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### DESCRIPTION

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The *Journal of Vocational Behavior* publishes original empirical and theoretical articles that contribute novel insights to the fields of career choice, career development, and work adjustment across the lifespan and which are also valuable for applications in counseling and career development programs in colleges and universities, business and industry, government, and the military.

The Journal primarily focuses on investigations of individual decision-making about work and careers rather than studies of employer or organizational-level variables. Example topics include initial career choices (e.g., choice of major, initial choice of work or organization, organizational attraction), the development of a career, work transitions, work-family management, work adjustment and attitudes within the workplace (such as work commitment, multiple role management, turnover).

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## GUIDE FOR AUTHORS

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### INTRODUCTION

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Editors will consider manuscripts that make significant contributions to the literature in the following areas:

Studies of vocational choice examining topics such as:

- Theories of career choice; occupational interests and their measurement
- The inter-relation of abilities, needs, values, and personality
- Occupational aspirations and the vocational decision-making process
- Career adaptability; vocational development processes and stages
- The effects of culture, demographic variables, and experiential factors on vocational choice and work adjustment
- Career exploration
- Job search
- Organizational socialization.

Studies of vocational adjustment investigating topics such as:

- Job performance and satisfaction
- Career success;
- Theories of work adjustment
- Adult vocational development and career patterns
- Organizational commitment and job involvement
- Multiple-role management
- Work-role salience
- Work-leisure relations
- Midlife career change
- Occupational re-entry and transition from work to retirement.

The journal also publishes research on career interventions; mentoring; and psychometric research that reports the construction and initial validation of new inventories as well as studies that evaluate the reliability and validity of instruments that measure career related constructs.

Manuscripts may be desk rejected (i.e. rejected without editorial review) for the following reasons:

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- Has significant flaws in writing style, structure or language (please see APA style guide <http://www.apastyle.org>).
- Does not make a substantive contribution to the field due to, for example, limited theoretical or practical relevance, a nonexistent or outdated review of literature, or a simple study based on single-source cross-sectional data.
- Has substantial overlap with other manuscripts, including by the author(s). All manuscripts are submitted to Ithenticate and manuscripts with significant overlap will be returned to the author for revision.
- Any prior use of data is not explicitly stated and thoroughly explained. Note: any prior use of data must be clearly stated, see 'Prior publication of data' section below.

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