



Publisher:
Asociatia de Cooperare Cultural-Educationala Suceava, ROMANIA
Web: ecoforumjournal.ro, Email: ecoforumjournal@gmail.com
ISSN: 1584-9066

AUTHOR'S GUARANTEE AND COPYRIGHT TRANSFER FORM CONCERNING THE WORK PRESENTED FOR PUBLICATION

AUTHOR(S): MARIA-ALONDRA DE LA LLAVE-HERNANDEZ, BEATRIZ PICO-GONZALEZ

guarantee(s) that the article FLEXIBILITY IN HUMAN RESOURCES MANAGEMENT AND ITS IMPACT ON PERFORMANCE
ORGANIZATIONS

(hereinafter referred to as „Work“), presented for the publication in „Ecoforum“ (ecoforumjournal.ro), ISSN: 1584-9066, (hereinafter referred to as „Publication“), **is an original work** and:

1. It represents a valid work and it was written by the Author(s) indicated in the Work, undersigned here;
2. The material and the main idea(s) of the Work was/were not published in any other publications before, in any language;
3. The material and the main idea(s) of the Work is/are not under simultaneous consideration by any journal, in any language, and will not be presented for publication to any other publications, in any language;
4. The Work does not contain statements, which do not correspond to reality, or material, which may infringe upon the intellectual property rights of another person or legal entity, and upon the conditions and requirements of sponsors or providers of financial support. The authors will produce the data upon which the manuscript is based for examination by the editors or their assignees, if requested;
5. All references used in the Work are indicated and, to the extent the Work incorporates text passages, figures, data or other material from the works of others, the undersigned has obtained any necessary permissions;
6. Undertakes to indemnify and hold harmless “Asociatia de Cooperare Cultural-Educationala Suceava” and Ecoforum Journal’s Editorial Team from any damage or expense that may arise in the event of a breach of any of the guarantees set forth above;

Copyright terms are indicated in the Romania Copyright Law with subsequent modifications. Author(s) rights are on the back of this page.

In the event the above Work is accepted for publication and the Publication editors detects originality problems (see 2 and 3) the Work is definitely rejected.

In the event the above Work is not accepted and is not published in the Publication or is withdrawn by the Author(s) before acceptance by the Publication, this guarantee form becomes null and void, and the submitted Work is not be returned to the Author(s).

By submitting your Work to the Publication, you understand that you had transferred the copyright of this article to “Asociatia de Cooperare Cultural-Educationala Suceava”, Romania. The copyright transfer covers all rights to referee, translate, publish, digitize, archive, reproduce and distribute, including reprints, photographic reproduction, microform, or any other reproductions of similar nature.

Hereby signing this form the Author(s) confirm(s) that the information presented above is correct and undertake(s) to abide by the guarantees and obligations given above:

Name, Surname	Signature	Date
MARIA-ALONDRA DE LA LLAVE-HERNANDEZ		29/05/2020
BEATRIZ PICO-GONZALEZ		29/05/2020