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ORIGINAL ARTICLE

How accurate are cited references in Management journals?

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HOW TO CITE THIS ARTICLE:

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ABSTRACT

The academic and research writings need correct referencing while citing other works. Reference accuracy is crucial in several ways in scholarly communication. This article investigates the referencing accuracy in management journals published by the National Institutional Ranking Framework (NIRF) ranked (2024) top five Indian Institutes of Management (IIMs). A total of 250 randomly selected journal references were checked taking 50 references from each IIM's journal. The last issue of 2024 of each journal was selected. These five issues contained 36 articles and total number of references were 2390 appended in these 36 articles. Among 2390 references, 1748 were journal references and 642 were non-journal. The sample of 250 journal references was selected from 1748 journal references taking 50 references from each issue. Out of 250 references, 154 were found correct while 96 were incorrect. A total 132 errors were observed in 96 incorrect references. Sixty major errors and 72 minor errors were observed. In this study, the reference accuracy rate for management journals is 61.6%. In order to decrease the reference errors many suggestions are offered. Researchers and scholars need to be more attentive while compiling the reference list. Editors and reviewers need to be more careful about reference accuracy. Librarians should conduct referencing behaviour programs along with library orientation programs for users and scholars. Training of skill development in reference management tools and software can be conducted in libraries.

KEYWORDS

• Citation Errors • Reference Accuracy • Citation Behaviour • Scholarly Communication • Management Journals

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INTRODUCTION

In scholarly communication, referencing error is a major problem, especially in research articles (Garfield, 1969; Sauvayre, 2022; Shah *et al.* 2025). Referencing errors negatively influence the research activities in library services, bibliometric and citation analysis studies, and scholarly communication (Pandit, 1993; Gupta, 2017a, 2020). Due to reference errors, document delivery services (DDS) and interlibrary loan (ILL) services become problematic in Library and Information Centres (Dewey & Zophi-Jorden, 2023; Gupta, 2017b, 2020; Pandit, 1993). The referencing errors devaluate the credibility of authors, editors, peer-reviewers, and journals (Doms, 1989; Gupta, 2017c, 2021; Shah, 2022; Todd & Ladle, 2008).

No research article is completed without reference list (Gupta, 2020; Helmiawan, 2020; Homeier *et al.* 2024). A reference list provides bibliographical details of the information sources directly or indirectly consulted and referred to during the research process. In scholarly communication, such list of references is an essential part that enables users to trace relevant information sources. It also demonstrates the authors' in-depth research of the theme of the research paper (Gupta & Babel, 2018).

Reference list compiled within a research paper can be classified into two parts. The first is a quotation that included into the text, while the second is a reference that appears at the end of the research paper. In the first part, inline citations are given in text of the paper in several styles, like bracketed numbers, superscripted numbers, author-year system, author-year-page system etc. The second part contains "References", that appeared at the end of the research paper. This is an exclusive list of all references that mentioned in the text. The list of "References" also known as "Works cited", "Reference List", "Bibliographical references", "Works cited" etc. is fully formatted and compiled according to a given referencing style and guidelines, like MLA, APA, Turabian, Chicago Manual etc (Gupta, 2017a). This reference list is used by readers to access and validate the sources. The reference list can be arranged numerically based on the superscripted numerals used in the text, or alphabetically by the last names of the writers, editors, translators, or first words of titles.

REVIEW OF RELATED LITERATURE

Several scholars have carried out citation errors and reference accuracy studies on many subject fields such as Library and Information Science (Davies, 2012; Gupta, 2017a, 2020, 2021; Pandit, 1993; Pope, 1992), Medical Literature (Adhikari, 2009, 2010; Doms, 1989; Goodrich and Roland, 1977; Gupta and Babel, 2018; Montenegro *et al.,* 2021), Psychology (Cobb *et al.,* 2024; Faunce and Job, 2001; Harinarayana and Manjunatha, 2016), Economics (Bhat and Rajput, 2020), Business Management and Finance (O'connor and Kristof, 2001), Chemistry (Braun and Palos, 1990; Siebers, 2001), Sports medicine (Homeier *et al.,* 2024; Warner *et al.,* 2024; Zasa, 2015), Entomology (Kristof, 1997), Environmental Science (Lopresti, 2010), Social Science Literature (Mitchell-Williams *et al.,* 2017; Spivey and Wilks, 2004; Wilks and Spivey, 2004; Wilks *et al.,* 2017) and many more.

Logan (2025) examined the accuracy of references of the *Journal of Motor Learning and Development (JMLD)* (volume 11, 2023). He studied the fullness and accuracy of bibliographic elements, including author names, article titles, journal titles, volume/ issue numbers, publication year, page numbers, and digital object identifiers (DOIs). Accuracy of reference is typically represented by an error rate whereas error rate represented as the percentage of references in the reference list that contain at least one error. In this study in-text citations were excluded. He found that the overall error rate was 28.2%.

In another scoping review article, reference accuracy rate was 32.7% (Logan *et. al,* 2024). They found the most common errors in author names and article titles. They suggested that editors and authors should be aware of reference accuracy.

Cobb *et al.* (2024) analyzed the citation accuracy of eight prestigious psychological journals, the largest analysis to date to in psychological literature. They analysed 3347 cited references from 89 research articles and verified them against the original source. The findings revealed that while the most of citations (81.2%) were accurate. Their overall findings revealed that roughly ten percent citations completely mischaracterize previous research in prominent psychology journals. Moreover, neither the seniority of the first authors nor the number of authors on an article had any impact on the degree of mis-citation.

Homeier *et al.* (2024) evaluated reference errors in twenty randomly selected articles from two high-impact, peer-reviewed orthopaedic sports medicine journals. A total of 769 references and 1,082 in-text citations were evaluated. The most common error (32%) was the failure to provide evidence supporting the authors' claims. They recommended that authors should carefully evaluate references, ensuring accurate citation of original sources.

Warner *et al.* (2024) examined the four peer-reviewed sports medicine journals i.e. *Journal of Athletic Training (JAT), Athletic Training Education Journal (ATEJ), Clinical Practice in Athletic Training (ClinAT),* and *Journal of Sports Medicine and Allied Health Sciences (JSMAHS).* Two Hundred and sixty-two articles having 8686 references were checked for grammar errors, and provided DOI errors from randomly selected 10 issues each from JAT and ATEJ, and five issues each from ClinAT and JSMAHS. They found 13.7% minor and 3.1% major errors. JAT showed the lowest errors comparative to other journals. The ClinAT and JSMAHS journals found regularly updated DOIs. They found less errors in sports medicine journals comparing with other healthcare professional journals.

Day (2023) analysed the cited references created by ChatGPT AI Chatbot. He examined the references generated by ChatGPT AI through the cited journals' web sites, as well as other online sources and discovered that these cited references were fake. ChatGPT generated references seem to be the result of predictive process rather than being based on authentic sources, as students can be identified as misusing the chatbot through the presence of fabricated citations.

Montenegro *et al.* (2021) in the article entitled "How accurate is the neurosurgery literature? A review of references" examined four major peer-reviewed neurosurgery journals, selected on the basis of their clinical impact factor. They randomly selected 5 articles from each journal of from 12 issues of each journal published in the year 2019. In toto 240 articles (60 from each journal) selected for the study. They found 62.1%, 8.33% articles had minor and major citation errors and 12.1% and 5.8% references had quotation errors consequently. In the result correlation established that the longer reference list had fewer citation errors.

Serenko *et al.* (2021) investigated 1200 randomly selected citations from three leading business ethics journals for erroneous and plagiarized citations. They revealed that 21.42% of citations in business ethics journals have at least one error. They compared business ethics journals with other disciplines and found well. According to them, problematic citation behaviour is common in all disciplines.

Bhat and Rajput (2020) investigated the accuracy of references of three international economics journal issues published in 2020 i.e. *Global Economic Review, International Review of Applied of Economics, and International Economic Journal.* In total 150 references, 50 from each journal randomly selected for the study and verified from the original source of information. They found 54% references were incorrect. They concluded that author and editorial committee are the responsible for the accuracy of references.

Zasa (2015) examined the citation accuracy of five sport medicine journals. He randomly selected 200 references from 2009-2011 volumes for the study and verified them with the original source and found overall error rate was 12%. Most common error was found in author's name (6.5%). He suggested to both authors and editors to do their best for avoiding mistakes.

O'Connor and Kristof (2001) examined the reference accuracy of 12 business and economics journals to determine that the error rates were comparable to those of other fields. The selected 4851 references in the last issue of each selected journal in year 1998 and compared with the original source. The overall percentage of erroneous citations was 41.7%, considerably higher than the 31.0% average found in other studies.

Kristof (1997) examined the citation accuracy of 5 core entomological journals to determine the error rates were similar to other fields. He selected the references from the first issue of each journal in 1992 for the study and compared them with original sources. He found an average of 30.1% references in the journals had minimum one error. Most of the errors were found in articles' title. Only 3 out of 49 articles were found errorfree reference lists.

OBJECTIVES OF THE STUDY

The main aims and objectives of the research study are mentioned below:

- To examine the accuracy level of cited references;
- To find out the number of errors in cited references;
- To find out the minor and major errors in cited references;
- To find out the errors in cited authors' names;
- To examine the errors in cited title of articles;
- To measure the errors in cited title of journals;
- To measure the errors in volume number, page numbers/article numbers, and year of publication.

MATERIALS AND METHOD

NIRF ranked (2024) top five IIMs Management journal's last issue of the year 2024 were selected for the study as mentioned in table 1. These top five IIMs were selected on the basis of NIRF Management ranking 2024 (NIRF Management Ranking 2024). The fourth ranking is occupied by IIT Delhi in this ranking, thus IIT Delhi is removed and next sixth rank is occupied by IIM Mumbai. The journal of IIM Mumbai (Udyog Pragati) is not updated after 2021. Hence next IIM Lucknow ranked seventh was selected in place of IIM Mumbai.

The last issues of all five IIMs journal contained total 36 research articles. All 36 articles appeared in last issues of the year 2024 were selected. In these 36 articles, total 2390 references were appended, out of which 1748 were journal references and 642 were non-journal. Among the 1748 journal references, total 250 references were randomly selected for this investigation by choosing 50 journal references from each selected top five IIMs journals (Table 2).

Table 1: IIMs journal list

S.N.	Name of the Journal (IIM)	IIM	NIRF Ranking- 2024	Code	Vol. (issue)
1	*Vikalpa*	*Ahmedabad*	1	VIK	49 (4)
2	*IIMB Management Review*	*Bangalore*	2	IMR	36 (4)
3	*IIM Kozhikode Society and Management Review*	*Kozhikode*	3	IKM	13 (2)
4	*Decision*	*Calcutta*	5	DEC	51 (4)
5	*Metamorphosis*	*Lucknow*	7	MET	23 (2)

Table 2: Number of article and selected references

Journal	Vol. (issue)	Number of articles in selected issue	Number of references			Selected references
			Journal references	Non-journal references	Total references	
VIK	49 (4)	4	166	53	219	50
IMR	36 (4)	7	374	115	489	50
IKM	13 (2)	8	440	134	574	50
DEC	51 (4)	10	362	264	626	50
MET	23 (2)	7	406	76	482	50
Total		36	1748	642	2390	250

Each selected reference was deeply and thoroughly checked from the original source article. If the original source article was unavailable than alternative sources such as journal website, indexing and abstracting sources-Google Scholar, ResearchGate etc were consulted.

Non-journal cited references (642), i.e. books, theses and dissertations, conference proceedings, reference sources, reports, websites etc. were removed from the analysis due to their hard availability and accessibility. The non-English (i.e. Russian, Spanish, German

etc.) cited reference were replaced by nearby next English language cited references. In this study, only English language cited references were included.

First of all, the cited references were grouped into two parts: correct and incorrect references. A correct reference is completely identical to the original source whereas an incorrect reference deviated from the original source in some manner. The incorrect references were counted and further classified into two subgroups: major and minor errors.

Major error: In cited references, a major error create hurdle for scholars to find and retrieve the original source of information. Major errors include incorrect or missing author names, incorrect article titles, incorrect or missing journal names, incorrect or missing volume, incorrect or missing publication years, and incorrect or missing first page numbers. Major errors are serious error in nature.

Minor error: In cited references, minor errors do not create hurdle to find and retrieve the original article but they break the uniformity and consistency of reference list appended in an article. Minor errors contain minor initial error in author's name, minor error in article title, missing or wrong last page number, formatting errors, and punctuation errors. As compared with major errors, minor errors are not serious errors.

All the bibliographical errors were categorized into six components based on their type, such as author name, article title, journal name, volume, year, and page numbers. If more than one error either minor or major is occurred in a single bibliographic component then only one error would be counted in the analysis. For example, in author element, two major and one minor error is observed then only one major error would be counted.

In this study, minor errors contained slight inaccuracies in author initials, article titles, last page numbers, and punctuation. Major errors included incorrect or missing author names, incorrect or missing article titles, incorrect or missing journal names, incorrect or missing volume, incorrect or missing publication years, and incorrect or missing first page numbers. Issue number errors are ignored due to variation in journal's guidelines.

RESULTS

Accuracy level of references

The accuracy level of the references in the five IIM journals is shown in Table 3 and figure 1. Accuracy is an essential component while evaluating quality. One hundred and Fifty-four out of the 250 references that were selected and verified using the original sources as well as other online indexing and abstracting tools were found to be correct, while the remaining 96 were determined to be incorrect. The accuracy level of reference is 61.6%. The Journal DEC and Journal MET have highest accuracy level (72%) while Journal VIK has lowest accuracy level (44%).

Table 3: Accuracy level of references

Name of the journals	Number of journal references verified= a	Correct references= b	Incorrect references=c	Accuracy level of reference (%) d=b/a*100
VIK	50	22	28	44
IMR	50	35	15	70
IKM	50	25	25	50
DEC	50	36	14	72
MET	50	36	14	72
Total	**250**	**154**	**96**	**61.6 %**

Errors in cited references

The number of errors in references across five IIM journals are shown in Table 4 and figure 2. The average number of errors, or the ratio of errors, is 0.53. The journal VIK contained highest number of errors 45 (34.09%), followed by journal IKM 33 (25%) and journal DEC 21 (15.91%). The journal IMR contained lowest errors 15 (11.36%). Several types of errors in inaccurate references are given in table 6. In this table, corrected references along with their type of errors are also mentioned.

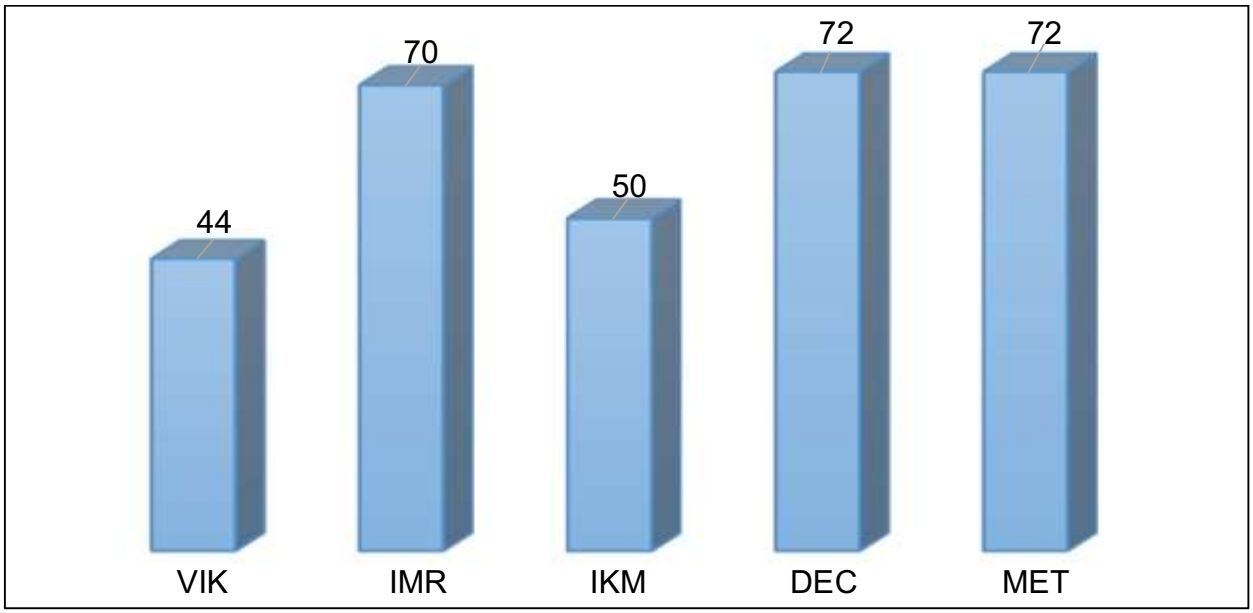


Figure 1: Accuracy level of references

Some examples of inaccurate references appended in reference section in articles in five IIMs journals are given in table 10.

Table 4: Percentage of errors in references

Name of the journal	Number of references verified = a	Number of errors = b	Average numbers of errors c = b/a	Errors in references (%) D = b/Σb*100
VIK	50	45	0.9	34.09
IMR	50	15	0.30	11.36
IKM	50	33	0.66	25.00
DEC	50	21	0.42	15.91
MET	50	18	0.36	13.64
Total	**250**	**132**	**0.53**	**100**

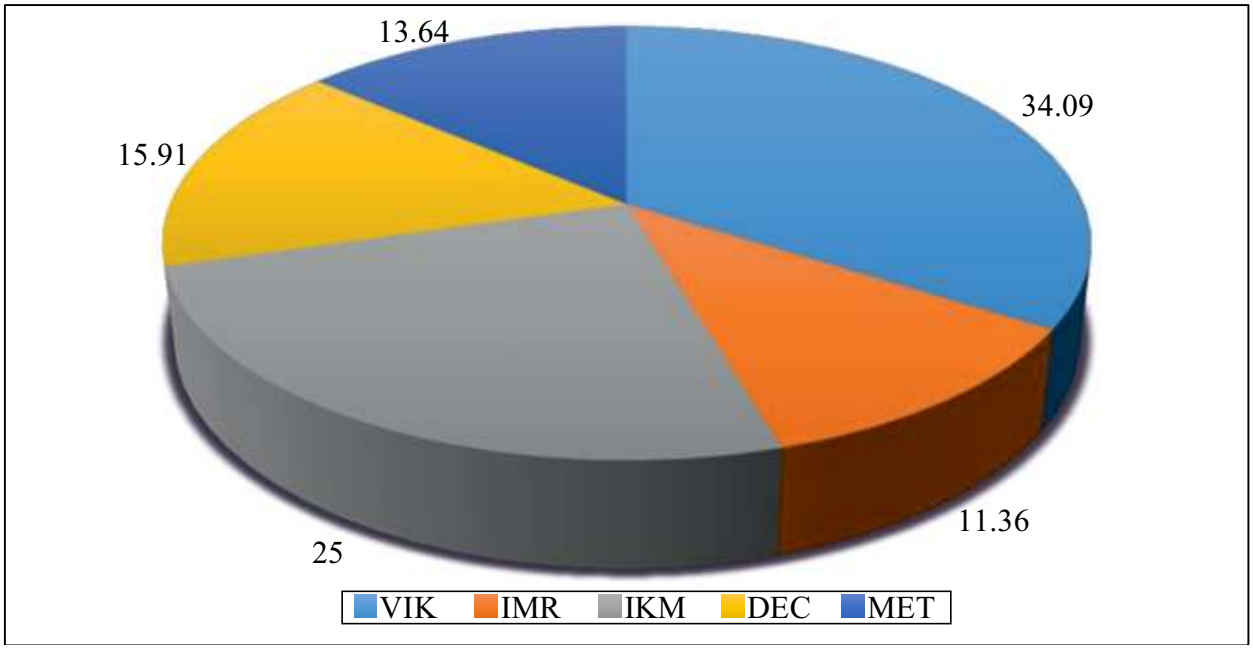


Figure 2: Percentage of errors in references

Major and minor errors

The volume of the major and minor errors in the selected references are shown in Table 5 and figure 3. Sixty major and 72 minor errors were discovered in 250 references. These major errors make it difficult for readers to find out and access the referenced sources of information but minor errors don't. Minor errors include formatting errors, small additions or omissions, and errors in the last page number. The highest number of major 24 (40 %) and minor errors 21 (29.16 %) were found in the journal VIK while lowest number of major 5 (8.33 %) and minor errors 10 (13.89 %) were in the journal IMR.

Table 5: Major and minor errors

Name of the journal	Number of references verified = a	Numbers of major errors = b	Percentage of major errors d= b/Σb*100	Numbers of minor errors = c	Percentage of minor errors e= c/Σc*100
VIK	50	24	40.00	21	29.16
IMR	50	5	8.33	10	13.89
IKM	50	16	26.67	17	23.61
DEC	50	9	15.00	11	15.28
MET	50	6	10.00	12	16.67
Total	**250**	**60**	**100**	**72**	**100**

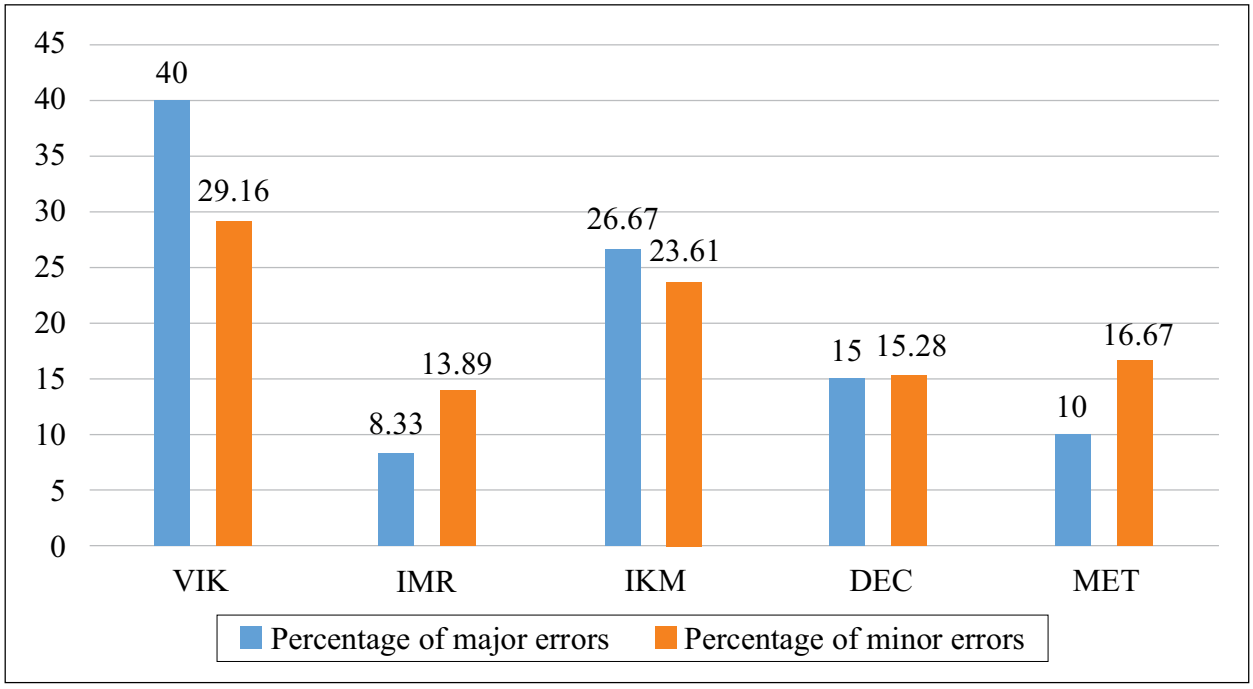


Figure 3: Major and minor errors

Errors in cited author's name

The inaccuracies in cited author's name in the selected references in the five IIM journals is shown in Table 6 and figure 4. The highest number of errors 12 (33.33%) in the author's name element were found in the journal VIK followed by journal IKM 9 (25 %) and journal MET 7 (19.44 %). The lowest number of errors 4 (11.11 %) in author's name element were in the journals IMR and DEC. Errors in authors name are crucial in many ways. All citation databases count citations of authors cited by other researchers. Such errors diminish the citations and credit of authors in citation databases.

Table 6: Errors in cited author's name

Name of the journals	Missing author	Spelling Error in Author's Name	Punctuation Error in Author's Name	Total Number of errors	Percentage of errors
VIK	1	5	6	12	33.33
IMR	2	1	1	4	11.11
IKM	4	1	4	9	25.00
DEC	0	2	2	4	11.11
MET	1	2	4	7	19.44
Total	**8**	**11**	**17**	**36**	**100**

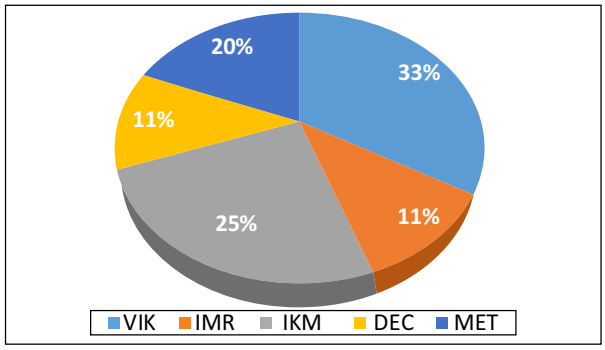


Figure 4: Errors in cited author's name

Errors in cited title of articles

The errors in article titles in the selected references in the five IIM journals is shown in Table 7 and figure 5. Maximum number of errors in the article title element were found in the journal IKM 7 (31.82%), followed by journals IMR 6 (27.27 %) and VIK 5 (22.73 %). The journal DEC contained 3 (13.64 %) errors. The lowest number of errors in article title element were in the journal MET 1 (4.54%).

Table 7: Errors in cited title of articles

Name of the journals	Missing title	Spelling Error in article title	Punctuation Error in article title	Total Number of errors	Percentage of errors
VIK	0	4	1	5	22.73
IMR	1	4	1	6	27.27
IKM	2	5	0	7	31.82
DEC	2	1	0	3	13.64
MET	0	1	0	1	4.54
Total	**5**	**15**	**2**	**22**	**100**

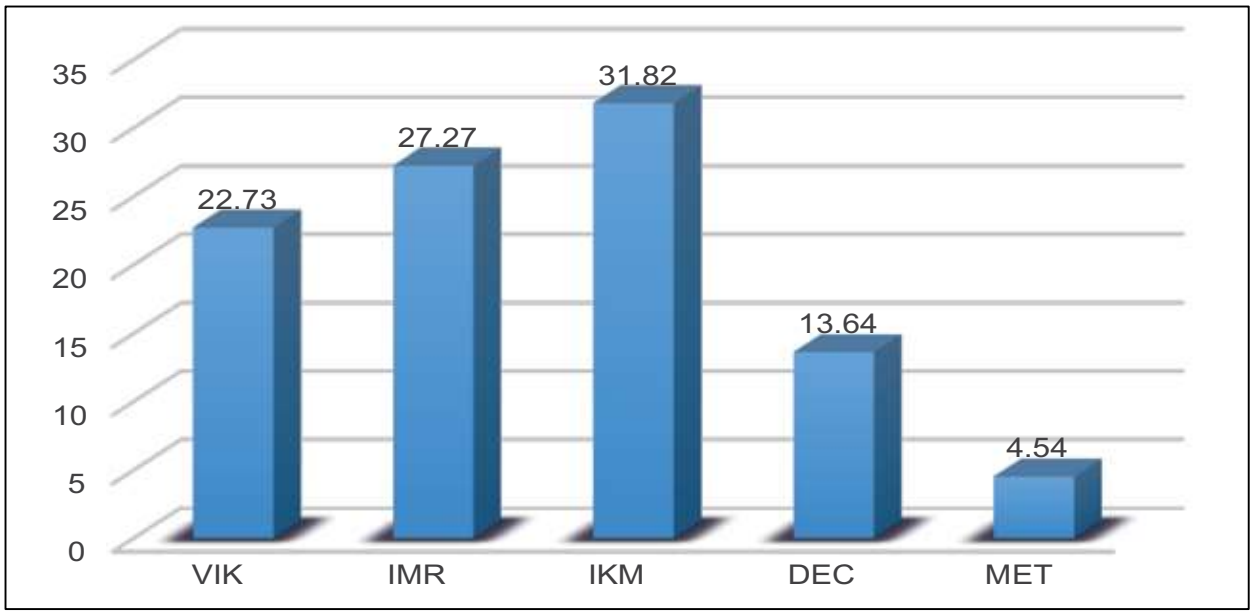


Figure 5: Errors in cited title of articles

Errors in cited title of journals

The errors in title of journals in the selected references in the five IIM journals is shown in Table 8 and figure 6. Most number of errors in the journal title element were found in the journal IKM 5 (31.25%) while least number of errors in article title element were in the journal DEC 2 (12.50%). The journals VIK, IMR and MET have equal number of errors 3 (18.75%) in the journal title element. These errors negatively impact on journal h-index.

Table 8: Errors in cited title of journals

Name of the journals	Missing/ Addition in journal title	Spelling Error in journal title	Punctuation Error in journal title	Total Number of errors	Percentage of errors
VIK	2	1	0	3	18.75
IMR	3	0	0	3	18.75
IKM	3	2	0	5	31.25
DEC	2	0	0	2	12.50
MET	2	1	0	3	18.75
Total	12	4	0	16	100

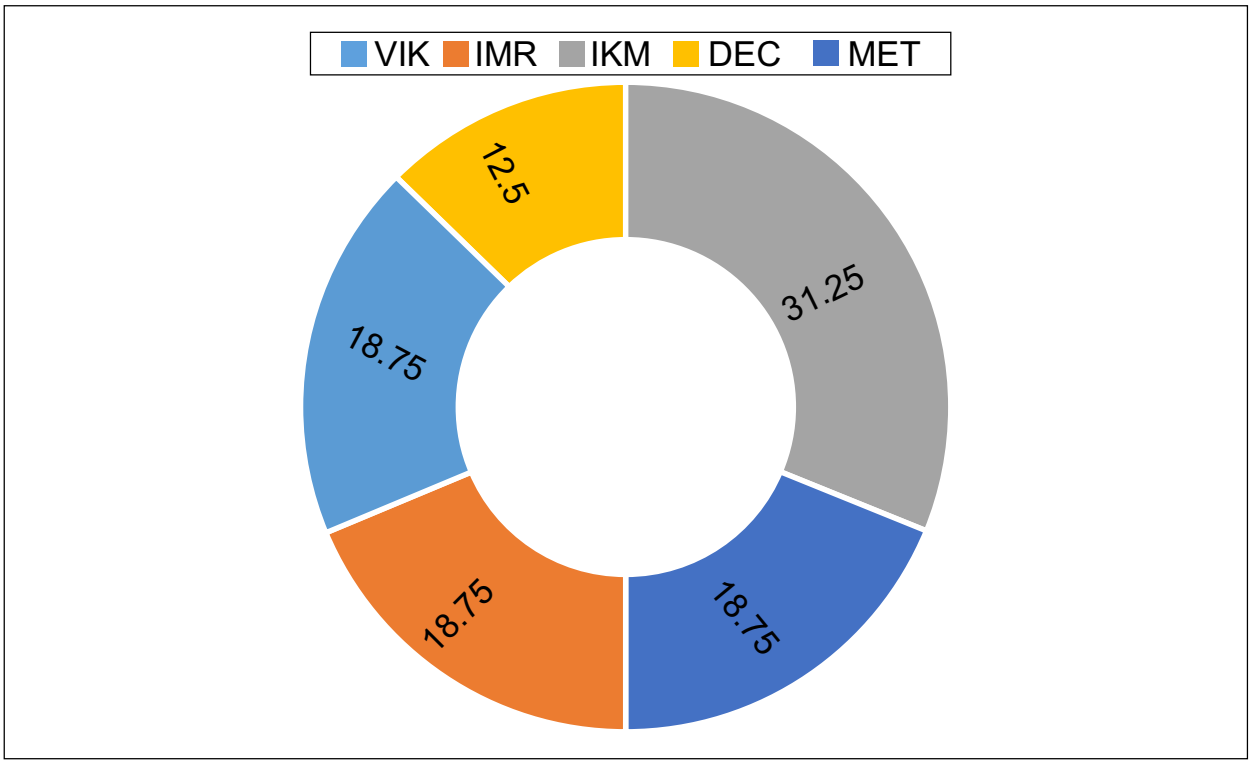


Figure 6: Errors in cited title of journals

Errors in volume number, page/article number and year of publication

The number of errors in volume number, page/article number, and year of publication elements in the selected references in the five IIM journals are shown in Table 9. These elements are number elements thus mentioned in a single table. The journal VIK contained highest number of errors (Volume error 6, page/article error 13, and year error 6). while the journal IMR contained least number of errors (Volume error 0, page/article error 1, and year error 1).

Table 9: Errors in volume number, page/article number and year of publication

Name of the journals	Missing/ wrong volume number	Percentage of errors	Missing/ wrong page number/ article number	Percentage of errors	Missing/ wrong year of publication	Percentage of errors
VIK	6	46.15	13	41.93	6	46.15
IMR	0	0	1	3.23	1	7.69
IKM	4	30.77	4	12.90	4	30.77
DEC	2	15.38	8	25.81	1	7.69
MET	1	7.69	5	16.13	1	7.69
Total	**13**	**100**	**31**	**100**	**13**	**100**

Table 10: Some examples of erroneous references in the all-selected management journals

Name of journal	Incorrect reference as cited in the journal	Correct title as checked through the original articles	Type of errors
VIK	Can Saglam, Y., Yildiz Çankaya, S., & Sezen, B. (2020). Proactive risk mitigation strategies and supply chain risk management performance: an empirical analysis for manufacturing firms in Turkey. Journal of Manufacturing Technology Management. https://doi.org/10.1108/JMTM-08-2019-0299	Can Saglam, Y., Yildiz Çankaya, S., & Sezen, B. (2021). Proactive risk mitigation strategies and supply chain risk management performance: an empirical analysis for manufacturing firms in Turkey. Journal of Manufacturing Technology Management. 32 (6),1224-1244 https://doi.org/10.1108/JMTM-08-2019-0299	Wrong year of publication, missing volume number and page numbers (first and last)
	Cimprich, A., Young, S. B., Schrijvers, D., Ku, A. Y., Hagelüken, C., Christmann, P., Eggert, R., Habib, K., Hirohata, A., Hurd, A. J., Lee, M. H., Peck, D., Petavratzi, E., Tercero Espinoza, L. A., Wäger, P., & Hool, A. (2022). The role of industrial actors in the circular economy for critical raw materials: A framework with case studies across a range of industries. Mineral Economics, 0123456789. https://doi. org/10.1007/s13563-022-00304-8	Cimprich, A., Young, S. B., Schrijvers, D., Ku, A. Y., Hagelüken, C., Christmann, P., Eggert, R., Habib, K., Hirohata, A., Hurd, A. J., Lee, M.-H., Peck, D., Petavratzi, E., Tercero Espinoza, L. A., Wäger, P., & Hool, A. (2023). The role of industrial actors in the circular economy for critical raw materials: A framework with case studies across a range of industries. Mineral Economics,36 (2), 301-319. https://doi. org/10.1007/s13563-022-00304-8	Wrong author name initial, wrong year of publication, missing volume number and page numbers (first and last)
	Deep, S., Gajendran, T., & Jefferies, M. (2019). A systematic review of 'enablers of collaboration' among the participants in construction projects. International Journal of Construction Management, 1–13. https://doi.org/10.1080/15623599.2019.1596624.	Deep, S., Gajendran, T., & Jefferies, M. (2021). A systematic review of 'enablers of collaboration' among the participants in construction projects. International Journal of Construction Management, 21 (9), 919-931. https://doi.org/ 10.1080/15623599.2019.1596624	Wrong year of publication, missing volume number, and wrong page numbers (first and last)
	Hariyani, D., Mishra, S., & Sharma, M. K. (2022). A descriptive statistical analysis of barriers to the adoption of integrated sustainable-green-lean-six sigma-agile manufacturing system (ISGLSAMS) in Indian manufacturing industries. Benchmarking: An International Journal. https://doi.org/10.1108/BIJ-11-2021-0701	Hariyani, D., Mishra, S., & Sharma, M. K. (2023). A descriptive statistical analysis of barriers to the adoption of integrated sustainable-green-lean-six sigma-agile manufacturing system (ISGLSAMS) in Indian manufacturing industries. Benchmarking: An International Journal, 30 (8), 2705-2733. https://doi.org/10.1108/BIJ-11-2021-0701	Wrong year of publication, missing volume number and page numbers (first and last)
	Singh, R. K., & Gurtu, A. (2021). Prioritizing success factors for implementing total productive maintenance (TPM). Journal of Quality in Maintenance Engineering. https:// doi.org/10.1108/JQME-09-2020-0098	Singh, R. K., & Gurtu, A. (2022). Prioritizing success factors for implementing total productive maintenance (TPM). Journal of Quality in Maintenance Engineering, 28 (4), 810-830. https://doi.org/10.1108/JQME-09-2020-0098	Wrong year of publication, missing volume number and page numbers (first and last)

Name of journal	Incorrect reference as cited in the journal	Correct title as checked through the original articles	Type of errors
IMR	Goel, S., Hofman, J., Lahaie, S., Pennock, D., & Watts, D. (2010). Predicting consumer behavior with a Web search. Proceedings of the National Academy of Sciences of the United States of America PNAS 107 (41), 17486−17490. https://doi.org/10.1073/pnas.1005962107.	Goel, S., Hofman, J. M., Lahaie, S., Pennock, D. M., & Watts, D. J. (2010). Predicting consumer behavior with Web search. Proceedings of the National Academy of Sciences of the United States of America PNAS 107 (41), 17486−17490. https://doi.org/10.1073/pnas.1005962107.	Wrong author name initial
	Amstad, F. T., Meier, L. L., Fasel, U., Elfering, A., & Semmer, N. K. (2011). A meta-analysis of work-family conflict and various out comes specialises in cross-domain versus matching-domain relations. Journal of Occupational Health Psychology 16 (2), 151−169.	Amstad, F. T., Meier, L. L., Fasel, U., Elfering, A., & Semmer, N. K. (2011). A meta-analysis of work-family conflict and various out comes with a special emphasis on cross-domain versus matching-domain relations. Journal of Occupational Health Psychology 16 (2), 151−169.	Error in article title
	Hobfoll, S. E. (1989). Conservation of resources. American Psychologist 44 (3), 513−524.	Hobfoll, S. E. (1989). Conservation of resources: A New Attempt at Conceptualizing Stress. American Psychologist 44 (3), 513−524.	Missing subtitle
	Kim, K. Y., Atwater, L., Latheef, Z., & Zheng, D. (2018). Three motives for abusive supervision: The mitigating effect of subordinates attributed motives on abusive supervision's adverse out-comes. Journal of Leadership & Organizational Studies 26(4), 476−494.	Kim, K. Y., Atwater, L., Latheef, Z., & Zheng, D. (2019). Three motives for abusive supervision: The mitigating effect of subordinates attributed motives on abusive supervision's negative out-comes. Journal of Leadership & Organizational Studies 26(4), 476−494.	Wrong year of publication and error in article title
	Wang, C. C., Hsieh, H. H., & Wang, Y. D. (2020). Abusive supervision and employee engagement and satisfaction: The mediating role of employee silence. Personnel Review 49(9), 1845−1858.	Wang, C.-C., Hsieh, H.-H., & Wang, Y.-D. (2020). Abusive supervision and employee engagement and satisfaction: The mediating role of employee silence. Personnel Review 49(9), 1845−1858.	Error in author name initial
IKM	Sbeti, W. M., & Moosa, I. (2011). Firm-specific factors as determinants of capital structure in the absence of taxes Firm-specific factors as determinants of capital structure in the absence of taxes. (May 2015), 37–41. https://doi.org/10.1080/09603107.2011.610738	Sbeti, W. M., & Moosa, I. (2012). Firm-specific factors as determinants of capital structure in the absence of taxes. Applied Financial Economics,22, 209-213. https://doi.org/10.1080/09603107.2011.610738	Wrong year of publication, wrong journal title, volume number, and wrong page numbers (first and last)
	Koontz, S. R., Gracia, P. & Hodson, M. A. (1990). Dominant satellite relationships between live cattle cash and futures market. Journal of Futures Market, 10(2), 123–136.	Koontz, S. R., Garcia, P. & Hudson, M. A. (1990). Dominant satellite relationships between live cattle cash and futures markets. Journal of Futures Markets, 10(2), 123–136.	Wrong surname of authors, error in article title, and error in journal title
	Sehgal, S., Rajput, N., & Dua, R. K. (2012). Price discovery and volatility spillover. International Journal of Accounting and Financial Reporting, 2(2), 31–38	Sehgal, S., Rajput, N., & Dua, R. K. (2012). Price discovery in Indian Agricultural Commodity Markets. International Journal of Accounting and Financial Reporting, 2(2), 34–54	Error in article title and wrong page numbers (first and last)
	Dodds, B. W., Monroe, K. B., & Grewal, D. (1991). Effect of price, brand, and store information on buyers' product evaluation. Journal of Marketing Research, 28(3), 307–319.	Dodds, W. B., Monroe, K. B., & Grewal, D. (1991). Effects of price, brand, and store information on buyers' product evaluation. Journal of Marketing Research, 28(3), 307–319.	Wrong author name initial and error in article title
	Verma, V., & Chandra, B. (2017). An application of theory of planned behavior to predict young Indian consumers' green hotel visit intention. Journal of Cleaner Production. 172(1),1152–1162.	Verma, V.K., & Chandra, B. (2018). An application of theory of planned behavior to predict young Indian consumers' green hotel visit intention. Journal of Cleaner Production. 172(1),1152–1162.	Missing initial of author name and wrong year of publication

Name of journal	Incorrect reference as cited in the journal	Correct title as checked through the original articles	Type of errors
DEC	Sandberg S, Sui S, Baum M (2019) Effect of prior market experiences and firm specific resources on developed economy SMEs' export exits from emerging markets: complimentary or compensatory? J Bus Res 98:489–302	Sandberg S, Sui S, Baum M (2019) Effects of prior market experiences and firm-specific resources on developed economy SMEs' export exit from emerging markets: complementary or compensatory? J Bus Res 98:489–502	Error in article title and wrong page number (last)
	Adukov VM, Adukova NV, Kudryavtsev KN (2015) On a discrete model of optimal advertizing. Comput Math 2(3):13–21	Adukov VM, Adukova NV, Kudryavtsev KN (2015) On a discrete model of optimal advertising. Journal of Computational and Engineering Mathematics 2(3):13–21	Error in article title and wrong journal title
	Saks J (2021) Effects of customized ratings on user evaluations of streaming television shows. Atlant J Commun 00(00):1–15. https:// doi. org/ 10. 1080/ 15456 870. 2021.19410 24	Saks J (2022) Effects of customized ratings on user evaluations of streaming television shows. Atlant J Commun 30(4):435–449. https:// doi. org/ 10. 1080/ 15456 870. 2021.19410 24	Wrong year of publication, missing volume number and wrong page numbers (first and last)
	Deepa E (2023) Choices and constraints in the work lives of paid domestic workers: experiences from Chennai. Social Scientist 51(7–8):3–17	Deepa E (2023) Choices and constraints in the work lives of paid women domestic workers: experiences from Chennai. Social Scientist 51(7–8):63–76	Wrong article title and wrong page numbers (first and last)
	Sudharshan R, Bhattacharya S (2009) Through the magnifying glass: women's work and labour force participation in urban Delhi. Econ Pol Wkly 44(48):26–31	Sudarshan R, Bhattacharya S (2009) Through the magnifying glass: women's work and labour force participation in urban Delhi. Econ Pol Wkly 44(48):59–66	Wrong author's surname and wrong page numbers (first and last)
MET	Akhtar, S., Irfan, M., Sarwar, A., Asma, & Rashid, Q. U. A. (2019). Factors influencing individuals' intention to adopt mobile banking in China and Pakistan: The moderating role of cultural values. Journal of Public Affairs, 19(1). https://doi.org/10.1002/pa.1884	Akhtar, S., Irfan, M., Sarwar, A., Asma, & Rashid, Q. U. A. (2019). Factors influencing individuals' intention to adopt mobile banking in China and Pakistan: The moderating role of cultural values. Journal of Public Affairs, 19(1), e1884. https://doi.org/10.1002/pa.1884	Missing page number/ article number
	Giménez, A. F. C., & Tamajón, L. G. (2019). An analysis of the process of adopting local digital currencies in support of sustainable development. Sustainability (Switzerland), 11(3). https://doi.org/10.3390/su11030849	Giménez, A. F. C., & Tamajón, L. G. (2019). An analysis of the process of adopting local digital currencies in support of sustainable development. Sustainability, 11(3), 849. https://doi.org/10.3390/su11030849	Missing page number/ article number
	Nuryyev, G., Spyridou, A., Yeh, S., & Lo, C. C. (2021). Factors of digital payment adoption in hospitality businesses: A conceptual approach. European Journal of Tourism Research, 29, 2905–2905.	Nuryyev, G., Spyridou, A., Yeh, S., & Lo, C.-C. (2021). Factors of digital payment adoption in hospitality businesses: A conceptual approach. European Journal of Tourism Research, 29, 2905.	Punctuation error in author name initial
	Chin, W. W., Marcelin, B. L., & Newsted, P. R. (2003). A partial least squares latent variable modeling approach for measuring interaction effects: Results from a Monte Carlo simulation study and an electronic-mail emotion/ adoption study. Information Systems Research, 14(2), 189–217. https://doi.org/10.1287/ ISRE.14.2.189.16018	Chin, W. W., Marcolin, B. L., & Newsted, P. R. (2003). A partial least squares latent variable modeling approach for measuring interaction effects: Results from a Monte Carlo simulation study and an electronic-mail emotion/ adoption study. Information Systems Research, 14(2), 189–217. https://doi.org/10.1287/ ISRE.14.2.189.16018	Wrong author surname
	Liébana-Cabanillas, F., Sánchez-Fernández, J., & Muñoz-Leiva, F. (2014). Antecedents of the adoption of the new mobile payment systems: The moderating effect of age. https://www. researchgate.net/publication/273538076_ Antecedents_of_the_adoption_of_the_new_ mobile_payment_systems_The_moderating_ effect_of_age	Liébana-Cabanillas, F., Sánchez-Fernández, J., & Muñoz-Leiva, F. (2014). Antecedents of the adoption of the new mobile payment systems: The moderating effect of age. Computers in Human Behavior, 36, 464-478.	Missing journal name, volume number and page numbers (first and last)

* The corrected element is underlined

CONCLUSION

It is found that reference accuracy rate in five management journals is 61.6%. The accuracy level of the references in the five IIMs journals ranged from 44% to 72%. This indicates that authors, reviewers and editors are not fully aware of reference accuracy and importance of accurate citations. Authors must be more careful and attentive in compiling reference list. They should be aware of the use of reference management tools and software in compiling reference lists to reduce the errors. The authors should follow the referencing guidelines strictly provided by journal publishers. The cited references appended in the manuscripts should be verified (either completely or partly) by the peer-reviewers from the original sources. Peer-reviewers as well as editors must treat strictly on the citation accuracy.

The primary function of references is to connect the structure of current research to the earlier work. Correct references help readers in authenticate or negate any argument claimed by researchers. Each and every researcher should maintain the highest level of reference accuracy. It shows the fine quality of research ethics. Reference accuracy protects authors from charges of plagiarism.

According to Asai and Vickers (1995), "humans are born to make mistakes, but should never give up the attempt to conquer this tendency". There is always a room for betterment in all human works. Scholarly articles in all subject fields are no exception.

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