**International Journal of Management Perspectives (IJMP)**

I, the undersigned, **(Full Names)**, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_declare that the research presented in this manuscript was conducted in accordance with ethical guidelines, but **did not receive formal ethical approval** from an institutional review board (IRB) or ethics committee.

* **Human Participants**:

*For studies involving human participants*, I obtained informed consent from all participants prior to their involvement. I ensured that the confidentiality and privacy of all participants were strictly maintained, and all data were anonymised as required. The research adhered to established ethical principles, such as those outlined in [*specific guidelines or ethical codes relevant to your research*].

* **Use of Secondary Data:**

*If applicable*, I utilised publicly available or secondary data, and all such data were used in accordance with relevant data protection laws and ethical standards. No personally identifiable information was included without proper consent.

* **Conflicts of Interest**:
I confirm that there are no conflicts of interest that could have influenced the design, conduct, or reporting of this study. If there are any potential conflicts, please disclose them:

**Author’s Full Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Author’s Signature:** **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Date:** **\_\_\_\_\_\_\_\_\_\_**

**As Witnesses:**

**Full Names Full Names**

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