

From the Editor, Paul H. Jacques

Dear JBAM Readers,

As the editor of the Journal of Behavioral and Applied Management (JBAM), I am thrilled to present our March 2024 issue. This issue continues JBAM's proud tradition of offering diverse research that not only enriches understanding of human behavior in organizations and education, it broadens the scope of discourse within the academic community and beyond.

Our commitment to fostering a rigorous academic environment through double-blind, peer review has consistently attracted high-quality manuscripts. The articles featured in this issue exemplify our dedication to diversity in research topics, methodologies, and perspectives. This approach has not only enhanced the journal's reputation, as evidenced by our listing in Cabell's International Directory, it has led to a significant increase in views and citations, reaffirming the relevance and impact of our work.

This issue delves into a variety of compelling topics. From Locker and Teague's exploration of generational conflict in performance appraisals to Trifilo and Blau's innovative use of AI-generated avatars for reducing implicit hiring biases, each article offers unique insights into the complexities of human behavior in professional settings. Pisnar and Foust's study on authentic employee engagement through emotional intelligence and the examination by Blau, Hill, Nash and Naumoff of the perceived utility of ethical and cross-cultural competencies in MBA alumni underscore the multifaceted nature of workplace dynamics. Mulligan's theoretical discourse on minority entrepreneurship and Faifman's framework for preparing managers for entrepreneurial exits highlight the broader societal and economic implications of organizational behavior research. York and Wharton's practical approach to understanding the effectiveness of realistic job previews for recruitment and retention provides valuable applications for both academia and industry.

Our journey to cultivating a developmental, collaborative editorial process continues to be rewarding. We are committed to addressing the needs of our authors, especially those who benefit from constructive feedback and support in a way that recognizes and responds to the unique characteristics of each author team. Most importantly, we strive to provide prompt, actionable reviews that are delivered promptly and in a way that respects the efforts of author teams that make the science of discovery possible and the dissemination of knowledge the overarching goal. The diversity of topics in this issue is a testament to our inclusive call for submissions, inviting scholars from various disciplines to contribute their research.

We encourage readers to explore these studies in this and other issues in detail and consider the implications of this research for theory, practice, and policy. We invite inquiries and submissions from those looking to contribute to the ever-evolving field of organizational and educational behavior research. For prospective authors, our author guidelines provide a comprehensive overview of the submission process, ensuring clarity during your contribution to JBAM.

Publishing with JBAM is not just about adding to your list of publications; it's about contributing to a vibrant community of scholars that is committed to making meaningful impacts on our understanding of human behavior in professional environments. This issue embodies our collective pursuit of knowledge and excellence, and we look forward to your continued engagement with JBAM.

Thank you to our authors, reviewers, and readers for your ongoing support and commitment to excellence. Together, we are shaping the future of behavioral research in organizations and educational settings.

Warm regards,

A handwritten signature in black ink, reading 'Paul H. Jacques', is displayed on a light gray rectangular background. The signature is written in a cursive, flowing style.

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