

## Information for authors and readers

**Manuscript submission:** Individuals with ideas for a potential focal article they would like to write or with ideas about topics they would like to see addressed in the journal should contact Editor John Scott at JScott@APTMetrics.com. Focal articles for each issue will be available at <http://cambridge.org/iop> and on the SIOp Web site ([www.SIOp.org](http://www.SIOp.org)) well in advance of the copy deadline for each issue; you should check the Web site regularly for such articles. All commentaries should be submitted in the form of Word documents. These should be sent to the journal's editor by the deadline indicated on the journal Web page: <http://www.siop.org/journal/siopjournal.aspx>. For more information and style instructions, see <https://www.cambridge.org/core/journals/industrial-and-organizational-psychology/information/instructions-contributors>.

**Subscriptions:** *Industrial and Organizational Psychology: Perspectives on Science and Practice* is published four times a year in March, June, September, and December. The 2020 price for an online and print subscription for institutions is \$855 in the USA, Canada, and Mexico; UK £464 + VAT elsewhere. The 2020 price for an online-only subscription for institutions is \$740 in the USA, Canada, and Mexico; UK £402 + VAT elsewhere. Individuals are encouraged to join the Society for Industrial and Organizational Psychology to obtain a subscription, or a heavily reduced individual rate is available direct from the publisher for personal use only. Periodicals postage rate paid at New York, NY, and at additional mailing offices. POSTMASTER: Send address changes in the USA, Canada, and Mexico to: *Industrial and Organization Psychology: Perspectives on Science and Practice*, Cambridge University Press, Journals Fulfillment Department, One Liberty Plaza, 20th Floor, New York, NY 10006. Send address changes elsewhere to *Industrial and Organization Psychology: Perspectives on Science and Practice*, Cambridge University Press, UPH, Shaftesbury Road, Cambridge CB2 8BS, England.

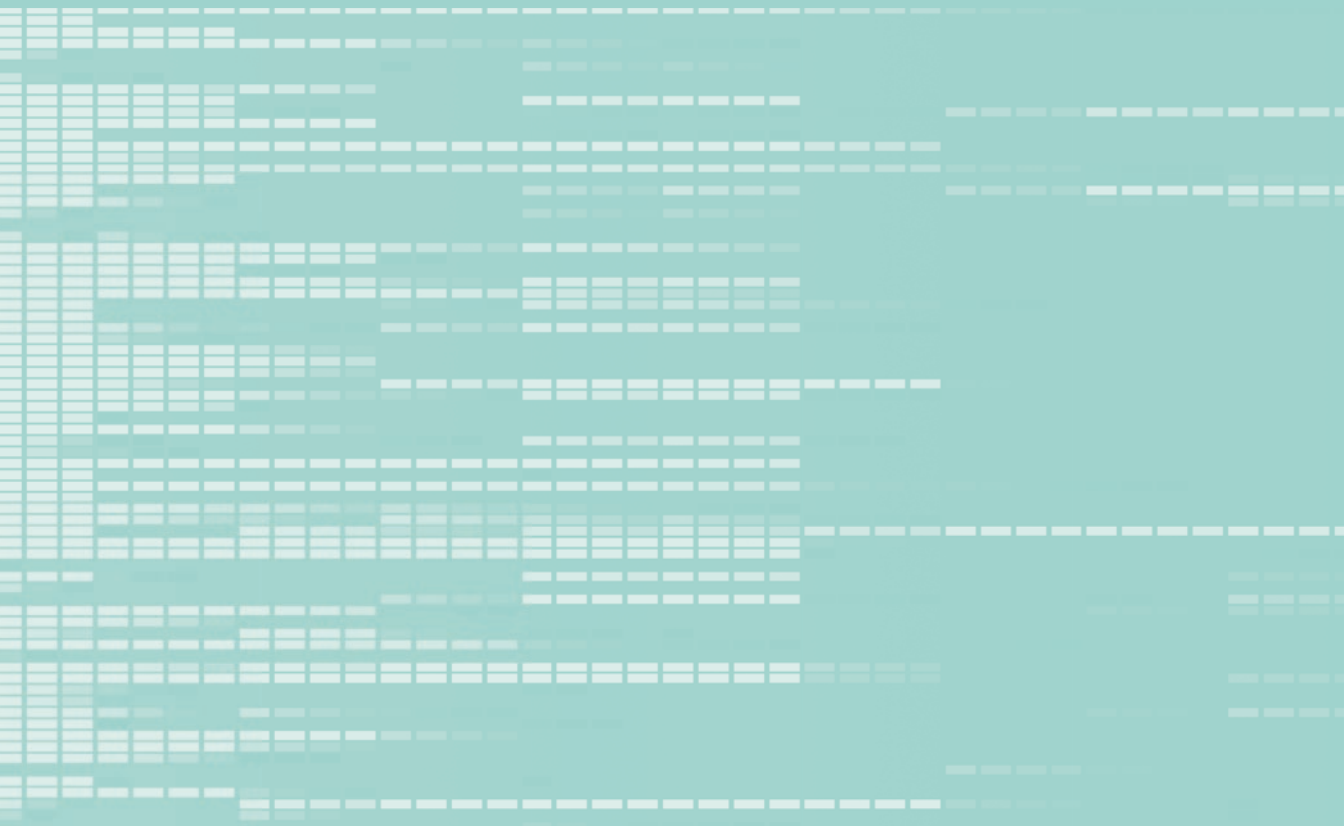
**Permissions information:** All rights reserved. No part of this publication may be reproduced, in any form or by any means, electronic, photocopying, or otherwise, without permission in writing from Cambridge University Press. Policies, request forms and contacts are available at <http://journals.cambridge.org/action/rightsAndPermissions>. Permission to copy (for users in the USA) is available from Copyright Clearance Center: <http://www.copyright.com>, e-mail [info@copyright.com](mailto:info@copyright.com).

**Advertising:** To advertise in the journal, e-mail [USAdSales@cambridge.org](mailto:USAdSales@cambridge.org) or telephone +1 (212) 337 5053 in the USA, Canada, or Mexico; e-mail [ad\\_sales@cambridge.org](mailto:ad_sales@cambridge.org) or telephone +44 (1223) 325083 in the rest of the world.

**Abstracts and indexing:** Indexed in EBSCO, Proquest, Scopus, Thomson SSCI, Web of Science.

*Industrial and Organizational Psychology: Perspectives on Science and Practice* is published by Cambridge Journals on behalf of the Society for Industrial and Organizational Psychology. The journal is included on Cambridge Core and can be found at [cambridge.org/iop](http://cambridge.org/iop).

ISSN: 1754-9434  
E-ISSN: 1754-9426



SOCIETY for  
INDUSTRIAL and  
ORGANIZATIONAL  
PSYCHOLOGY

SCIENCE FOR A SMARTER WORKPLACE



CAMBRIDGE  
UNIVERSITY PRESS