

INTRODUCTION

From the Editor

Welcome to the second issue of the Society for Industrial and Organizational Psychology's new journal. As the title of the journal suggests, the focus is on an exchange of perspectives. The typical issue will contain two focal articles, which summarize a body of conceptual and/or empirical literature on a topic of broad interest and offer a point of view about that body of work. Each focal article is followed by a set of commentaries, reflecting research, practice, and international perspectives on the issues raised in the focal article. These commentaries are followed by an integrative response from the author(s) of the focal article. (See www.siop.org/journal/siopjournal.aspx for details about the journal.)

The first focal article in this issue, by Kevin R. Murphy, is entitled "Explaining the Weak Relationship Between Job Performance and Ratings of Job Performance." Given the centrality of job performance as a key variable in many domains of research and practice and given the long-standing concerns about the use of ratings to assess job performance, this topic merits treatment in one of the first issues of the journal. The article is followed by eight commentaries and a response from

the author. The second, by a team of authors from 22 countries, is entitled "International Perspectives on the Legal Environment for Personnel Selection." As editor, I invited colleagues from various countries to respond to a set of questions about the legal environment in their countries. Information was extracted from the 22 individual country responses and integrated into a single article comparing and contrasting aspects of the legal environment across the countries. The article is followed by five commentaries and a response from the authors.

For each focal article, a project team was assembled, members of which reviewed commentary submissions. For the focal article on job performance, that team was made up of James Conway, James Smither, and Deborah Whetzel. For the article on international perspectives on the legal environment the team was made up of Art Gutman and Paul Hanges. They deserve thanks for their contributions to making this issue a success.

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