

## Review of Public Personnel Administration

Impact Factor: 3.1

5-Year Impact Factor: 4.8

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**Identity transparency:** Double anonymized

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The manuscript must be your original work, you must have the rights to the work, and you must have obtained and be able to supply all necessary permissions for the reproduction of any copyright works not owned by you, including figures, illustrations, tables, lengthy quotations, or other material previously published elsewhere.

### Article types

The mission of the *Review of Public Personnel Administration (ROPPA)* is to present timely, rigorous scholarship on human resource management in public service organizations. ROPPA is a refereed journal that welcomes articles reflecting the varied approaches and methodologies used in the study and practice of HRM. Of particular interest are studies that analyze the effects of specific HR procedures or programs on the management function and studies that assess the impact of HRM on the broader areas of public policy and administration. Both traditional and emerging topics are welcomed. These include, but are not limited to, merit system reforms, the changing workplace/workforce, equal employment opportunity, quality of work life, relations between HR professionals and line managers, nonprofit HR issues, information technology innovations, decentralization, downsizing, deregulation, grievances and appeals, staffing, recruitment, retention, classification and compensation, performance appraisal, training and development, leadership, motivation, employee benefits, diversity, labor-management relations, mediation, arbitration, public sector unions, HRM in international organizations, and comparative HR. If you have a question about what may be considered acceptable, please contact Editor, Dr. Meghna Sabharwa, [meghna.sabharwal@utdallas.edu](mailto:meghna.sabharwal@utdallas.edu).

ROPPA publishes the following article types:

- Original Research Articles
- Book Reviews
- Legal Brief
- Special Issue articles
- Global Perspectives in Public Human Resources Management (GPPHRM)

**Multilingual Access:** To enhance the reach and accessibility of ROPPA, the journal now publishes translated abstracts for accepted articles. Authors are responsible for translating and copy-editing their abstracts. Translated abstracts should be provided as a separate file at submission, and please note that translated abstracts will not be peer-reviewed.

### Original Research Article

Research Articles should present novel work within the scope of the journal which represents an important advancement in knowledge or understanding. Research

articles need to include an introduction, a well-reported methodology, results, and a discussion of the results in the context of the published literature.

- Abstract structure: Unstructured
- Reference limit: None
- Page limit: 25 typewritten double-spaced pages
- Minimum number of peer reviewers: 2

## Book Reviews

Book reviews should provide brief summaries of books that are relevant to the field, along with meaningful commentary that provides readers with guidance on the practical value of the reviewed book.

- Word limit: 1000-2000
- Abstract structure: Unstructured
- Reference limit: None
- Minimum number reviewers: 1 Book Review editor

## Legal Briefs

Legal Briefs provide an in-depth analysis of a specific legal issue, case, or regulation that impacts the field of public HR. It aims to inform HR professionals, scholars, and practitioners about recent legal developments, their implications, and practical applications. As an essential resource, it helps readers stay informed about legal changes and ensures that HR practices comply with current laws and regulations.

- Word limit: 1000-2500 (often about half the length of an Original Research Paper)
- Abstract structure: Unstructured
- Reference limit: 20
- Table limit: 2
- Figure limit: 2
- Minimum number of peer reviewers: 2
- Notes: Frequently used for manuscripts that don't have enough information for a full length paper but still include all the features of a research paper, and are therefore held to the same requirements (abstract, formatting, etc).

## Global Perspectives in Public Human Resources Management (GPPHRM)

### Purpose

Current theory-driven academic publications often overlook the practical insights of these HR practices. The Global Perspectives in Public Human Resources Management (GPPHRM) section is meant to address this gap. It is dedicated to sharing practical, innovative, and impactful public human resources management practices with global

or regional significance. These practices— whether successful or not— set standards, offer best practices, and inspire new approaches in the field. By analyzing the real-world demands, contextual conditions, and beliefs that drive these practices, our articles aim to highlight their contributions and provide valuable takeaways for public HR scholars and professionals.

## Scope

Submissions to the GPPHRM section can cover a wide range of topics related to public human resources management, including but not limited to:

- Descriptions of the structure and dynamics of personnel systems and practices around the world
- Public performance practices
- Innovative public HR practices, policies, or reforms
- Public HRM responses to global trends such as digital transformation, remote work, demographic shifts, or workforce diversity
- The influence of legal, political, economic, or cultural factors on HRM systems
- Case studies of public HRM initiatives that have been adapted or transferred across borders

Authors should contact the editor via email ([meghna.sabharwal@utdallas.edu](mailto:meghna.sabharwal@utdallas.edu)) to confirm the suitability of their topic.

## Author Contributions

GPPHRM invites contributions from practitioners, scholars, and pracademics. Each submission must include at least one current public sector practitioner to provide practical, real-world insights. Co-authorship with an academic affiliated with a higher education institution is recommended to integrate evidence-based perspectives. Collaboration with colleagues from different countries is encouraged to promote a global understanding of diverse HR practices.

## Submission Requirements

- Word Limit: 1000-2000 words, with a preferred length of 1500 words
- Abstract: An abstract of 150 words or less
- References: A maximum of 15 references
- Tables: A limit of 2 tables
- Figures: A limit of 2 figures
- Takeaway Points: Submissions must include 3 to 5 short, clear takeaway points that summarize the key insights and practical lessons from the article. These points should emphasize how the study contributes to evidence-based HR practices globally.
- Impact and Global Relevance Statement: Submissions must include an impact statement outlining the relevance and significance of the article, along with its practical implications for public HR professionals. This statement should explain how the insights can be applied in

different settings and demonstrate the global or regional significance of the HRM practice, policy, or case study being discussed.

## Additional Requirements

- Title: The title should be descriptive, inviting, and concise, with a maximum of 8 words.
- Format: Submissions should follow the general formatting guidelines of ROPPA (<https://journals.sagepub.com/author-instructions/ROP>).
- Language: Articles must use plain, accessible English and should not include overly complex language, jargon, or long paragraphs.

## Review Process

Submissions to the GPPHRM section will undergo a double-anonymized peer review process. Each manuscript will be reviewed by ROPPA editor and at least one external reviewer. Manuscripts will be evaluated based on their relevance, originality, and contribution to global HRM.

## Special Issues

*ROPPA* will periodically publish special issues dedicated to current themes relevant to public human resources management. Scholars who wish to propose a special issue should reach out to the editor directly at [meghna.sabharwal@utdallas.edu](mailto:meghna.sabharwal@utdallas.edu)

## ROPPA Submission Requirements

**Basic Submission Package Requirements:** A cover sheet with the manuscript's title and all authors' names, affiliations, and complete contact information (mailing address, phone, fax, and email address), plus about five keywords must be included.

Biographical statements for each author not exceeding 40 words and an abstract not exceeding 150 words should be provided on separate pages. The manuscript's title should also appear on the page containing the abstract. All copy (including tables, endnotes, and references) should be double-spaced using Times New Roman size 12 font, one-inch margins, and numbered pages. Prospective authors should follow the manuscript format described below.

**Manuscript Length:** Manuscripts should not exceed 25 typewritten double-spaced pages, inclusive of tables, charts, graphs, and endnotes, and exclusive of the front matter indicated below. Manuscripts should conform to the Publication Manual of the American Psychological Association (7th edition)

**Front Matter:** Because editors and referees review articles without reference to the author's name or institutional affiliation, identifying information should be removed from all portions of the submitted manuscript with the exception of the cover sheet.

To facilitate this process, the first three separate pages of the submitted manuscript, in order, should be:

1. A cover sheet containing the manuscript title, author name (s), affiliation (s), mailing address (es), primary telephone and fax numbers, email addresses, and four or five keywords.
2. Biographical statements for each author of not more than 40 words.
3. An abstract of no more than 150 words, with the manuscript's title repeated above the abstract.

**Text Citations:** All references in the text or any notes should be identified by the last name of the author, year of publication, and include pagination where appropriate.

Format should be as follows:

1. Author's name in text: Johnston (2001, p. 150)
2. Author's name not in text: (Johnston, 2001)
3. Two authors: (Johnston & Denby, 2001, p. 150)
4. Three or more authors:
  - First citation: (Johnston, Denby, & Smith, 2001, p. 150)
  - Subsequent: (Johnston et al., 2001, p. 150)

Ibid., op. cit., loc., supra infra, or cf: should not be used. Subsequent citations of the same source should be listed in the same manner as the first citation, except as noted above for multiple authors. Complete information for every reference should be listed at the end of the article starting on a new page labeled REFERENCES.

**Footnotes:** Footnotes are not to be used in the main text. If it is important enough to say, include it in the text.

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1. Provide complete contact information.
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3. Spell out or define acronyms, abbreviations, or jargon on first use.
4. Provide translations for non-English titles in references.

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##### Title

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## Abstract

Please include an unstructured abstract of 150 words between the title and main body of your manuscript that concisely states the purpose of the research, major findings, and conclusions. If your research includes clinical trials, the trial registry name and URL, and registration number must be included at the end of the abstract. Submissions that do not meet this requirement will not be considered.

For clinical trials, the trial registry name and URL, and registration number must be included at the end of the abstract.

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## Peer review policy

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Identity transparency: Double Anonymized

Reviewer interacts with: Editor, Associate Editors

Review information published: None

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