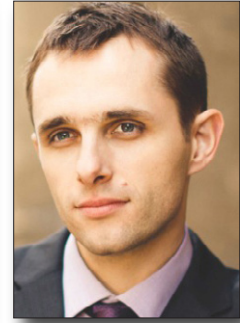


DRMJ CELEBRATES TEN YEARS SINCE INCEPTION

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Volume 10, Number 1 of the Dynamic Relationships Management Journal (DRMJ) is ahead of you – making for a wonderful opportunity to reflect on its progress over the years, and look ahead into its future. It is now almost five years since the current editorial team took the journal over, following previous editors Adrijana Rejc Buhovac and Jože Kropivšek – the current President of the Slovene Academy of Management (SAM). Five years later, the editors still feel a sense of excitement and immense responsibility to the journal, SAM, and the management and organization community in order to **ensure that DRMJ not only continues, but further expands and affirms its role as a valued publication home for relevant and rigorous research in our field**. At the same time, it is time to start thinking about our potential successors.

Topic-wise, the journal is focused on the dynamic relationships management; while we would like to see even more articles directly targeting this theme, we do recognize this is a rather narrow category of theoretical or methodological perspectives, and do continue accepting a broader set of organization and management articles. We do, however, emphasize, that **manuscripts directly targeting dynamic relationships management are a priority and we will continue soliciting such papers**.

When the current editorial team took over, we set a **clear aim to increase the quality, quantity and international nature of submissions**. We can say that with over 120 submissions in 2020, a much more rigorous review process, multiple handling editors involved across multiple stages of the editorial process (editors screening, associate editor screening, review, decision), a very small portion of articles

published by authors in Slovenia and neighboring countries (less than 20% last year), and a very quick editorial turnaround (desk rejections were done on average in a day, while time to first decision for manuscripts that made it into review was less than 30 days), we have definitely steered the journal towards this aim. Inclusion into the Scopus database in 2019 definitely helped in achieving visibility and being more interesting to the worldwide authorship teams. Nevertheless, we will continue to impose further rigor into the review process, hopefully resulting in even better publications and ultimately achieve additional objective goals, such as being included into the AJG journals list or the Emerging SSCI list.

In the future, there are two clear avenues that we would like to emphasize, one is related to **article types that we are publishing, while the other to expanding presence in social media**. It is clear that DRMJ is an international academic journal, primarily publishing **original academic articles** – double-blind peer-reviewed full-length manuscripts that focus on a theoretically driven empirical contribution (all research strategies and methods, quantitative and qualitative, are considered) or on a theoretical contribution that can shape future research in the fields of management and organization, with a particular focus on dynamic relationships. These are and will be the predominant article types published in the DRMJ that are indexed in international academic databases. In addition, we encourage scholars to prepare **research notes**, that is, brief discussion papers seeking to advance either a new research model or theoretical construct, a novel methodological approach or to present either preliminary or replication data findings. These would also be peer reviewed and included as an original academic contribution.

Nevertheless, if there would be interest and prior coordination with the editorial team, or based upon invitations of editors, we would be open to publishing other article types as well – those would be published in the printed and online version of the journal, but not indexed in the Scopus database. Namely, these could be **perspectives** – shorter pieces presenting a new and unique viewpoint on existing problems, fundamental concepts, or prevalent notions on a specific topic, propose and support a new hypothesis, or discussing the implications of a newly implemented innovation. Perspective pieces may focus on current advances and future directions on a topic, and may include original data as well as personal opinion.

Another article type that could potentially be interesting is **opinion piece** – presenting the author's viewpoint on the strengths and weaknesses of a hypothesis or scientific theory. These articles promote scientific discourse that challenges the current state of knowledge in a particular field. Typically, these would be based upon invitations from the editors.

Furthermore, **commentaries** as an article type could draw attention to, review or present criticism on a previously published article, book, or report, often using the findings as a call to action or to highlight a few points of wider relevance to the field. Commentaries do not typically include original data and are heavily dependent on the author's perspective or anecdotal evidence from the author's personal experience to support the argument. In most cases, they would be invited by Editors from reviewers or experts in the field.

Finally, a **professional outreach article** type is designed to disseminate academic knowledge to management practice and the broader public. They would be written in non-academic, simpler (yet still expert) language and might be based on existing published research, or on expertise reports from the industry.

In addition to those potential additional article types, we would also like to go along the general trend in the world and current activities within SAM and **further expand presence on SAM social media channels**. In particular, LinkedIn, where SAM has a new page and an increased momentum in promot-

ing activities of its membership, including conferences, debate evenings, and journal publications (both DRMJ and Management Challenges – Izzivi managementu, an expert/professional outlet disseminating research into practice in Slovene language). DRMJ will follow these trends and let the interested public know what is being published in the journal.

Let us now focus on the current issue, which consists of five articles. The first one is a study of Mona Ratnesh and Gaitri Kumari, who embarked on a mission of **identifying the most relevant organizational-level antecedents and consequences of work-life balance**. Using multiple regression analyses, the results of a study on 300 female bank employees revealed that organizational culture and technology are the most important antecedents of work-life balance, because these variables influence work performance, job satisfaction, quality of work life, and job autonomy, whereas work load and work expectation have an impairing effect on turnover.

The second article included in this issue is a paper by Beena Prakash Nair, Teegalapelly Prasad and Shreekumar K. Nair, and is based on four separate studies to **develop the scale measuring self-awareness triggers, and analyse their impact on authentic leadership**. Their findings suggest that organizations proactively can enhance authentic leadership through self-awareness triggers.

The third article included in this issue, by Jon Aarum Andersen, assesses the theoretical explanations for similarities and differences in managers' leadership behaviors as well as their empirical support. Specifically, the paper **juxtaposes two different explanations for leadership behavior and finds that the public-distinction explanation appears to outweigh the gender-based explanation**.

The fourth article of this issue, written by Vinney Zephaniah Vincent and Zakkariya K.A., uses a resource-based view and organizational learning theory to explore the **effect and mechanism of incubation on the absorptive capacity and innovation speed of startups** in the Indian context. Using survey data from a sample of 344 technology intensive incubator firms, the authors demonstrated that the incubation mechanisms, namely business incu-

bator selection performance, monitoring, and business assistance intensity and resource munificence, help startups to explore, transform, and exploit knowledge and information to bring technology and products to market quickly.

Finally, the fifth article included in this issue is prepared by Mr. Attaullah and Bilal Afsar, and investigates **the relationship between workplace ostracism and nurses' tendency to engage in counterproductive work behaviours (CWB)**. A time-lagged survey was conducted in public-sector hospitals of Pakistan to collect data from the nursing staff. Providing extremely timely findings in the current pandemic situation, workplace ostracism was found to be positively related to nurses' feelings of job stress and their tendency to engage in CWB. Similarly, job stress was positively related and emotional intelligence was negatively related to nurses' tendency to engage in CWB, and mediate the relationship between workplace ostracism and CWB. Emotional intelligence was found to moderate this mediated relationship.

To conclude, we continue our effort in increasing the visibility and international nature of the DRMJ, but most importantly increasing the quality of articles published in the journal. By applying different research and article types, we hope to stimulate further ideas and endeavors worth exploring.

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