

PUBLICATION ETHICS AND PUBLICATION MALPRACTICE STATEMENT

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Publication process

It is fundamental that the authors are kept fully informed about the status of their paper at all stages. Although these are detailed in the journal's guidelines for authors, the editors feel that the authors would like to see them in practice. Thus, the process starts off with acknowledgment of receipt of papers as they are received. This reminds the authors of the process that their papers will go through a series of steps and that they will be briefed about the developments throughout. Most importantly, the objective is to take the authors into confidence telling them in no uncertain terms that they need not worry about any lapses taking place on the journal side.

The editorial team comprising the chief editor, managing editor, and the editors, with their collective wisdom and experience, first screens the papers to make sure that the papers fully comply with the journal's focus and would look to be an acceptable standard overall to warrant further processing - reviewing, etc. If not, the paper may be returned to the author, very often, advising them that, for better exposure, it should be sent to some other journal expressly more dedicated to the theme. From an ethical point of view, this aspect is deemed highly important and is considered as a USP of the journal. The papers, once through this screening, will then be sent to the reviewers (see below). In case the review yields positive results, the paper will be accepted for publication subject to any other conditions being met in that the publication process is subject to the Journal abiding by the legal requirements in force regarding libel, breaches of copyright, plagiarism amongst others.

Duties and responsibilities of authors

It is well specified in the journal policy that only scholarly works would be considered for potential publication. The authors are requested to go through the pages detailing submission procedures and note that their work is obliged to go through a peer review process prior to any consideration for publication. They themselves should satisfy that the work is objective and original enough, that there is the application of theory to practice wherever warranted, conclusions are supported by evidence, and it adds to the body of knowledge already in existence. Where there is more than one author, all authors are expected to significantly contribute to the research. These are all hall marks of being scholarly.

It needs to be emphasized that there is a conscious effort to **avoid plagiarism**. The works must be well referenced. Poor referencing is often a cause for refusal of a paper because of the possible interpretation that ideas have been borrowed from other researches without acknowledging them. All authors must agree to submit a statement that all data in the article is real and authentic and fully complies with the guidance and rubrics of the journal. It is also a requirement of submission for consideration that the author/authors declare any financial support received with a view to undertaking or commissioning the said research.

The same research work should not be submitted to another journal when it is under consideration by one. Should authors so feel that the time being taken by a journal, is unacceptable to them, they should ask for withdrawing their paper from consideration.

Once an article has been peer-reviewed and approved for publication, it will be sent back to the authors for a final check, and it is imperative that the article is thoroughly appraised and that notification is sent of any retraction and any mistakes or errors that have been corrected prior to publication.

Duties of Reviewers

Contribution to Editorial Decisions

The journal uses double-blind review process. The reviewers advise the editors as to whether the paper is of publishable material or not. If it is not, sufficient reasons should be provided so that the author(s) can go back to the drawing board and improve upon what they had already done.

Reviewers must also accept only those papers where they would feel competent enough to perform the duties expected of them. As the business environment changes, there will be emerging areas of research. The journal proactively considers inviting new reviewers to smoothen the review process so that the authors are not inconvenienced.

Editor's responsibilities

Responsibility

In addition to their responsibilities as elaborated above in the 'Publication process' above, the journal editors are committed to providing a timely review to the authors. If a reviewer does not submit his/her report promptly, the paper is immediately sent to another qualified reviewer.

Promptness

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The Editor-in-Chief or the other editors would communicate with the authors, as required, briefing them why the paper, in its present shape could not be published.

Non-Discrimination

The editors and reviewers evaluate manuscripts for intellectual content without regard to race, gender, sexual orientation, religious belief, ethnic origin, citizenship, or political philosophy of the authors.

Confidentiality

The Editor, reviewers, and editorial staff must not disclose any information about a submitted manuscript to anyone other than the corresponding author, reviewers, potential reviewers, editorial team, and the publisher, as appropriate. JBRMR is assiduous in its compliance with the UK Data Protection Act (1998). The Editorial team will take all reasonable steps to protect and preserve the anonymity of the reviewers.

Transparency

When errors are found the Editor commits to ensure the publication of a correction or retraction.

Disclosure and conflicts of interest

Unpublished materials disclosed in a submitted manuscript must not be used by any of the editorial board members and reviewers in their research.

Declaration

The Journal and its Editorial commits to be ever vigilant regarding monitoring and safeguarding publishing ethics and will work assiduously to maintain the integrity of the academic record. With a view to accuracy it recognizes that on rare occasions there may be a need for retractions, in this regard its policy in regards to notices of retracting is as follows:

The said retraction will be linked to the retracted article wherever possible (i.e. online)

Clearly identify the retracted article by including the title and authors in the retraction heading

be clearly identified as a retraction (i.e. distinct from other types of correction or comment)

be published as promptly as possible so as to minimize harmful effects from misleading publications

In the same vein, the Editorial team is willing to publish clarifications, corrections, and apologies in the same spirit. From the outset, the Journal will do everything humanly possible to minimize the risk of plagiarism or the publishing of fraudulent data. The paramount aim is for the further scholarly endeavor, and thus business needs will not be permitted to compromise or sully intellectual and ethical standards.

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