

Editorial

What is JMO Publishing?

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My seven months in the role of Acting Editor of JMO has given me some interesting insights into the diverse range and quality of submissions to this journal. Clearly, JMO is being seen as an outlet for a very wide variety of research investigations, both nationally and internationally, and this is certainly something we wanted to achieve with JMO. It is important to note that these submissions reflect an increasingly diverse range of methodological and paradigmatic stances; also something we wanted to achieve. Finally, we are receiving an increasing number of proposals for special issues of JMO and readers can look forward to more special issues in the future.

A closer look at the types of submissions that JMO is receiving is instructive. The largest percentage of papers submitted to JMO consists of qualitative and quantitative empirical research articles. We receive submissions on a wide variety of organisational and management-related issues and these increasingly reflect a multi-method approach. We also receive a reasonable number of theoretical and conceptual papers. Such papers set the stage for future research endeavours providing guidance into the future for our various disciplines.

However, given our mission regarding diversity in types of papers, JMO would like to publish more of the following types of papers. There is always a need for literature reviews, including those from theses. Such reviews should be focused and provide a critical overview and integration of the literature being reviewed. Ideally, the review would conclude with some type of conceptual framework or other integrative perspective that could provide guidance

for future researchers. JMO would like to publish more articles that focus on management education and learning. Such articles could focus, for example, on innovative teaching and evaluation methods, innovative curriculum design and evaluations of management education outcomes. One key area that researchers might wish to explore could be the impacts of external policy and process interventions such as the impending RQF exercise in Australian universities, on management education and training, particularly at the postgraduate research training level, and on early career researchers. JMO would also like to publish more practitioner perspectives and case studies. If such papers have a cross-cultural angle to them, this could add even more value to the contribution. Finally, JMO would like to publish more papers that develop and showcase methodological advances. In particular, developments and innovations in mixed methods organisational and management research would be useful to develop and display.

IMPROVING QUALITY OF INITIAL SUBMISSIONS

Regardless of the type of paper submitted to JMO for review, there are some observations I would make that could improve the chances of achieving productive reviews and eventual publication success. These observations have emerged from my reading of a substantial number of referees' reports and all revolve around better attention to the quality of initial submissions. JMO currently receives a sizeable percentage of first submissions that are

not quite sufficiently developed to be sent out for review. The role of Editor includes the desk review of submissions before being sent out to reviewers. In some cases, the Editor will return the paper to the author(s) for further work and development before being sent out for review. This process avoids two negative potential outcomes: (1) authors receiving devastating and possibly de-moralising feedback on an ill-prepared submission and (2) reviewers being irritated at being asked to review something that is not ready for review. Another issue to be aware of is that direct submission of conference papers that have not been developed more fully into a manuscript suitable for review will generally be returned, by the Editor, to the author(s) for further work.

An initial submission that is ready for review generally reflects the following qualities, over and above the substantive content that is the focus of the paper:

The paper has been proofread for spelling, grammar, accurate and correct treatment of any quoted materials, clarity of expression and soundness of logic.

The paper provides clear indications of where the work fits within one or more of the larger

contexts that are relevant to the JMO readership.

The paper provides clear indications of the guiding assumptions and value positions that underpin the arguments so that readers can more clearly judge where the paper is coming from.

The paper very clearly communicates what is being contributed and spells out the implications of what has been learned.

If the paper presents an empirical study, then it should set out, very clearly, the research questions being investigated and how they were developed.

The paper follows the JMO author guidelines available at: <http://jmo.e-contentmanagement.com/page/35/author-guidelines>.

The paper is accompanied by a cover letter, directed to the Editor, which summarises the context, objectives and intentions of the paper. This will facilitate the desk review process as well as assist in identifying appropriate reviewers.

A sound and high quality initial submission provides the fastest and least painful pathway through the review process and has the very important additional benefit of allowing reviewers to focus and provide constructive feedback on the substantive context of the paper without the distractions of presentational flaws.

ANNOUNCING – SPECIAL ISSUES 2006 – 2008

***Journal of Management & Organization* (ISSN 1833 3672) special issues
2008**

WORK–FAMILY BALANCE, edited by Thomas Kalliath and Paula Brough

LINKING THE EMPLOYEE–CUSTOMER INTERFACE, edited by Sharon Rundle-Thiele and Rebekah Bennett

2007

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2006

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Course coordinators are invited to request evaluation copies from the publisher.

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