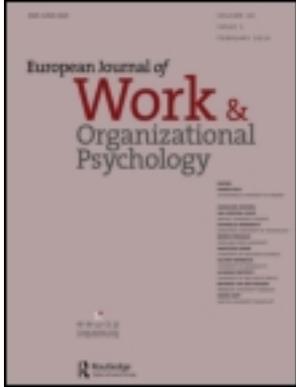


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Editorial letter: Joining forces for a better journal

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Editorial letter: Joining forces for a better journal

Welcome to the first issue of the 2014 *European Journal of Work and Organizational Psychology* (EJWOP). With this first edition, we are delighted to release a brand new cover capturing our renewed enthusiasm for publishing excellent research and theory in the field of work and organizational psychology.

Throughout 2013, we have worked on new procedures to ensure the smooth functioning of the journal, in addition to the changes we made in our editorial board. Once again, in 2013 we have managed to increase the journal's impact factor from 1.962 to 2.094 in the *Journal of Citation Reports*, whilst at the same time keeping manuscript turnaround below 60 days. Such improvements have secured EJWOP a place in the first quartile of journals in our categories of reference: applied psychology and management. In this way, we reached the targets set at the European Association of Work and Organizational Psychology Congress held in Münster in May 2013.

I am truly fortunate to have enlisted the collaboration of eight outstanding associate editors, who represent a wide range of expertise worldwide (Ana Cristina Costa, *Brunel University London, UK*; Evangelia Demerouti, *Eindhoven University of Technology, The Netherlands*; Berrin Erdogan, *Portland State University, USA*; Marylène Gagné, *University of Western Australia, Australia*; Olivier Herrbach, *University of Bordeaux IV, France*; Alannah Rafferty, *University of New South Wales, Australia*; Beatrice van der Heijden, *Radboud University Nijmegen, The Netherlands*; and Dieter Zapf, *Goethe University Frankfurt, Germany*). All have been diligently reviewing manuscripts to meet the increase of nearly 15% in new submissions in 2013. I project (as I write this editorial in October 2013) that we will have received close to 400 manuscript submissions by the end of the year.

In our last editorial letter we outlined our expectations regarding submissions to EJWOP, and we appreciated a clear improvement in the quality of new submissions. We are still, however, desk-rejecting a high number of manuscripts for two main reasons: (1) single-shot, cross-sectional, self-report survey designs aiming to test mediational models. Even where authors

address common source variance concerns statistically, this approach is problematic as it is almost impossible to defend and determine the causal direction chains included on such models. In such cases, multisource or at least multiadministration data collection methods regarding causal, mediating, and outcome variables will be necessary in order to address such models in a satisfactorily reliable way. I know too well from my own experience that some of our research procedures were deeply based on this approach for many years, but we should be aware of the difficulties that exist in defending such designs against current research standards. (2) Lack of explicitness regarding how a manuscript builds on and extends theory, and lack of articulation around clearly stated hypotheses. Remarkably, it is often the case that manuscripts do not include any hypotheses at all, or they are barely connected with the theoretical rationale. The cases of descriptive and qualitative research are frequently argued against presenting hypotheses. It is true that there are occasions where theory alone is very unlikely to shed light on important unknown problems, but researchers could often make extra effort translate their research questions into actionable hypotheses, clearly revealing the contribution of the study and paving the way to future replications of the methodology used in testing them. These are the kind of descriptive and qualitative research we are most interested in.

As a journal, we reiterate that one of our main commitments is towards our authors, by adding value to the review process. In this sense, we have recently made a concerted effort to appreciate the latent added value in submissions, regardless some of the problems leading to desk-rejection. For this reason, we are inviting authors to a dialogue that helps to better refine and resubmit improved versions of their manuscripts. Authors have reacted nicely to this and results have been quite positive. This initiative is instilling a sound platform for respectful scientific interchange that results in improved manuscripts. In turn, we are lessening the work load for our reviewers by providing them with better manuscripts to review.

To close, although maintaining our position in the first quartile of our categories of reference is tough for

any publication, we are convinced that we can contribute towards EJWOP's rising reputation, respect, and influence. Our role as editorial board is centred on creating the proper conditions for this to happen. We also rely upon the excellent research and theory of our authors and the sagacious, constructive, and supportive comments of our reviewers. Likewise, the support of the wider scholarly and practitioner community interested in work and organizational psychology is also vital to us. So, let us join forces and work together to

ensure that the *European Journal of Work and Organizational Psychology* continues to grow and prosper this year too.

May your 2014 be full of joy, health, and success!

RAMÓN RICO

Editor,

*European Journal of Work and Organizational
Psychology*

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