

Peer Review and Editorial Policy

21st International Conference on the theme “Resilient Leadership for Sustainable Growth” (PICOM-26)

1. Overview

All papers submitted to the *21st International Conference on the theme “Resilient Leadership for Sustainable Growth” (PICOM-26)* will undergo a rigorous peer-review process to ensure the quality, originality, and relevance of the research. The conference editorial team is committed to maintaining high academic and ethical standards in line with international best practices and the requirements of our publishing partner, Atlantis Press (Springer Nature).

2. Submission Guidelines

- Papers must be original, unpublished work, and not under consideration elsewhere.
- All submissions should adhere to the conference formatting and reference style guidelines.
- Authors must ensure compliance with ethical publishing norms, including proper citation, avoidance of plagiarism (similarity not more than 10 percent and AI not more than 15 percent), and declaration of conflicts of interest.

3. Peer Review Process

- **Initial Screening:** The Conference Editorial Committee for compliance with the submission guidelines, thematic relevance, and plagiarism and AI check will screen all submissions.
- **Double-Blind Peer Review:** Each paper passing the initial screening will be assigned to at least **two independent reviewers** with expertise in the relevant subject area. Both the authors and reviewers will remain anonymous to each other.
- **Review Criteria:** Reviewers will evaluate manuscripts based on:
 - Relevance to the conference theme and tracks
 - Originality and novelty of research
 - Clarity and coherence of presentation
 - Methodological rigor and validity of results
 - Contribution to the field of knowledge
- **Review Outcome:** Reviewers may recommend: (a) Acceptance, (b) Minor revisions, (c) Major revisions, or (d) Rejection. Authors will be notified of the decision along with reviewers' comments for necessary revisions.
- **Revision and Final Decision:** Revised manuscripts will be re-evaluated by the reviewers or editorial team to ensure compliance with recommendations before final acceptance.

4. Editorial Oversight

- The **Conference Editorial Board**—Comprising the Chief Editor, Associate Editor and Scientific Committee will oversee the peer review process to ensure fairness, transparency, and quality.
- Final acceptance decisions rest with the Chief Editor in consultation with the Editorial Board.

- The Editorial Board reserves the right to reject any paper at any stage for non-compliance with academic, ethical, or formatting requirements.

5. Publication Ethics

The conference adheres to the **Committee on Publication Ethics (COPE)** guidelines, including but not limited to:

- Zero tolerance towards plagiarism, falsification, or fabrication of data.
- Mandatory disclosure of conflicts of interest by authors and reviewers.
- Confidentiality of submitted manuscripts and review reports.

6. Open Access Policy

Accepted and peer-reviewed papers will be published in the official conference proceedings through **Atlantis Press (Springer Nature)** under a “Gold Open Access” model with a **Creative Commons (CC BY)** license, ensuring perpetual free access.

7. Contact for Queries

For queries related to submission, review, or publication, please contact:

Editorial Secretariat – PICOM-26

Email: internationalconference@pimrindore.ac.in