

**EDITORIAL NOTE: RETRACTION**

The article titled “*The Mediating Role of Perceived HRM Practices in the Relationship Between Managerial-Rated HRM Practices and Employee Engagement in Ethiopian Higher Education*”, authored by **Zerihun Kinde Alemu, Sheref Betabo Gogsido, and Tesfaye Tilahun Aragaw**, and published in **JBAS, Volume 16, Issue No. 2, pages 1–17**, has been **formally retracted** due to a **conflict of interest**.

A claimant, who was originally intended to be listed as a co-author but was omitted from the authorship, submitted an official complaint citing a competing conflict of interest. Following a thorough review by the **Editorial Board of JBAS** and the **Research and Publication Standing Committee of St. Mary’s University** (the publisher of JBAS), it was determined that the article must be **retracted**.

Readers are therefore **strongly advised not to cite or reference this article** in any academic or professional context.

**JBAS Editorial Board**  
St. Mary’s University