

Code of Ethics

Revista de Management Comparat Internațional /The Review of International Comparative Management (RICM) aims to accomplish its mission, that of developing the scientific research and high performance management in public and private organizations. In order to achieve this, the entire publication process should be extensively thorough, responsively carried and objective. The reputation of the journal highly depends on the trust of stakeholders in the characteristics mentioned above. A code of ethics, establishing the main guidelines for surpassing ethical dilemmas faced by authors, editors or reviewers, can only serve to trust and reputation building. Based on this goal, the RICM Code of Ethics is defined to be a synthetic policy for peer review and publication ethics in the Review of International Comparative Management. Authors, editors and reviewers are encouraged to study the following guidelines and address any questions to the RICM Editor-in-chief, Associate Professor Ph. D. Marian Năstase, at cnesmc@yahoo.com.

Code of Ethics for Authors

Originality: When submitting a paper to RICM, that article must be an original work of the author. Even though self-citation is encouraged, authors should avoid excessive citing of their previous work in order to inflate their citation count.

Plagiarism: All work included in the submitted paper shall be free of plagiarism, fabrications or falsification. In addition to this, self-plagiarism or redundancy is also behaviourally unacceptable. Due to the fact that publication decisions are based upon novelty, such behavioural approaches are unethical.

Accuracy: The ultimate responsibility of work included in submitted papers is associated to the author. Based on this, the authors should fully report their findings and shall not omit any information relevant to the context of the conducted research.

Co-authorship: All authors of submitted papers should have significantly contributed to the final paper and share result accountability. Authors shall take credit only for the work they have actually performed or to which they have made a certain contribution.

Human subjects: Authors are responsible for protecting the privacy of human subjects included in the conducted research. Consent shall be obtained from all human subjects involved.

Copyright: Authors are solely responsible for checking any breaches of specific copyright laws and for obtaining the necessary permissions in order to submit their paper.

Timeliness: Authors shall be prompt with the requested paper revisions. If a set deadline cannot be respected, the author shall contact the Editorial Board as soon as possible to determine the following course of action.

Code of Ethics for Editors

Decision standards: The responsibility of providing authors with an explanation regarding the editorial decision on a certain paper rests with the editors. Editors shall write expressive editorial letters that include reviewers' comments and additional outlines to the author.

Independence: Editors will act based on their editorial independence in order to ensure that authors have full freedom in editing. Editors are largely responsible for the acceptance or rejection of submitted papers. Advice from reviewers must be taken into account in this process.

Confidentiality: Editors shall never disclose information related to a received paper to anyone other than the authors or the reviewers. Review and publication processes are designed so that confidentiality is always maintained and respected. Editors shall ensure that their staff members are permanently aware of this ethical practice. Any dereliction in regards of this behaviour is considered to be highly unethical.

Review standards: The "Expert Peer-Review" procedure is normally conducted by two distinct scientific reviewers. The editor shall fully assess all submitted reviews of a paper and, in certain circumstances, may slimly edit a review before sending it to the author.

Timeliness: Editors must take measures to ensure the timely review of received papers. In addition to this, editors shall promptly respond to questions from authors regarding the status of certain papers.

Code of Ethics for Reviewers

Confidentiality: Reviewers shall respect the confidentiality of the publication and review processes. Reviewers shall not discuss the contents of the paper with anyone other than the responsible editor. Behavioural differences from the ones set above are considered to be highly unethical.

Profession ethics: The reviewing process is an activity that generates significant benefits to the profession as a whole. Taking this into account,

specialists that submit papers to RICM are expected to accept an invitation to evaluate and review papers of other authors.

Conflict of interests: Reviewers that might have a conflict of interests on a certain paper should reveal it to the responsible editor.

Accuracy: Reviewers shall be profoundly sincere in regards of their view of the evaluated paper. Any suggestion shall be adequately supported and explained, in order to acquire the acceptance of the editor and of the author.

Timeliness: Reviewers shall act promptly in regards of their work. If a set deadline cannot be met, the reviewer shall contact the responsible editor as soon as possible in order to determine the following course of action.