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Published by

Faculty of Management
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Tribhuvan University, Nepal
Phone: +977-9856030301
Email: fomresearch@pncampus.edu.np

ISSN: 2350-8795 (Print)
ISSN: 2676-1238 (Online)

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Printed at

Adarsha Offset Printers
Bagar, Pokhara, Nepal
Phone: +977 61 544962
Email: adarshapokhara2061@gmail.com

Editorial Note

The December 2025 issue of The Journal of Nepalese Business Studies (JNBS) is proudly presented by the Editorial Board. This issue includes a wide range of research articles that address current issues and advancements in the field of management and business studies as part of our continued dedication to promoting scholarly discourse and offering a forum for national and international scholars. The 18th edition of the journal comprises nine articles covering diverse fields of business, finance, and contemporary issues.

Dr. Shiva Raj Poudel, Assistant Professor at Far Western University, examines the relationship between asset growth and common stock returns in the Nepal Stock Exchange, decomposing total asset growth into liquid assets, current assets, property, plant and equipment, and other assets to provide deeper insights into investment decision-making in the Nepali capital market. The research reveals that the higher the total assets growth, the greater the equity return in the Nepali capital market.

The relationship between empowerment-oriented leadership and work engagement in Nepali commercial banks is examined by Mr. Ganesh Prasad Niraula, a lecturer at Patan Multiple Campus, Tribhuvan University; Dr. Shreekrishna Kharel, an associate professor at Central Department of Management, Tribhuvan University; and Mr. Dipendra Dhungana, a lecturer at Patan Multiple Campus, Tribhuvan University. They examine the relationship between empowerment-oriented leadership and work engagement among banking professionals in Nepal. The results reveal that psychological empowerment affects work engagement.

Dr. Indira Shrestha, an assistant professor at Tribhuvan University's Nepal Commerce Campus, investigates how employee turnover in the hospitality industry is becoming more challenging in today's business arena. The results depicts that normative commitment is a powerful factor in playing the role in leaving the organization.

Factors influencing employees' perception of the glass ceiling in Pokhara City were studied by Mr. Puspa Nidhi Amgain, an assistant professor of Prithvi Narayan Campus, Pokhara and a freelance researcher, Mrs. Muna K. C. The study found that social factors as a major contributor of glass ceiling barriers for career development in the governmental sector of Pokhara.

Mr. Bhupal Jaishi, an assistant professor of Prithvi Narayan Campus and Mr. Utpal Poudel, a freelance researcher, analyze the impact of macroeconomic factors on the financial performance of Nepali

insurance companies, examining how inflation, GDP growth, interest rates, exchange rates, and money supply affect return on assets and return on equity. Except for the exchange rate, all the macroeconomic factors significantly affect the performance of Nepali insurance companies.

Mr. Netra Prasad Subedi and Mr. Karna Bahadur Basnet, Assistant Professors at Janapriya Multiple Campus, Pokhara, study parental financial socialization and its impact on the financial behavior and future plans of university students in Nepal. The study reveals important insights into how family influence shapes young adults' financial decision-making.

Mr. Gokul Dhungana and Mr. Dhruba Kumar Budhathoki, Assistant Professor, Prithvi Narayan Campus, Tribhuvan University, assess job satisfaction among non-managerial level employees in commercial banks in Pokhara. The study revealed that both intrinsic and extrinsic factors influence employee satisfaction in the banking sector.

Dr. Rishikesh Panthi, affiliated with Kasthamandap College of Public Affairs Management, Purbhanchal University, examines the impact of management leadership on organizational performance of trading sector public enterprises in Nepal. The findings of the study show that the level of performance of the trading sector enterprises was found below the satisfactory level due to weak management leadership.

Ms. Shandhya Pokharel, a freelance researcher, investigates the factors influencing management students' willingness to use e-banking services in Pokhara, applying the Technology Acceptance Model to understand adoption behavior in the Nepalese context. The study confirms the relevance of the TAM framework in the Nepalese context and the students expressed positive perception across all measured dimensions of e-banking services in Pokhara.

We extend our heartfelt gratitude to the authors for their invaluable contributions and to our reviewers for their dedication in upholding the quality and integrity of the journal.

We sincerely appreciate the unwavering support of our readers and contributors and encourage your continued engagement with The Journal of Nepalese Business Studies. Your participation is instrumental in sustaining the journal's mission to disseminate high-quality scholarly work. Thank you for being an integral part of our academic community.

Associate Professor Bir Bahadur Karki, PhD
Executive Editor

About the Journal

The Journal of Nepalese Business Studies, established in 2004, is a peer-reviewed management journal published annually in December by the Faculty of Management at Prithvi Narayan Campus, Pokhara. It exclusively publishes original research articles with the primary objective of addressing contemporary business issues for the academic and business community. The journal is indexed in Nepal Journal (NepJOL).

Focus and Scope

The journal welcomes research papers on topics related to business and administration, including but not limited to business, marketing, finance, accounting, banking, general management, production management, operations management, human resources management, technology management, retail and distribution, entrepreneurship, organizational theory, and other related subjects.

Open Access Policy

This journal follows an open-access policy and is available both in print and online. The online version can be accessed through the websites of Prithvi Narayan Campus and NepJOL (<https://www.nepjol.info/index.php/JNBS>). Papers published in this journal are easily retrievable through various search engines, including Google Scholar. The publication process complies with NepJOL's registration criteria, ensuring broad accessibility to a wider readership.

Paper Processing Charges

We do not impose any fees for publishing articles in this journal.

Peer-Review Process

The journal employs a double-blind peer-review process, overseen by the executive editor. Two reviewers are assigned to each paper and they are national and/or international reviewers. The process takes approximately two months to complete. Reviewed papers are sent to the authors for correction along with the reviewer's comments. Papers are divided into two parts: the title page and the anonymized manuscript. The title page is kept separate from the manuscript throughout the peer review process and is not sent to the reviewers. The title page includes the manuscript title, all authors' names and affiliations, address of the corresponding author, including an e-mail address and acknowledgments. Any identifying information in the anonymized manuscript is carefully checked to ensure the authors' identities remain undisclosed.

The Journal of Nepalese Business Studies

(A Peer-Reviewed, Open Access Journal)

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