



SHRM Editorial Guidelines

The Society for Human Resource Management (SHRM) is the world's largest HR membership organization, representing more than 300,000 members in 165 countries. SHRM is devoted to human resource management and workplace issues, and we offer a variety of writing opportunities for business journalists, HR professionals and other experts. Our goals are to provide timely, engaging and useful content that will enable those working in HR at any level to do their jobs better and advance in their careers, and to educate and advise business leadership and people managers on emerging workplace issues.

On SHRM.org (*SHRM Online*), we publish 800-to-1,500-word articles that cover news and trends that are relevant to the HR community. These articles are written by SHRM staff and professional freelance writers. We typically do not accept unsolicited manuscripts or vendor submissions, but we are interested in reviewing article ideas from freelance writers. If interested, please contact Online News Director Beth Mirza (beth.mirza@shrm.org).

Our *SHRM Online* articles cover a variety of disciplines, including benefits, compensation, diversity and inclusion, employee relations, ethics and corporate social responsibility, global HR, labor relations, organizational and employee development, risk management, talent acquisition, HR technology and workplace trends. Almost one-third of our readers are the only HR professional in their organization (departments of one), responsible for all aspects of human resource management for their employer.

SHRM's print publication, *HR Magazine*, is published quarterly and covers business, legal and management trends relevant to SHRM members. Its readers are primarily human resource practitioners in the for-profit sector, but they also include individuals who work in government and nonprofit organizations, as well as consultants, academics and employment attorneys. Content is primarily assigned to professional freelance writers. Contact Managing Editor John Scorza (john.scorza@shrm.org) for more information.

News articles

SHRM Online articles inform readers about timely workplace issues, quote sources and cite research from multiple organizations, include case studies, and do not promote products or vendors. Our readers are interested in learning about new methods to address HR challenges and problems and staying abreast of the latest employment laws and proposed legislation.

Feature articles

Feature articles for *SHRM Online* and *HR Magazine* are in-depth, multisource analyses of current trends in human resources and all things work. We focus on explaining what industry news and workplace developments mean in a broader business context, as well as in the daily lives of our members. The best features go beyond simply quoting experts to interpreting what they say and include relevant research and expert guidance. Feature articles also may provide practical, easy-to-follow steps that will help HR professionals do their jobs better. Our features are both engaging and useful; they weave compelling stories and provide examples and lessons from HR professionals who have tackled the issues we're covering.

[FAQs about feature articles](#)

Who writes them?

Almost all of our feature articles are written by professional freelance writers.

How long are they?

2,000 to 2,500 words, including at least one sidebar, table, infographic, video or audio segment.

What's the tone?

The voice of a trusted, empathetic colleague. Articles should explain to readers what they need to know as well as why it's important to their job—all while telling an engaging story.

What's the level of accessibility?

Feature articles for *SHRM Online* and *HR Magazine* are distributed to every SHRM member, ranging from college students through CHROs, so the content should be easily comprehensible to anyone with a fundamental understanding of business and the basics of human resource management.

What's the scope?

Work to find an angle that will enable you to delve deeply into a topic. For example, an article on the Millennial generation in the workplace would be too broad, but one on how Millennials are redefining work/life balance has potential.

[Other options](#)

Point/Counterpoint: Two HR or business experts sound off on a controversial issue framed in the form of a yes/no question. Each essay is 600 words.

Managing Your Career: 1,200-word articles that advise HR professionals on how to develop professionally and advance in their own careers, typically written by authors with subject matter expertise in career development, particularly as it relates to human resources.

Legal Trends: 1,000-word analyses of pertinent employment law written by attorneys or other legal experts.

Global Update: 1,000-word articles on a workplace trend from around the globe that is specific to a country or region.