Publication Ethics & Disclosure Policy – SJEMR

The *Sahrdaya Journal of Entrepreneurship and Management Research (SJEMR)* uphold the highest standards of ethical conduct in academic publishing. All parties involved in the publication process—authors, editors, reviewers, and publishers—are expected to adhere to the following principles to ensure academic integrity, transparency, and accountability.

For Authors

- **Originality**: Manuscripts must be original, unpublished, and not under consideration elsewhere.

- **All submissions are screened using plagiarism detection software.** SJEMR allows a maximum similarity index of 10% (excluding references and generic terms).
  Manuscripts exceeding this threshold will be rejected at the desk review stage or returned for correction.

  AI-Generated Content Disclosure:

- Authors must clearly disclose the use of **AI-based tools** in content creation, editing, data analysis, or visualization.

- *The responsibility for accuracy, originality, and ethical compliance remains solely with the author(s).*

- Undisclosed or inappropriate use of AI tools may result in rejection or retraction.

- **Multiple Submissions**: Simultaneous submissions to other journals are strictly prohibited.

- **Authorship**: All listed authors should have made significant contributions to the research.

- **Disclosure**: Any financial, institutional, or personal conflicts of interest must be declared.

- **Data Integrity**: Data must be accurately presented without fabrication, falsification, or manipulation.

For Editors

- Ensure a fair, unbiased, and confidential peer review process

- Avoid any conflict of interest in editorial decisions

- Take prompt action in case of suspected misconduct or ethical concerns

- Protect the anonymity of reviewers and maintain the integrity of the double-blind process

For Reviewers

- Review submissions objectively, constructively, and in a timely manner

- Maintain confidentiality and avoid discussing the manuscript with others

- Report any unethical practices (e.g., plagiarism, data duplication) observed during the review

- Recuse themselves from reviewing manuscripts where a conflict of interest exists

Misconduct Handling

Allegations of unethical behaviour or publication misconduct will be investigated by the editorial team. Depending on the severity, SJEMR reserves the right to:

- Reject or retract the manuscript

- Notify the corresponding author's institution

- Ban future submissions from the responsible author(s)