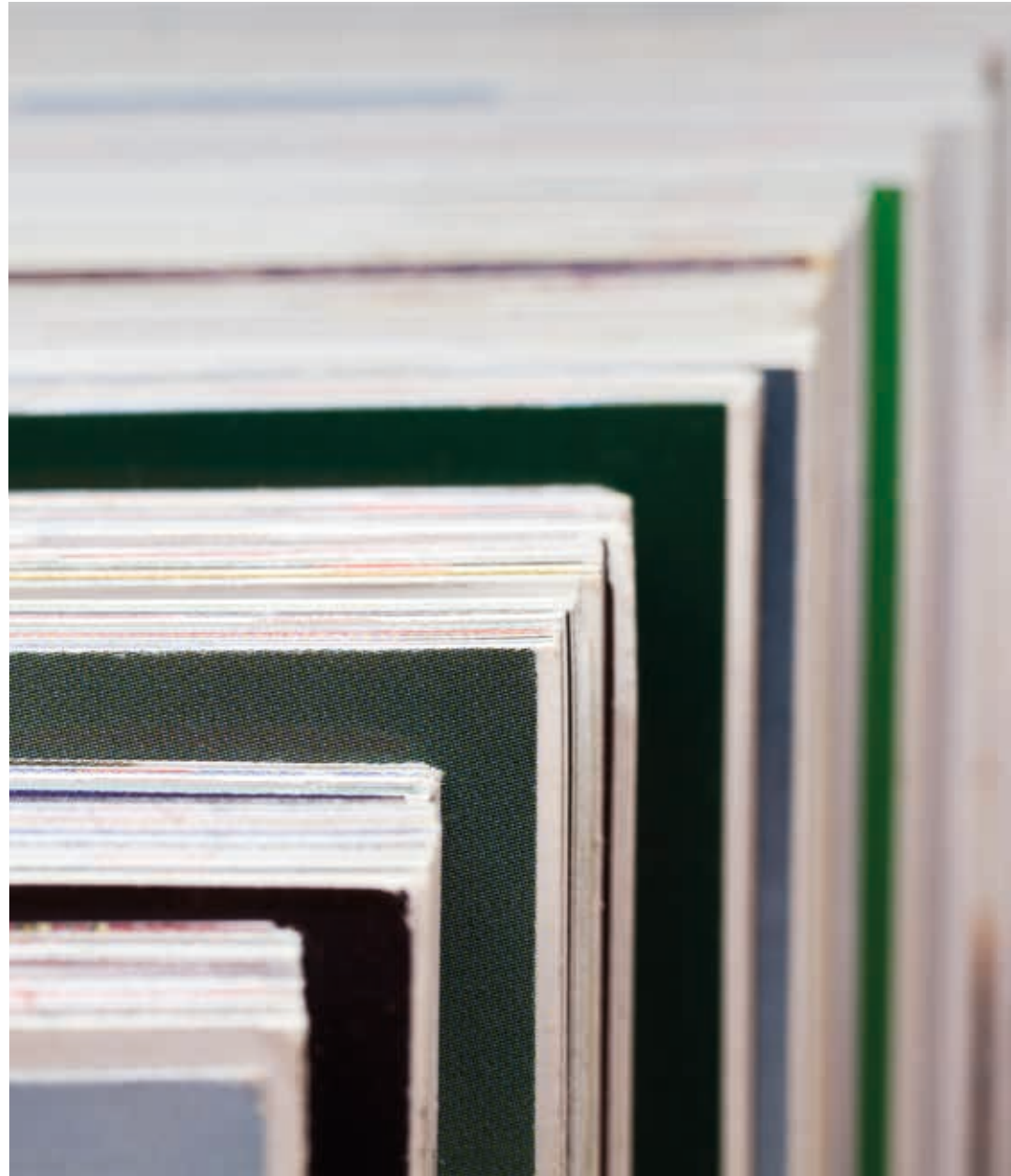


**ACADEMIC
JOURNAL
GUIDE
2015**



INTRODUCTION AND METHODOLOGY

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A MESSAGE FROM THE MANAGEMENT BOARD

We are hugely grateful to the Editors, Methodologists and members of the Scientific Committee without whom the Academic Journal Guide 2015 would not be possible. The work they have carried out to analyse data, consult with subject communities and find consensus has led to an impressive and robust Guide to the range, subject matter and quality of journals in which business and management academics publish their research. With their hard work we have a Guide which is genuinely based upon peer review, along with editorial and expert judgements following from the evaluation of many hundreds of publications.

We are also very thankful to the founding Editors of the Guide. 'The ABS Guide' was originally created and then published in 2009 through the initiative of Professor Charles Harvey, Aidan Kelly, Professor Huw Morris, and Professor Michael Rowlinson. Supported by their peer community they have helped produce a very valuable service to the business and management academic community. This 2015 edition of the Guide continues and builds on their work.

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We would also like to thank the Editors of the 2010 Academic Journal Quality Guide ('The ABS Guide 2010'):

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EDITORS' INTRODUCTION

The Purpose and Features of the Academic Journal Guide

Welcome to the Association of Business Schools' Academic Journal Guide (the Guide). The Guide is based upon peer review, editorial and expert judgements following the evaluation of many hundreds of publications, and is informed by statistical information relating to citation. It is a guide to the range, subject matter and relative quality of journals in which business and management academics publish their research.

The primary motivation of the Editors and the Scientific Committee is to provide a level playing field. Emerging scholars will have greater clarity as to which journals to aim for, and where the best work in their field tends to be clustered. By the same measure, publication in top journals gives scholars a recognised currency on which career progress can be based; should personal networks deny its currency in one institution, there will be others who will recognise and welcome it.

Good work may of course be found anywhere, but it is a generally held view that good work is more likely to be found in some journals as compared to others. The Editors recognise that any guide that seeks to differentiate between journals will naturally be contentious. Some of this will reflect the natural tensions in academia between shared scholarly identity, exchange and debate, and the individual pursuit of very specialised knowledge that, when disseminated, is likely to be only accessible to a very small audience. It will also reflect the tensions between efforts to commodify academic labour time, and the acclaim exceptional bodies of work receive across the scholarly community. Whilst recognising that exceptional scholarly work may be found in many places, we similarly accept that such work tends to be clustered in particular locales and journals, in a process that may reflect both the availability of resources, and accumulated collective human capital. Identifying such locales is a difficult and fraught process, but we remain convinced that it is better to be done through the involvement of scholarly experts and their associations than without. We would welcome feedback and dialogue with representative scholarly associations that have not participated in this iteration, with a view to broadening the basis of representation in future iterations of the Guide.

The Guide is distinctive in that, unlike other journal guides, it is not based purely on some weighted average of journal metrics. Rather, the Guide reflects the perceptions of the Editors, informed by the Scientific Committee and by expert peers and scholarly associations with whom they consulted as to the relative standing of journals in each subject area. As a consequence, there is no mechanistic metrics based formula that will capture the published ratings.

On occasion, the ratings of some journals, when based purely on such metrics, do not reflect the views of the relevant academic community. Our purpose therefore was to produce a guide that took into consideration this subjective input.

The subject experts (members of the Scientific Committee representing individual subject areas) were provided with a variety of metrics for each journal (detailed below) and were asked to consult widely within their respective subject area academic communities. In the case of overlapping fields or expertise, subject experts worked together in a process that was distinguished by a collegiate approach. Proposed ratings were considered by the Editors and Methodologists. The Editors then engaged in feedback and consultation with subject experts. On the basis that a disproportionate number of highly rated journals undermines the notion of excellence in any given subject area, as well as comparisons across subject areas, the Editors, in some cases, were not able to follow the initial advice given, leading to a process of further consultation and compromise.

The Guide is not intended to be a fully comprehensive one, given, inter alia, the problems of demarcating what is either business and management research and/or relevant to it, and what is not. Inclusion in the Guide is wholly at the discretion of the Editors and the Scientific Committee, and no undertakings have been made that all journals will have been included. Non-inclusion in the Guide should not necessarily be taken as a judgment of journal quality, but may reflect a wide range of factors, ranging from the aims and scope of the journal that lie outside the scope of business and management studies to, quite simply, the Scientific Committee and those they consulted, not encountering sufficient evidence on which to formulate an opinion.

As outlined in the methodology section, the Guide builds on the previous 'ABS Guide 2010', and the Editors of this Guide owe a debt of gratitude to the Editors and Scholarly Experts involved in the former.

METHODOLOGY

The brief agreed between the Editorial Team and the Chair of the Academic Journal Guide Management Board can be summarised as follows:

- I.** The Guide should be designed primarily to serve the needs of the business and management research community, in terms of both helping authors identify suitable outlets for their work, and where work of a particular level is likely to be clustered.
- II.** The Guide should classify journals into four categories (1 to 4) plus a Journal of Distinction category, which recognises the quality of those journals ranked as a 'top' class journal in at least three out of five international listings consulted.
- III.** The classification process should be stringent and methodical in all cases, embracing five sources of evidence:
 - a.** The assessments of leading researchers in each of the main fields and sub-fields covered;
 - b.** The mean citation impact scores for the most recent five-year period (where available);
 - c.** Evaluation by the Editors and Scientific Committee members of the quality standards, track records, contents and processes of each journal included in the Guide;
 - d.** The number of times the journal was cited as a top journal in five lists taken to be representative of the 'world' rating of business and management journals; and
 - e.** The length of time a journal has been established. Note that any newly established journals as well as more established journals that were not in the previous 'ABS Guide 2010' enter with a maximum rating of 3 other than in exceptional circumstances.
- IV.** The Guide should be comprehensive in the coverage of research conducted in business schools internationally, covering a wide range of disciplines, fields and sub-fields within the social sciences and taking an inclusive approach to what constitutes business and management research.

- V.** The Editors put forward the final classification of all journals included in the Guide, following full consideration of feedback on the last version of the 'ABS Guide 2010' and the recommendations made by a panel of experts representing the main sub-disciplines within the field.
- VI.** The Editors should publish and justify their working methods and their approach to the issues of classification in a written methodology.

Whilst acknowledging the excellent work of their predecessors, we need to also acknowledge that the Guide differs from the 'ABS Guide 2010' in that it includes additional metrics (e.g. the SNIP), whilst the Scientific Committee is much larger.

Rating Definitions and Issues

In Table 1, the definitions of the journal ratings are set out. This draws on the previous iterations of the ‘ABS Guide’.

Rating	Meaning of Quality Rating
4*	Journals of Distinction. Within the business and management field including economics, there are a small number of grade 4 journals that are recognised world-wide as exemplars of excellence. Their high status is acknowledged by their inclusion in a number of well-regarded international journal quality lists. The Guide normally rates a journal 4* if they are rated in the highest category by at least three out of the five non-university based listings – Financial Times 45, Dallas List, VHB, Australian Deans’ List, CNRS. In addition, journals from core social sciences disciplines that do not appear in those listings may also be rated 4* on the grounds that they are clearly of the finest quality and of undisputed relevance to business and management. In the Guide of 2015, this applies to three journals from the fields of sociology and psychology.
4	All journals rated 4, whether included in the Journal of Distinction category or not, publish the most original and best-executed research. As top journals in their field, these journals typically have high submission and low acceptance rates. Papers are heavily refereed. Top journals generally have the highest citation impact factors within their field.
3	3 rated journals publish original and well executed research papers and are highly regarded. These journals typically have good submission rates and are very selective in what they publish. Papers are heavily refereed. Highly regarded journals generally have good to excellent journal metrics relative to others in their field, although at present not all journals in this category carry a citation impact factor.
2	Journals in this category publish original research of an acceptable standard. A well regarded journal in its field, papers are fully refereed according to accepted standards and conventions. Citation impact factors are somewhat more modest in certain cases. Many excellent practitioner-oriented articles are published in 2-rated journals.
1	These journals, in general, publish research of a recognised, but more modest standard in their field. Papers are in many instances refereed relatively lightly according to accepted conventions. Few journals in this category carry a citation impact factor.

Source: Adapted from Harvey et al. (2010)

A key challenge we have addressed to ensure the credibility of the Guide is to try to manage the number of journals that are upgraded in any subject area and to maintain proportionate levels of 3 and 4 rated journals. In addition, there is an issue surrounding journal downgrades; as many academics will have already published in such journals, it can mean that their work would be viewed in a less positive light. This makes for strong vested interests against downgrades, making for strong pressures for ratings to be downwardly “sticky”. Should journals only be upgraded, this would make for ever more 3s and 4s, with the 3 rating eventually becoming seen as the “new two”, and with work that is genuinely of a 3 level being seen in a less favourable light. As a consequence, the Editors had to balance the objective of ensuring that representatives of the scholarly community had a real say in the ratings, and that as diverse a range of research as possible is recognised, as well as ensuring the ratings retain credibility.

Nevertheless, wherever an upgrade or downgrade clearly proved to be warranted, the Editors did proceed with the upgrade or downgrade. It cannot be said, however, that all subject representatives are entirely satisfied

with the outcome and that is why further input from scholarly associations will be sought in subsequent iterations of the Guide.

The Process

The methodology underpinning the Guide consists of evaluations of journals not based solely on metrics but reflecting (to a degree) subject specialists’ views. This is a distinctive feature of the Guide. While the approach followed that undertaken for the previous ‘ABS Guide’, published in 2010, we have endeavoured to engage more widely with expert peers and scholarly associations in producing the current Guide.

In detail, the five methodological components are as follows.

First, an open call was issued for applications for journals to be added to those included in the Guide. The members of the Scientific Committee representing particular areas (“subject experts”) were then tasked to confirm whether

the expanded list did indeed provide a good coverage of published research conducted in business schools in their respective domains. The subject experts were encouraged to consult with learned societies, professional associations and/or leading academics in their area.

Second, the Chief Methodologists analysed the data collected from: (i) The Web of Knowledge (WoK) Journal Citation Report (JCR); (ii) the SCImago Journal Rank (SJR), and (iii) the Source Normalized Impact per Paper (SNIP).

Third, evaluations were conducted by subject experts, again based on the consultations with learned societies, professional associations and/or leading academics in their area.

Following this process, the Chief Methodologists, the Chair of the Scientific Committee and the Editors met with the Scientific Committee in London on July 11th, 2014. This allowed the Committee as a whole to review the proposed ratings of the journals under consideration in their entirety. The Chief Methodologists explained that inflation of grades was an issue to be avoided, and that we would request further modification of the proposed ratings in light of this.

Fourth, the Editors then suggested modifications, informed by further correspondence and consultation with Scientific Committee members, and a further round of evaluation of the metrics. The subject experts were asked to provide further information and possible modification of ratings on the basis of the proportion of journals proposed in each category where this appeared too inflated. Also, further information was requested to support the proposed rating of particular journals where these were rather different than implied by metrics. Evaluations were further peer reviewed by the Scientific Committee to provide additional quality control.

Fifth, on August 22nd, 2014, the Chief Methodologists, the Chair of the Scientific Committee and the Editors met in Manchester and determined provisional ratings given all the inputs to that date. These new ratings were then sent to the subject experts for comment. A further round of discussions was entered into until agreement was reached for each subject area. The outcome reflected the Editors' view of what appeared a "fair" outcome overall while preserving the credibility of the Guide.

A really positive outcome is that, whilst all areas have had to make very hard choices, in each area, the Scientific Committee members (who are listed on page 4 of this Guide)

and the Editors were able to reach compromise agreements, or at least acceptance of the final ratings for journals in their respective areas of expertise.

Evading the Tragedy of the Commons

A key challenge we have faced is trying to ensure that the interests of as many communities as possible were heard, but at the same time avoiding a tragedy of the commons outcome. If journals in all areas were to have been upgraded beyond what could clearly be justified by improvements in the quality of research, and/or were it to be seen that there are disproportionately too many 3s and 4s in any particular field, there is a risk that schools would not adopt the Guide and rely on their own methods. In other words, we are treading a narrow path between working to ensure that representatives of the scholarly community have a real say in the Guide, and that as diverse a range of research is recognised as practically possible, whilst at the same time ensuring rigour and making hard choices so that the currency is not unduly debased. Disagreements were resolved through negotiation, made possible by a shared common purpose of fairness and the need to recognise excellence in the business and management fields covered by the Guide. The Editors were able to gain further insights into the specific dynamics of each field through discussions with the experts, and the latter were able to gain a better understanding of the problems of an overall tragedy of the commons scenario should too many journals in too many areas be upgraded.

Why is that Journal Awarded that Rating?

Readers/users are not likely to agree with the rating of every journal. Indeed, there were cases about which members of the Scientific Committee disagreed with the Editors. However, the Editors and the Scientific Committee have spoken to many individual scholars and scholarly associations and there is a remarkable general consensus concerning most journals, albeit with a relatively small number of difficult, contentious cases. These cases require more discussion in the future. One or two ratings may still appear unusual to readers/users, but it is worth considering that the Scientific Committee includes many experts who are party to a wide range of information, that not all may be similarly aware of. More broadly speaking, we have simply awarded journals ratings, and any conclusions as to the worth of the journal the reader/user reaches are his or her own. Reviewing the Guide, a critical reader/user may conclude that it is only the 4 rated journals

(or even the JOD category) that are worth considering for his or her work. Others may feel that a 2 rating is what matters, as it sets these journals apart from those that are rated 1. Still others may find that a 1 rating is a useful indicator in that it indicates the journal meets normal scholarly standards, including a general expectation of peer review.

A Note about Increases in the Number of Journals with a 3 or 4 Rating

It is important to remember that an additional number of 4s or 3s in the Guide will not necessarily mean that there will be a similar proportionate increase in the amount of work in business and management categorised as falling into 3 or 4 within a particular national context. Indeed, the awarding of a 4 rating to a journal that only carries a very small number of articles a year by business and management scholars will have a very limited effect. In contrast, the award of a 3 rating to a journal that publishes a large number of articles a year on business and management topics will have a more significant one.

Again, the average number of articles carried by a journal within a particular issue will affect how much work is published in 3 or 4 rated outlets in a particular field. In terms of categorising research in a particular national context, the proportion of work by local scholars typically carried by that journal is an important considering factor; many journals are dominated by contributors from one nationality, and not another. For example, the award of a high rating to a journal that carries little work by scholars in business and management will have little effect, although of course, it may encourage more submissions from business and management scholars in future. A note of caution is also urged in looking at the proportion of 3 and 4 rated journals in a particular field; again, the proportion of 3s and 4s will to a large extent be a product of the number of 1 rated journals included. In very large areas, there is likely to be a large number of journals with low ratings. Hence, readers of the ABS Guide are cautioned against simply counting the number of 3 and 4 rated journals in a particular field, and comparing the result with other fields. Any conclusions that do not take these issues into account might be misleading.

CONCLUSION

We hope that the Guide will represent the start of a new process of dialogue with the peer community at large. No journal guide is ever definitive. The supposed objectivity and superiority of purely metrics-based ratings is perhaps an illusion. The Guide is based – also – on the conviction that the expertise and experience of successful researchers provides rich grounds for including scholarly judgment in the rating of academic journals.

We take the concerns of the peer community very seriously. Hence, the Editors and Scientific Committee would welcome informed input and feedback. There is room for further established, relevant and representative scholarly associations to apply for representation on the Scientific Committee and this would be very welcome.

The Board's intention is to update the Guide every three years. It is the hope of the Editors and Chief Methodologists that the process will, over time, become even more representative and inclusive, taking account of the concerns across the community of business and management scholarship, whilst retaining the principle of differentiation in research outputs and evading a tragedy of the commons.

The Three Impact Factors relating to Citation Information

With regard to the citation information within the second methodological component it is not the intention of this document to provide a detailed review of the methodologies underlying these three impact factors. Nevertheless, in what follows we provide a brief description of these three impact factors, including their advantages and drawbacks. The Web of Knowledge JCR was the impact factor underlying the Guide, including its last version published in 2010. In addition to the JCR, the new Guide uses the SJR and the SNIP. An immediate advantage of using all three impact factors other than just the JCR is that the SJR and the SNIP are available for a much larger number of journals whereas the JCR is more selective. Refer to González-Pereira et al. (2010) for more information on the SJR, and Moed (2010) for more information about the SNIP and how it compares to the SJR.

The main advantages and disadvantages of the three impact factors are as follows (see Colledge et al. 2010 for a much more detailed comparison). The JCR is the most widely used

impact factor. Its main disadvantage is that it does not adjust for differences in the number of citations across subject areas. In particular, it tends to generate much lower values for journals in social sciences.

The SJR's main advantages are that it adjusts for differences in the number of citations across subject areas and also adjusts for the prestige of a journal. However, the fact that it adjusts for prestige also creates a drawback as sources that are cited in more prestigious journals in turn are given more prestige. This may result in self-perpetuating lists of so called prestige journals.

The SNIP's main advantage is that it normalises citations across subject areas and that it does so without relying on classifications of subject areas that in turn would create limitations.¹ However, as the SNIP does not adjust for the percentage of reviews published in a journal it tends to have higher values for journals publishing reviews. It is also more prone to editorial 'game playing' via journal self-citations.

Bearing in mind that all three impact factors have advantages as well as drawbacks – i.e., no impact factor is perfect – a strong case can be made for the need to consult all three impact factors (wherever available) when assessing the quality of a journal. This is the approach adopted for the Guide. The three impact factors were standardised across each subject area in a similar way to the 2010 version of the 'ABS Guide'.

The 2010 'ABS Guide' used the 2008 two-year JCR (which is the number of 2008 citations of papers published in a given journal during 2006-7) and the five-year mean citation impact factor (which is the five-year mean impact factor for 2004-8). The new Guide uses the mean JCR impact factor based on the average of the five-year impact factors for the years 2008 to 2012.² This average is then standardised by subtracting the average for the subject area and dividing this difference by the standard deviation:

¹ Effectively, its subject areas are 'tailor-made' (Moed 2010: 274) which is an advantage when dealing with cross- and multi-disciplinary journals.

² The five-year JCR impact factor for 2012 states the 2012 citations to a journal of papers it published during the five previous years, i.e. 2007-2011.

$$\text{Standardised Impact Factor} = \frac{\text{Journal Impact Factor} - \text{Mean Impact Factor for Subject Area}}{\text{Standard Deviation of Impact Factor for Subject Area}}$$

Similarly, the 'ABS Guide 2010' used standardised JCRs. The equivalent standardised impact factors are also calculated for the SJR and the SNIP. It should be noted, however, that the standardised mean JCR and SNIP are based on the three-year impact factors¹ rather than the five-year impact factors as the latter are not available.

The reason why the Guide focuses on the five-year JCR (and the three-year SJR and SNIP) rather than the two-year JCR is that the impact factors can be highly volatile across years. Volatility affects in particular smaller journals, i.e. journals that publish less than 30 papers (or documents as per Scopus) per year. The reason for this greater volatility is that a greater number of articles in one year can inflate a small journal's impact factor in a substantial way (this could be due to e.g. a highly cited special issue). Hence, in addition to the mean standardised impact factors the subject experts were also provided with a 'small journal' indicator variable.

It should be noted that there can be considerable variability between and across impact factors. Hence, these should not be used mechanistically and uniquely as a means of distribution. Crucially, this variability underlines the importance of adopting a four-step methodology. More specifically, the SJR tends to be more volatile (with a higher standard deviation) across journals than the JCR and SNIP, but this depends on the subject area (e.g., this pattern is more pronounced for Finance than Accounting). The subject experts were also provided with the other metrics and data items, such as the percentage of articles not cited and the percentage of reviews per journal, to help them rate the journals in their subject area. The subject experts were asked to rate the journals from 4 to 1. A further distinction (Journal of Distinction) was made for in respect of a small number of journals amongst those with a rating of 4. This carries over the range of ratings from the previous 'ABS Guide 2010'.

Changes in Subject Areas and Coverage in the Guide Compared to the 2010 'ABS Guide'

While the number of subject areas has remained at 22, there have been some changes (see Table 2). There are two new subject areas and two subject areas from the last 'ABS Guide 2010' that have

been deleted as a result of being merged with other subject areas. There is now a subject area for 'Regional Studies, Planning and Environment', which includes among others the journals formerly listed under 'Social Science'. 'Psychology' has been split into two homogenous areas, i.e. 'Psychology (General)' and 'Psychology (Organisational)'. 'Ethics and Governance' is no longer a separate subject area and the journals that were in that subject list have been merged with 'General Management', to form 'General Management, Ethics and Social Responsibility'. This reflects the fact that ethical considerations are now integral to business and management research practice. Finally, 'Tourism and Hospitality Management' has been merged with 'Sector Studies', with significantly more journals being included. In addition, given the growing scholarly interest in emerging markets, the 'International Business' subject area now also encompasses 'Area Studies', to include some prominent area studies journals.

A number of individual journals also moved from one subject area to another one based on feedback obtained by journal editors, the subject experts (including feedback obtained from their consultations with learned societies, professional associations and/or leading academics in their area), the Chief Methodologists and the Editors.

The 2015 Guide covers a much larger number of journals as compared to the 2010 'ABS Guide'. This Guide includes a total of 1,401 journals as compared to only 745 journals covered by the 'ABS Guide 2010'. This corresponds to an 88% increase in the number of journals covered. In addition to the expansions outlined above, there were many journals added in most subject areas, reflecting the international scope of the present Guide. Table 3 shows the distribution of journals across the subject areas and across the four ratings categories. At the same time, and also for practical reasons, the Guide is not intended to be fully comprehensive – non-inclusion in the ABS Guide should not be taken as a judgement of journal quality. Decisions as to the inclusion of journals in the ABS Guide are at the discretion of the Editors and informed by the advice of members of the Scientific Committee. Publishers of journals not listed can contact the Editors for consideration for future editions of the ABS Guide.

¹ For example, the 2011 SNIP states the citations to a journal of papers it published in 2008, 2009 and 2010.

Table 2: Subject areas covered by the new Guide compared to the 'ABS Guide 2010'

Subject areas covered by the Guide 2015	Subject areas covered by 'ABS Guide 2010'	Changes made
Accounting	Accounting	
Business History and Economic History	Business History	Merger of business (broadly defined) and economic history journals
Economics, Econometrics and Statistics	Economics	Statistics journals that were spread across various subject areas in the 'ABS Guide 2010' (e.g. Journal of Applied Statistics under Operations Research Management Science) have now been moved to this subject area
Entrepreneurship and Small Business Management	Entrepreneurship and Small Business Management	
Finance	Finance	
General Management, Ethics and Social Responsibility	General Management	Merger of Ethics and Governance with General Management. The rationale for this reorganisation is twofold. First, business ethics are now an integral part of general management considerations. Hence, this reorganisation reflects the increased and still increasing importance of ethical considerations in management and business studies. Second, the original Ethics and Governance area counted only 16 journals
Human Resource Management and Employment Studies	Human Resource Management and Employment Studies	
Information Management	Information Management	
Innovation	Innovation	
International Business and Area Studies	International Business and Area Studies	
Management Development and Education	Management and Education	There has been a name change to avoid confusion with the General Management subject area
Marketing	Marketing	
Operations and Technology Management	Operations and Technology Management	
Operations Research and Management Science	Operations Research and Management Science	
Organisation Studies	Organisation Studies and Public Management	
Psychology (General) Psychology (Organisational)	Psychology	Psychology has now been split into two separate, more homogenous areas
Public Sector and Health Care	Public Sector	
Regional Studies, Planning and Environment	NA	This is a new subject which contains, in addition to a small number of new journals, journals that were listed mainly under Social Sciences in the 'ABS Guide 2010'
Subject area merged into Sector Studies	Tourism and Hospitality Management	Tourism and Hospitality Management has been merged with Sector Studies
Sector Studies	Sector Studies	Sector Studies now includes a much broader range of journals, including those from the Tourism and Hospitality Management area. Apart from the tourism and hospitality management journals, the new Sector Studies includes journals focusing on particular sectors such as energy, services and sport
Social Sciences	Social Sciences	Social Sciences was a highly disparate subject area in the 'ABS Guide 2010'. Some of these journals have now been moved to the new subject area of Regional Studies, Planning and Environment, and to other areas such as Business History and Economic History
Strategy	Strategy	
Merged into General Management, Ethics and Social Responsibility	Ethics and Governance	Merged with General Management

Table 3: Data on Subject Areas

	Distribution of journals across ratings				
	4	3	2	1	Total
Accounting	6	21	30	23	80
Business History and Economic History	2	5	12	7	26
Economics, Econometrics and Statistics	23	68	120	108	319
Entrepreneurship and Small Business Management	3	5	5	7	20
Finance	8	29	38	30	105
General Management, Ethics and Social Responsibility	7	10	12	15	44
Human Resource Management and Employment Studies	5	10	17	16	48
International Business and Area Studies	2	7	14	17	40
Information Management	4	17	31	27	79
Innovation	2	2	14	11	29
Management Development and Education	1	3	16	23	43
Marketing	8	12	21	25	66
Operations and Technology Management	3	9	11	36	59
Operations Research and Management Science	5	22	16	22	65
Organisation Studies	5	4	13	7	29
Psychology (Organisational)	7	13	19	30	69
Psychology (General)	7	13	11	24	55
Public Sector and Health Care	3	10	11	9	33
Regional Studies, Planning and Environment	2	12	8	2	24
Sector Studies	5	10	34	44	93
Social Sciences	9	27	23	3	62
Strategy	1	3	5	4	13
All Subject Areas	118	312	481	490	1401

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