

Every manuscript must include the abstract, key words, and JEL classification code

ABSTRACT

Should be 150 - 300 words.

The content of abstract should be divided into the following seven parts:

Purpose – What are the basic reasons for writing the paper? What is the gap in prior literature this paper fills in?

Aims(s) – What are the aims of this paper? State them unambiguously and clearly. Consider division into the primary aim and secondary aims, if applicable.

Design/methodology/approach – How are the objectives achieved? Include brief description of the main method(s) used for the research. Furthermore, in case the research was conducted with respondents, include a brief description of the research sample (respondents). In case, the research is case-based, include a brief description of the cases utilized and the rationale for the selection of these cases. In case the research is a theoretical review, include a brief description of the sum of papers and the key criteria and methods for their selection.

Findings – How did you deal with the data (data analysis procedures)? What are the most important findings?

Limitations of the study – What are the limitations of your research approach and the research process? What are the suggestions for future research?

Practical implications – What suggestions can be derived from your research for the corporate practice in terms of consequences, or applications?

Originality/value – What novel insights provides this paper? State the value of this paper and to whom it may be beneficial.

KEYWORDS

A list of 5-7 keywords should follow the Abstract.

The words are separated by colons. For instance:

Key words: word1, word2, word3, word4, word5, word6

JEL CODE

For specifying the JEL code, please search:

<http://www.aeaweb.org/econlit/jelCodes.php> For instance:

JEL Code: J24, M14

The structure of the manuscript should contain seven basic sections

1 INTRODUCTION

- The reasons for conducting this study and the context of the paper
- Summarizing current understanding of the problem you are investigating
- The purpose and aims of the paper and why they are important
- Briefly explaining the rationale and your approach
- How will this paper advance our knowledge?

2 THEORETICAL REVIEW/BACKGROUND TO THE STUDY

- Overview of the literature that relates to your research aims
- Should show in detail what is the prior understanding of phenomena you are studying

- Should involve a critical analysis of the prior knowledge directly related to the novelties that your paper brings in
- Should provide arguments for your hypotheses/research questions. In case you have several hypotheses/research questions, each of these must be developed based on its own portion of the prior literature that is used as a rationale/argumentation for each of your hypotheses/res. questions
- If you use any research model linking your hypotheses/research questions, it should be shown and explained here

3 METHODOLOGY

- In-depth full description of the way how the research was conducted – when did you conduct it, how the data were acquired, what were the methods for data acquisition with their brief definition from literature and explication how you have utilized them in your research (questionnaires/measures/items, etc.)
- In case you have used your own research instrument, it needs to be thoroughly explained in terms of its reliability and validity and the process of its development as well
- Rationale/reasoning related to the way how you selected the sample. Which sampling procedure did you use? How did you calculate the sample size? What was the response rate (if applicable)
- Description of the composition of the final sample
- In-depth full description of the methods you used for data analysis

4 RESEARCH RESULTS

- Presenting results in a clear and structured manner with appropriate tables/pictures/graphs, or with excerpts from data transcriptions (in qualitative research)
- Should be in line with the aims/hypotheses/research questions posed in the previous parts of the paper
- Should clearly state whether hypotheses were confirmed, or how the research questions were answered.

5 DISCUSSION

- Serves as a platform for interpretation of your research results in the light of what was already known and what novel knowledge your research brings
- Explain here your new understanding of the researched phenomena
- Connect your new findings with the findings in prior literature. Do your findings correspond with what other authors have shown, or do they contradict the prior findings from the literature? How do you interpret your findings? What your findings imply – what are the theoretical as well as practical implications of your study?

6 CONCLUSION

- State here a concise summary of the main findings
- Clearly state what are the limitations in this paper/study/research approach
- Outline future research agenda that might be connected with your findings

7 REFERENCES

Comprehensive list of all sources cited in the paper. All source included in the paper must be shown here. No other sources should be included, only those which were cited in the paper. For formatting guide, please go to: <https://www.jhrm.eu/contact/>