

Introduction

The *Ilorin Journal of Management and Leadership (IJML)* with ISSN (3122-069X) is a peer-reviewed, multidisciplinary scholarly journal published by The Centre for Management and Leadership, University of Ilorin, Nigeria. The journal provides a platform for theoretical, empirical, and policy-oriented research that advances knowledge and practice in the fields of management, leadership, public administration, governance, entrepreneurship, human resource management, and organizational studies.

IJML is committed to promoting high-quality scholarship that bridges the gap between theory and practice, with particular attention to emerging issues in African management and leadership contexts. The journal welcomes comparative and international perspectives that deepen understanding of management systems, leadership behaviour, institutional performance, and organizational transformation across sectors.

Published biannually (March and August), IJML serves academics, policymakers, practitioners, and graduate students seeking to contribute to discourses on sustainable leadership, innovation, governance reform, and organizational effectiveness in developing and developed economies alike.

Scope

IJML publishes high-quality manuscripts addressing issues within, but not limited to, the following areas:

- Leadership theory and practice
- Strategic management and decision-making
- Organizational behaviour and human resource management
- Public administration, governance, and policy reform
- Entrepreneurship, leadership and innovation management
- Digital transformation and e-governance
- Corporate governance, ethics, leadership and sustainability
- Institutional development and capacity building
- Change management, leadership and organizational learning
- Cross-cultural management and international leadership

Both conceptual and empirical papers, as well as case studies, policy analyses, and book reviews, are welcome. Contributions may employ quantitative, qualitative, or mixed methods approaches, provided they demonstrate methodological rigor and theoretical contribution.

Instructions for Authors

Manuscript Submission

Authors are required to submit manuscripts electronically via the journal's submission portal or designated email: ijml@unilorin.edu.ng. All submissions must be original and must not have been published or under review elsewhere.

Manuscript Structure

Manuscripts should be structured as follows:

1. **Title Page** – Title of the paper, author(s) name, institutional affiliation, email address, and ORCID
2. **Abstract** – Not exceeding 250 words, summarizing the purpose, methodology, major findings, and implications.
3. **Keywords** – 4 to 6 keywords that reflect the main themes of the paper.
4. **Main Text** – Organized into the following sections (as appropriate):
 - Introduction
 - Literature Review/Theoretical Framework
 - Methodology
 - Results/Findings
 - Discussion
 - Implications and Conclusion
5. **References** – All citations and references should follow the APA 7th edition format.

Formatting Guidelines

- Manuscripts should be between 5,000 and 8,000 words, including references, tables, and figures.
- Text should be typed in Times New Roman, 12-point font, double-spaced, and aligned to A4 paper size.
- Tables and figures should be numbered consecutively, referenced in the main text and clearly titled.
- Additional figures and tables can be taken to appendix.

Review Process

All manuscripts undergo double-blind peer review. The editorial board reserves the right to reject manuscripts that do not meet academic or ethical standards. Review outcomes may recommend acceptance, minor revision, major revision, or rejection.

Publication Ethics

IJML adheres to the Committee on Publication Ethics (COPE) guidelines. All manuscripts will undergo initial screening which includes plagiarism check. Authors are expected to ensure originality, proper citation, and ethical research conduct. Any form of plagiarism, data fabrication, or copyright violation will result in immediate rejection.

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