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About IJMB

The International Journal of Management and Business provides a platform for professionals, practitioners, academics, educators and researchers in the various fields of management and business to disseminate and share the latest research, knowledge and experiences worldwide.

Contributions for publications are welcomed and should be sent to the managing editors of IJMB to batzris@iamb.org to start the publication process. The Guidelines for Preparing Manuscripts are available on the IAMB web site at <http://iamb.org/manuscript-preparation-guidlines/> To be considered for publications, manuscripts must adhere to the Guidelines.

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From the Chief Editor

Welcome to our Nineteenth issue (Vol-11, No. 1) of the International Journal of Management and Business (IJMB). On behalf of IJMB, I want to express our thanks and gratitude to all who have made contributions to the IJMB journal in the past year

We have had a somewhat challenging year in terms of our conferences, which does have an impact on our Journal. We had to cancel our Spring and Fall Conferences this year for a variety of reasons, mostly due to costs and availability to travel for many of our typical attendees. This was certainly disappointing and may reflect the current environment. We fully expect to return to our normal Conference schedule in 2021.

The winners who received Award Certificate in the best manuscript competition were:

Francois Kammoe, Walden University, Baltimore, MD, USA (Best student paper award)(In this issue.)

Congratulations to Francois Kammoe for his achievements.

We are planning two more Virtual Conferences in 2021, in June and October.

I am happy to report, that despite the challenges, we did receive many articles for review from around the globe. For this issue, nine articles have been selected for submission. The nine articles represent an interesting cross section of research as well as regions. The topics included research on leadership and creativity, sustainability, work life initiatives, employee retention and state/public enterprises.

We are also continuing to seek new members for our editorial team. If you are interested in joining our team, let us know.

We are adapting as needed in this challenging environment while still honoring the history and rigor of our Journal. Congratulations to the authors selected for this issue.

All the best,

Dr. Richard Dool

General Information - IJMB Vol. 11, No. 1

Publishing in IJMB

IJMB accepts for publications a few types of articles, all of which are peer reviewed:

Research Article – These are reports based on original research that contribute to the body of knowledge. They could be empirical, theoretical and/or conceptual on topics relevant to management and business issues. These articles are peer reviewed prior to publication in IJMB.

Case Studies - IJMB also welcomes case studies. Well-crafted case studies can add depth and breadth to the growing knowledge base in the fields of management and business. They can also advance the professional practice of management by demonstrating how theory and research may practically be applied. Reporting case material can also be useful in advancing hypotheses that can later be studied more systematically.

Feature Articles – Featured articles are manuscripts that report more details and descriptions on phenomenon in social science that provide the reader a chance to understand some interesting dimension of that subject more fully. Feature articles are usually written by distinguished and renown scholars in their field.

Short Communication – (or *Short Research Report*) are used to expedited publications of new information. Their structure is different from regular articles in that there is no separation between the sections; no need for detailed background information; they should provide key pointers to the readers; and have a size limitation of 8 pages (about 3,000 words). A short communication may be used if you are working on a current management topic and discover or develop something new that has not been reported in the academic literature. This format is used to ensure quick publication and expedite the report of findings not previously published. The work reported in *Short Communications* needs to be methodologically and statistically sound, innovative, and advancing the knowledge in the field.

Short Research Note - has a similar structure to *Short Communication* and follow a similar procedure. However, focus is on the presentation of research that extends previously published research. This could include the report of additional controls, confirmatory results in other settings, negative results, small-scale studies, audits, and case studies. Authors must clearly acknowledge any work upon which they are building, both published and unpublished.

Other articles may include: **Book reviews**, **Literature reviews** and **Opinion papers** relevant to current event on Management and business issues.

Request for proposals for Special issues and Subject Areas

We are seeking proposals for special issues with their guest editors. We are looking for subject matters that will strengthen the in-depth knowledge exchange between disciplines and between international academic communities. We believe that by providing novel high-quality

contributions by renowned scholars in the area would have the potential to attract articles of the highest quality.

The subject matters should be like those covered by the journal and are broadly defined as management and business issues that are of interest to an international academic and practitioner audience. The following subjects serve as broadly defined areas of interest:

- Organizational Studies
- International Business
- Strategic Management
- Marketing Management
- Technology & Innovation Management
- Human Resource Management
- Education & Training
- Management of Social Issues
- Management Studies
- Research Methods
- Auditing & Control
- Finance & Accounting
- Corporate Governance
- Not-for-profit Management
- Project Management
- Social Responsibility
- Sustainability Management

The only requirement regarding content is that articles must include implications for an international audience. For some subjects this will be a natural inclusion. For others, the authors are expected to add and elaborate on such implications. In either case, the relevance and the importance of the conclusions and implications should be apparent to non-specialists.

For more information about the request for proposals for special issues contact the Chief Editor of IJMB.

The near future for the IJMB

The Journal continues to encourage submissions for publications from the participants in IAMB conferences, as well as from other scholars in the global academic and practitioners' communities. We encourage submission of traditional research papers (empirical and theoretical) as well as feature articles, case studies, research notes, book reviews, opinion papers, and spotlight on practice papers.

As of Vol. 8 Issue No.2 and forward, we stopped including abstracts in multiple languages, as we previously done in German, Italian, French, Arabic and Spanish. We thank again our translators for their excellent work and dedication.

If additional information is needed, you are encouraged to contact the Chief Editor, Richard Dool or the Managing Editor, Shmuel Batzri.