

```
/* ===== SAJM –
INTRODUCTION, AIMS & SCOPE (SCOPED CSS)
===== */
.sajm-intro {
font-family: Arial, Helvetica, sans-serif; margin: 20px; line-height: 1.7; color: #222; }
/* Neutralize theme div interference */ .sajm-intro div { border: none !important;
box-shadow: none !important; background: transparent; } /* Headings */ .sajm-intro h1,
.sajm-intro h2, .sajm-intro h3 { color: #003366; margin-top: 0; } /* Sections */
.sajm-intro .section { margin-bottom: 30px; } /* Tables – clean, journal-style */ .sajm-intro
table { width: 100%; border-collapse: collapse; margin-top: 10px; table-layout: auto;
} .sajm-intro th, .sajm-intro td { border: 1px solid #cccccc; padding: 10px;
vertical-align: top; text-align: left; } /* Highlight box */ .sajm-intro .highlight {
background-color: #f4f8fc !important; padding: 15px; border-left: 4px solid #003366
!important; } /* HR cleanup */ .sajm-intro hr { border: none; border-top: 1px solid
#cccccc; margin: 30px 0; } /* Reduce padding ONLY for tables on Introduction, Aims &
Scope page */ .sajm-intro table th, .sajm-intro table td { padding: 6px 8px !important; /*
compact but readable */ }
```

## Introduction, Aims and Scope

The **South Asian Journal of Management (SAJM)** is a refereed international academic journal that publishes high-quality research papers in the fields of **management and administration**

. The journal was launched in **1993**

by the

**Association of Management Development Institutions in South Asia (AMDISA)**

with the objective of providing a scholarly forum for management researchers in the region to disseminate their research output.

To ensure the quality and integrity of the research published, SAJM follows a **rigorous blind peer-review process**

for the evaluation and acceptance of all manuscripts.

## International Orientation

While the journal's initial focus on the SAARC region was a necessary and timely initiative to support the publication of context-specific research, the academic standards developed by SAJM over the years have enabled it to transcend regional boundaries and evolve into a **truly international journal**

SAJM now receives and publishes high-quality submissions from researchers based in **Australia, Algeria, Canada, China, Egypt, Korea, Malaysia, North Africa, South Africa, Taiwan, the United States, the United Kingdom**

, and several other regions. The journal is indexed in two leading international databases—**ProQuest (since December 2004)**

and

**EBSCO (since September 2006)**

—significantly enhancing its global visibility and reach.

### Selectivity and Scholarly Standing

On average, SAJM receives approximately **350 submissions per year** and publishes only about **40 papers**

**annually**

resulting in a rejection rate of more than

**90%**

. This high level of selectivity reflects the journal's strong commitment to academic rigor and quality.

## Recognition and Listings

SAJM is included in international journal evaluation and rating systems such as:

- ERA (Excellence in Research for Australia)
- ABDC (Australian Business Deans Council)

The journal is also included in **Cabell's Directory of Publishing Opportunities in Management**, marking an important milestone in its growth, reputation, and international acceptance.

## Types of Contributions

SAJM publishes only **original scholarly contributions** in the following categories:

Type of Manuscript	Description
<b>Empirical Papers</b>	Studies that test logically sound theoretical propositions through rigorous a
<b>Conceptual Papers</b>	Papers that expand theoretical frontiers by developing new frameworks, pa
<b>Research Notes</b>	Shorter empirical papers focusing on exploratory hypotheses, simple mode
<b>Case Studies</b>	Comprehensive analyses of real organizational problems, processes, strat

Further details on manuscript preparation for each category are available on the journal website.

### Language Policy

SAJM accepts manuscripts **only in English**. Submissions in other languages are not normally considered. In exceptional cases, authors submitting manuscripts in languages other than English will be required to arrange for translation into English at their own cost.

### Publication Frequency

Frequency Quarterly (Four issues per year)

### Plagiarism Policy

In accordance with the norms of **UGC** and **ABDC**, the acceptable level of similarity (external content/plagiarism) in manuscripts submitted to SAJM must not exceed **10%**

. All references must be formatted in accordance with the **APA referencing style**

### Editorial Policy

SAJM considers original papers based on:

- Academic research
- Professional experiences of executives and consultants

Submissions must focus on management issues. The journal covers management issues in:

- Public sector organizations
- Private sector organizations
- Non-profit organizations

SAJM also welcomes papers addressing macro and policy issues—such as cultural, technological, and environmental factors—provided they have clear relevance to organizational

management. Manuscripts with a narrow disciplinary focus on economics, politics, sociology, or law without direct managerial relevance are not considered suitable.

### Review Process

All manuscripts submitted to SAJM are first screened by the **Editorial Team**. Papers that pass the initial screening are then reviewed by

#### **independent scholars**

under the journal's blind peer-review system. Authors may be requested to revise their manuscripts in line with reviewers' comments before a final decision is made.

### Readership Profile

SAJM is intended for:

- Research scholars and faculty in management and related disciplines
- Senior executives and management professionals
- Consultants and policy makers

The journal serves readers both within **South Asia** and internationally.