From the Editor, Paul H. Jacques

Dear JBAM Readers,

As we bid farewell to 2023, I reflect on the extraordinary journey of the Journal of Behavioral and Applied Management (JBAM) throughout the past year. Our collective efforts led to significant accomplishments that have not only shaped the identity of JBAM, but propelled it to new heights. A prominent highlight of this transformative year was implementation of a major format change to the journal. This initiative provides readers with a more professional, engaging, and accessible experience. Positive feedback regarding his change reassures us that this transformation has been received well, enhancing the overall experience for our diverse readership.

In our commitment to the journal's continuous quality improvement and fostering of academic excellence, we evaluated and streamlined our review process carefully. The result was remarkable reduction in turnaround time, ensuring reviews are completed within a matter of weeks while upholding the robustness and integrity of the peer-review process. This change benefits all stakeholders while maintaining the scholarly standards for which JBAM is known.

JBAM achieved a historic milestone this year; it attracted and published the highest number of manuscripts in the journal's history. This surge in submissions is a clear indication of the growing recognition of JBAM as a premier platform for disseminating cutting-edge research in the field of business and management. We are proud to serve as a conduit of increasing significance for the invaluable contributions of scholars worldwide, and in that spirit, I am delighted to announce the recipient of the Best Paper Award for Volume 23.

Congratulations to Bucky Fairfax, Gary Blau, and TL Hill for their exceptional work in "Exploring Variables Impacting on Employee Willingness to Accept Lower Pay for a Preferred Employer Attribute: Generation, Gender, Race, and Salary." The study appeared in Issue 2, and it significantly contributes to understanding employee decision-making dynamics. This recognition underscores JBAM's commitment to fostering quality research and providing a platform for scholars to make impactful contributions to the field. Fairfax, Blau, and Hill delve into the complex interplay between employees' willingness to accept less pay in exchange for job qualities that employees deem attractive, such as growth and development opportunities. Spanning interviews with professionals and a comprehensive employee survey, the study sheds light on the nuanced trade-offs people make when considering job attributes. The study's findings mark a significant contribution to understanding employee decision-making, providing invaluable insights into such preferences. We at the journal extend our sincere appreciation for their dedication to advancing knowledge in the field of business and management.

As we celebrate this achievement, there were many other quality manuscripts published in JBAM's 23rd volume, and we express gratitude to all authors who chose the journal to disseminate their work and insights. Your commitment to scholarly excellence continues to elevate the journal's standing, and we look forward to more impactful contributions in the future.

I extend heartfelt gratitude to the unsung heroes of JBAM—our dedicated reviewers. No peer-reviewed journal can thrive without the commitment of people who generously contribute their time, expertise, and feedback. I express sincere appreciation to each reviewer, with special thanks to those who joined JBAM this year:

I invite our authors, reviewers, and all of the journal's stakeholders to join in spreading the word about JBAM. We are not merely a journal; we are a community of scholars who support each other. We come together in this journal that publishes an array of topics that apply to the study of human behavior across social, organizational, and educational contexts, serving both veteran researchers and emerging scholars. The articles published in JBAM develop and extend theories, and disseminate knowledge that offers insights and applications to real-world settings.

In this final issue of 2023, we present diverse articles that encapsulate the depth and breadth of research in business and management. Each article contributes valuable insights to understanding the business landscape. I am confident that you will find reading this issue to be worthy of your time and attention. As always, we welcome your feedback on your experiences for further enhancements. Please feel free to reach out to me directly with your thoughts.

Thank you for being an integral part of the JBAM community, and here's to another year of excellence in business and management research.

Warm regards,

Paul H. Jacques, PhD

pjacques@ric.edu