

The Author's Statement

Author(s)
First Name and Surname TOMASZ INGRAM
Affiliation
(university) THE UNIVERSITY OF ECONOMICS IN KATOWICE
FACULTY OF ECONOMICS
Paper's title: RELATIONSHIPS BETWEEN TALENT MANAGEMENT AND
ORGANIZATIONAL PERFORMANCE: THE ROLE OF CLIMATE
FOR CREATIVITY

§ 1.

The Author(s) of the paper allows the journal "Entrepreneurial Business and Economics Review" (EBER) to publish his/her/their article without any royalties (Creative Commons CC-BY license). The Author(s) accepts that the editorial board reserves the right to introduce editorial modifications, including changes of the title and the whole text as well as appropriate cuts if the paper exceeds the approved length.

§ 2.

The Author(s) allows the editorial board to index the article in domestic and international databases in Polish and English. The author(s) allows to transfer the data such as full articles, abstracts, key words, the author affiliations, to the mentioned databases owners.

§ 3.

The Author(s) accepts the fact that the full electronic version of the article is available and stored in national and international databases mentioned in § 2 as well as on the website of the journal in the open access.

§ 4.

The Author(s) guarantees (i) that he/she is the only owner or has been authorized by any additional copyright owner to assign the right, (ii) that the article does not infringe any third party rights and no license from or payments to a third party is required to publish the article and (iii) that the article has not been previously published or licensed. The board approves only original papers that have not been published in any other periodicals or books. The Author(s) of the paper is responsible for copyright violation and other issues related to the article.

§ 5.

In order to prevent against **ghostwriting** and **guest-authorship** the Author(s) reveals the contributions of individual authors to the paper development (listing their inputs, i.e. the information about the author of the concept, hypotheses, methods, etc. used in the writing of the paper). Thereby, the Author(s) declares that his/her/their work does not symptoms of **ghostwriting** nor **guest-authorship**.

§ 6.

The Author(s) declares that, in relation to the article, there is no phenomenon of **ghostwriting** and **guest-authorship** and we declare the following estimated amount of work in the contribution to publication (e.g. the concept of the article, literature review, methodology, survey, data analysis, etc.):

Name of the Author(s)	Contribution of authors (%)	Description of contribution of authors (concepts, design, analysis and interpretation of data, methods etc.)
TOMASZ INGRAM	100%	Problem statement, literature review, study design, research results analysis, discussion

§ 7

All sources of funding must be disclosed. If necessary, the Author(s) must also describe what role their financial sponsors played in the design, execution, analysis and interpretation of data, or writing of the study („financial disclosure”). The Author(s) declares that the sources of funding the publication are as follows:

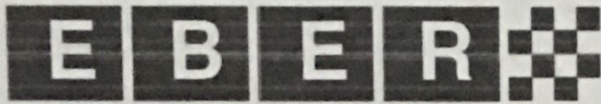
.....
 The research was funded by National Science Center (NCN)
 dec: 2012/05/D/HS4/01524. Literature analysis, data gathering
 and analysis as well as discussion and implications are funded
 by NCN

The Author(s) declares that all funding sources supporting the work have been acknowledged above as well as in the article in the footnote on the first page of the article.

§ 8

Considering the fact that ghost-writing and guest-authorship are symptoms of scientific dishonesty, the Author(s) is informed that the editorial board shall report each such a case to relevant bodies (academic units employing the author(s), academic associations, academic editors associations, etc.).

The Corresponding Author, on behalf of all authors, is TOMASZ INGRAM



Entrepreneurial Business and Economics Review

Katovice, 6.08.2016
Place, Date

[Handwritten Signature]
Author's Signature