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Personnel Psychology

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Personnel Psychology

Abstract

[Excerpt] *Personnel Psychology* (P-Psych) publishes psychological research centered around people at work. Launched in 1948, P-Psych is one of the oldest and longest-running applied psychology and management journals. The journal was founded to encourage and report research that applies psychological methods, understandings, techniques, and findings to the study of people at work. In their founding editorial, Erwin K. Taylor and Charles I. Mosier argued that for research findings to be meaningful they must not only stimulate further research but also reach and be understood by those who might use them. Thus, from its inception P-Psych sought to publish research that was technically rigorous yet also realistic and readable. This emphasis on both rigor and relevance is something that has distinguished P-Psych throughout its history and has helped establish it as one of the most influential journals in the field of industrial-organizational psychology.

Keywords

Personnel Psychology, research, workplace, management, industrial-organizational psychology

Disciplines

Human Resources Management | Industrial and Organizational Psychology | Organizational Behavior and Theory

Comments

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Citation:

PERSONNEL PSYCHOLOGY (JOURNAL)

Personnel Psychology (P-Psych) publishes psychological research centered around people at work. Launched in 1948, P-Ppsych is one of the oldest and longest-running applied psychology and management journals. The journal was founded to encourage and report research that applies psychological methods, understandings, techniques, and findings to the study of people at work. In their founding editorial, Erwin K. Taylor and Charles I. Mosier argued that for research findings to be meaningful they must not only stimulate further research but also reach and be understood by those who might use them. Thus, from its inception P-Psych sought to publish research that was technically rigorous yet also realistic and readable. This emphasis on both rigor and relevance is something that has distinguished P-Psych throughout its history and has helped establish it as one of the most influential journals in the field of industrial-organizational psychology.

Journal Scope and Content

The mission of P-Psych is to publish psychological research centered around people at work. This broad mandate is reflected in the diversity of topics published in the journal, which span the full spectrum of industrial-organizational psychology, human resource management, and organizational behavior. Over the years, the journal has published highly influential articles in personnel selection, leadership, motivation and work attitudes, person-organization fit, organizational citizenship behavior, work teams, work design, job stress, organizational climate, strategic human resource management, and many other areas.

Given P-Psych's emphasis on publishing research that has high levels of organizational relevance, the topics appearing in the journal have evolved over time to address the most pressing challenges facing organizations and the individuals, managers, and teams embedded

within them. During the early years of the journal, there was a heavy emphasis on traditional personnel topics, such as training, job analysis, selection, evaluation, work design, and work conditions. For example, the most influential article published in the journal during the 1950's (as judged by citations) introduced the famous "Faces Scale" as a new type of employee attitude measure. The measure was designed to yield a better understanding of employee opinions regarding organizational changes and current working conditions; information which hopefully could be used to promote organizational harmony and avoid serious labor trouble.

Over the years, P-Psych has continued to publish influential research on these topics while also expanding into new areas that reflect advances in applied psychological research, the changing nature of work and organizations, and broader societal trends. As organizations have shifted from individual to team-based work structures, for example, the journal has published a growing number of articles focused on understanding the factors that influence the effectiveness of work teams. These articles have helped to establish the important role of team training, leadership, team composition, and teamwork processes, among other factors, in shaping team effectiveness. There has also been an increase in the number of articles focused on relationships at the organizational level, in particular the relationship between high performance work systems (systems of HR practices) and organizational effectiveness. One recent article, for example, showed that high performance work systems enhance business unit performance in the service context by facilitating two types of organizational climate: concern for customers and concern for employees. These climates encourage employees to engage in cooperative behaviors with both customers and co-workers that are needed to achieve superior market performance. In the past few years, P-Psych has also published highly influential articles in areas of emerging

importance, including corporate social responsibility, flexible work arrangements, the global context, and star performers.

A diverse set of approaches and perspectives is needed to investigate such a broad array of topics. Thus, P-Psych welcomes many different types of research, including quantitative and qualitative research as well as studies conducted in different research settings (e.g., field, laboratory) and at different levels of analysis (e.g., individual, team, organizational). The journal publishes original empirical research, theory development, meta-analytic reviews, methodological developments, and narrative literature reviews. Further, the journal encourages research from authors located in different countries and on issues of international and cross-cultural significance.

Journal Editorial Process

P-Psych currently receives about 400 new article submissions each year, and publishes about 30 articles annually. The journal is published quarterly, although articles are available online as soon as they are accepted. The editorial team of the journal consists of an Editor-in-Chief, 4 Associate Editors, and about 80 editorial board members. Each manuscript that is submitted to the journal is evaluated by two reviewers using a "double-blind" review process, in which reviewers do not know the identity of the authors and the authors do not know the identity of the reviewers. Reviewers are typically members of the editorial board, although the journal solicits reviews from a few dozen ad-hoc reviewers each year. The reviewers submit their recommendation to an Action Editor (the Editor-in-Chief or one of the 4 Associate Editors), who then makes the final decision on the manuscript. The reviewers' recommendations and the action editor's publication decision are based on the article's contribution on three dimensions: (1) theoretical contribution (does the article offer new and meaningful insights or meaningfully

extend existing theory); (2) empirical contribution (does the article offer new and unique findings and are the study design, data analysis, and results rigorous and appropriate for testing the hypotheses or research questions); and (3) practical contribution (does the article contribute to the improved management of people at work). Before manuscripts are accepted for publication they will typically undergo at least one, and usually several, rounds of revision and further reviews. P-Psych is committed to ensuring that every author has a positive experience during the review process. Specifically, the journal strives to provide authors with timely (within 60 days of submission, on average), detailed, and constructive feedback on their manuscripts.

In addition to publishing research articles, each issue of P-Psych includes several book reviews. Books that are submitted for review are evaluated by the Book Review Editor to determine whether they fit within the scope of the journal and are likely to be of interest to the journal's readership. Books that meet these two criteria are reviewed by either a member of the Book Review Advisory Panel or an ad-hoc reviewer. For many years the journal also contained an "Innovations in Research-Based Practice" section, which later evolved into the "Scientist-Practitioner Forum." These sections were dedicated to addressing concerns of practitioners that might not be answered through traditional programs of research. This section of the journal was eliminated in 2011, in part because there had emerged several new outlets focused specifically on facilitating exchanges on topics of importance to scientists and practitioners in the field.

- Bradford S. Bell

See also Journal of Applied Psychology, I/O Psychology Journals, History of I/O Psychology in North America

Further Readings

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