Journal of HRM Perspectives (JHRMP)
Chartered Institute of Personnel Management (CIPM), Sri Lanka
Author Guidelines

Editorial objectives

'Journal of HRM Perspectives' is a platform for veterans as well as emerging researchers, practitioners, and academics, to showcase their HR related research/studies with the main intention of providing a deeper understanding of HRM and other areas of importance to HR professionals, whilst enriching the existing body of knowledge.

'Journal of HRM Perspectives' welcome -
- o Research papers
- o Conceptual papers
- o Case studies
- o Literature reviews
- o Book reviews

The Reviewing Process

The editor will review each paper, and if it is judged suitable for 'Journal of HRM Perspectives' it will then be sent for double blind peer review. Based on the reviewer's recommendations, the editor will decide whether the paper should be accepted as it is, revised, or rejected. Book reviews will not be subjected to this review process.

Copyright

Articles submitted to the journal should not have been published before, in their current or substantially similar form, or be under consideration for publication with another journal.

Article/paper format

Articles (other than book reviews) should not exceed 8000 words and should include -

- The first page should contain the title, and author(s) information.
- **Abstract:** A brief statement of the purpose/objective(s), design/methodology/approach, main findings of the study and the main implications for HR professionals not exceeding a limit of 250 words.
- **Keywords**: keywords should encapsulate the principal topics/areas of the paper. Have a maximum of 5 key words, separated by comma, alphabetical order.
- **Background:** A broader introduction to the topic and an explanation/statement of the aim/objective(s) of the paper together with reasons/rationale for carrying out the study.
- **Literature Review:** A review of the previous studies in the relevant area, leading to the argument the author attempts to build.
- **Methodology/Design/Approach** (might not apply to conceptual papers): an explanation of the research strategy/approach used for the study, sample selection and data collection methods.
- **Discussion of Findings**: A discussion of the findings of the study. Comparing and contrasting the findings with previous research findings will add value to the article. Can incorporate tables and figures where appropriate.
- **Conclusion:** Highlight the main findings of the study.
- **Practical implications to HR professionals:** Should state how the findings of the study will impact the HR professionals/HRM discipline.

General guideline and formatting

Font type	Times New Roman
Line spacing	Single
Paper size	A4
Margins	Top, bottom, Left and right – 1"
Title	Not more than eight words in length Font size: 12 Bold and Title Case Centered
Author(s) details:	name (s) and affiliation(s) and contact details of the corresponding author (email and phone) Font size: 11 Centered

Section headings (up to three levels)	1. **Bold, initial cap only, font size 11** 1.1.***Bold, italic, initial cap only, font size 11*** 1.1.1. *Italic, initial cap only, font size 11*
Paragraphs	½" indented
Tables	Heading: above the table as Table 1. Title of the table Source: Below the table in font size 10
Figures	Heading: Below the figure as Figure 1. Title of the figure Source: Below the figure in font size 10
Displayed quotations	Over 40 words or when appropriate Indented ½" left and right
Appendix	After referencing Appendix 1: Title
In-text citation	• Work of one author: use the Surname of the author & year of publication. (Perera, 2019) • work by two authors: use the surnames of both authors with the year of publication (Fitzgerald & Brown, 2017) • work of three or more authors: use surname of the first author and *et al.,* with year (Fitzgerald et al*.,* 1988), • citation of multiple work: surnames and years of publications on alphabetical order with semicolons (Alwis, 2017; Perera, 2001; Silva, 2003)
Referencing (APA style)	At the end of the paper, a reference list in alphabetical order should be supplied:
Journal articles	
One author	Surname, initials. (Year of publication). Title of the article. *Name of the Journal*, *Volume* (issue), Page numbers. <u>Example</u> Guest, D.E. (2019). Human Resource Management and Performance: Still Searching for Some Answers. *Human Resource Management Journal, 21(1),* 3-13
Several authors	Surname of the first author, initials, & surname of the second author, initials. (Year of publication). Title of the article. *Name of the Journal*, *Volume* (issue), Page numbers. <u>Example</u> Wright, P.M., & McMahan, G. C. (2011). Exploring Human Capital: Putting Human back into Strategic Human Resource Management. *Human Resource Management Journal, 21(2), 93-104*
More than five authors	Surnames of the first 5 authors with initials, et al., (Year of publication). Title of the article. *Name of the Journal*, *Volume*(issue), Page numbers. <u>Example</u> Fitzgerald, L.F., Shullman, S.L., Bailey, N., Richards, M., Swecker, J., Gold, Y., et al. (l988). The Incidence and Dimensions of Sexual Harassment in Academia and the Workplace. *Journal of Vocational Behavior, 32*, l52-l75.

Journal Article e-Version	Same as above with URL – Example given below
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Books	Surname, initials. (Year of publication). *Title of the book*. Place of publication: Publisher. Example Hettige, S.T. (2004). *Current Social Crisis*. Colombo: Godage publishers
Book chapters	Surname, initials. (Year of publication). *Title of the book chapter*. In editors initials, surnames (Eds). The name of the book. Place of publication: Publisher. Example Morse, J. M. (2007). Sampling in Grounded Theory. In A. Bryant & K. Charmaz (Eds.). *The Sage Handbook of Grounded Theory* (pp. 229-244). Los Angels: SAGE.
Thesis	Surname, initials. (year). *Title*. Types of thesis, University, Country. Example Dissanayaka, A. M. (2006). *Knowledge Management in Sri Lankan Organizations*. Unpublished Master's Thesis, University of Colombo, Sri Lanka.

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