TWISH Journal of Management Studies

Copyright Transfer Agreement

The undersigned author has submitted the article (the "Work") for Polish Journal of Management Studies published by Faculty of Management, Czestochowa University of Technology.

- A. The author transfers to Faculty of Management, Czestochowa University of Technology (the "Publisher") during the full term of copyright, the exclusive rights comprised in the copyright of the Work, including but not limited to the right to publish the Work and the material contained therein throughout the world, in all languages and in all media of expression now known or later developed, and to license or permit others to do so.
- B. Notwithstanding the above, the author retains the following:

1. Proprietary rights other than copyright, such as patent rights

2. The right to make copies of all or part of the Work for the author's use in classroom teaching

- 3. The right to use, after publication, all or part of the Work in a book by the author, or a collection of the author's work.
- 4. The right to make copies of the Work for internal distribution within the institution which employs the author.

5. The right to use figures and tables of the Work, and up to 250 words of text, for any purpose.

6. The right to make oral presentations of material from the Work.

7. The right to publish an extended, updated or rewritten version in another periodical.

The right to include the work (post and preprint version) in an institutional repository

The author agrees that all copies made under any of the above conditions will include a notice of copyright and a citation to the Publication.

- C. If the Work was written as a work made for hire in the course of employment, the Work is owned by the company/employer which must sign this Agreement in the space provided below. In such case, the Publisher hereby licenses back to such employer the right to use the Work internally or for promotional purpose only.
- D. The author represents that the Work is the author's original work. If the Work was prepared jointly, the author agrees to inform the co-authors of the terms of this Agreement and to obtain their permission to sign on their behalf. The Work is submitted only to this, and has not been published before. (If excerpts from copyrighted works are included, the author will obtain written permission from the copyright owners and show credit to the sources in the Work.) The author also represents that, to the best of his or her knowledge, the Work contains no libelous or unlawful statements, does not infringe on the rights of others, or contain material or instructions that might cause harm or injury.

Article title (please type): Analysis Opportunistic Behavior Of Management To Company

Authors (percentage share): Arna Suryani

nrna_halim@yahoo.co.id November 23, 2018

Batanghari University

This signed statement should be posted to the Publisher at the given e-mail address: pjms-office@adm.pcz.pl

By signing this document the author agrees to receive information via email from Polish Journal of Management Studies for future books and specials related to materials science.

This service can be canceled at any time.

Czestochowa University of Technology, Faculty of Management Al. Armii Krajowej 19B, room 103 42-201 Czestochowa, Poland

Phone: +48 34 32 50 388 Fax: +48 34 36 13 876 Website: www.pjma.zim.pcz.pl



Fwd: MOST URGENT REVIEW FEEDBACK-CIBSSR-00306!



GCBSS Committee

gcbsscommittee@gmail.com Tampilkan lebih sedikit



Kepadarna_halim@yahoo.co.id mufidahjufri@gmail.com

CC admin@gcbss.org
Tanggal4/11/2018 11:13

Dear Dr. Arna Suryani, Batanghari University, Indonesia

Subject: <u>Greetings from 8th GCBSS, Kuala Lumpur,</u> <u>Malaysia organized by GATR!</u>

We have received the review outcome and pleasure to inform you that your paper is considered suitable for publication with revisions in a December 2018 regular issue of the Polish Journal of Management Studies (ISI & Scopus). Please find the review comments below, Similarity report and author KIT and submit the final version of paper not later than 25 November 2018 with Copyright form at gcbsscommittee@gmail.com and admin@gcbss.ogg

CIBSSR-00306: REVIEW COMMENTS:



Fwd: MOST URGENT REVIEW FEEDB...

CIBSSR-00306: REVIEW COMMENTS:

Analysis Opportunistic Behavior of Management to Company Performance

Interesting approach, paper is well written

Literature review should be much more wider in relation to the paper topic "Opportunistic Behavior of Management" lease use some sources from high rated Scopus journals.

There is too narrow results discussion in relation to previous studies

Use traditional paper structure: Introduction, Literature review, Methodology, Results discussion, Implication for management, Conclusion – then so many subsection you proposed "Conclusion and Suggestion" section – please divide as above for two sections Implication for management and Conclusion. Do not list the implication or conclusion.

Paper needs serious English proofreading – many errors

10 pages max in PJMS editorial requirements

Decrease similarity ratio

All of the text must be up to 10 pages in PJMS format, remember to edit the references correctly.

Moreover, you need to highlight all changes in the final version of the paper in the RED color text. (Strictly follow).

ANALYSIS OPPORTUNISTIC BEHAVIOR OF MANAGEMENT TO COMPANY PERFORMANCE

Arna Suryani., Mufidah.

Abstract: The purpose of this research is to analyze the opportunistic behaviour of management towards company performance empirically. Management opportunistic behaviour is measured by accrual-based earnings management and real earnings management. Meanwhile company performance is measured by return on assets. This research was conducted in some manufacturing companies listed on the Indonesia Stock exchange for period of 2015-2017. The sample was selected as many as 57 companies. The method of analysis uses associate descriptive analysis with multiple linier regression analysis tools by testing classical assumption, testing hypotheses and coefficient of determination. Based on the results of the study found that management opportunistic behaviour as measured by accrual-based earnings management affect the company's performance, while management opportunistic behaviour as measured by real earnings management does not affect the performance of company.

Keywords: Opportunistic Behavior, Company Performance.

Introduction

Profit is an important thing that investors consider to make a decision whether to make an investment or not. Therefore, managers try to provide information that will escalate the values of a company and the earnings quality of investors. Information published as an announcement will signal investors in making investment decisions (Hartono, 2009). In theory the management agency always tries to maximize its utility function. Considering that management has the freedom to choose one of the accounting policies, it is only natural that the idea then arises that management will choose an accounting method that will specifically helping management achieve its goals.

Defon and Parka (1997) explain that managers have the opportunity to shift current profits into the future by avoiding dismissals. Company management strives to make earnings management to improve company performance at certain times. Guidry et.al, (1999), Kaznik (1999), Teoh et.al (1998) explained that company management performs earnings management to meet profit targets as a measure of company performance. There are two ways to understand earnings management by company managers. First, it aims to maximize management utility (opportunistic behaviour). Second, it aims to provide benefits to all parties involved in the contract (efficient contracting). Earnings management can be measured through accrual-based earnings management and real earnings management. The approach most widely used in testing accrual-based earnings management is the model developed by Jones (Jones, 1991). Earning management techniques through real activity manipulation methods are defined by Roychowdhurry (2006) as differences in operating practices carried out with normal operational practices motivated by management's desire to provide wrong

¹DR, Arna Suryani, Mufidah, M.Si. Batanghari University, Faculty of Economics.

[⊠] corresponding author: arna halim@yahoo.co.id;

[⊠]mufidahjufri@gmail.com.

understanding to shareholders so that they believe that certain financial reporting objectives have been achieved accordingly practice of the company's normal operations.

Accrual-based earnings management occur when company management uses discretion in corporate with financial reporting through various accounting policies to change financial statements, resulting in stakeholders misjudging the company's economic performance or influencing contracts that depend on accounting figures reported in the financial statements (Healy and Wahlen, 1999). (Ardekani et.al .,2012) shows that the higher the management of the company performs accrual-based earnings management, the higher the company's performance will be. Kumari and Patanayak (2017) concluded that accrual-based earnings management increased in commercial banks in India and had a positive effect on the company's financial performance.

Managers doing earnings management through real activities will show good short-term performance of the company, but long-term performance will look bad (Gunny, 2005). The actions of company management that deviate from the normal business practices of the company with the main goal is to achieve profit targets is the concept of earnings management (Roychowdhury, 2006: Cohen and Zarowin, 2010). Company management has the potential to make real earnings management because of pressure or encouragement from managers to generate short-term profits regardless of long-term performance. This is because real earnings management is not in the spotlight of the regulator or auditor because it is difficult to detect (Gunny, 2005). Li et al (2016) concluded that top management skills negatively affect real earnings management but have a positive effect on company performance.

Return on assets is one measure of financial performance which aims to evaluate the company's ability to overall assets in generating corporate profits. ROA reflects the business benefits and efficiency of companies in utilizing total assets (Chen *et al.*, 2006). Zang (2012) explains that CEOs do accrual-based manipulation in the initial period of their tenure to build reputation, so the CEO is retained. This was evident in the period 1992-2010, the CEO in the early years of his tenure reported an increase in average ROA of around 25% through accrual-based earnings management. Huang *et.al* (2009) explains that earnings management will reduce the value of the company that affects the company's performance. Bram et. al (2015) explained that companies tend to replace accrual-based earnings management standards with real earnings management strategies because real earnings management strategies in addition to high confidentiality can also cover political relations.

Based on the statements listed above, the problem in this study are: (1) whether opportunistic management behaviour as measured by accrual-based earnings management affects the company's performance, and (2) whether opportunistic management behaviour as measured by real earnings management through operating cash flow has an effect on performance company.

The purpose of this study is to analyze the influence of opportunistic management behaviour as reflected in accrual-based and real earnings management on corporate performance as indicated by Return on Assets.

Literature review Agency theory

The personality theory proposed by Jasen and Meckeling (1976) explains that the agency relationship as a contract in which there is one or more people (Principal) involves another party (agent) to act on behalf of the owner in carrying out the company's business activities. Theory of agency management always tries to maximize its utility function. Considering that management has the freedom to choose one of the accounting policies, it is only natural that the thought arises that management will choose an accounting method that will specifically helping management achieve goals.

Earnings management

Scott (2006) defines earnings management as a way of presenting earnings that aims to maximize management's utility and or increase market value through the selection of management accounting policy sets. The concept of earnings management by Salno and Baridwan in Arna (2015) using a theoretical approach of the agency(agency theory)which states that "the practice of earnings management is influenced by a conflict between the interests of management(agent)and the owner (principal) resulting from each party seeks to achieve or consider the level of prosperity he wants". Concerns about job security have created initiatives for managers to make current and future income better (Fudenberg and Tirole, 1995).

According Richowdhury (2006) Since earnings are composed of cash flow from operations and accrual-based, firms have two options to manage earnings. Frist, firms can manage earnings through deviation from the normal operation company, so that the cash flow from operations will be affected. Deviating from normal business practices to manipulate reported income is defined as real earnings management. Second, a firm can alter the level of accrual-based to obtain the desired level of earnings. Managers use judgments in financial reporting which can be defined as accrual-based based earnings management (Healy and wahlen 1999). Ghazali, Shafie, and Sanusi (2015) found that managers of the companies would engage in earnings management when the company is financially healthy and when the profit of the company is high.

Company Performance

The opportunist managers may manage the accounting numbers to camouflage the negative performance and reported it as a highly performed company. The company's financial performance is an analysis carried out to see the extent to which a company has implemented by using the rules of financial implementation well and correctly (Fahmi, 2014). Klapper and Love (2002) explained that ROA is an accounting-based measurement tool that measures the operations and financial performance of a company, a high ROA value indicates that the company has a

good performance by generating profitable investments in the past. This will have a positive impact on the company because it will increase the attractiveness of shareholders in making investments. Thus ROA has advantages that can be used to measure the effectiveness and operational efficiency of the company.

Methodology

The population of this research is manufacturing companies listed on the Indonesia stock exchange with sample selection based on purposive sampling, with certain criteria so that 57 companies were selected and that the number of observations in this study was 171.

The research method used was explanatory research (Cooper, 2008). The analysis model used in this study is multiple linear analysis, by testing the classical assumptions, testing the hypothesis F and t with a significant level of 95% or a (5%), as well as testing the coefficient of determination. Regression equation model is: $Y = a + b_1X_1 + b_2X_2 + e$, where: Y = Company Performance, a = Constant, b_1b_2 = Variable X Coefficient₁ X_2 , X_1 = earnings management accrual-based (MLA), $X_2 = Real \ Profit \ Management \ (MLR)$, and e = error.

Tabel 1. Operational Variables					
Variable	Definition	Formulation			
Accrual- based- Earnings Managem ent	Accrual-based earnings management was measured by using discretionary accrual-based modified Jones	$\begin{split} TA_{it} &= NI_{it} - CFO \\ TA_{it} &= \alpha_1 + \alpha_2 \Delta R_{evit} + \alpha_3 PPE_{it} + \epsilon_{it} \\ TA_{it}/A_{it-1} &= \alpha_1 (1/A_{it-1}) + \alpha_2 (\Delta R_{evit}/A_{it-1}) + \alpha_3 (PPE_{it}/A_{it-1}) + \epsilon_{it} \\ NDA_{it}/A_{it-1} &= \alpha_1 (1/A_{it-1}) + \alpha_2 (\Delta R_{evit}/A_{it-1}) - \Delta AR_{evit}/A_{it}) + \alpha_3 (PPE_{it}/A_{it-1}) + \epsilon_{it} \\ DA_{it} &= (TA_{it}/A_{it-1}) - NDA_{it} \\ Notation: \\ TA_{it} &= the total accrual-based of company in period t. NI_{it} = net income of company i in period t. CFO_{it} = operating cash flow of company i in the period t. NDA_{it} = nondiscretionary accrual-based of campany i in the period t. DA_{it} = discretionary accrual-based of company i in the period t A_{it-1} = Total asset of company I in the period t-1. \Delta Rev_{it} = changes in net sales of company I in period t. \Delta AR_{evit} = the change in receivables of company in period t. PPE_{it} = property, plant and Equipment of company in period t. \alpha_1, \alpha_2, \alpha_3 = parameters obtained from the regression equation. \epsilon_{it} = error term of company i in period t.$			
Real Earnings Managem ent	Real Earnings management based Roychowdhury (2006) model illustrates the cash flow of normal	$\begin{split} & CFO_{t}/A_{t\text{-}1} = \alpha_0 + \alpha_1 \ (1/A_{t\text{-}1}) + \beta_1 (S_t/A_{t\text{-}1}) + \beta_2 (\Delta S_t/A_{t\text{-}1}) + \epsilon_1 \\ & \text{Notation:} \\ & CFO_t = \text{ current operations of company I in period t. } A_{t\text{-}1} = \text{total} \\ & \text{Assets of company I in period t. } S_t = \text{sales of company I in period} \end{split}$			

	operating activities as a linier function of sales and changes in sales in a period.	t. ΔS_t = sales of company I in period t minus sales in period t-1. α =regression coefficient. ϵ_t = error term in the period of?
Company Financial performan ce	The company's financial performance is measured by ROA.	ROA = Net Income / Total Assets

Result discussion

Based on the classical assumption test, the data is normally distributed, there is no mulicollinearity, no heteroscedasticity and autocorrelation does not occur. The results of multiple regressions were obtained: $Y=4,063a+1,846\ X_1+0.931X_2+0.962\epsilon$. The regression coefficient for accrual-based earnings management (MLA) is equal to 4.063. Coefficient is positive means there is a positive relationship between MLA and ROA, if the MLA value rises, ROA will rise. The regression coefficient for real earnings management (MLR) is equal to 0,931. In the test determination (R^2) obtained the R Square value that is equal to 0.038. This shows that the influence of MLA and MLR on the company's performance is only 3.8% while the remaining is 96.2% is influenced by other factors outside this research. The coefficient of determination (R^2) is as follows:

Tabel 2.Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,194ª	0,038	,026	10,03847

a..Predictors: (Constant), MLA, MLR

b.Dependent Variable: ROI

Hypothesis Testing

Testing the first hypothesis

H1: Accrual-based earnings management and real earnings management simultaneously have a significant effect on financial performance

Table 3. Results of Analysis Test F ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	660,736	2	330,368	3,278	,040 ^b
	Residual	16929,507	168	100,771		
	Total	17590,243	170			

In table 3 above it can be seen that the significance level of 0.040 is smaller than 0.05. This shows that together the opportunistic management behaviours measured

from accrual-based earnings management (MLA) and real earnings management (MLR) affect financial performance (ROA). So it can be concluded that the first hypothesis is accepted means that simultaneously accrual-based earnings management and real earnings management have a significant effect on financial performance.

Testing the second hypothesis

H2 : Accrual-based earnings management has a positive and significant effect on financial performance

The results of the calculation of the t test in this study can be seen in the following table 4

Model		Unstandardized Coefficients		Standardized Coefficients	Т	Sig.
		В	Std. Error	Beta		
	(Constant)	4,063	,962		4,224	,000
1	MLA	1,846	,920	,154	2,006	,046
	MLR	,931	,529	,134	1,759	,080,

Table 4. Analysis Results t Test

Based on the result of the t test in table 4 above the accrual-based earning management coefficient of 1,846 is positive with a significance level of accrual-based earnings management variable that is 0.046 smaller than the significance level of 0.05. it can be concluded partially accrual-based earnings management variables have a positive and significant effect on financial performance. These result indicate that opportunistic management behaviour always strives to show good performance in generating profits by showing the company's ability to overall assets by manipulating through the accrual-based earnings management. This is due to discretion in the financial reported by companies through various accounting policy to change the financial statements. The results of this study are in line with the results of the Kumari and Patayanak (2017) studies which concluded that accrual-based earnings management has positive effect on the company's financial performance at banks in India.

Testing the third hypothesis

H3 :Real earnings management has a positive and significant effect on the company's financial performance

Based on table 4 above the real earning management coefficient is 0,931 with a positive sign significant level of real earnings management variable that is equal to 0.080 greater than the level of significance 0.05 (0,080>0,05). Then it can be concluded that the hypothesis is rejected. It means that partially the real earnings management variable has no significant effect on the financial performance of the

manufacturing company. Management of company avoids real earnings management such as manipulation of the sales and production volume. Moreover, manipulating the volume of trading and overproduction will damage the company's financial performance in the next period. This result shows that opportunistic management behaviour though real earnings management does not affect the company's financial performance. The results of this study also show that manufacturing companies listed on the Indonesia stock exchange tend to do accrual-based earnings management compared to real earnings management. The result of this study are not in line with Bram's (2015) research which explains that companies tend to replace the accrual-based earnings management strategy with real earnings management strategies because real earnings management strategies have high confidentiality and also cover political relations.

Implication for management

These findings are able to provide information to the management of the company to investigate the behaviour of opportunistic behaviour in distorting information of solidify finances. This signal information will be evaluated by the investor as a money investment decisions. This research also contributes to policy for the financial accounting standards Board (DSAK) in Indonesia to evaluate financial accounting standards in order to be able to investigate the remainder of the behaviour is opportunistic in the Act because the Act opportunistic because it can distort the financial information

Conclusion

Based on the results of the analysis and discussion can be concluded as follows:

- 1. Taken together opportunistic management behaviour as measured by accrual-based earnings management (MLA) and Real Earnings Management (MLR) have a significant effect on company performance as measured by ROA with a significance level of 0,040 is smaller than 0.05.
- 2. Opportunistic management behaviour as measured by accrual-based earnings management partially positive and significant effect on financial performance as measured by ROA with a large influence of 1,846. These results indicate that opportunistic management in the short term wants to show good profit results by doing accrual-based earnings management.
- 3. Opportunistic management behaviour as measured by real earnings management with an operating cash flow approach partially does not have significant effect on company performance as measured by ROA. This result shows that opportunistic management behaviour through real earnings management does not affect the company's financial performance and also the results of the study indicate that manufacturing companies listed on the Indonesian stock exchange tend to do accrual-based earnings management compared to real earnings management.

This study has several limitations, suggestions for the next research.

- 1. This research is only based on manufacturing companies taken by *purposive sampling*. There is a possibility that using *purposive sampling* influences the generalization of the results of the study. For the next research, it would specifically evaluate the results of this study with a sample of non-manufacturing companies. In addition, if the available data allows the use of specific industries and longer data *time series* may improve predictive ability in analyzing the influence of opportunistic management behaviour on the company's financial performance.
- 2. This research is only limited to real earnings management with a cash flow approach, financial performance is only ROA. For further research can add methods for the independent variable and the dependent variable that can increase the explanatory power of the opportunistic behaviour of management on the company's financial performance.

References

- Ardekani, Aref Mahdevi; Younesi; Nejat; Hashemijoo, Mohammad, 2012, Acquisition, Earning Management and Firms Performance; Evidence from Malaysia, International Journal of Academic Research.
- Braam, G., Nandy. M., Witzel., U., Lodh., 2015, *Accrual Based And Real Earnings Management and Political Connection*. The international Journal of accounting, 50 (5) 111-141.
- Chen, D.J.P., and Kim, C, 2006. *Political Connection, Legal Enforcement And Analysis Forecast Characteristics*, Working paper, City University of Hongkong
- Cohen, D.,&Zarowin, P.2010, Accrual Based And Real Earning Management Activities Around Seasoned Equity Offerings. Journal of accounting and Economics, 50(1), 2-19.
- Cooper, Donald R., Boris Bloomberg & Pamela, 2008, *Business Research Method*. Second European Edition, USA. McGraw Hill International Edition.
- Defon, L., M&Parka, W,.C,1997. Smoothing Income In Anticipation Of Future Earnings. Journal of Accounting and Economics.
- Fahmi, Irham, 2014. Pengantar Manajemen Keuangan Keuangan . Bandung ; Alfabeta
- Fudenberg, K., & Tirole, J,1995, A Theory Of Income And Dividend Smoothing Based On Incumbency Rent. Journal of Political Economic 103, 75-93
- Ghazali, Aziatul Waznah, Nur Aima Shafie, and Zuraidah Mohd Sanusi. 2015, "Earnings Management: An Analysis of Opportunistic Behaviour, Monitoring Mechanism and Financial Distress." Procedia Economics and Finance 28 (April). Elsevier B.V.: 190–201.doi:10.1016/S2212-5671(15)01100-4.
- Guidry, Flora, Andrew, leone and Steve Rock,1999. *Earning-Based Bionus Plans And Earning Management By Business-Unit Managers*, Journal of accounting and Economics 26: 113-142
- Gunny, k,.2005. What Are The Consequences Of Real Earnings Management?, Working Paper Haas School of business, University of California, Berkeley.
- Hartono, Jogianto. 2009. *Teori Portofolio dan Analisis Investasi*. Yogyakarta: BPFE-UGM Healy, Paul. M.,; James, M., Wahlen, 1999. *A Review Of The Earnings Management Literature And Its Implications For Standart Setting*. Accounting Horizon.
- Huang, Lan-Ying, 2009, FDI Scale Nd Firm Performance Of Taiwanese Firms In China. Dissertation. H. Wayne Huizenga School of Business and Enterpreneurship. Nova Southeastern University

- Jensen M dan WH Meckling, 1976. Theory Of Firm, Managerial Behavior, Agency Cost And Ownership Structur .Journal Financial Economics 3,304-300
- Jones, J., J., 1991. Earnings Management During Import Relief Investigation. Journal of Accounting Research 29.
- Klapper ,L dan Love ,2002, Corporate Governance , Investor Protection and Performance in Emerging Markets .World Bank Working .Paper 23-64
- Kaznik, R. 1999, Revaluation Of Fixed Assets And Future Performance: Evidence From The UK. Journal of accounting and economics 26(1) 149-178
- Kumart, P,.& Patanayak, K,2017, *Link Earnings Management Practices And Corporate Governance System With The Firms Financial Performance*. Journal of Financial crime.Vol.24. no.2.
- Li, C,. Tseng, Y., Q., Chen, T., K,2016. *Top Management Team Expertise And Corporate Real Earnings Management Activities Advances In Accounting*. Incorporating Advances in International Accounting.
- Roychowdhurry, S. 2006. *Earning Management Through Real Activities Manipulation*. Journal of Accounting and Economics, 42(3), 335-370.
- Schipper, K. 1989. Earning Management. Accounting Horizon, 3(4), 91-102
- Scott, William, R, 2009. Financial Accounting Theory. Fifth Edition. Canada Prentice Hall.
- Suryani, Arna. 2016. Financial Statements Conservatism Effect on Earnings Response Coefficient and Earnings Management..International Journal Economic Research Serials Publications 13(8), 2016: 3625-3634 ISSN: 0972-9380
- Teoh, S., H., I,. Welch, & T.J., Wong,1998, Earning Management and The Long-run Performance of Seasoned Equity Offerings. Journal of Financial Economics, 50 63-100.
- Zang, A,Y,2012, Evidence on The Trade off Between Real Activities Manipulation and Accrual-based-Based Earning Management. The accounting Review 87 (2), 675-703

POLISH JOURNAL OF MANAGEMENT STUDIES PAPER TEMPLATE FORMAT

(Title: capital letters, Times New Roman, 12, bold)

First Author., Second Author., Third Author¹

(Author's name: TNR, 11, bold, space before and after 6)

Abstract: This document gives formatting guidelines for authors preparing papers for publication in the Polish Journal of Management Studies. The authors must follow the instructions given in the document for the papers to be published.

(Abstract: TNR 10, justified, space between lines 1,0, between 8-10 lines)

NOTE: For Polish authors – please add abstract and keywords in Polish language at the

end of the article!

Key words: distribution centre, enterprise, SME.

(Key words: TNR 10, justified, one space after Abstract, include at least 5 keywords)

Introduction

This document is a template. We ask authors to follow some simple guidelines. In essence, we ask you to make your paper look exactly like this document. The easiest way to do this is simply to download the template, and replace(copy-paste) the content with your own material.

Page Layout

The article should have a standard size of not exceeding 10 pages, including Diagrams, Graphs, Tables and References.

The Margins should be set as follows:

Top - 2.5 cm,

Left – 4 cm

Right – 4 cm

Bottom - 7 cm

Your paper must be in one column with A4 paper format

Page Style

All paragraphs must be indented. All paragraphs must be justified, i.e. both left-justified and right-justified.

The entire document should be in Times New Roman or Times font, size 11

Headings – TNR 11, bold, space before – 12, after - 6

Author Name1, Affiliation and Title, Auhor Name2, Affiliation and Title, Author Name3, Affiliation and Title

 $[\]boxtimes$ corresponding author: xxx@yyy.zzz

[⊠] aaa@bbb.ccc; mmm@nnn.ooo

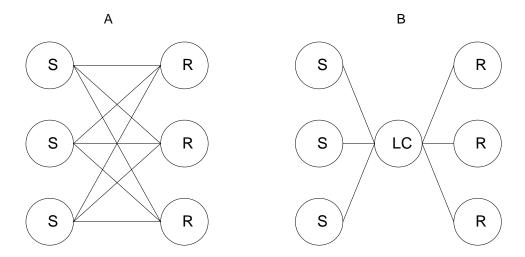


Figure 1. Diagrams the flow of goods between traders S (supplier) and R (the recipient), LC (logistics centre) (Richter and Tarkowski, 1996).

Figures and tables

Figures must be numbered using Arabic numbers. Figure caption – TNR 10, bold, centered, Source – TNR 10, italic, centered. Figure caption and source under the figure.

Table 1. Inner Path Model Coefficients and their Significance

Latent exogenous variable		Mean (bootstraps)	Standard deviation	T-value		
Effects of the strategic success factor costs		0.3213	0.1262	2.68***		
Effects of the strategic success factor time	0.1930	0.2527	0.1164	1.66†		
† p < 0.10; * p < 0.05; ** p < 0.01; *** p < 0.001						

Tables must be numbered using Arabic numerals. Table caption - TNR 10, bold, centered, above the table.

Page Numbers, Headers and Footers

Page numbers, headers and footers must not be used.

Links and Bookmarks

All hypertext links and section bookmarks will be removed from papers during the processing of papers for publication. If you need to refer to an Internet email address or URL in your paper, you must type out the address or URL fully in Regular font.

References

In-text citations as well as alphabetical (not numbered) bibliography should be listed according to the examples below:

1. Citations:

(Grabara, 2013). (Grabara and Nowak, 2005). (Varkoly ed., 2013). (Kot et al., 2009). (Bajdor, 2013; Grabara, 2013). (Sroka, 2010; 2013). (Ślusarczyk, 2012a) or (Ślusarczyk 2012b). Kot (2012) wrote... In Grabara (2013) opinion...

2. References list:

Grabara J., 2013, Sustainable Logistics Management, Sibiu Editura Universitatii "Lucian Blaga"din Sibiu.

Grabara J., Nowak J., 2005, *Zastosowania i wdrożenia systemów informatycznych*, Katowice, Polskie Towarzystwo Informatyczne.

Varkoly L. ed., 2013, Present Day Trends of Innovations 3., Dubnica nad Vahom, MiF.

Kot S., Starostka-Patyk M., Krzywda D, 2009, *Zarządzanie łańcuchami dostaw*, Częstochowa, Sekcja Wyd.WZPCzęst.

Bajdor P., 2011, *Marketing and Advertising in Sustainable Development Conception*, [in:] Marketing a marketingova komunikacia (vybrane aspekty, pohl'ady a trendy).

Sokołowski A., Sroka M., 2013, Functionality Determinants of the Integrated Systems Dedicated to Health Care Institutions, "Wiadomości Lekarskie", 66/1.

Grabara J., Bajdor P., 2012, *Implementation o the Solutions Compatible with Sustainable Development Conception and Its Impact of SME Enterprises Economic Condition*, [in:] "Economic Policy in the European Union Member Countries". 10th International Scientific Conference. September 19-21, Vendryne, Czech Republic.

Grabara, J., 2013. *Employer's expectations towards the employees from the marketing and management department*. Polish Journal of Management Studies, 7, 58-70.

3. Internet sources:

In-text citation: (Okwiet, 2012). or (PJMS).

References:

Okwiet B., 2012, CSR-Issues in the Value Chains of Multinational Companies (MNCS) – Challenges and Best Practise,

http://www.upet.ro/annals/economics/pdf/2012/part4/Okwiet-2.pdf, Access on: 12.10.2014.

Eurostat, 2014, Available at: http://epp.eurostat.ec.europa.eu/cache/ITY_PUBLIC/2-27102014-BP/EN/2-27102014-BP-EN.PDF, Access on: 14.10.2014