

Industrial and Organizational Psychology

Perspectives on Science and Practice

Including focal articles with commentaries:

Job analysis and job classification for addressing pay inequality in organizations: Adjusting our methods within a shifting legal landscape

Nicole Strah, Deborah E. Rupp, and Scott B. Morris

Side effects associated with organizational interventions: A perspective

Logan L. Watts, Bradley E. Gray, and Kelsey E. Medeiros

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The novel format of the journal focuses on an interactive exchanges on topics of importance to science and practice in the field of industrial and organizational psychology. The journal takes a focal article–peer commentary format.

A focal article is a position paper on an important issue for the field (or potentially a pair of papers taking opposite sides in a debate). Such a focal article might summarize evidence on an issue and take a position as to implications for science, practice, or public policy. The paper might focus on a basic science issue, an applied science issue, a practice issue, or a public policy issue; many would be a blend. The focal article is then followed by a series of peer commentaries. These could challenge or critique the original article, expand on issues not addressed in the focal article, or draw out implications not developed in the focal article. The goal is to include commentaries from various perspectives, including science, practice, and international perspectives.

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