



# Human Resource Management Journal

Wiley Editor Symposium  
6-7 December 2017

# Addressing Pipeline Concerns at HRMJ

- Annual Call for Special Issue Proposals
  - 2 currently open for paper submissions (often part-issue versus full issue)
  - Short-list by Chief Editors; Feedback from AEs on short-list
- Provocation/Review Papers
  - Invitation only
  - New in 2017: Open Call
    - (1000 word Abstracts, Submission Period: 1 June – 1 July 2017)
    - 92 submissions received (overwhelming!)

# Success or not?

- **Moved up** in recent ABS journal ranking (2016) to a **4** and an **'A'** in Australian Business Deans Council list
- **Year on Year Increase in Submissions**
- **ISI impact factor**
  - 2.147 in 2016: **5/27 in Industrial Relations & Labor; 80/194 in Management)**
  - From 1.845 in 2015

2016 Impact Factor					
Cites in 2016 to papers published in:	2015	52	Number of Citable Items published in:	2015	35
	2014	94		2014	33
	Sum	146		Sum	68
IF calculation:	<u>Cites to recent papers</u>		<u>146</u>	2.147	
	Number of citable items		68		

# Top downloaded articles

Review and Provocation Papers

Publication Year	Author   Title	Downloads in Publication Year (% of total downloads)
2011	<b>David Guest</b>   HRM and performance: still searching for some answers	12388 (34%)
2017	<b>David Guest</b>   HRM and employee well-being: towards a new analytic framework	6792 (16.9%)
2017	<b>John Delery &amp; Dorothea Roumpi</b>   Strategic HRM, human capital and competitive advantage: is the field going in circles?	6665 (16.6%)
2016	<b>David Angrave, Andy Charlwood, Ian Kirkpatrick, Mark Lawrence, Mark Stuart</b>   HR and analytics: why HR is set to fail the big data challenge	4469 (15%)

# Top cited articles (for year to date)

## Provocation Papers

Publication Year	Author   Title	Total   Average citations per year
2011	<b>Paul Thompson</b> The trouble with HRM	251   35.86
2017	<b>Denise Rousseau</b> Becoming an evidence-based HR practitioner	105   15