

Journal of Management & Systems (TSSCI)

Submission Guidelines

Revised and approved at the Second Executive Editorial Meeting of 2026 (2026.3.21).

Objectives and Scope

Journal of Management & Systems is an academic journal co-published by the Chinese Association of Business Administration and the Institute of Business and Management at National Yang Ming Chiao Tung University. Our mission is to publish high-quality research in all areas of management. We welcome submissions from scholars and practitioners worldwide.

The journal covers a broad range of topics, including strategic management, organizational behavior, human resource management, finance, marketing, information management, operations management, decision sciences, and data science. We welcome theoretical, methodological, and empirical papers. Interdisciplinary research papers are particularly encouraged. The journal is published three times a year, in January, May, and September.

Submission Rules

1. All contributors must comply with the journal's Publication Ethics, which are detailed in the appendix of these guidelines.
2. Submitted manuscripts must be original work that has not been published elsewhere and is not currently under review by another academic journal. Authors are solely responsible for any violations of academic ethics. In the cover letter, authors must state their understanding of the ethics codes established by the National Science and Technology Council and this journal.
3. All communications, including manuscript submission, review comments, and revision responses, are conducted via e-mail or the official portal. Manuscripts must be formatted according to the journal's style and uploaded as a single PDF file to the iPress submission platform. The cover letter should clearly state the

title of the paper. A separate title page must list all authors' names (Chinese and English), affiliations, titles, and contact details of the corresponding author.

4. There is no submission fee for either Chinese or English manuscripts. Authors who do not receive a confirmation within one week of submission should contact the editorial office. Please refer to our website for the journal's official e-mail address and telephone information.

Manuscript Specifications

Manuscripts may be written in either Chinese or English and should be typed horizontally. Please ensure the layout is clean and easy to read. The specific formatting requirements are as follows:

1. **Anonymity:** The manuscript must not reveal the names or affiliations of the authors. The first page should only contain the title, abstract, and keywords in both Chinese and English.

Title: Should be concise and accurately reflect the core content.

Abstract: Summarize the main content and contributions; must not exceed 500 words for each language.

Keywords: Provide up to five bilingual keywords.

2. **Declarations:** To enhance transparency, authors must provide the following sections before the "References":

Funding: Disclose funding sources (e.g., NSTC grant numbers). If none, state: "This research did not receive any specific grant."

Conflict of Interest: Disclose any financial or personal relationships that could influence objectivity. If none, state: "The authors declare no competing interests."

Ethical Compliance: Explicitly state: "This research and the preparation of this manuscript fully comply with the Academic and Publication Ethics of this journal."

Data Availability: Explain how the research data can be accessed.

Author Contributions: Briefly describe the specific contribution of each author.

Acknowledgements: Recognize individuals or institutions that contributed but do not meet authorship criteria.

Declaration of AI Use: Disclose the use of AI for content generation. If AI was used only for language editing or proofreading, no declaration is required.

3. Main Body:

Headings: All section headings must be numbered using Arabic numerals (e.g., 3. Methodology, 3.1 Measures).

Figures and Tables: Numbered sequentially using Arabic numerals. Table titles go above the table; figure titles go below. Avoid vertical lines in tables and limit horizontal lines to four.

Citations: Use parentheses (Author, Year). For three or more authors, use “et al.” (English) or “等” (Chinese).

Mathematical Formulas: Formulas should be centered and numbered sequentially with the number aligned to the right.

References

All references cited in the text must be listed at the end of the manuscript. Chinese references appear first, followed by English references, sorted alphabetically by the first author’s last name. DOI numbers must be included if available.

Chinese Reference Translation Policy: To facilitate indexing in international databases, starting from 2025, all Chinese references must include an English translation or Romanization immediately below the original Chinese text. The original order of the references must be maintained. If no official English title exists, please use Romanization.

Examples:

(Book) 黃英忠，人力資源管理，台北：三民書局，民國 86 年。

Huang, Y. C., *Human Resource Management*, Taipei: San Min Book Co., Ltd., 1997.
(In Chinese)

- (Journal) 許嘉霖、于立宸、陳美儒，「美妝影音部落客之外表吸引力、態度同質性和擬社會互動與影片內容品質對消費者知覺信任及購買意圖之影響」，*管理與系統*，第二十九卷第三期，民國 111 年。363 - 386 頁。
[https://doi.org/10.29416/JMS.202207_29\(3\).0003](https://doi.org/10.29416/JMS.202207_29(3).0003)。
- Hsu, C. L., Yu, L. C., & Chen, M. J., "Impacts of Beauty Vloggers' Physical Attractiveness, Attitude Homophily, Parasocial Interaction, and Video Content Quality on Consumers' Perceived Trust and Purchase Intention," *Journal of Management & Systems*, Vol. 29, No. 3, 2022.
[https://doi.org/10.29416/JMS.202207_29\(3\).0003](https://doi.org/10.29416/JMS.202207_29(3).0003). (In Chinese)
- (Conference) 簡禎富、李培瑞，「FFAQ 決策數分類法則之研究」，2002 中華決策科學研討會論文集，台北：中華決策科學學會，民國 91 年，60 - 65 頁。
- Chien, C. F. and Li, P. R., "Research on FFAQ Decision Tree Classification Rules," *Proceedings of the 2002 Chinese Association of Decision Sciences Conference, Taipei: Chinese Association of Decision Sciences, 2002*, pp. 60-65. (In Chinese)
- (Thesis) 蔣漢旗，「台、韓 TFT-LCD 製造發展策略比較分析之研究」，交通大學經營管理研究所未出版碩士論文，民國 92 年。
- Chiang, H. C., "A Comparative Analysis of TFT-LCD Manufacturing Development Strategies in Taiwan and South Korea," unpublished master's thesis, Institute of Business and Management, National Chiao Tung University, 2003. (In Chinese)
- (Book) Cooper, D. R. and Schindler, P. S., *Business Research Methods*, 6th ed., Singapore: McGraw-Hill, 1998.
- (Journal) Ahire, S. L., Golhar, D. Y., and Waller, M. A., "Development and Validation of TQM Implementation Constructs," *Decision Sciences*, Vol. 27, No. 1, 1996, pp. 23 - 56. <https://doi.org/10.1111/j.1540-5915.1996.tb00842.x>
- (Journal) Author, A. B. and Author, C. D., "Article Title," *Journal Name*, Vol. 55, No. 2, 2026, Article e12345. <https://doi.org/10.xxxx/xxxxx>.
- (Book) Peters, W. S. and Champoux, J. E., "The Role and Analysis of Moderator Variables in Organizational Research," In R. T. Mowday and R. M. Steers (Eds.),

Research in Organizations Issues and Controversies, Santa Monica, CA: Goodyear Publishing Company, 1979, pp. 239–253.

- (Conference) Bowerman, B. L. and Koehler, A. B., “The Appropriateness of Gardner’s Simple Approach and Chebychev Prediction Intervals,” unpublished paper presented at the 9th International Symposium on Forecasting, Vancouver, British Columbia, June 18 – 20, 1989.
- (Conference) Kappelman, L. A. and McLean, E. R., “User Engagement in the Development, Implementation, and Use of Information Technologies,” In Proceedings of the Twenty-Seventh Hawaii International Conference on System Sciences, Los Alamitos, CA: IEEE Computer Society Press, 1994, pp. 512–521. <https://doi.org/10.1109/HICSS.1994.323467>.
- (Report) Kadane, J. B., Meyer, M. M., and Tukey, J. W., “Correlation Bias in the Presence of Stratum Heterogeneity,” Technical Report No. 549, Department of Statistics, Carnegie Mellon University, 1992.
- (Internet) 商業發展研究院，「商研院簡介」，<https://www.cdri.org.tw/submenu?usein=5&psid=0H165024490331869130>，下載日期：民國 115 年 2 月 26 日。
- (Internet) 郭奕伶，「雞蛋問題，比爾蓋茲女婿與世界銀行副總裁的故事」，商業周刊，<https://www.businessweekly.com.tw/management/blog/3017813>，無發表日期，下載日期：民國 114 年 2 月 7 日。
- (Internet) World Bank, “Global Economic Prospects,” <https://www.worldbank.org/en/publication/global-economic-prospects>, Accessed on February 26, 2026.
- (Internet) World Bank, “Low-income countries face enormous development challenges despite resilience,” <https://blogs.worldbank.org/en/developmenttalk/low-income-countries-face-enormous-development-challenges-despit>, February 23, 2026.
- (Thesis) Richardson, M., “Predictability of Stock Returns: Statistical Theory and Evidence,” unpublished Ph.D. thesis, Graduate School of Business, Stanford University, 1989.

Review Rules

1. **Initial Screening:** The Executive Editor conducts an initial review. Manuscripts that do not align with the journal's scope or contain significant flaws will be rejected immediately. Manuscripts that do not follow the formatting guidelines will be returned to the author for revision; failure to comply after revision will result in rejection.
2. **Peer Review:** Manuscripts passing the initial screening undergo a double-blind peer review by two experts. Reviewers provide detailed feedback and recommend one of four outcomes: (1) Accept, (2) Minor Revision, (3) Major Revision (Revise and Resubmit), or (4) Reject.
3. **Editorial Decision:** The Executive Editor makes a decision based on the reviews. For revisions, authors are typically given six weeks for the first round and four weeks for subsequent rounds. Extensions must be requested in writing. The Editorial Board reserves the right to make the final decision on all manuscripts.
4. **Publication:** Upon acceptance, authors must submit the final Word file and a signed Copyright Transfer Agreement. A publication fee of NT\$300 per page is required. Each author will receive one complimentary copy of the issue. Copyright is jointly held by the Association and the University.
5. **Authorship Changes:** Any changes to the author list or order during the revision process require a written explanation and a consent form signed by all original authors. No changes are permitted once the manuscript is conditionally accepted.
6. **Timeline:** Authors are generally notified of the decision within three months. If no notification is received after three months, authors may contact the editorial office for an update.

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Publication Ethics and Malpractice Statement

Revised and approved at the Second Executive Editorial Meeting of 2026 (2026.3.21).

Publication Ethics and Malpractice Statement

Management & System is committed to the highest standards of academic integrity. We believe that rigorous ethics are the foundation of knowledge and scientific progress. All editors, reviewers, and authors must follow this ethical statement. This statement follows the core practices of COPE, Elsevier, and the Journal of Management and Business Research. It provides clear guidance to ensure a fair and transparent research environment.

Duties and Obligations of Authors

1. Research Originality and Publication Norms

Authors must submit original research results that have not been published elsewhere. The manuscript must not be under review by any other journal or publication. Any form of duplicate submission or redundant publication is strictly prohibited. Authors should clearly cite and reference their previous works if the current study is related. Excessive self-citation to artificially manipulate citation rates must be avoided.

2. Research Integrity and Data Accuracy

Authors bear full responsibility for the authenticity and accuracy of their research data. All data must be presented truthfully without any fabrication or falsification of results. Authors must not intentionally delete data that contradicts their research hypotheses. The research methods and analysis should be described in detail to

ensure reproducibility. Authors must disclose study limitations and immediately notify editors if major errors are found.

3. Authorship and Attribution of Contributions

All listed authors must make a substantial intellectual contribution to the research work. This includes participating in the research design, data analysis, or manuscript revision. Individuals who only provide funding or general supervision should not be listed as authors. These contributors may be mentioned in the acknowledgment section of the paper instead. The corresponding author ensures that all co-authors approve the final version for submission.

4. Plagiarism and Use of Generative AI

Plagiarism of text, ideas, or data without proper citation is strictly prohibited. Self-plagiarism, or reusing one's own published work without citation, is also forbidden. Authors using generative AI tools are responsible for verifying all produced content. They must review and modify AI output to ensure academic accuracy and integrity. AI tools cannot be listed as authors and their use must be disclosed. If AI was used only for language editing or proofreading, no declaration is required.

5. Declaration of Conflict of Interest

Authors must disclose any potential conflicts of interest during the submission process. This includes financial relationships, personal ties, or academic competition with others. These factors might influence the judgment of editors or reviewers regarding the research. All potential conflicts should be clearly explained to the editorial office at submission. This transparency helps maintain the fairness and credibility of the publication.

6. Protection of Research Subjects

Research involving humans or animals must follow relevant ethical and legal requirements. Authors must obtain informed consent from all human participants in

the study. They must also protect the privacy and identity of these research subjects. Proof of approval from an ethics committee must be clearly stated in the manuscript. This ensures that the research process respects the rights and safety of subjects.

Duties and Obligations of Reviewers

1. Professionalism, Objectivity, and Timeliness

Reviewers must evaluate manuscripts based on their professional expertise regarding academic value and methodology. They should provide objective and fair assessments of the original contribution and clarity of arguments. Review comments must remain constructive and free from personal bias or individual attacks. If a reviewer feels unqualified or cannot meet the deadline, they should notify the editor immediately. This prompt communication helps maintain the efficiency and quality of the peer-review process.

2. Principle of Confidentiality

Manuscripts received for review are confidential documents that must be protected from unauthorized disclosure. Reviewers must not reveal the content or details of the review to any third parties. They are strictly prohibited from using the manuscript's content for their personal research activities. Furthermore, reviewers must not upload the manuscript or any review details into generative AI systems. Maintaining confidentiality is essential to protect the intellectual property rights of the authors.

3. Avoidance of Conflict of Interest

Reviewers must recuse themselves if they identify any potential conflicts of interest with the research. This includes recent collaborations, academic competition, or previous advisor-student relationships with the authors. Reviewers should inform the editorial office as soon as a potential conflict is recognized. This transparency is necessary to ensure the fairness and integrity of the evaluation

process. Avoiding conflicts of interest preserves the credibility of the journal and the scholarly record.

4. Alerting Academic Misconduct

Reviewers are responsible for notifying the editor if they suspect any signs of academic misconduct. This includes potential data fabrication, plagiarism, or instances of redundant and duplicate publication. They should provide specific evidence or supporting citations to justify their ethical concerns. Prompt reporting allows the editorial team to take the necessary investigative steps. Such vigilance helps protect the academic community from unethical and fraudulent research practices.

Duties and Obligations of Editors

1. Independence and Fairness in Editorial Decisions

The editorial team holds the final authority for accepting or rejecting all submitted manuscripts. These decisions are based entirely on academic merit, originality, and feedback from peer reviewers. Editors must ensure that non-academic factors, such as nationality or gender, do not influence decisions. The relevance of the work to the journal's specific scope is also a primary consideration. Independent judgment is vital for maintaining the academic standards and reputation of the journal.

2. Confidentiality and Anonymous Review

Editors and editorial staff must keep the identities of authors and reviewers strictly confidential. The journal implements a double-blind peer-review system to ensure objective and unbiased scientific evaluations. Unauthorized use of unpublished research data for personal gain is strictly prohibited for all staff. This anonymity helps prevent social or institutional biases from affecting the assessment of the

research. Every member of the editorial office is bound by these strict confidentiality requirements.

3. Management of Conflict of Interest

Editors should recuse themselves from managing any manuscripts that present a potential conflict of interest. Clear mechanisms are established for submissions from editorial board members or the Editor-in-Chief. In such cases, an external expert or another editor will manage the entire review process. This separation ensures that internal relationships do not influence the final editorial outcome. Managing conflicts of interest is essential for maintaining public trust in the publication process.

4. Maintenance of Review Quality

Editors are responsible for selecting qualified reviewers and monitoring the quality of their professional feedback. They have the authority to remove inappropriate personal comments from the final reviewer reports. If review opinions show significant divergence, editors may seek additional expert advice for clarification. This process ensures that authors receive a fair and balanced evaluation of their scholarly work. High-quality reviews contribute directly to the continuous improvement of the research we publish.

5. Handling Academic Misconduct

The editorial office is responsible for investigating all allegations of academic or research misconduct. These investigations are conducted according to the guidelines provided by the COPE organization. If misconduct is confirmed, the journal will take appropriate actions to correct the academic record. Possible measures include publishing corrections, statements of concern, or formal article retractions. This commitment to integrity protects the reliability and value of the scientific literature.

Duties and Obligations of the Publisher

1. Maintaining the Integrity of the Scholarly Record

The publisher assumes final responsibility for the permanence and integrity of the scholarly record. We ensure that all published articles are properly preserved for long-term access. Our organization is committed to preventing academic misconduct from damaging the credibility of scholarly literature. The publisher works closely with editors to establish clear policies for corrections, retractions, and expressions of concern. These policies strictly follow the best practice guidelines provided by the Committee on Publication Ethics (COPE).

2. Supporting Editorial Independence

The publisher respects and defends the editorial independence of the editorial team. Manuscript selection, review, and final acceptance are determined solely by editors based on their academic judgment. These decisions remain entirely free from pressure by any commercial or interest groups. We provide the necessary resources and support to help editors fulfill their professional duties. This ensures that the editorial process remains independent and free from outside interference.

3. Oversight and Handling of Academic Misconduct

The publisher is responsible for establishing robust mechanisms to address and investigate allegations of academic misconduct. We support the editorial office in conducting fair and timely investigations into issues like plagiarism or data fabrication. When ethical concerns arise, the publisher provides the guidance needed to resolve these cases. We take decisive measures based on investigation results to protect the reputation of our publications. This oversight ensures that academic integrity remains the core value of our publishing activities.

4. Conflict of Interest Management and Transparency

The publisher develops and enforces clear conflict of interest policies for authors, editors, and reviewers. We ensure that commercial considerations, such as advertising or sponsorships, are completely separated from editorial decisions. All parties involved in the publication process must disclose any potential conflicts that might affect their objectivity. This transparency helps maintain the trust of the academic community and the public. Our commitment to transparency ensures that all editorial choices are based purely on scientific merit.