

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://journals.cambridge.org/iop> and on the SIOP Web site (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 or PDF if Word is not available to you. These should be sent to the journal's editor, John Scott, via e-mail (JScott@APTMetrics.com), by the deadline indicated on the journal Web page: <http://www.siop.org/journal/siopjournal.aspx>. For more information and style instructions see <http://journals.cambridge.org/iop/IFC>.

Subscriptions: *Industrial and Organizational Psychology: Perspectives on Science and Practice* is published in March, June, September, and December. The 2017 price for an online and print subscription for institutions is \$684 in the USA, Canada, and Mexico; UK £371 + VAT elsewhere. The 2017 price for an online-only subscription for institutions is \$593 in the USA, Canada, and Mexico; UK £322 + 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. Subscription correspondence and address changes should be sent to Cambridge University Press, One Liberty Plaza, New York, NY 10006, USA, e-mail subscriptions_newyork@cambridge.org, for customers in the USA, Canada, or Mexico. Customers elsewhere should contact Cambridge University Press, University Printing House, Shaftesbury Road, Cambridge CB2 8BS, UK, e-mail journals@cambridge.org. Single issues and individual articles to be purchased and rented are also available through Cambridge University Press.

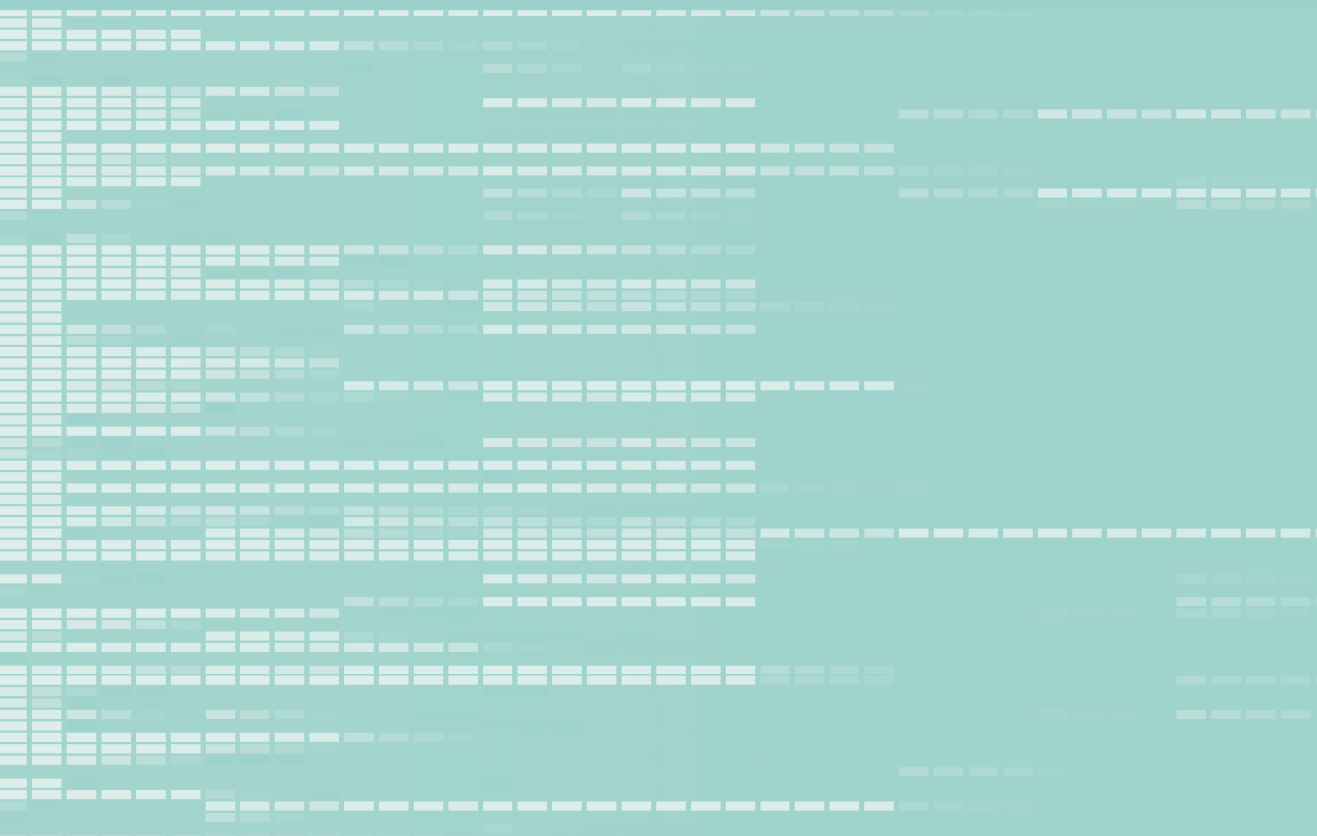
Permissions information: All rights reserved. No part of this publication may be reproduced, in any form or by any means, electronic, photocopying, or otherwise, without permission in writing from Cambridge University Press. Policies, request forms and contacts are available at <http://journals.cambridge.org/action/rightsAndPermissions>.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

Advertising: To advertise in the journal, e-mail USAdSales@cambridge.org or telephone +1 (212) 337 5053 in the USA, Canada, or Mexico; e-mail 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 in the Cambridge Journals Online service and can be found at cambridge.org/iop.

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



SOCIETY for
INDUSTRIAL and
ORGANIZATIONAL
PSYCHOLOGY



CAMBRIDGE
UNIVERSITY PRESS