

INSTRUCTIONS FOR AUTHORS

PREPARING YOUR MANUSCRIPT

for

OXFORD

RESEARCH

ENCYCLOPEDIAS

Business & Management

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QUICK GUIDELINES

Audience and Scope:

The goal of articles in the ORE is to generate insight—for researchers at every level. Thus, articles should be on the evolution and/or structure of research programs and their dynamics, the questions and puzzles that drive research, and the interaction between theory and empirics.

Some things that might be considered in writing the article:

- What are the key questions/problems that have motivated research and have endured? What are the main themes?
- What are the main mechanisms or variables that have driven research?
- What are the connections between this research agenda/stream and others, whether in politics or other disciplines?
- What are the various types of methods that have been used?
- Are there scope and boundary conditions?
- What have been the key controversies and debates?
- What significant questions remain, are being or should be addressed by researchers?

To inform future research the article preferably should be an analytical essay rather than a literature review or summary.

Article Title:

The choice of title for your article has important implications for web discoverability. Good titles are specific and clear without being obscure. The title should:

- Accurately and specifically describe the content;
- Reflect how readers will search by using common terms that do not have much competition.

As Google does not give much weight to subtitles, we suggest that you avoid them.

Summary (250-500 words):

A brief synopsis of the topic that your article will cover (1-3 paragraphs or no longer than 500 words) should be returned with the contract or as soon as possible thereafter. This is not an abstract but a statement of the key points that the essay will make (but please do not write “I will do...”). The summary will publish online immediately, and will increase discoverability of your article. We hope the Article Summary will inform you as you write your essay, and also give our readers a (very) short overview of your topic. If you wish, you may revise or entirely re-write this summary when submitting your full article.

Keywords (5-10 words):

Please suggest 5-10 keywords that can be used for describing the content of the article; this will ensure that your article is searchable and discoverable online.

Article Length and Headings:

The length of your article can range between 6,000-10,000 words (or the length you've agreed upon with the Senior Editor), with the body of the article constituting its majority. As a digital resource, we are not limited to a maximum word count; so you can exceed 10,000 words if needed. Please notify Andrew Jung (business.ore@oup.com) or your assigned Senior Editor if this is the case.

Be sure to use headings for each section and sub-sections where appropriate.

Citations:

Please cite as necessary using APA (American Psychological Association Style) with this proviso: brief in-line citations that link to full citations.

Bibliography/Further Reading:

There is no maximum limit to the number of sources in the Bibliography. Be sure to include key articles, books, journals, works, etc.

For the (optional) Further Reading section, you can provide up to 25 suggested works.

Links to Digital Materials:

Feel free to include links to digital materials when appropriate (optional).

USING THESE INSTRUCTIONS

While all information provided in these instructions is important and should be read over prior to writing your article, critical instructions have been called out for you using the following icon:



Any information provided to you in separate discipline-specific guidelines or addendum should be adhered to. If you have received conflicting information please consult your OUP editor as certain subject areas may have bespoke requirements.

Your Contract

Your contributor contract should have been provided to you along with these guidelines. If you have not received a contract, please contact your OUP editor immediately.



Manuscript Submission Checklist

Before submitting your final manuscript, please be sure that:

- You have returned a signed copy of your contract.
- You are submitting the final version of your article.
- If your article title has changed, please notify your OUP editor at the time of submission.
- You provided your full name and affiliation as you want them to appear on the published article.
- You have provided an article summary and keywords, and, if appropriate, a list of abbreviations, and a style guide.
- Headings and subheadings are concise and consistently formatted.
- All special characters, accents, and symbols are as they should appear in the published article. If your article includes non-standard characters and symbols, use Unicode fonts and provide a pdf of your article in addition to a Word version.
- All notes and references are complete and consistently formatted (see the [Notes, References, and Bibliography](#) section in these guidelines). Your reference list should contain an exact reference for each citation in the text.
- All written permissions to reproduce images, tables, and text have been paid for and filed with your OUP editor. Please let your editor know if permissions are not needed.
- You have provided all final versions of images and tables with a complete and accurate caption list, as per [requirements](#) detailed in these guidelines.

Writing Your Article

Your article should be written for scholars and university-level readers, including advanced undergraduates, graduate students, researchers within your field and adjacent fields. Your article should provide a synthetic summary of key topics and their development over time, and include key important contributions and contributors, debates, and controversies. Your article can reflect your perspective or analytical approach. Avoid format-specific terminology such as “the next page” or directional language such as “see above.”

Be original. Oxford Research Encyclopedia only publishes new, previously unpublished articles. Avoid reproducing text or commentary—even your own—which has already appeared or been published elsewhere.

Think long-term. Do not engage with anything that is obviously ephemeral and will cause your article to date very quickly. To some extent this involves excising obvious references to recent geopolitical events *as recent events* and it may be helpful to allude to their implications for the approach or topic you are writing on. Of greater significance is that you exercise judgment on what controversies within the discipline will look like mere “flashes in the pan” five or ten years on. While it is not necessary to avoid these altogether, be cautious to not overstate their significance or unduly devote too much space to them. Similarly, do not comment on the state of the discipline via analysis of journal content in your subfield. This sort of analysis is invariably tied to a specific and recent period of time, which could quickly date the analysis.

Length and scope. Follow word count and scope guidelines as set forth in your contract. Do not devote more than a sentence or two to calling attention to the topics you are unable to discuss. Limit the use of jargon and abbreviations and define uncommon technical terms.

Title. Your article title is listed on your contract. If you would like to suggest a new one, please confer with your OUP editor. Titles should be concise yet descriptive of the content within. Avoid hypothetical or rhetorical questions, as well as over-flowery language. Avoid using subtitles. When titling your work, consider how you would like the article to appear in [online search results](#).

Your reader. Assume that the reader is knowledgeable in the field and its discourse and terminology. Though it is always a good idea to avoid jargon, you can and should engage with the terms and ideas in circulation in the area.

Discovering Your Article Online

Articles should be titled with online discoverability in mind. We expect the editor in chief and OUP editors to make the final decision on article titles but if you choose to propose a new title, please keep the following in mind.

The way an article is titled has a significant impact on the number of potential readers who will find your work. Increasingly Google and other search engines are the starting point for academic research. With this in mind ORE has been engineered to optimize discoverability of your work on the open web. Search engines, including the search functionality within ORE, approach a title on its own terms. Contextual factors, including keywords and the article summary, may influence an individual’s decision to read the article, but the primary consideration for discoverability is the wording of the title itself. The more specific and straightforward the title, the more likely people looking for an article on that specific topic are to find your work.

Titling for Discoverability

Titles should accurately and specifically describe what the article is about without being too general. Avoid hypotheticals or rhetorical questions. Consider using terminology that is frequently searched but does not have too much competition. Also worth noting, Google values the beginning of titles more than the end. Best practices for titling for discoverability include:

- Use no more than 40 characters—including spaces—in length.
- Accurately and specifically describe the content. Good: “Gulags Under Stalin.” Less good: “Gulags.”
- Consider how users search. Good: “Che Guevara in Bolivia.” Less good: “Building Upon Che Guevara’s Bolivia.”
- Specialized fields of study are highly discoverable (“person in environment theory”). These terms have little competition and a lot of traffic.

Example: A search for “anthropology and genocide” in Google returns an OUP article titled “Anthropology and Genocide” on the first page of results. However, if you were to search just “Genocide,” the same article would unlikely be discovered. “Genocide” is too general a title.

Example: The title “Messiah with the Microphone? Oral Historians, Technology, and Sound Archives” is not a highly discoverable title because of its length and because of the “Messiah with the Microphone...” A more discoverable title may be “Oral Historians, Technology, and Sound Archives” because users are more likely to search “oral historian technology archive.”

Figures, Tables, Images, Audio, and Video Components

Images include photos, line drawings, tables, charts, maps, and illustrations..

Consider the following criteria for inclusion:

- Is describing the image in words inadequate?
- Is the image substantively appropriate to draw attention to the point being made?
- Is the image current and accurate?
- Is the image easy to understand?
- Does the image enhance the information in the text without being redundant?
- Is the image easily reproducible?

If you do decide to include images, we strongly suggest choosing non-copyrighted materials. For copyrighted materials, you must file cleared permissions with OUP.

Figures, Tables, and Image Requirements

- Provide each graphic component as an individual file. Do not embed them in your manuscript. Do not merge multiple images into a single file.
- Tables should be Word or Excel files with author name and image number as filenames, e.g. “Smith-Table 1.” (Don’t embed tables in the body of your article.)
- Placement of images and tables in the article should be indicated by callouts in brackets and bold font, e.g. “[insert Smith- Fig 3 here].”
- Illustrations should be submitted as .tiff (preferred) or .jpg image files.
- Digital images should be submitted along with your article through ScholarOne (see [“Submitting Your Article,”](#) below). Digital files should be named with author name and image numbers, e.g. “Smith-Fig 8” for the eighth image in your article. If you have difficulty submitting your image through ScholarOne, please contact your development editor.
- Digital art should be at least 300 dots per inch (dpi) when 2400 pixels, or 8 inches, wide.
- If you are working with photographic prints, please mail the originals. Do not scan or photocopy photographs and pictures from a printed work. Do not submit photographs printed from computer screens, video stills, or television. Keep one (photo)copy of each photograph for your records.
- Prints should be labeled with author name and image numbers, e.g. “Smith-Fig 8” for the eighth image in your article.
- Indicate orientation of hard copies with “TOP” indicating “top of photo.” If the photo needs to be cropped, indicate how on an accompanying photocopy.
- Provide captions at the end of your article. Captions should be concise and followed by a complete credit line, e.g. “[Smith Fig 1]: A Roman copy (1st century BCE) of a Greek bronze of Alexander the Great. The distinctive hairstyle immediately marks him as Alexander, despite the Roman cuirass.

[Credit line: Alexander the Great. The National Archaeological Museum, Naples. Alinari © Alinari Archives, Florence.]”

- Confirm if an image is floating or anchored to a specific place in the text.

Audio and Video

You are invited to supplement your article with audio and video files, which will be embedded directly in your text. You should consult with your OUP editor before deciding to include audio or video in your article.

Consider the following criteria for inclusion:

- Is describing the audio or video in words inadequate?
- Is the audio or video substantively appropriate to draw attention to the point being made?
- Is the audio or video current and accurate?
- Does the audio or video enhance the information in the text without being redundant?
- Are the audio or video files clear and complete?

If you do decide to include audio or video, we strongly suggest choosing non-copyrighted materials. For copyrighted materials, please seek permissions.



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We strongly urge you to request permissions as soon as you know which images, audio, or video you will include in the article, even before you start writing. Securing permission can take months, and the article due date will not be extended because of a missing permission as it is difficult to ascertain whether and when it might be granted. If a copyright holder refuses to grant all the rights requested by OUP, then we will not be able to include the material in the article. Your article cannot be approved for publication if there are unresolved permission issues, meaning you might be asked to remove the material and revise accordingly. Crediting the source of copyrighted materials is not an acceptable substitute for securing written permission to reprint previously published materials.

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Article Summary and Keywords

You will need to supply an article summary prior to submitting your completed article. Keywords should be submitted along with your article. If you would like to revise your article summary, you may submit revisions when you submit your completed article. Please provide keywords and the optional revised article summary at the beginning of your manuscript.

Article Summary

The article summary should be a brief synopsis of the topic, no more than a paragraph or two. It should be roughly equivalent to a definition. It should be able to stand on its own as a useful piece of content without reference to a larger article. It will include the basic facts without the interpretive or synthetic gloss that the full essay will have.

Keywords

Please suggest 5-10 keywords that can be used for describing the content of the article and will ensure your article is searchable and discoverable online. Keywords are equivalent to terms in an index in a printed work. Keywords should meet the following criteria:

- Keywords should be one word where possible, though two- and three-word specialist terms are acceptable where necessary.
- Keywords should not be too generalized.
- Each keyword would ideally appear in the accompanying article summary.
- Keywords may be drawn from the article title.

Sample summaries and keywords

Article title: Acoustics Phonetics

Summary: Sound waves form the physical link between speaker and hearer. Central to the field of acoustic phonetics are the concepts and techniques of acoustic physics; but acoustic phonetic research also integrates knowledge about how speech signals are produced by a speaker, how they are perceived by a hearer, and how they are structured by the phonology of languages. From the linguist's point of view, acoustic phonetics provides quantitative information on the realization of the sound system of a language, supplementing the data available from auditory phonetics.

Acoustic phonetics is a relative newcomer to the discipline of phonetics. Developments in the 19th century in the field of acoustics laid its theoretical foundations; but it was given its real impetus in the 20th century, by techniques for recording sound and analyzing it electronically. The availability of computers for digital processing of signals gave it further momentum. Acoustic phonetics has become arguably the most successful branch of phonetics. Its primary data are easy to obtain (unlike, e.g., data on muscle activity in speech production); and advances in acoustic phonetics are often stimulated by the prospect of practical applications in such areas as telecommunications and human/computer interaction through speech.

Keywords: speech signals, sound system, acoustics, phonetics, human/computer interaction

Article title: Just Intonation

Summary: When pitch can be intoned with a modicum of flexibility, the term "just intonation" refers to the consistent use of harmonic intervals tuned so pure that they do not beat, and of melodic intervals derived from such an arrangement, including more than one size of whole tone. On normal keyboard instruments, however, the term refers to a system of tuning in which some 5ths (often

including D–A or else G–D) are left distastefully smaller than pure in order that the other 5ths and most of the 3rds will not beat (it being impossible for all the concords on a normal keyboard instrument to be tuned pure). The defect of such an arrangement can be mitigated by the use of an elaborate keyboard.

Keywords: pitch, harmonic intervals, melodic intervals, tuning

Notes, References, and Bibliography

During copyediting, your references will be edited for style but will not be fact-checked, so please pay special attention to the accuracy of your references. Please also ensure that all references are full, complete, and consistently formatted. Do not use *ibid.*, *id.*, *op. cit.*, or other such reference abbreviations. Do not use a long dash to replace a repeated author name in a bibliography or reference list. Give page ranges in full (651–652, not 651–52).

References should, in general, be only to materials that are likely to remain accessible. This means that unpublished conference papers and similarly ephemeral materials should not be referenced unless they are forthcoming in some published form. Materials published on the web should be considered carefully. Consider if the material will remain accessible. If the materials in question have a DOI (digital object identifier) be sure to include it in your citation.

Author-date Citations with a Reference List

Reference citations are indicated in the text by author last name and year inside parentheses: e.g., (Smith, 2009). These citations refer the reader to full bibliographic information in a reference list at the end of your article. The reference list should contain all works directly cited in your article and should not contain any works that you have not cited. If you find that some core works are not referenced in your article, you may provide additional references under the heading “Further Reading” immediately following the reference list. For more detail please see the [appendix](#).

Cross-references and Related Articles

Publishing online creates opportunities to cross-reference your article to related content. A list of articles you may link to can be provided by your OUP editor. Your editor in chief and editorial board will review your article for potential cross-references as well.

Related Articles

Related articles are linked at the article level. On ORE, related articles will appear as a sidebar (see the below screenshot taken from [Oxford Handbooks Online](#)). For example, from the article “Labor Markets and Flexibility,” the reader would be able to link directly to “Institutionalizing the Employment Relationship” from the sidebar. In this way, ORE allows researchers to navigate the entire discipline. You may suggest these article-to-article links by listing related articles at the top of your manuscript. Suggestions are subject to editorial approval.

Oxford Online OUP-USA

Labor Markets and Flexibility
Jill Rubery
The Oxford Handbook of Work and Organizational Behavior

Print Publication Date: May 2006
Online Publication Date: Sep 2009

Subject Issues
DOI: 10.1093/oxfordhb/9780199550702/0130001

In This Article

1.1 Introduction
1.2 Employing Organizations and the Organization of Work

1.2.1 From Bureaucratic-Internal Labor Markets to the Flexible Firm?
1.2.2 New Organizational Forms and Changing Labor Markets
1.2.3 High Commitment Work Practices and Changing Labor Markets
1.2.4 Making Sense of the Role of Organization in the Post-Fordist Labor Market

1.3 Labor Supply
1.4 Changes in the Form of the Employment Relationship
1.5 Towards a New Model?
References

Abstract and Keywords

The labor market has traditionally been viewed in terms of labor and on the management of employees in the era of the industrial model of employment markets and the rise of so-called flexible labor markets. This article examines the labor market to be: employing organizations and the associated labor supply, and the form of employment relationship support of this characterization. Its main objective is to provide a theoretical framework for the interpretation of this characterization. Its main objective is interpreted, particularly with respect to the role of the labor market. The main element is related to or reflective of changes in the labor market.

Keywords: labor market, industrial model, employment relationship, flexible labor market

1.1 Introduction

The labor market has traditionally been viewed in terms of labor and on the management of employees in the era of the so-called Fordist or industrial model of employment markets and the rise of so-called flexible labor markets. This article examines the labor market to be: employing organizations and the associated labor supply, and the form of employment relationship support of this characterization. Its main objective is to provide a theoretical framework for the interpretation of this characterization. Its main objective is interpreted, particularly with respect to the role of the labor market. The main element is related to or reflective of changes in the labor market.

Related Content

[Institutionalizing the Employment Relationship](#)

Cross-references

Cross-references refer to in-line links to other articles, to other headings in your article, or to specific headings in other articles. An example: “Almost from the moment that <XR>business history</XR> emerged as a distinct area of scholarship in the late 1920s, its relationship with economics has been fraught with tension.” In this sentence, “business history” may link to an article called “Business History” or to a section called “Business History.” You are not required to create or suggest cross-references but they greatly improve the research journey and usefulness of your content. Cross-references must target a specific point in the text. Avoid using locators such as “see above,” “see below,” “infra,” “supra,” or “see p. XX.”



URLs

You may link from a specific place in your text to a non-ORE web address. Simply provide the full URL in your manuscript; e.g., “The interactive map[<http://www.ucalgary.ca/arcticexpedition/>] offers brief descriptions of Operation Muskox, Operation Lemming, and other defense-related activity in the Canadian Arctic.”

Submitting Your Article

Review the [manuscript submission checklist](#). Save your manuscript in a Word-compatible format. To submit your article, please log in to the ORE ScholarOne site via the URL provided to you by your OUP editor. Your username and password will also be supplied to you. However, for security purposes, the system may require that you request a password. Once you are logged in, the Main Menu will be displayed. Please click on the Contributor Center, where you will find the article listed under “Invited Articles.” You can click on the “Continue Submission” button to begin article submission. ScholarOne will guide you through the submission process; if you have difficulties, contact your development editor.

The Review Process

After submittal, your OUP editor will review your manuscript for sense and scope against the parameters outlined in your contract. Barring the need for major revision at this stage, your article will be submitted to peer review, the results of which will be returned to you for response. Once the peer review has been satisfactorily addressed, your article will be submitted to the editor in chief for final approval for publication. At this time, the editor in chief may also suggest [cross references and related articles](#).

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Updates

Updates can and will be wide-ranging. They include, but are in no way limited to, adding coverage of a new argument, adding a discussion around recent developments in the field, or updating the article's bibliography. The original publication of your work is a permanent record of research, held to the same standard of print publications that live on the shelf, often in perpetuity. If a researcher cites your article in their work, they expect that reference to remain consistent and relevant. As such, all previous versions of an updated article will remain accessible to the reader via the most recent version of your article. The most recent version of your article will be the default version researchers are directed to. Updated articles have new online publication dates and updated bibliographic data.

New Articles

If an article is updated to the extent it constitutes a new and individual work, there will be no relationship between the previous version(s) and will be a separate publication. The decision to create a new article will be made in consultation between the author, the editorial board, and the editor in chief. A "Related Article" link may be created but the articles will not be grouped together in search results and will have distinct bibliographic data.

If OUP, the editor in chief, or the editorial board considers an update to the material to be necessary, OUP may commission a new article to address the change in the field. This could include approaching the author of the original contribution, or a new contributor.

Style, Spelling, and Format

Style and Spelling

Please follow the *APA* style. If you have been commissioned for the psychology ORE, please follow the *Publication Manual of the American Psychological Association*, 6th edition. Any style guidelines given in these instructions supersede those of *Chicago* and *APA*. See [Notes, References, and Bibliography](#) for information on how citations will be styled. Spelling should follow the *New Oxford American Dictionary*.

Use the Oxford comma: “one, two, and three” (not “one, two and three”).

Headings

Headings and subheadings should be concise, consistently formatted, and clearly identifiable. This means all first-level headings should be formatted the same way, all second-level headings should be formatted the same way and differently from first-level headings, and so on. Use no more than three levels of headings. Think of headings as keywords for an online search. Headings must not include cross-references or cues to tables, figures, or notes.

Format

A manuscript page is a double-spaced, letter-size page, typed in Times New Roman 12 point. Please keep formatting such as bold, underlining, manual section and page breaks, to a minimum. Also, please turn off the automatic hyphenation function. Assign your article a file name with author name first followed by article title.

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Appendix

Author-Date Style with Reference List

(text)

The importance of knowledge as a crucial asset for firm performance has been of growing interest to organizational scholars over the last two decades (for example, Cook and Brown, 1999; Grant, 1996; Kogut and Zander, 1992; Nonaka and Takeuchi, 1995; Orlikowski, 2002; Spender, 1996). Whilst Nag et al. (2007) accepted that both institutional and organizational structures can retain knowledge, a significant portion of this knowledge is also contained in the cognition of the firm's constituent employees and other stakeholders; that is, within its human capital (Scott, 1995a, 1995b; Tsoukas, 1996).

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Further Reading

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