

**Statement of Publication Ethics**  
**Journal of HRM Perspectives (JHRMP)**  
**Chartered Institute of Personnel Management (CIPM), Sri Lanka**

The Journal of HRM Perspectives (JHRMP) is committed to maintaining the highest standards of publication ethics and academic integrity. The journal seeks to promote responsible research practices and ethical scholarly communication among authors, reviewers, and editors.

**1. Responsibilities of Authors**

Authors submitting manuscripts to JHRMP are expected to adhere to the following ethical principles:

**Originality and Exclusivity:** Manuscripts submitted must be original works that have not been previously published, nor be under consideration for publication elsewhere, in whole or in substantially similar form.

**Plagiarism and Academic Integrity:** Authors must ensure that their work is free from plagiarism, including self-plagiarism. Proper acknowledgment of all sources must be provided through accurate in-text citations and references following APA style guidelines.

**Accuracy of Data and Findings:** Authors are responsible for the accuracy of data, analysis, and interpretation presented in their manuscripts. Fabrication, falsification, or selective reporting of data is unacceptable.

**Authorship and Acknowledgement:** Authorship should be limited to individuals who have made a significant academic contribution to the study. All contributors who do not meet authorship criteria should be appropriately acknowledged.

**Ethical Research Practices:** Where applicable, authors should confirm that their research complies with relevant ethical standards, including consent and confidentiality requirements.

Failure to comply with these ethical standards may result in rejection of the manuscript or retraction of a published article.

**2. Responsibilities of Editors**

The editorial team of JHRMP is responsible for:

**Fair and Objective Decision-Making:** Manuscripts are evaluated solely on academic merit, relevance to HRM, clarity, and contribution to knowledge, without discrimination.

**Confidentiality:** Editors ensure the confidentiality of submitted manuscripts and related correspondence throughout the review process.

**Integrity of the Scholarly Record:** Editors take appropriate action in cases of suspected misconduct, plagiarism, or ethical breaches, including rejection, correction, or retraction where necessary.

### **3. Responsibilities of Reviewers**

Reviewers play a critical role in upholding publication ethics and are expected to:

**Provide Objective and Constructive Feedback:** Reviews should be conducted professionally, fairly, and within the scope of the reviewer's expertise.

**Maintain Confidentiality:** Manuscripts received for review must be treated as confidential documents and should not be shared or used for personal advantage.

**Declare Conflicts of Interest:** Reviewers must disclose any potential conflicts of interest and decline the review if impartiality cannot be ensured.

### **Peer Review Policy**

#### **Journal of HRM Perspectives (JHRMP)**

The Journal of HRM Perspectives (JHRMP) follows a rigorous and transparent peer review process to ensure the quality, credibility, and academic contribution of published articles.

#### **1. Type of Peer Review**

- JHRMP adopts a double-blind peer review process, in which:
- The identities of authors are concealed from reviewers.
- The identities of reviewers are concealed from authors.
- This process ensures impartial and unbiased evaluation of manuscripts.

#### **2. Review Process**

##### **Initial Editorial Screening**

All submissions are first reviewed by the Editor to assess suitability with the journal's scope, editorial objectives, and author guidelines.

Manuscripts that do not meet basic requirements (format, scope, originality) may be desk-rejected at this stage.

##### **Peer Review**

Suitable manuscripts are sent to independent expert reviewers using the standardized JHRMP review format.

Reviewers evaluate manuscripts based on clearly defined criteria, including:

- Clarity of objectives

- Appropriateness of methodology and statistical analysis
- Relevance and presentation of results
- Logical discussion and conclusions
- Contribution to HRM knowledge
- Quality of language and adherence to APA referencing style
- Editorial Decision
- Based on reviewers' recommendations, the Editor will decide to:
- Accept the manuscript
- Accept with revisions
- Reject the manuscript
- Revisions and Final Decision

Authors may be required to revise their manuscripts in line with reviewer comments.

Revised manuscripts may be re-reviewed before a final decision is made.

### **3. Review Timeline**

Reviewers are provided with a defined review period, and authors are informed of decisions as promptly as possible to ensure an efficient publication process.

### **4. Exemptions**

Book reviews submitted to JHRMP are not subjected to the peer review process and are assessed directly by the editorial team.

### **5. Confidentiality and Transparency**

All manuscripts, review reports, and editorial decisions are handled with strict confidentiality. The journal ensures transparency, fairness, and academic rigor throughout the review process.

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