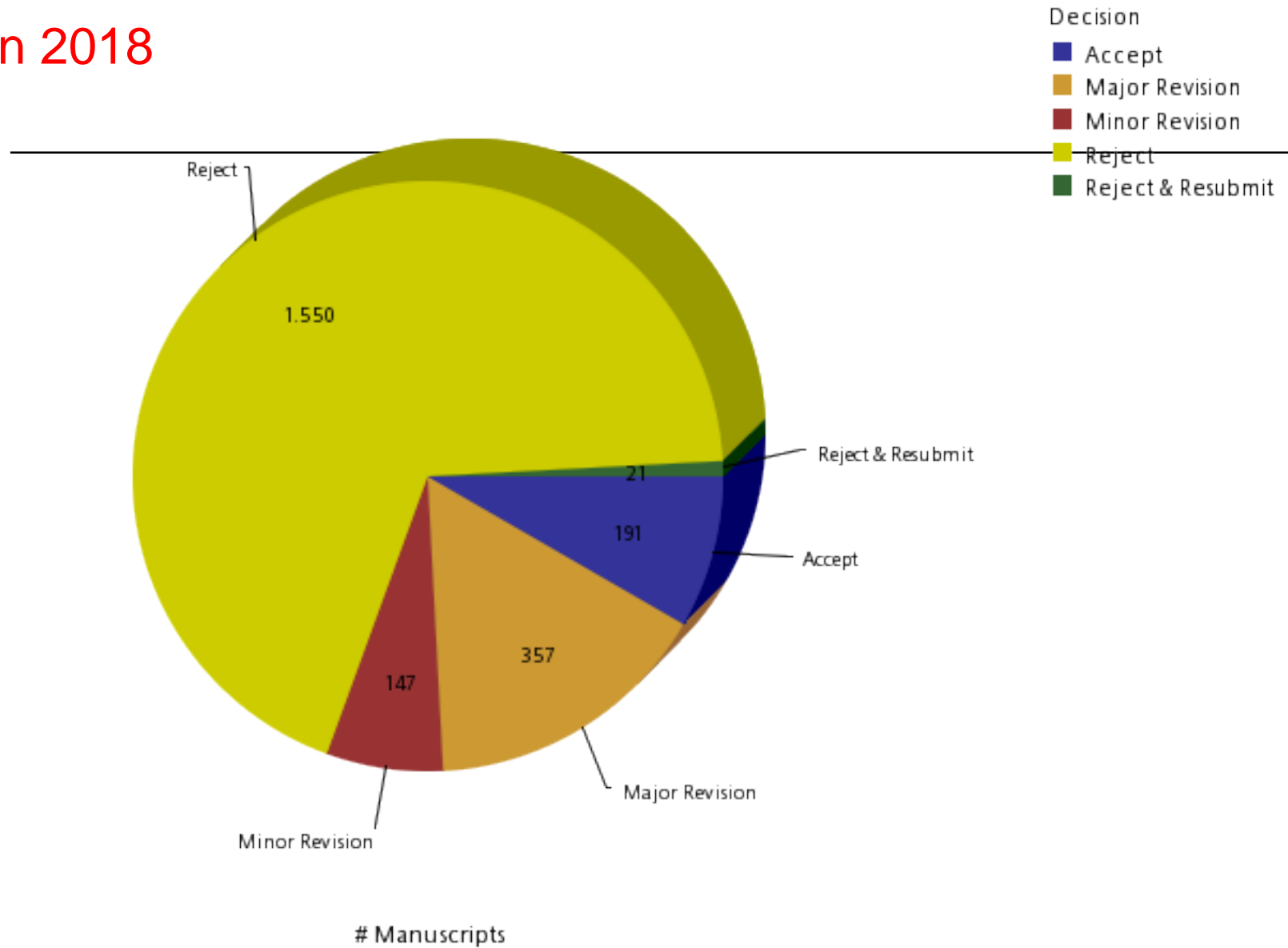
1-2 books per year
Advanced Series in
Management
(Emerald Group Publishing)



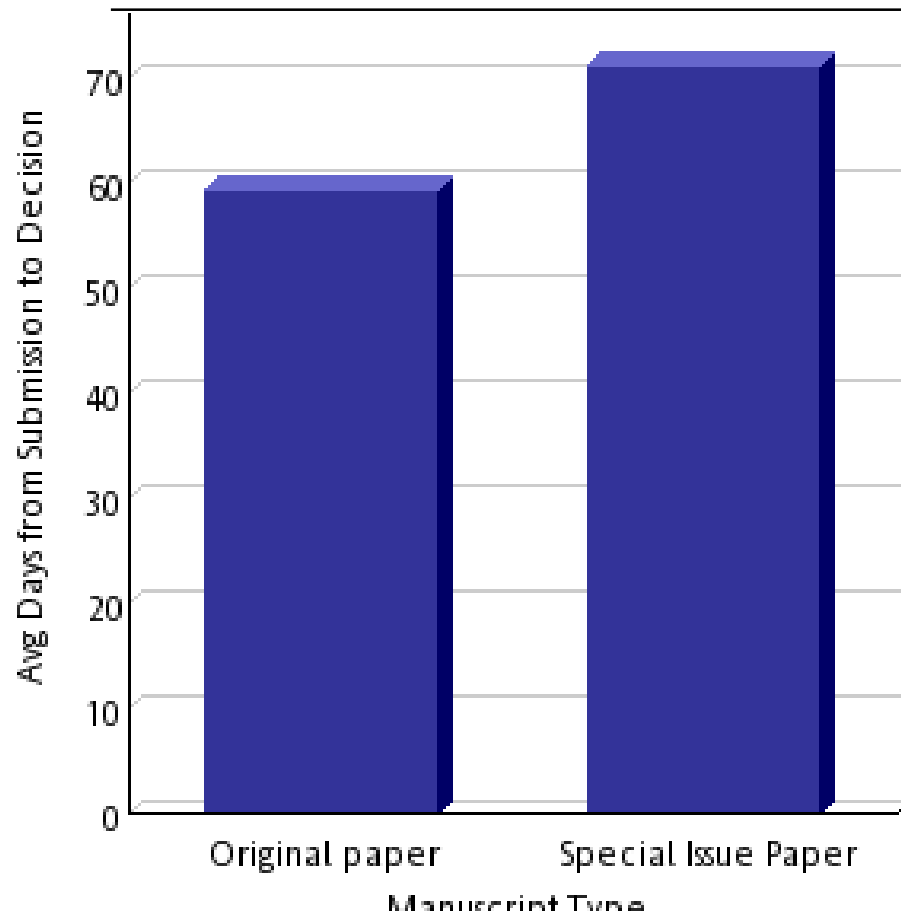
- ***The International Journal of Human Resource Management*** is the forum for HRM scholars and professionals worldwide.
- Concerned with the expanding role of strategic human resource management in a fast-changing global environment, the journal focuses on future trends in human resource management, drawing on empirical research in the areas of strategic management, international business, organizational behaviour, personnel management and industrial relations that arise from:
 - internationalization
 - technological change
 - market integration
 - new concepts of line management
 - increased competition
 - changing corporate climates

Decision Ratio By Manuscript Type

In 2018



In 2018



DECISION RATIO PER COUNTRY (YEAR: 2018)

Country	Accept	Reject	Total	Accept Ratio	Country	Accept	Reject	Total	Accept Ratio
UK	22	80	102	0,22	Portugal	1	9	10	0,10
Australia	17	55	72	0,24	Italy	1	17	18	0,06
China	11	103	114	0,10	Korea	2	20	22	0,09
Germany	10	21	31	0,32	France	2	21	23	0,09
United States	9	64	73	0,12	Malaysia	2	23	25	0,08
Netherlands	5	14	19	0,26	Taiwan	2	38	40	0,05
Spain	5	31	36	0,14	Norway	1	0	1	1,00
Sweden	4	3	7	0,57	Denmark	1	2	3	0,33
Ireland	4	4	8	0,50	Hong Kong	1	3	4	0,25
Belgium	3	5	8	0,38	N. Zeeland	1	11	12	0,08
Switzerland	3	5	8	0,38	Turkey	1	27	28	0,04
India	3	86	89	0,03	Austria	0	2	2	0,00
Finland	2	5	7	0,29					
South Africa	2	11	13	0,15					
U. A.									
Emirates	2	13	15	0,13					
Canada	2	14	16	0,13					
Japan	1	8	9	0,11					

SOME SIMPLE PRINCIPLES TO START WITH

- Editors are in the business of publishing, not rejecting the papers
- Journals want to publish outstanding papers
- We try to advance science, not to stop it

IT'S INTERESTING!

IT SHOULD BE INTERESTING...

- “The first criterion by which people judge anything they encounter, even before deciding whether it is true or false, is whether it is interesting or boring”(Davis, 1999, p. 245)
- “The truth of a theory has little to do with its impact, for a theory can contribute to be found interesting even though its truth is disputed!”(Davis, 1971, p. 309)



“Sometimes academics take very exciting, engaging, and important work and present it in such a way that it looks like a butterfly squashed between two pieces of glass”(Ashforth, 2003, p. 3)

“INTERESTING” IS NOT ENOUGH

AMJ BOARD MEMBERS' REASONS FOR RATING “THE MOST INTERESTING” ARTICLE (2006)

- 57% - Counterintuitive, goes against folk wisdom, challenges-based theory
- 57% - Quality
- 48% - Good writing, well-framed, builds momentum, **elegant & simple**, clear & engaging
- 46% - New theory, synthesizes previous theories, integrates multiple concepts
- 31% - Practical implications

WRITING AS A PERFORMATIVE ACTION

- Writing is an interactive process.
- Writing is more about communication with the audience, not simply communicating your ideas.

- What am I trying to say? To whom?
- Why am I saying it? Why should they listen to me?

WRITING AS A CRAFT

- Poor writing stems from lack of clarity
- One central idea per paper
- Few constructs
- Define and stick to the point; get to the point
- Do not rehash the literature; we assume you know it
- Do not cover everything; be selective.

In science as in love, too much concentration on technique can often lead to dissatisfaction (Berger et al, 1966)

The Social Construction of Reality: A Treatise in the Sociology of Knowledge (1966)

WRITING AS COMMUNICATION



- **Write for your reader**; keep her/him in mind every step of the way.
- Ensure **effective transition** from one paragraph to the next; from one section to the next.
- Communicate with editors and reviewers, do not be defensive but engage in a dialogue.
- If the reviewers don't understand your paper, they conclude it is wrong.
- When it comes to clarity, the reader is always right.

WRITING AS FRAMING

- Don't be overly critical of past research – “build” on previous work.
- Those you criticize are likely to be your reviewers.
- Criticism is catching. Reviewers are more critical when authors are critical.

IN SEARCH FOR INTERESTING RESEARCH QUESTIONS

- I plea to stop gap-spotting research...
- ... if want to advance science, to explain new developments in oragnisations and to inform practice.

TYPES OF GAP-SPOTTING RESEARCH QUESTIONS



(Sandberg & Alvesson, 2011)

1. Confusion spotting – competing explanation

- Available evidence is conflicting / contradictory:

(An example) X and Y authors have shown that well-designed recruitment practices strongly contribute to commitment-oriented strategy.

At the same time, Y and Z authors have shown that well-designed recruitment practices strongly contribute to control-oriented strategy.

RQ – to unfold reasons for conflicting evidence.



2. Neglect spotting – overlooked area

“While existing studies paid enough attention to XX, studies into YY are rare...”;

3. Under-researched

“Although past research has provided insights in how’s of organizational identity, it has not provided adequate insights into why’s...”;

4. Lack of empirical support

“Most studies into Talent Management offer conceptualizations of TM but lack empirical support”

GAP-SPOTTING AND RESEARCH ETHICS

- We disprove or discount the work of colleagues.
- We disprove or discount the work of reviewers who helped to develop papers.
- We disprove or discount the work of editors of journals who accepted those papers.

- And... it is not difficult:
 - It takes 10 minutes to spot some pieces of data that disproves facts on which a colleague has based a theoretical notion.
 - Make an experiment during a research discussion in your department...

A THEORY'S ONLY REPLACEMENT IS A BETTER THEORY (Kuhn, 1962)

Your observations that “nobody did it before”
maybe correct...

...But the reviewer will be also correct to ask, -
“maybe there is no need to do this research?” ...



UNIQUENESS OF YOUR PAPER

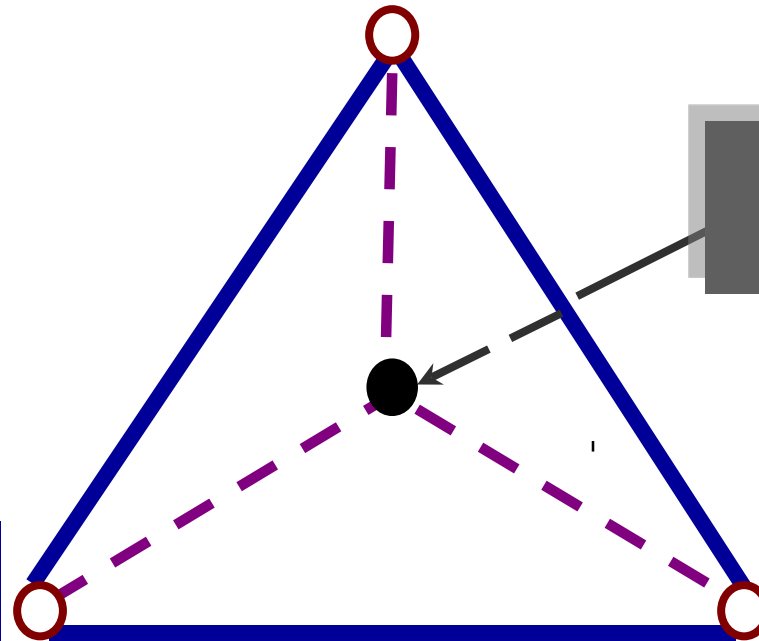
Brinberg and McGrath, (1985)

**Substantive
Domain**

**Your unique
Perspective**

**Conceptual
Domain**

**Methodological
Domain**





**HOTELSCHOOL
THE HAGUE**
Hospitality Business School

hrm.

TECHNOLOGY
& INNOVATION

Thank you for your attention!

UNIVERSITY OF TWENTE.