DESCRIPTION

Organizational Behavior and Human Decision Processes publishes fundamental research in organizational behavior, organizational psychology, and human cognition, judgment, and decision-making. The journal features articles that present original empirical research, theory development, meta-analysis, and methodological advancements relevant to the substantive domains served by the journal. Topics covered by the journal include perception, cognition, judgment, attitudes, emotion, well-being, motivation, choice, and performance. We are interested in articles that investigate these topics as they pertain to individuals, dyads, groups, and other social collectives. For each topic, we place a premium on articles that make fundamental and substantial contributions to understanding psychological processes relevant to human attitudes, cognitions, and behavior in organizations.

In order to be considered for publication in OBHDP a manuscript has to include the following:

- Demonstrate an interesting behavioral/psychological phenomenon
- Make a significant theoretical and empirical contribution to the existing literature
- Identify and test the underlying psychological mechanism for the newly discovered behavioral/psychological phenomenon
- Have practical implications in organizational context

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**INTRODUCTION**

*Organizational Behavior and Human Decision Processes* publishes fundamental research in organizational behavior, organizational psychology, and human cognition, judgment, and decision-making. The journal features articles that present original empirical research, theory development and methodological advancements relevant to the substantive domains served by the journal. For each type of article, the journal emphasizes research that makes substantial contributions to understanding psychological processes relevant to human attitudes, cognitions, and behavior in organizations.

As implied by its title, *Organizational Behavior and Human Decision Processes* spans a broad spectrum of topics that address psychological and cognitive aspects of organizational behavior. These topics fall under the broad headings of perception, cognition, judgment, attitudes, emotion, well-being, motivation, choice, and performance. These topics are inherently integrative, given that perceptions, attitudes, and emotions are rooted in cognition and judgment, and motivation and performance are inextricably linked to choice. We are interested in articles that investigate these topics as they pertain to individuals as well as dyads, groups, and other social collectives, as exemplified by research on social cognition, negotiation, conflict resolution, interpersonal processes, and group decision-making. For each topic, we place a premium on articles that make fundamental theoretical contributions to applied psychology and, at the same time, are anchored in phenomena relevant to organizations.

*Organizational Behavior and Human Decision Processes* welcomes empirical research using different methodological approaches, including laboratory experiments, field experiments, field studies, survey research, and computational modeling. Studies are evaluated not according to the method used, but by the rigor and care with which the method is applied and its ability to yield valid answers to important research questions. Manuscripts that present multiple studies using complementary methods are particularly appealing.

*Organizational Behavior and Human Decision Processes* seeks research that makes significant contributions to the literature. Hallmarks of such research include developing and testing new theory, examining untested core elements of existing theories, resolving conflicting predictions from multiple theories or conflicting findings from multiple studies, and integrating different theories, propositions, or research streams into a unified framework. Significant contributions are less likely from research that merely replicates previous findings, revisits established findings using different samples or measures, or offers an incremental advancement to an existing body of knowledge. We urge authors...
to pose research questions that are fundamental and relevant to organizations, fully develop their theoretical arguments and hypotheses, apply rigorous empirical methods, and seek conclusions that break new ground and provide major and lasting impact.

The aim of these guidelines is to share with you some criteria that the journals editors employ when evaluating manuscripts. The guidelines cannot address all substantive issues, but we do want to emphasize that, unless its methods, theory and evidence are all exceptionally strong, typically one research study leaves many questions unanswered and this is an important reason why papers that include more than one study are preferred by OBHDP editors.

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