

# Australian Journal of Management

## ***Australian Journal of Management* – Subject Area Statements**

The **Australian Journal of Management** is interested in original, innovative and highly rigorous research. The domain of study (be it defined by country, management problem, or methodological approach) is much less important than quality and interest to both an academic readership and, preferably, a sophisticated practitioner one.

What distinguishes the **Australian Journal of Management** from other journals is its emphasis on general management. In practice, this means that high quality articles within the discipline areas listed below will be entertained while cross-disciplinary approaches, addressing cross-disciplinary problems, or with cross-disciplinary managerial implications will be particularly well received.

Another characteristic of the **Australian Journal of Management** is that of relevance. Articles will be more academically sophisticated than industry-targeted management journals but may share the objective of having a contribution that is relevant to a practitioner audience. Of course, relevant, and supportable managerial implications does not mean that the article needs to be written for a lay audience. Implications and writing style are two different issues.

We strongly prefer papers that explain their main intuition, logic, and implications in clear and concise English. Importantly, papers must be written in a transparent and accessible manner and where necessary, we recommend authors use the services of a professional editor for English expression and grammar.

The following subject area statements provide more specific guidance:

### **Accounting**

The Accounting Department seeks papers on topics that deal with the Accounting discipline broadly defined. In this sense, the topics of interest include those relating to the various aspects of each of the sub-disciplines of accounting, specifically financial accounting, managerial accounting, auditing, and taxation. Additionally, the department supports studies conducted using the range of research methodologies including analytical (theoretical), experimental, and empirical (using archival, survey, or field data). Here, regardless of the choice of relevant sub-discipline and methodology, all research published must meet a high standard of credibility and rigor. Importantly, papers must also be written in a clear, transparent, and accessible manner. Finally, since the Australian Journal of Management publishes articles across the various management disciplines, accounting manuscripts that have strong implications for management practice and additionally are of likely interest to neighbouring disciplines are especially encouraged.

### **Auditing and Assurance**

The Auditing and Assurance section has been newly established and seeks papers on topics related to both internal and external auditing as well as emerging issues in the broader field of assurance. Topics of interest include those traditionally in the auditing area as well as the assurance and attestation of non-financial information. Studies are welcomed which employ a range of research methods including analytical (theoretical), experimental, and empirical (using archival, survey, or field data). Irrespective of area and method, the expectation is that studies published will make a credible contribution to the extant research literature.

## **Finance**

In the finance discipline we seek to publish empirical papers that are informed by mainstream theory and contemporary literature. We are happy to receive papers in all areas of finance and we look for creative and original work of relevance to academics and the broader finance community. The contribution of the paper to the literature should be clearly identified. Papers that examine issues specific to an individual country will be considered, but these papers must demonstrate the broader relevance to international markets and the global economy.

The writing style should be clear and concise. We also recommend authors use the services of a professional editor for English expression and grammar.

Authors of empirical papers should provide or make available enough information and data so that the results are reproducible.

## **Economics**

AJM considers research on economics that is related to management. More specifically, we welcome theoretical, empirical, and experimental research in the fields of organizational economics, managerial economics, industrial organization economics, labour economics, contract theory, behavioural economics, public economics, and international economics. We are interested in papers that are well motivated by important real-world issues, and yield novel and significant managerial implications for firms and/or policy implications for governments. We strongly prefer papers that explain their main intuition, logic, and implications in clear and concise English. We put more weight on microeconomics papers, but we do not exclude macroeconomics papers as long as they meet criteria just mentioned.

## **Human Resource Management**

We seek high quality articles on any aspect of employment studies, but especially those that bridge research and practice to promote the understanding of the management of people at work. Articles should make an important contribution to theory development on contemporary HRM issues and integrate theory and research to offer well-founded conclusions. We welcome both quantitative and qualitative empirical research, including meta-analyses, review articles and conceptual work. In line with AJM's objective to have contributions with strong implications for management practice, all submissions should have practical implications for effective problem solving and decision making of significance to practicing HR managers. Topics include, but are not limited to: strategic HRM, international HRM, employment relations, emerging directions for HRM, recruitment and selection, assessing people, performance management, work health and safety, training, compensation, diversity management, HRM – performance and employee engagement, turnover and retention.

## **International Business**

In the international business department we welcome high quality empirical and theoretical submissions positioned within an appropriate literature domain, and scholarly reviews that offer critique which might be used to inform these contributions. Engagement with the literature is critical in all submissions. Empirical papers, whether quantitative or qualitative, accepted for publication from this department will be executed with analytical rigour. Papers accepted in international business will provide a better understanding of the cross-border activities of firms, the problems and opportunities that these activities create, and the processes enacted in these activities. This department is methodologically pluralistic.

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## **Marketing**

Within the overall guidelines for the Journal, including its call for cross disciplinary research and work with clear managerial implications (and application), falls a lot of research in marketing. While articles describing new theory to real management applications or those with cross-disciplinary teams will find an obvious home at the Journal, pure conceptual or theoretical pieces (with sufficient contribution) will also be accepted. Such articles may cover consumer markets, business markets, or even not for profit or government marketing issues. They may be concerned with durables, packaged goods or services. They may use primary data, secondary data, or no data at all if the advance is sufficient. In short, what the Journal seeks in the marketing area are significant, rigorous contributions relative to the existing relative that are relevant to its target readership.

## **Organisational Behaviour**

In the field of Organisational Behaviour we seek high quality theoretical and empirical submissions. Theoretical submissions should be based on a solid review of relevant literature and provide an advance to our conceptual understanding of the impact of organizational behavior in organizations. Empirical papers should be grounded in a solid theory and be methodologically rigorous and apply appropriate analytical techniques. Both qualitative and quantitative submissions are encouraged. Literature reviews that are comprehensive and that provide well thought out directions for future research will be considered for publication.

## **Strategy**

In the strategy department we welcome high quality empirical and theoretical submissions positioned within the strategic management literature. Theoretical contributions to current thinking in the literature are critical for submissions. Empirical papers may be quantitative or qualitative and need to be executed with analytical rigour to be accepted for publication. The strategy papers published will inform scholarship and practice in innovation and entrepreneurship, sustainability and adaptation, resilience and change, and strategic management more broadly. The department is multidisciplinary, drawing upon the full suite of theories that inform the strategies, structures and processes within firms, institutions and other organisations, their locations and the motivations and behaviours of people working for them.