
THESIS CITATION LABORATORY



CitationLab

Product Guide

Find every citation in your thesis, cross-check it against your bibliography, and export a supervisor-ready reference list.

Organise

Check

Update

Format

thesiscitationlab.ai

A hosted SaaS product by Dreamdrive Digital FZE

Contents

Organise and cross-check, then find what is missing or update what has aged.

| Phase 01 · Cross-checking

01 Upload your thesis	1
02 Review, AI cleanup, de-duplicate	2
03 Cross-check	3
04 The alignment audit and the Level 1 report	4
05 Inside the report: the Ref[In] Score	5
06 Inside the report: the activity summary	6
07 Inside the report: bands and method	7

| Phase 02 · Finding missing references

08 Find Missing References	8
09 The search, live	9
10 Review AI results	10
11 Finalise references	11
12 The Level 2 report	12
13 Annotation builds in order	13
14 Citation run summary	14
15 Annotated bibliography	15
16 Format & Export	16

| Phase 03 · Updating references

17 Extracts — the update pool	17
18 The replacement search	18
19 Finalise the updates	19
20 Annotated paper & references	20
21 Export the updated thesis	21
22 Fifteen citation styles	22

| Reference

Features up close	23
Get in touch	29

01

PHASE 01

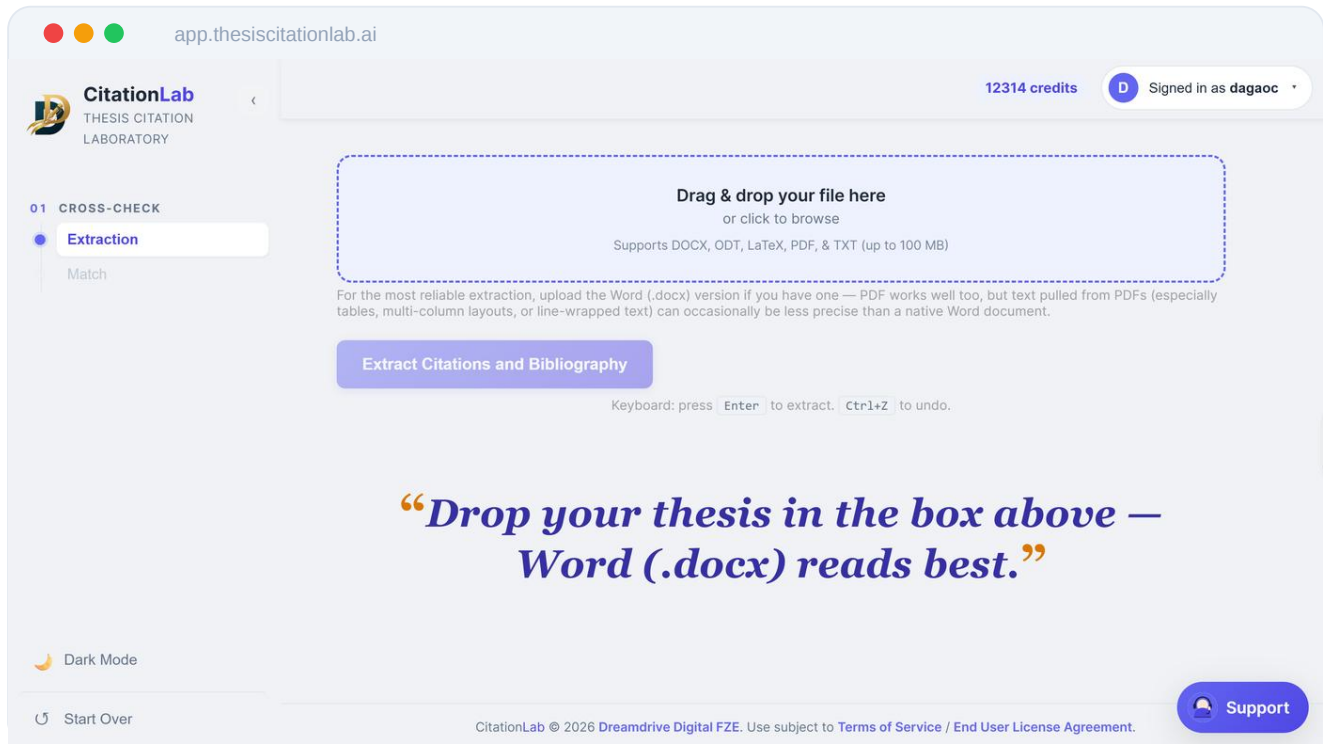
Cross-checking

Get every in-text citation out of your thesis, cleaned, de-duplicated and cross-checked against your bibliography — then certified in the Level 1 report.

- **Extraction**
- **Review**
- **Cross-Check**

01 Upload your thesis

DOCX, ODT, LaTeX, PDF or TXT — up to 100 MB



CitationLab starts at the document your examiners will read, not at a reference manager. Drop the whole thesis in and the engine reads all of it — body, appendices, and any chapter-end reference lists that appear after the main bibliography.

Word (.docx) reads best. PDF works, but text pulled from a PDF — especially tables, multi-column layouts or line-wrapped text — is occasionally less precise than a native Word file, and the upload screen says so before you choose.

Upload, extraction, review and cross-check are free. AI steps are priced in credits and the cost is stated next to the button before you run anything.

TIPS & SHORTCUTS

- Upload the Word (.docx) version when you have one — extraction is more reliable than PDF.
- The whole document is read, including appendices and chapter-end reference lists.

02 Review, AI cleanup, de-duplicate

Three buckets, one advisory pass, then one entry per source

app.thesiscitationlab.ai

CitationLab
THESIS CITATION
LABORATORY

12314 credits Signed in as dagaoc

01 CROSS-CHECK

Extraction 12

Match

AI cleanup ~400 credits

Ref[In] AI cleanup

Balance 12,314 · 2 of 2 runs left · [Buy credits](#)

12 Review your citations
Select, edit, delete and add

7 Review your references
Check what was parsed from your reference list

3 Unplaced dates
Dates the extractor could not place — AI cleanup looks at these.

De-duplicate Back

11 OVERVIEW

12 CITATIONS

7 BIBLIOGRAPHY

3 UNRESOLVED

“Run AI cleanup first — then De-duplicate to continue.”

demo_thesis.docx

Dark Mode

Start Over

CitationLab © 2026 Dreamdrive Digital FZE. Use subject to [Terms of Service](#) / [End User License Agreement](#).

[Privacy Policy](#) [Pricing](#) [FAQ](#) [Open-source notices](#)

Bibliography styles from the [Citation Style Language](#) project (CC BY-SA 3.0). Formatted with [Citation.js](#) (MIT).

Support

Review works three buckets separately, each with its own count: the citations extracted from your text, what parsed from the reference list, and the dates the extractor could not place. Nothing is discarded — an unplaced date is screened into the unresolved bucket with its reason, never silently dropped.

Ref[In] AI cleanup tidies messy in-text forms — spacing, ampersands, inconsistent et al. — and flags entries that do not read as citations. It is advisory: nothing is rewritten in your thesis, and the price, your balance and the runs left sit beside the button before you press it. Paid once per session; re-runs are included.

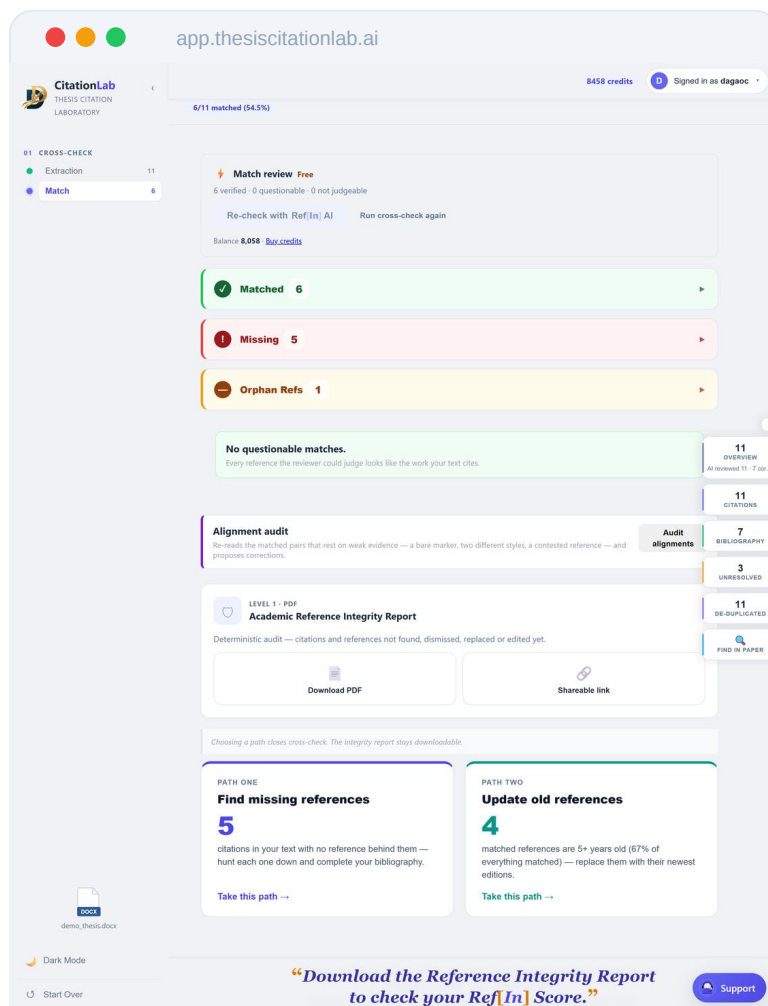
De-duplicate is the way out of Review. The same source cited two ways becomes one entry with the count preserved, and suffixes are never invented — a 2014a is only a 2014a if your thesis says so. The panels docked to the right edge carry the totals with you from here on; the » toggle folds them flush when you want the full width.

TIPS & SHORTCUTS

- AI cleanup is charged once per session — re-runs are included.
- Nothing is rewritten in your thesis; every suggestion is approved or dismissed by you.
- De-duplicate is the way out of Review — the AI pass must have run first.

03 Cross-check

Matched, questionable, missing, orphan — and the report



Cross-check pairs every citation against the reference list parsed from your own document. Matching runs on the Date-ID-Style backbone: shared identifiers first, then exact author-year, then each reference line as written. The pairing is deterministic and free — no AI decides a match — and you can run it again as often as you like.

Every citation lands in one of four bands: matched, questionable (a pair resting on weak evidence), missing (cited but absent from the list), or orphan (listed but never cited). Each band expands to its rows and the evidence behind them. Match review sits on top with its own verified / questionable / not-judgeable counts and an AI re-check on demand — the first ten pairs are free.

The page ends with the door it opens: proceeding to Verify & Edit closes Organising permanently, and it says so before you press, not after.

TIPS & SHORTCUTS

- Cross-check is free and deterministic — run it as often as you like.
- The first ten match-review pairs are free.
- Proceeding to Verify & Edit closes Organising permanently.

04 The alignment audit and the Level 1 report

Weak pairs re-read, then the audit certified

The screenshot displays the CitationLab app interface. At the top, the browser address bar shows 'app.thesiscitationlab.ai'. The app header includes the CitationLab logo, 'THESIS CITATION LABORATORY', a user profile 'Signed in as dagaoc', and '8458 credits'. A sidebar on the left shows the '01 CROSS-CHECK' section with 'Extraction' (11) and 'Match' (6). The main content area features the 'Alignment audit' section, which explains that it re-reads matched pairs with weak evidence and proposes corrections. Below this is the 'LEVEL 1 · PDF Academic Reference Integrity Report', described as a deterministic audit of citations and references not yet found, dismissed, replaced, or edited. Two buttons are available: 'Download PDF' and 'Shareable link'. A note states: 'Choosing a path closes cross-check. The integrity report stays downloadable.' Below this, two paths are shown: 'PATH ONE Find missing references' and 'PATH TWO Update old references'. At the bottom, a quote reads: '“Download the Reference Integrity Report to check your Ref[In] Score.”' and a 'Support' button is visible.

The alignment audit re-reads matched pairs that rest on weak evidence — a bare marker, two different styles, a contested reference — and proposes corrections rather than quietly accepting them.

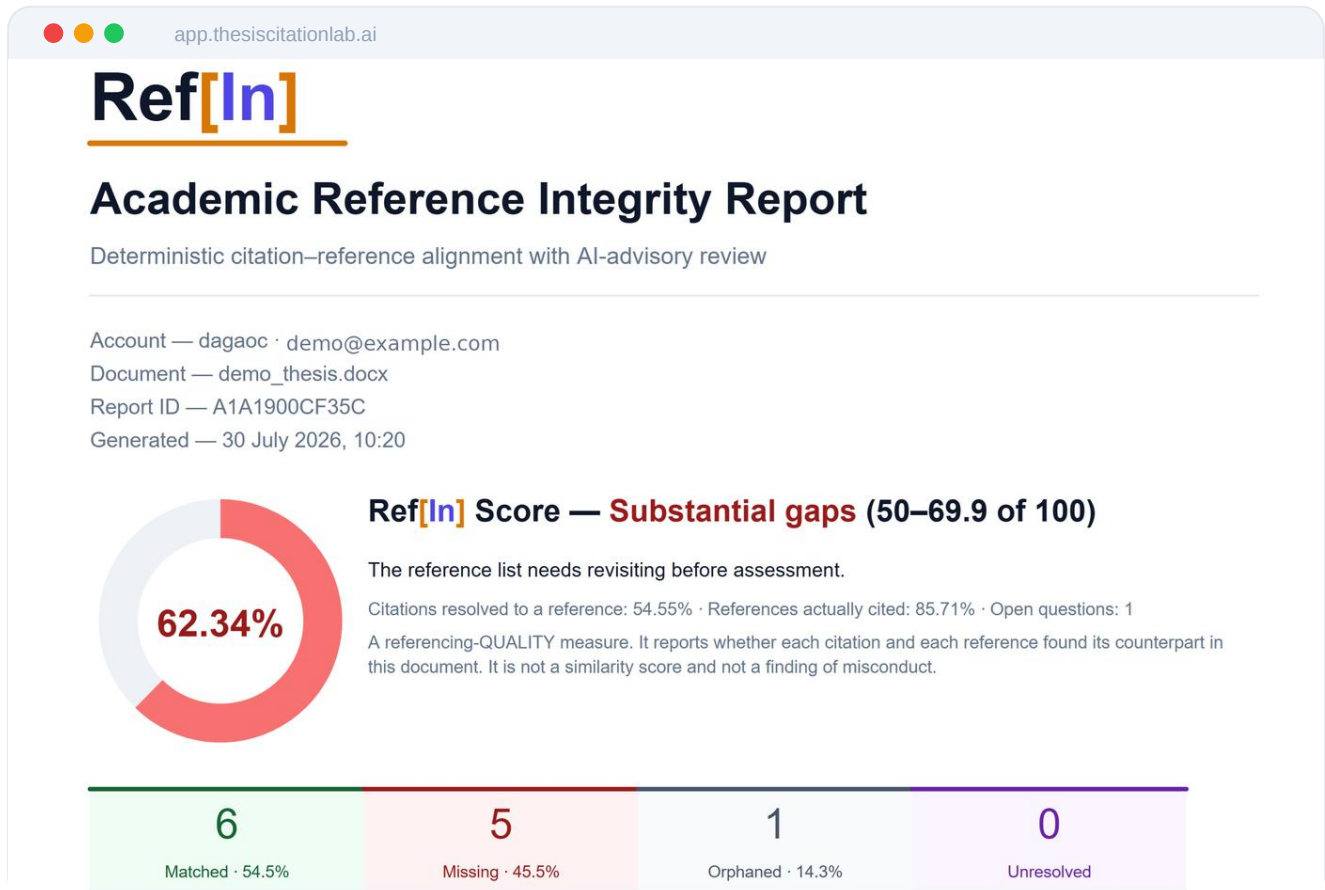
Below it the Academic Reference Integrity Report issues at Level 1: the deterministic audit of citations and references not yet found, dismissed, replaced or edited. Take it as a PDF download or a shareable link — the link stays live for a supervisor after Organising has closed.

TIPS & SHORTCUTS

- The shareable link stays live after Organising closes.

05 Inside the report: the Ref[In] Score

Quality, never misconduct



The cover states the account, the document, the report ID and the generation time, then the Ref[In] Score with its band — here 62.34%, Substantial gaps. Beneath it, the two numbers the score is made of: citations resolved to a reference, and references actually cited.

It is a referencing-QUALITY measure. It reports whether each citation and each reference found its counterpart in this document — it is not a similarity score and not a finding of misconduct, and the cover says exactly that so a supervisor reads it as the instrument it is.

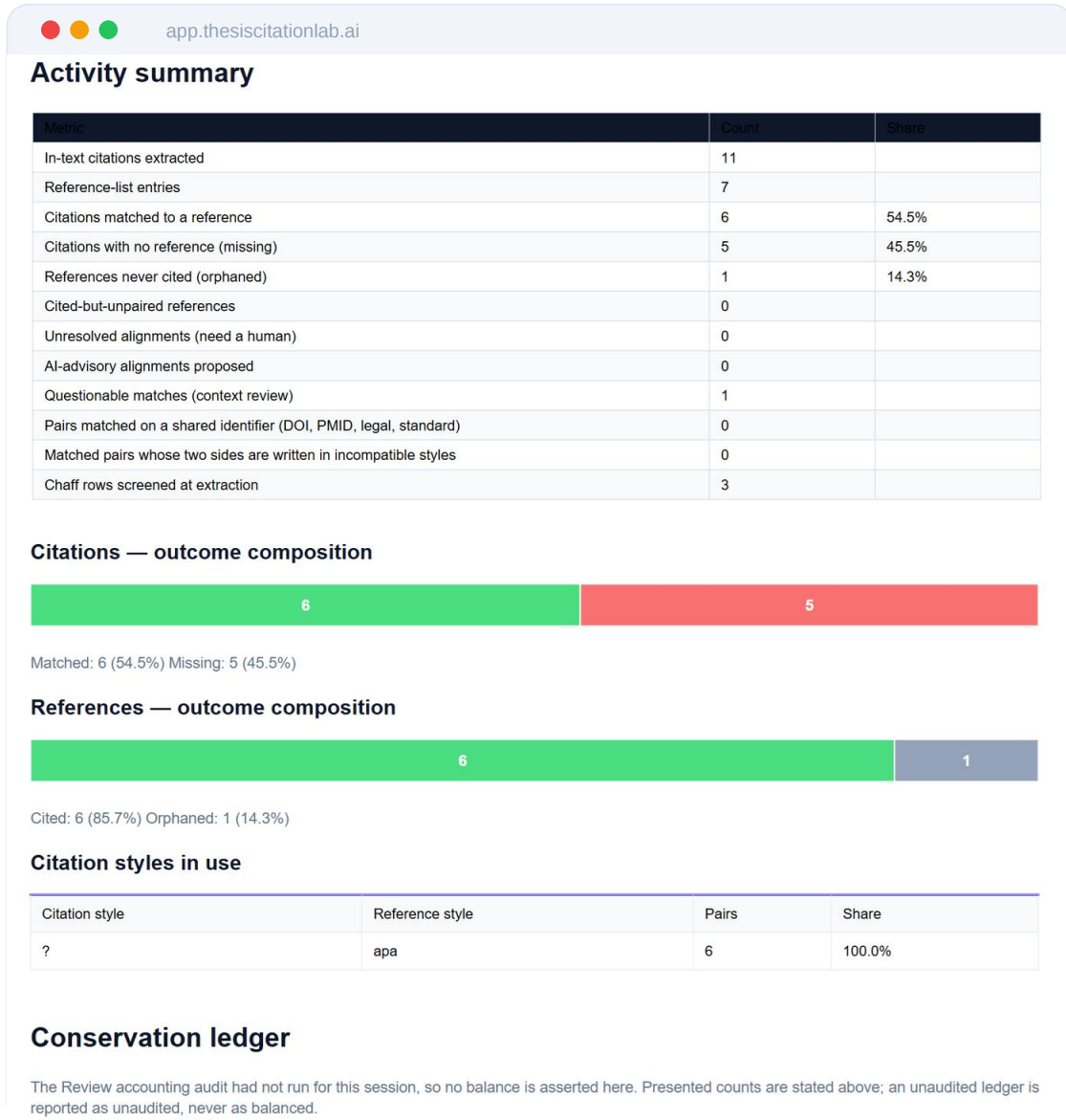
The strip along the bottom gives the counts a reader checks first: matched, missing, orphaned and unresolved, each with its share.

TIPS & SHORTCUTS

- The Ref[In] Score is a referencing-QUALITY measure — never a similarity score.

06 Inside the report: the activity summary

Every action accounted



The screenshot shows the 'Activity summary' report from the app.thesiscitationlab.ai. It features a table of metrics, two horizontal bar charts for 'Citations — outcome composition' and 'References — outcome composition', a table for 'Citation styles in use', and a 'Conservation ledger' section with a disclaimer.

Metric	Count	Share
In-text citations extracted	11	
Reference-list entries	7	
Citations matched to a reference	6	54.5%
Citations with no reference (missing)	5	45.5%
References never cited (orphaned)	1	14.3%
Cited-but-unpaired references	0	
Unresolved alignments (need a human)	0	
AI-advisory alignments proposed	0	
Questionable matches (context review)	1	
Pairs matched on a shared identifier (DOI, PMID, legal, standard)	0	
Matched pairs whose two sides are written in incompatible styles	0	
Chaff rows screened at extraction	3	

Citations — outcome composition

Matched: 6 (54.5%) Missing: 5 (45.5%)

References — outcome composition

Cited: 6 (85.7%) Orphaned: 1 (14.3%)

Citation styles in use

Citation style	Reference style	Pairs	Share
?	apa	6	100.0%

Conservation ledger

The Review accounting audit had not run for this session, so no balance is asserted here. Presented counts are stated above; an unaudited ledger is reported as unaudited, never as balanced.

The activity summary states every metric of the run in one table — citations extracted, reference-list entries, matched, missing, orphaned, cited-but-unpaired, unresolved alignments, AI-advisory proposals, questionable matches, pairs matched on a shared identifier, pairs written in incompatible styles, and chaff screened at extraction.

Below it the outcome composition is drawn as bars for citations and for references, and the citation styles in use are listed pair by pair.

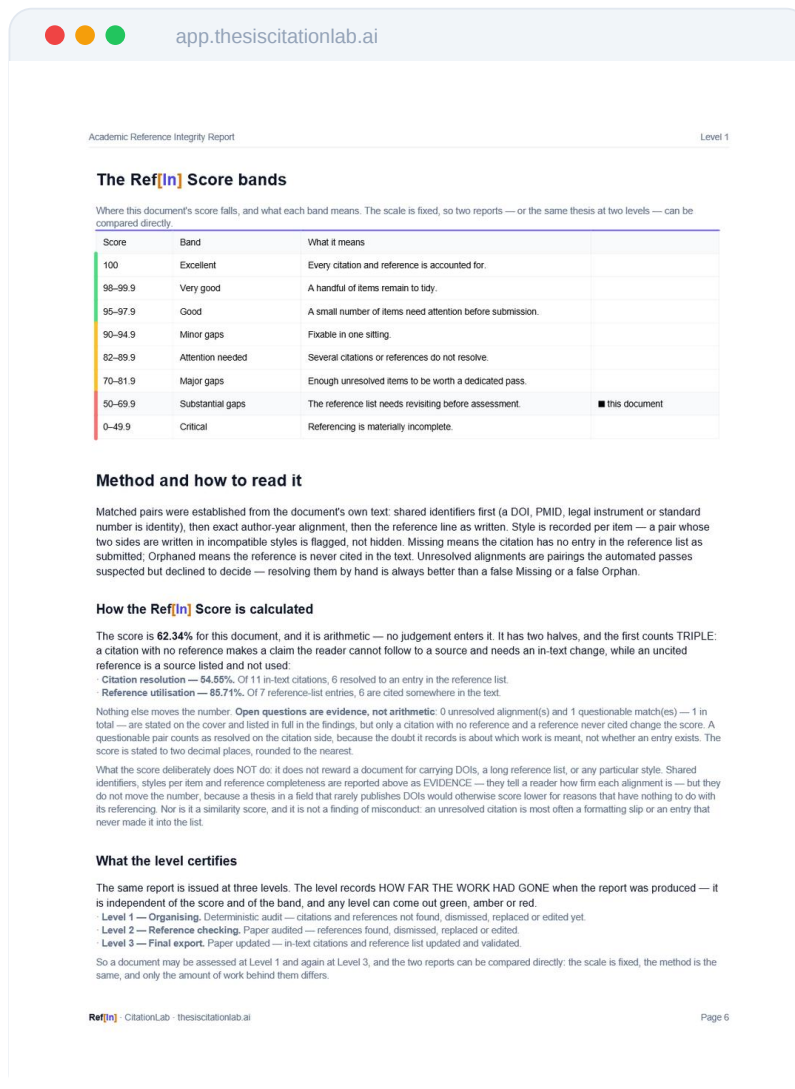
The conservation ledger closes the page: what entered is reconciled against what left. Where the Review accounting audit has not run, the ledger reports itself as unaudited — never as balanced.

TIPS & SHORTCUTS

- An unaudited conservation ledger reports itself as unaudited, never as balanced.

07 Inside the report: bands and method

A fixed scale two reports can share



app.thesiscitationlab.ai

Academic Reference Integrity Report Level 1

The Ref[In] Score bands

Where this document's score falls, and what each band means. The scale is fixed, so two reports — or the same thesis at two levels — can be compared directly.

Score	Band	What it means
100	Excellent	Every citation and reference is accounted for.
98–99.9	Very good	A handful of items remain to tidy.
95–97.9	Good	A small number of items need attention before submission.
90–94.9	Minor gaps	Fixable in one sitting.
82–89.9	Attention needed	Several citations or references do not resolve.
70–81.9	Major gaps	Enough unresolved items to be worth a dedicated pass.
50–59.9	Substantial gaps	The reference list needs revisiting before assessment. ■ this document
0–49.9	Critical	Referencing is materially incomplete.

Method and how to read it

Matched pairs were established from the document's own text: shared identifiers first (a DOI, PMID, legal instrument or standard number is identity), then exact author-year alignment, then the reference line as written. Style is recorded per item — a pair whose two sides are resolved in incompatible styles is flagged, not hidden. Missing means the citation has no entry in the reference list as submitted; Orphaned means the reference is never cited in the text. Unresolved alignments are pairings the automated passes suspected but declined to decide — resolving them by hand is always better than a false Missing or a false Orphan.

How the Ref[In] Score is calculated

The score is **62.34%** for this document, and it is arithmetic — no judgement enters it. It has two halves, and the first counts TRIPLE: a citation with no reference makes a claim the reader cannot follow to a source and needs an in-text change, while an uncited reference is a source listed and not used.

- Citation resolution — 64.58%. Of 11 in-text citations, 6 resolved to an entry in the reference list.
- Reference utilisation — 85.71%. Of 7 reference-list entries, 6 are cited somewhere in the text.

Nothing else moves the number. **Open questions are evidence, not arithmetic:** 0 unresolved alignment(s) and 1 questionable match(es) — 1 in total — are stated on the cover and listed in full in the findings, but only a citation with no reference and a reference never cited change the score. A questionable pair counts as resolved on the citation side, because the doubt it records is about which work is meant, not whether an entry exists. The score is stated to two decimal places, rounded to the nearest.

What the score deliberately does NOT do: it does not reward a document for carrying DOIs, a long reference list, or any particular style. Shared identifiers, styles per item and reference completeness are reported above as EVIDENCE — they tell a reader how firm each alignment is — but they do not move the number, because a thesis in a field that rarely publishes DOIs would otherwise score lower for reasons that have nothing to do with its referencing. Nor is it a similarity score, and it is not a finding of misconduct: an unresolved citation is most often a formatting slip or an entry that never made it into the list.

What the level certifies

The same report is issued at three levels. The level records HOW FAR THE WORK HAD GONE when the report was produced — it is independent of the score and of the band, and any level can come out green, amber or red.

- Level 1 — Organising. Deterministic audit — citations and references not found, dismissed, replaced or edited yet.
- Level 2 — Reference checking. Paper audited — references found, dismissed, replaced or edited.
- Level 3 — Final export. Paper updated — in-text citations and reference list updated and validated.

So a document may be assessed at Level 1 and again at Level 3, and the two reports can be compared directly: the scale is fixed, the method is the same, and only the amount of work behind them differs.

Ref[In] CitationLab - thesiscitationlab.ai Page 6

The bands run from Excellent to Critical on a fixed scale, with this document's band marked. Because the scale never moves, two reports — or the same thesis at two levels — compare directly.

The method page states how pairs were established and how the score is calculated: citation resolution counts TRIPLE, reference utilisation once, and nothing else moves the number. Shared identifiers, styles and completeness are reported as evidence, deliberately, so a thesis in a field that rarely publishes DOIs is not marked down for it.

It also states what a level certifies — Level 1 Organising, Level 2 Reference checking, Level 3 Final export. The level records how far the work had gone, not how good it is; any level can come out green, amber or red.

TIPS & SHORTCUTS

- The scale is fixed, so Level 1 and Level 3 reports compare directly.
- Citation resolution counts triple; reference utilisation counts once.

02

PHASE 02

Finding missing references

Resolve what your bibliography is missing: six databases and your own library search for it, you approve what comes back, then annotate and export.

- **Verify & Edit**
- **Find Missing**
- **Finalise**
- **Annotation**
- **Format & Export**

08 Find Missing References

Six engines, your library first

app.thesiscitationlab.ai

CitationLab
THESIS CITATION
LABORATORY

8458 credits Signed in as dagaoc

6/11 matched (54.5%) 6/6 refs found

01 CROSS-CHECK
Extraction 11
Match 6

02 REFERENCE CHECKING
Find Missing
Finalise

03 ANNOTATION
Annotated Paper
Annotated Bibliography
Format & Export

Search engines
Crossref Ready
OpenAlex Ready
Semantic Scho... Ready
PubMed Ready
Google Schola... Ready
Google Books Ready

Find missing references ~200 credits for 5 missing citations
Ref[In] AI Reference Finder — find 5 missing
Balance 8,058 · 2 of 2 runs left · [Buy credits](#)
Live progress appears below.

Upload Personal Library
Upload PDFs, DOCX, or BibTeX files — 350 MB total, shared with your thesis (100 MB per file) ☒ ON

1 bibliography-only item(s)
These are not sent to AI lookup. Review them in the Orphan Refs section below if they look like co-author false positives. Review below

6 Matched
Citation and reference agree — open to review or edit

1 Orphan Refs
In the bibliography, never cited — open to link or dismiss

Missing 5

demo_thesis.docx

Dark Mode

Start Over

CitationLab © 2026 Dreamdrive Digital FZE. Use subject to [Terms of Service](#) / [End User License Agreement](#).
[Privacy Policy](#) [Pricing](#) [FAQ](#) [Open-source notices](#)
Bibliography styles from the [Citation Style Language](#) project (CC BY-SA 3.0). Formatted with [Citation.js](#) (MIT).

11 OVERVIEW
7 corrected · de-dupli...
11 CITATIONS
7 BIBLIOGRAPHY
11 DE-DUPLICATED
FIND IN PAPER

Support

What is still missing goes to the finder. Crossref, OpenAlex, Semantic Scholar, PubMed, Google Scholar and Google Books verify a citation is genuinely missing — not merely misspelled, hyphenated or accented differently — before any AI judgement. PubMed is asked only where a citation reads as biomedical.

Your personal library searches first: upload PDFs, DOCX or BibTeX and your own sources outrank the internet. The toggle is yours.

TIPS & SHORTCUTS

- Your personal library is searched before the internet — the toggle is yours.
- PubMed is asked only where a citation reads as biomedical.

09 The search, live

Every citation streams its status

The screenshot displays the CitationLab interface for finding missing references. The top navigation bar shows the user is signed in as 'dagaoc' with 8458 credits. The main interface is divided into three sections:

- 01 CROSS-CHECK:** Includes 'Extraction' (11) and 'Match' (6).
- 02 REFERENCE CHECKING:** Includes 'Find Missing' (selected) and 'Finalise'.
- 03 ANNOTATION:** Includes 'Annotated Paper', 'Annotated Bibliography', and 'Format & Export'.

The 'Find Missing' section shows a progress bar for finding missing references, with a balance of 8,058 and 2 runs left. Below this, there is a section for 'Upload Personal Library' and a list of '1 bibliography-only item(s)'. The main search area shows 'Processing 5 of 5 citations · 1:45 elapsed' with a 'Pause' button. A table of citation status is displayed:

Progress	Citation	Status
1/5	Liang (2023)	searching
2/5	Mbeki (2023)	searching
3/5	Okafor (2022)	searching
4/5	Olivier (2024)	searching
5/5	Zeffane & Bani Melhem (2020)	searching
1/5	Olivier (2024)	context_mismatch
2/5	Mbeki (2023)	context_mismatch

At the bottom, there are three summary boxes: '6 Matched' (Citation and reference agree — open to review or edit), '1 Orphan Refs' (In the bibliography, never cited — open to link or dismiss), and 'Missing 5'.

The run streams: which engines are searching, the worker's log, and a per-citation status row from queued to searching to settled. Large batches process in parallel.

Pause safely at any time — completed citations are kept, and the remaining balance is released immediately rather than spent.

TIPS & SHORTCUTS

- Pause at any time — completed citations are kept and the balance is released.

10 Review AI results

Proposals with evidence — nothing moves without you

The screenshot displays the CitationLab app interface for reviewing AI results. The top navigation bar shows the app name, user credits (8458), and a signed-in user (dagaoc). The sidebar on the left indicates the current step is 02 REFERENCE CHECKING, specifically 'Find Missing' (11 items). The main content area shows search engines (Crossref, OpenAlex, Semantic Scholar, PubMed, Google Scholar, Google Books) and a 'Find missing references' section with a balance of 7,858 credits. Below this is an 'Upload Personal Library' section. The 'Review AI Results' section shows 5 citations looked up, with a 'Context Replacements' section for picking or rejecting replacements. A sidebar on the right shows progress indicators for various steps (11 OVERVIEW, 11 CITATIONS, 7 BIBLIOGRAPHY, 11 DE-DUPLICATED, FIND IN PAPER).

Results are a read-only snapshot to review: every found reference, and — where the cited author/year work does not address the passage — context replacements to pick or reject. Approving one replaces the in-text citation and its bibliography entry.

Each proposal carries its verified identifiers and a written why, including why your original could not be confirmed. Suggestions may reflect database year conflicts or extraction errors — verify before finalising.

TIPS & SHORTCUTS

- Every proposal carries its identifiers and a written why — verify before finalising.

11 Finalise references

The engine breakdown, and the export gate

app.thesiscitationlab.ai

8458 credits Signed in as dagaoc

CitationLab
THESIS CITATION
LABORATORY

01 CROSS-CHECK
Extraction 11
Match 6

02 REFERENCE CHECKING
Find Missing 11
Finalise

03 ANNOTATION
Annotated Paper
Annotated Bibliography
Format & Export

demo_thesis.docx

Session locked
On some phases, tasks are read-only after

Search engine breakdown
This Find Missing run: which databases were queried, how many candidates they returned, and how many became the chosen reference.

ENGINE	QUERIES	RETURNED	CHOSEN	ERRORS
Crossref	15	170	2	0
OpenAlex	12	158	1	0
Semantic Scholar	9	91	2	0
Google Scholar	9	41	0	0
Google Books	10	91	0	0
Google (web)	2	8	0	0
Total	57	559	5	0

Thesis: 6 Bibliography: 0 Library: 0 AI: 5 Manual: 0 Not found: 0 Orphan linked: 0 Orphan bib (export excluded): 1

Export alignment OK — 0 missing, 0 blocking orphans in the simulated bibliography. 5 accepted references could not be re-verified against their in-text cite — double-check in the Annotated view.

Review your found references in the annotated view — see which were found, which are missing, and export your results.

Continue to Annotation

Support

11 OVERVIEW
7 corrected - de-dupl...

11 CITATIONS

7 BIBLIOGRAPHY

11 DE-DUPLICATED

FIND IN PAPER

Finalise shows the run's engine breakdown — which databases were queried, how many candidates each returned, and how many became the chosen reference — plus a source chip for every reference: thesis, bibliography, library, AI or manual.

Export unlocks only when alignment is certified: no missing references and no blocking orphans in the simulated bibliography. Anything still blocking is listed explicitly, with the route to fix it.

TIPS & SHORTCUTS

- Export unlocks only when alignment is certified — blockers are listed with the route to fix them.

12 The Level 2 report

Where reference checking stands, certified

The screenshot shows the CitationLab app interface at the URL `app.thesiscitationlab.ai`. The user is signed in as `dagaoc` with 8458 credits. The interface is divided into three main sections: a left sidebar, a central main area, and a right sidebar.

Left Sidebar: Contains a navigation menu with three main sections:

- 01 CROSS-CHECK**: Includes 'Extraction' (11) and 'Match' (6).
- 02 REFERENCE CHECKING**: Includes 'Find Missing' (11) and 'Finalise'.
- 03 ANNOTATION**: Includes 'Annotated Paper', 'Annotated Bibliography', and 'Format & Export'.

 At the bottom of the sidebar is a file icon labeled 'demo_thesis.docx'.

Main Area:

- At the top, it states 'works may be missing from the bibliography.'
- A pipeline status bar shows: **Pipeline:** Extraction: Complete, AI cleanup: Complete, Cross-check: Complete, Find references: Complete.
- The main heading is **LEVEL 2 · PDF Academic Reference Integrity Report**.
- Below the heading, it says 'Paper audited — references found, dismissed, replaced or edited.'
- Two buttons are present: **Download PDF** and **Shareable link**.
- A status message reads: 'Export alignment OK — 0 missing, 0 blocking orphans in the simulated bibliography. 5 accepted references could not be re-verified against their in-text cite — double-check in the Annotated view.'
- At the bottom of the main area are two buttons: **Continue to Annotation** and **Process Another File**.

Right Sidebar: A vertical stack of summary cards:

- 11 OVERVIEW**: 7 corrected · de-dupli...
- 11 CITATIONS**
- 7 BIBLIOGRAPHY**
- 11 DE-DUPLICATED**
- FIND IN PAPER**

Footer:

- Copyright: CitationLab © 2026 Dreamdrive Digital FZE. Use subject to Terms of Service / End User License Agreement.
- Links: Privacy Policy, Pricing, FAQ, Open-source notices.
- Attribution: Bibliography styles from the Citation Style Language project (CC BY-SA 3.0). Formatted with Citation.js (MIT).
- A **Support** button is located in the bottom right corner.

Session Status: A red banner at the bottom left indicates 'Session locked' and 'Organise-phase tabs are read-only after'.

Finalise issues the Academic Reference Integrity Report at Level 2: the same fixed scale as Level 1, now reflecting the reference-checking work — replacements accepted, entries edited, orphans dismissed.

It downloads on the CURRENT standing whether or not the alignment gate is passing. The level records how far the work had gone, not permission to continue.

TIPS & SHORTCUTS

- Level 2 downloads on the current standing, gate passing or not.

13 Annotation builds in order

Seven stages, then your text lights up

app.thesiscitationlab.ai

CitationLab
THESIS CITATION
LABORATORY

8458 credits Signed in as dagaoc

6/11 matched (54.5%) 6/6 refs found

01 CROSS-CHECK
Extraction 11
Match 6
02 REFERENCE CHECKING
Find Missing 11
Finalise
03 ANNOTATION
Annotated Paper
Annotated Bibliography
Format & Export

Building annotated paper 1 of 7

- Building annotated paper
 - Building annotated bibliography
 - Pre-computing
 - Enriching links
 - Verification in progress
 - Building exports
 - Sending your files

These run in order — each one needs the one before it. Extraction, review and cross-check are frozen until this finishes.

Annotated Paper Rebuild annotated paper

Validation complete
8 of 12 references carry a verified direct link. Annotated Paper popups and Annotated Bibliography are up to date — you can export now. Updating Past reports...

Re-run verification

11 OVERVIEW
7 corrected - de-dupl...

11 CITATIONS

7 BIBLIOGRAPHY

11 DE-DUPLICATED

FIND IN PAPER

15 CITATION STYLE

In Bibliography (7) Not Found Found / Enhanced Questionable (4) Unknown Year Orphan Bib

► 1 citation(s) could not be pinpointed in the text — listed here so nothing is missing (swatch = classification, not a missing category)

► 1 bibliography orphan(s) — in your reference list but not cited in the text

Chapter 1: Introduction

Organisational effectiveness refers to how well an organisation accomplishes its goals in a way that is responsive, accountable, and has a lasting impact (Amah & Ogah, 2023). In contrast to privately held companies, which usually measure success by profit and growth, the success of a public organisation is based on its service delivery, policy outcomes, citizen satisfaction, and internal efficiency (Iddrisu & Mohammed, 2025). Institutional flexibility, proactive leadership, and human capital investment are becoming more and more important for organisational effectiveness in the majority of Global South contexts (Abudaqa et al., 2024).

From 2023 - 2025, these ideals were frequently compromised, though, by internal system fragmentation, bureaucratic slowness, and the disconnect between reform strategy and operational reality. Recent research and Vision 2031 indicate that internal elements are essential for organisational renewal, especially learning competency, employee engagement, and leadership style. As leadership is associated with creativity and empowerment, employee engagement is associated with a common vision, while learning competency reflects an institution's ability to acquire, apply, and adapt knowledge to meet evolving demands (Zeffane & Bani Melhem, 2017; Freddy Nainggolan & Febriansyah, 2023).

demo_thesis.docx

Session locked
Organise-phase tabs are read-only after Find References billing.

Continue to Annotated Bibliography Back to Finalise References

Dark Mode

Start Over

CitationLab © 2026 Dreamdrive Digital FZE. Use subject to Terms of Service / End User License Agreement.
Privacy Policy Pricing FAQ Open-source notices

Support

Annotation runs seven ordered stages — annotated paper, annotated bibliography, pre-computing, link enrichment, verification, exports, email — each needing the one before it. The checklist shows exactly where the run is, and if a run is interrupted it says so and offers to complete the rest.

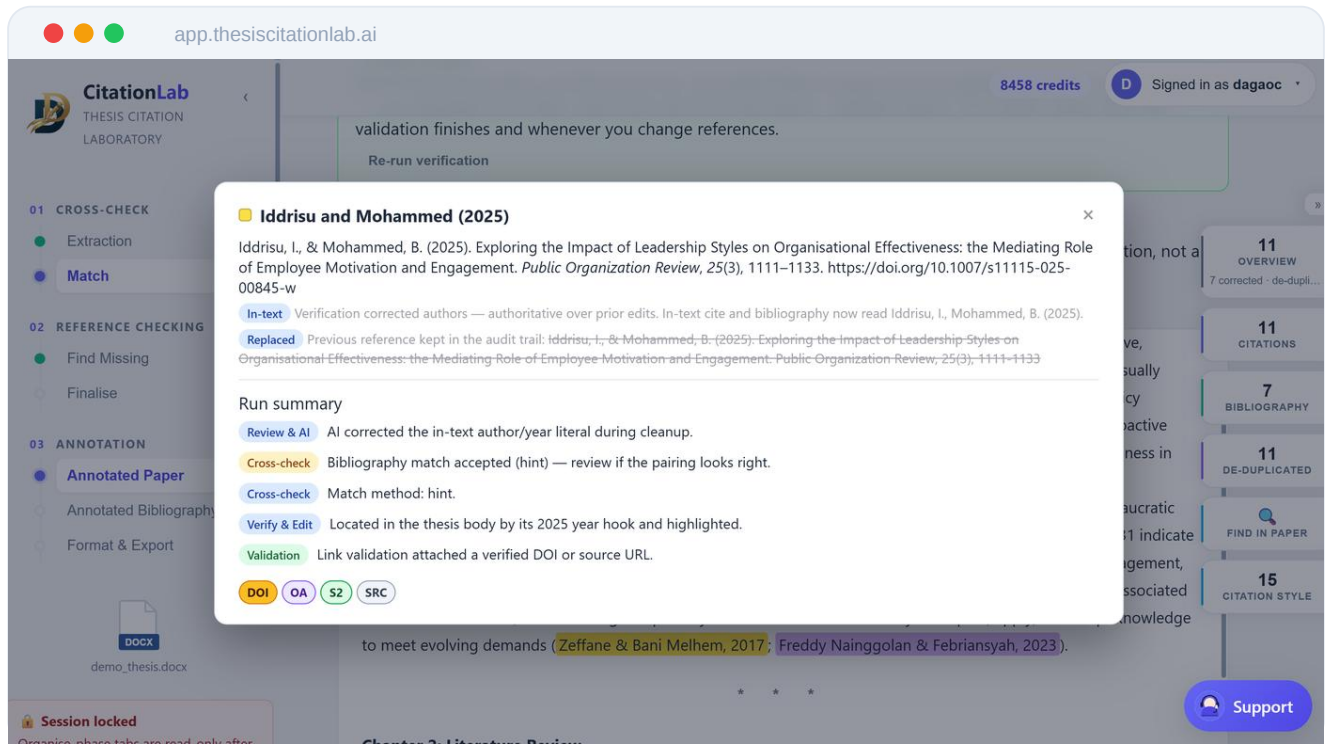
The annotated paper underneath shows your own text with every citation highlighted and colour-coded by verdict: in bibliography, found or enhanced, questionable, not found, unknown year, orphan.

TIPS & SHORTCUTS

- The seven stages run in order — each needs the one before it.
- An interrupted run says so and offers to complete the rest.

14 Citation run summary

Click any citation for its full story



Clicking a highlighted citation opens its full reference plus a step-by-step account of how it was handled — what Review & AI corrected, what cross-check accepted and by which method, where Verify & Edit located it, and what link validation attached.

That trail is what makes a claim defensible: you can show not only that a reference is correct, but how it was established.

TIPS & SHORTCUTS

- The run summary is what makes a reference defensible, not just correct.

15 Annotated bibliography

Every reference, annotated and linked

The screenshot shows the CitationLab app interface. The sidebar on the left has three main sections: 01 CROSS-CHECK (with 'Extraction' and 'Match' tabs), 02 REFERENCE CHECKING (with 'Find Missing' and 'Finalise' tabs), and 03 ANNOTATION (with 'Annotated Paper', 'Annotated Bibliography', and 'Format & Export' tabs). The 'Annotated Bibliography' tab is selected. The main area displays a list of references with their status (found, fixed, replaced, or still missing) and verified link chips (DOI, OA, S2, SRC). A 'Support' button is visible in the bottom right corner.

References shown:

- Abudaqa et al. (2024)**
Abudaqa, A., Alzahmi, R., Hilmi, M. F., & Ahmed, G. (2024). How organisational leadership and strategic management helps in business excellence: moderating role of employees' motivation in UAE. *International Journal of Business Excellence*, 33(2), 191–209. <https://doi.org/10.1504/ijbex.2024.139915>
- Iddrisu and Mohammed (2025)**
Iddrisu, I., & Mohammed, B. (2025). Exploring the Impact of Leadership Styles on Organisational Effectiveness: the Mediating Role of Employee Motivation and Engagement. *Public Organization Review*, 25(3), 1111–1133. <https://doi.org/10.1007/s11115-025-00845-w>
- Larsen (2019)**
Larsen, R. (2019). Digital infrastructure and organisational growth. *Journal of Applied Management*, 14(2), 88–104.
- Singh and Khatua (2025)**
Singh, R., & Khatua, S. (2025). Scaling the Signal: How Firm Size Moderates the Effects of Financial Disclosures on

Every reference shows its state — found, fixed, replaced or still missing — with the replaced line struck through beneath it, so the change is visible, not silent. Verified link chips open the specific paper, never a search page.

What cannot be verified says so: an unverifiable badge is a report, not a hiding place. Orphans sit in their own section at the end — excluded from export, never lost.

TIPS & SHORTCUTS

- A verified chip opens the paper itself, never an engine search page.
- Orphans are excluded from export but never lost.

16 Format & Export

The updated thesis, and its companions

app.thesiscitationlab.ai

8458 credits Signed in as dagaoc

CitationLab
THESIS CITATION
LABORATORY

01 CROSS-CHECK
Extraction 11
Match 6

02 REFERENCE CHECKING
Find Missing 11
Finalise

03 ANNOTATION
Annotated Paper
Annotated Bibliography
Format & Export

demo_thesis.docx

1 - TWO FORMATS
Updated thesis
Your thesis, truly updated — accepted replacements reflected in-text where needed, the old reference list replaced in place by the validated bibliography, appendices intact. Word and PDF are auto-saved to Past reports when validation finishes — use the buttons below to download anytime.

Word (.docx) PDF (.pdf)

2 - WORD DOCUMENT
References bibliography
The same validated list inserted into the updated thesis — thesis matches + AI found + accepted mismatches (APA, A-Z, one full link per entry). Auto-saved to Past reports when validation completes.

Download .docx

3 - WORD DOCUMENT
Annotated references
Colour-grouped tables — green found / enhanced, purple questionable, red not found — with the same verified links as Annotated Paper.

Download .docx

11 OVERVIEW
7 corrected · de-dupli...

11 CITATIONS

7 BIBLIOGRAPHY

11 DE-DUPLICATED

FIND IN PAPER

15 CITATION STYLE

Support

Session locked
Organise-phase tabs are read-only after

Export produces the updated thesis — accepted replacements reflected in-text, the old reference list replaced in place by the validated bibliography, appendices intact — as both Word and PDF.

Alongside it: the references bibliography as its own Word file, and the colour-grouped annotated references — green found or enhanced, purple questionable, red not found — carrying the same verified links as the annotated paper. The Level 3 report issues here.

Word and PDF are auto-saved to Past reports when validation completes; the buttons download any time.

TIPS & SHORTCUTS

- Word and PDF auto-save to Past reports when validation completes.

03

PHASE 03

Updating references

Refresh ageing references to their current editions: lock in what to update, review link-verified successors, then annotate and export.

- Extracts
- Replacement search
- Finalise
- Annotation
- Export

17 Extracts — the update pool

Eligible references bucketed by age

The screenshot shows the CitationLab app interface. At the top, there's a header with 'app.thesiscitationlab.ai' and '7858 credits'. Below this, a sidebar on the left contains navigation options: '01 CROSS-CHECK', '02 UPDATE REFERENCES', and '03 ANNOTATION'. The 'UPDATE REFERENCES' section is active, showing 'Extracts' with 9 items. The main area displays a list of references bucketed by age (0 to 10 years). The 'Extracts' tab is selected, showing a list of references with their ages and a 'Lock in' button. The interface also includes a sidebar with navigation options like 'Cross-check', 'Update references', and 'Annotation'. A top bar shows '7858 credits' and 'Signed in as dagiac'. A bottom bar shows 'Session locked' and 'Dark Mode'.

Taking the Update path from Match brings every matched reference into the eligibility view, bucketed by the age of the work each citation points to. Citations aged five years or more form the default update pool — browse any bucket and lock in exactly what you want refreshed.

Each extract shows the citation in its own paragraph of your thesis, with a notes box for topic hints or preferred sources to steer the search. Locking in HOLDS the credits; they are captured only when the search delivers.

Citations without a bibliography entry are excluded and named: updating replaces references, it cannot locate missing ones — that is the Find path's job.

TIPS & SHORTCUTS

- Locking in HOLDS credits; they are captured only when the search delivers.
- Citations with no bibliography entry are excluded and named.

18 The replacement search

Recent, validated candidates — streamed live

The screenshot shows the CitationLab app interface. On the left is a sidebar with a navigation menu. The main area displays the 'Update' phase, which includes a 'Search engines' section with buttons for Crossref, OpenAlex, Semantic Scholar, PubMed, Google Scholar, and Google Books. Below this is the 'AI References Updater' section, which shows a button for 'Ref[In] AI Replacement Finder (2 citations)' and a balance of 7,858 credits. On the right side of the main area, there is a vertical stack of buttons: '11 OVERVIEW', '11 CITATIONS', '7 BIBLIOGRAPHY', '11 DE-DUPLICATED', and 'FIND IN PAPER'. At the bottom of the sidebar, there is a 'Session locked' warning and a 'Dark Mode' toggle. The footer contains copyright information and links to privacy policy, pricing, FAQ, and open-source notices.

The Ref[In] AI Replacement Finder searches the academic engines for recent, link-verified successors to each locked-in reference, and every engine reports its own live status as it works. Two search passes per citation are included at no extra charge.

Every candidate arrives with verified identifiers, a match strength and a written why — nothing replaces your reference until you approve it. Pause at any point; what has been delivered is kept.

TIPS & SHORTCUTS

- Two search passes per citation are included at no extra charge.

19 Finalise the updates

Approve, reject, or keep the original

app.thesiscitationlab.ai

21690 credits Signed in as **dagaoc**

CitationUpdater REFERENCE REFRESH WORKFLOW

6/11 matched (54.5%) 4 need updating 2 locked 2 approved

01 ORGANISE

- Extraction 11
- Review 11
- Cross-Check 6

02 REFERENCE UPDATING

- Extracts 6
- Update 2
- Finalise 2**

03 ANNOTATION

- Annotated Paper
- Annotated References
- Export

Organise Extract, AI review, dedup, cross-check

Update Verify scope, search replacements, finalise **YOU ARE HERE**

Annotation Annotated paper, references, export

Finalise References

Approve or reject each proposed replacement. Up to 2 free AI search attempts per citation.

Matched & updatable: 6 Missing from bibliography: 5 Orphan bib entries: 1

5 citations have no matching reference and could not be updated — they are cited in the text but missing from your bibliography. CitationUpdater updates references; it cannot locate missing ones. Scan your thesis in [CitationLab](#) to locate them.

Search engine breakdown

This run: which databases returned candidates, and how many became your chosen replacement.

Engine	Queries	Returned	Chosen	Errors
Crossref	7	70	2	0
OpenAlex	7	70	0	0
Semantic Scholar	7	70	0	0
Google Scholar	7	70	0	0
Total	28	280	2	0

Approve all Reject all Approve strong + moderate matches Reject weak matches

Search again for not-yet-approved

Approved 2 Settled — replacement locked in, moving on to Annotation

AI Proposed — Under Review 0 AI found a candidate replacement — approve, reject, or search again

Nothing here yet.

Keeping Original 0 Settled — the original reference is kept unchanged

LEVEL 2 - PDF Academic Reference Integrity Report

Paper audited — references found, dismissed, replaced or edited.

Download PDF Shareable link

Link copied — [open the report](#) Saved to your account under Past reports.

Continue to Annotation (2 approved)

Thesis locked in Extraction, Review & AI, De-duplication and Cross-Check are read-only. You can still go back to **Extracts** and add more citations **once** — only the additional citations are billed (difference from your locked count). Use Start Over for a brand-new thesis.

Dark Mode

Start Over

“Review the results — approve, reject or search again — to continue to Annotation.”

Support

11 OVERVIEW demo_thesis.docx 11 authors - 2017-2... AI reviewed 11 · 6 c...

11 CITATIONS 4 need updating 11 unique sources

7 BIBLIOGRAPHY References 7 carry a year

3 UNRESOLVED Not yet reviewed 3 of 3 settled

11 DE-DUPLICATED Unique citations Drag to reorder — or...

Each proposal is settled explicitly: approve the replacement, reject it, or keep your original — singly, or in bulk by match strength. The search-engine breakdown shows which databases earned their keep: queries made, candidates returned, and how many became your chosen replacement.

Citations with no matching reference are named rather than quietly skipped — updating cannot invent a reference that was never in your bibliography.

Annotation opens only when the paper stands at zero missing and zero orphans — the same alignment law as the Find path.

TIPS & SHORTCUTS

- Approve in bulk by match strength, or settle each proposal on its own.

20 Annotated paper & references

Every update visible, never silent

The screenshot shows the CitationUpdater application interface. At the top, the app name 'app.thesiscitationlab.ai' and user status 'Signed in as dagaoc' are visible. The main workflow is divided into three stages: 'Organise' (Extract, AI review, dedup, cross-check), 'Update' (Verify scope, search replacements, finalise), and 'Annotation' (Annotated paper, references, export). The 'Annotation' stage is currently active, showing a progress bar for 'Annotated Paper' (3 of 7 steps). Below this, a 'Support worker validating your bibliography' section provides instructions on how to use the app. The main document area displays a sample text with highlighted citations, including 'XIN et al., 2025' and 'Whitfield, 2021'. A legend at the bottom left explains the citation status: Recent (untouched), Old (not updated), Updated (shows the new citation), and Questionable (review notes). The right sidebar shows a list of steps: 11 Overview, 11 Citations, 7 Bibliography, 3 Unresolved, 11 De-duplicated, and 15 Citation Style.

The annotated paper highlights every updated citation in context, and the annotated references show the replaced line struck through beneath its successor — the change is visible, not silent.

Each reference carries its own run summary: what Review & AI corrected, how cross-check paired it, how old the work was, what the update proposed and what link validation could confirm.

TIPS & SHORTCUTS

- The replaced line is struck through beneath its successor — the change is never silent.

21 Export the updated thesis

Your document, current references

The screenshot displays the CitationUpdater application interface. At the top, the URL 'app.thesiscitationlab.ai' is visible. The user is signed in as 'dagoo'. The interface shows a progress bar with 6/11 matched (54.5%), 4 need updating, 2 locked, and 2 approved. The main workflow steps are: 01 ORGANISE (11 steps), 02 REFERENCE UPDATING (8 steps), and 03 ANNOTATION (2 steps). The current step is 'Export'. The 'Pre-computing' section shows a list of tasks: Building annotated paper, Building annotated bibliography, Pre-computing, Enriching links, Verification in progress, Building exports, and Sending your files. The 'Export' section includes a warning: '5 citations have no matching reference and could not be updated — they are cited in the text but missing from your bibliography. CitationUpdater updates references; it cannot locate missing ones. Your updated thesis will still be missing these — Scan your thesis in CitationLab to locate them before finalising.' Below this, there are buttons for 'Download PDF' and 'Shareable link'. The right sidebar shows document statistics: 11 OVERVIEW, 11 CITATIONS, 7 BIBLIOGRAPHY, 11 DUPLICATED, and 15 CITATION STYLE.

Export rewrites the updated citations and bibliography entries into your document in your chosen style, alongside the full annotated outputs and the Level 3 report.

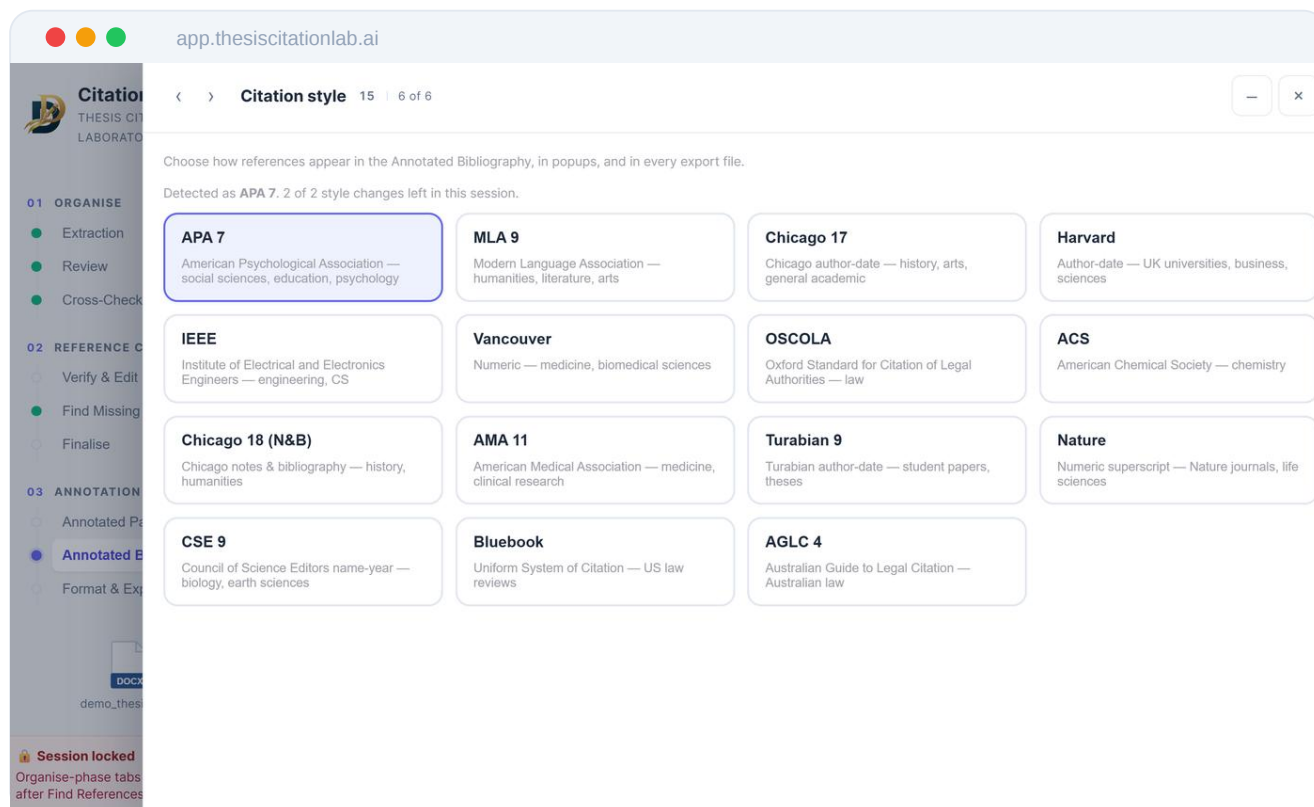
Run both paths on one session — find first or update first. The shared session carries every settled decision across.

TIPS & SHORTCUTS

- Run both paths on one session; the shared session carries every settled decision.

22 Fifteen citation styles

Detected from your document, switched in one click



APA 7, MLA 9, Chicago 17 author-date, Chicago 18 notes & bibliography, Harvard, IEEE, Vancouver, OSCOLA, ACS, AMA 11, Turabian 9, Nature, CSE 9, Bluebook and AGLC 4 — the style is detected from your own document and shown as the selection.

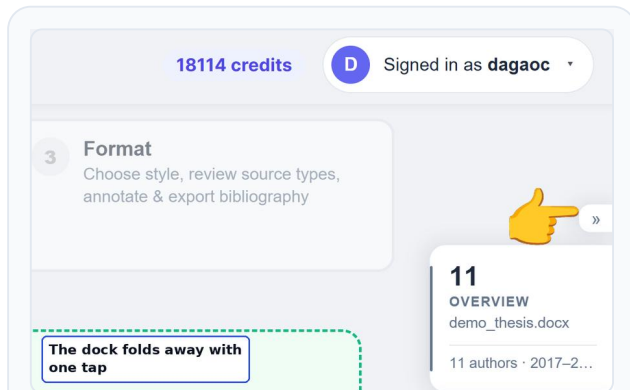
The choice governs the annotated bibliography, the citation popups and every export file. Switching restates them all from the structured data — formatting is applied, never string-rewritten — and two changes per session are included.

TIPS & SHORTCUTS

- Two style changes per session are included.
- Switching restates every output from structured data — never a string rewrite.

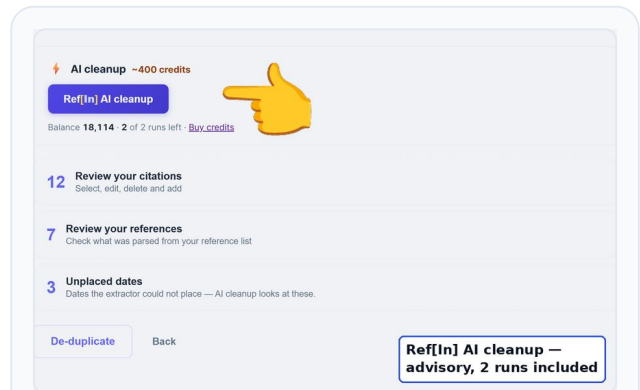
What's actually on screen

A closer look at the details that make each step fast and trustworthy — cropped straight from the live tool.



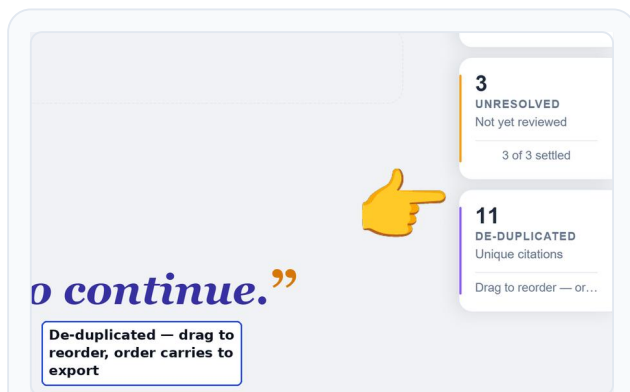
The dock folds away

One tap folds the floating panels flush with the edge; another brings them back — the workspace stays yours.



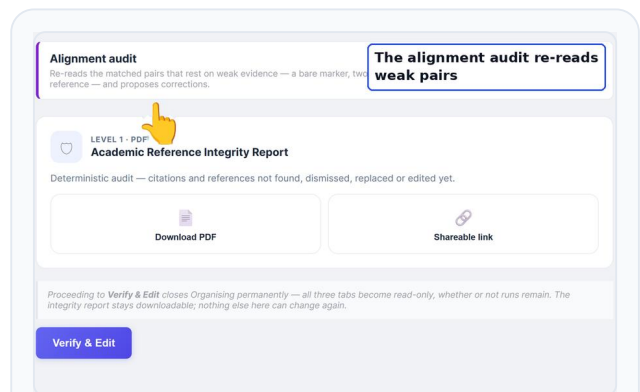
Ref[In] AI cleanup

Advisory normalisation of messy in-text forms, with the cost, your balance and the runs left stated before you press.



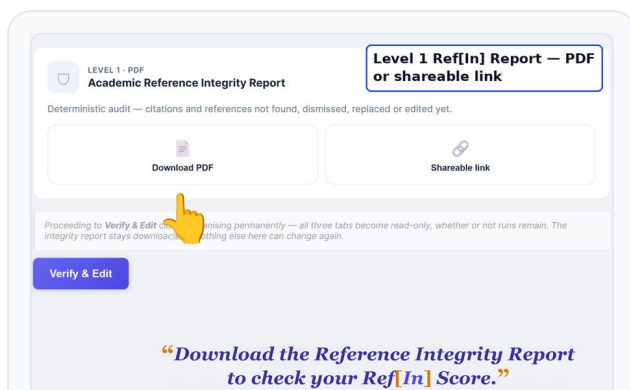
De-dup with drag-to-reorder

One entry per source; the de-duplicated panel counts unique citations, and the order you drag persists into export.



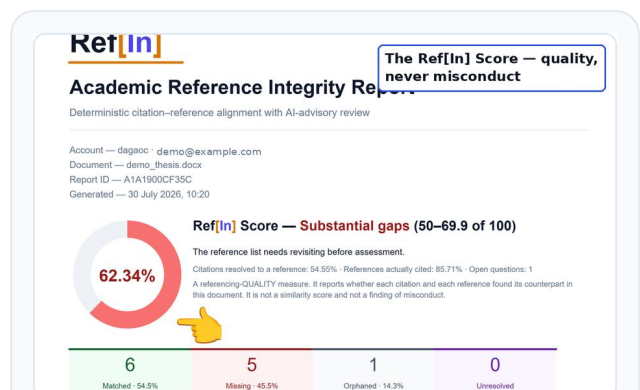
The alignment audit

Weak-evidence pairs — bare markers, mixed styles, contested references — are re-read and corrections proposed.



Level 1 Ref[In] Report

The deterministic audit as a PDF or a shareable link — the organising phase, certified.



The Ref[In] Score

A referencing-quality measure on a fixed scale, with the two numbers behind it — not a similarity score, and never a finding of misconduct.

More on-screen detail

A closer look at the details that make each step fast and trustworthy — cropped straight from the live tool.

Metric	Count	Percentage
In-text citations extracted	11	
Reference-list entries	7	
Citations matched to a reference	6	54.5%
Citations with no reference (missing)	5	45.5%
References never cited (orphaned)	1	14.3%
Cited-but-unpaired references	0	
Unresolved alignments (need a human)	0	
AI-advisory alignments proposed	0	
Questionable matches (context review)	1	
Pairs matched on a shared identifier (DOI, PMID, legal, standard)	0	
Matched pairs whose two sides are written in incompatible styles	0	
Chaff rows screened at extraction	3	

Citations — outcome composition

Matched: 6 (54.5%) Missing: 5 (45.5%)

References — outcome composition

Every action accounted — the activity summary

The activity summary

Every metric of the run — extracted, matched, missing, orphaned, questionable, screened — stated in one table.

Cross-check fee charged for this session.

6 Eligible (full reference) 4 Older than 5 years 2 Selected to update 50% Of stale pool selected 400 credits 2 citation(s) - save quote

Age of the reference each citation points to — pick a threshold to filter the list and select everything at that age and older.

0 6 5 4 4 4 3 2 1 1 0 0

x1 1+ 2+ 3+ 4+ 5+ 6+ 7+ 8+ 9+ 10+ ?

☐ Include recent citations (last 5 years) in my update selection

Only citations older than 5 years are selectable by default — browse every age bucket above, then enable this toggle to lock in recent citations too.

5 citation(s) excluded — no bibliography entry.

This citation has no matching reference in your bibliography, so CitationUpdater can't verify its context or propose a replacement. Resolve it in CitationLab first (it can find the missing reference online or help you replace it), then re-upload here.

[Open CitationLab to resolve missing references](#)

How do you want to choose what to update?

☒ Pick specific citations ☐ Quick-select by percentage (50–100% of oldest)

Pick how old is stale — the quote follows

The conservation ledger

The report reconciles what entered against what left — and an unaudited ledger is reported as unaudited, never as balanced.

Zeffane & Bani Melhem ref. 2017 · 9 years old · 9-10 years · extraction locked

FOUND IN THIS

...requently compromised, though, by internal system fragmentation, bureaucratic slowness, and the disconnect between reform strategy and operational reality. Recent research and Vision 2031 indicate that internal elements are essential for organisational renewal, especially learning competency, employee engagement, and leadership style. As leadership is associated with creativity and empowerment, employee engagement is associated with a common vision, while learning competency reflects an institution's ability to acquire, apply, and adapt knowledge to meet evolving demands (Zeffane & Bani Melhem, 2017, 2020).

Chapter 2: Literature Review

Recent scholarship on organisational adaptation has emphasised the role of digital infrastructure in sustaining long-term growth (Larsen, 2019). These findings build on earlier comparative work examining institutional resilience across regulatory environments (Whitfield, 2021).

However, several open questions remain. Okfor (2022) proposes that adoption curves vary significantly by sector, a claim that has not yet been independently replicated. Petrov (2020) documents early evidence of diminishing returns at scale, while Liang (2023) ex...

In-text: Zeffane & Bani Melhem (2017)

Context, reference and your notes for the AI

BIBLIOGRAPHY REFERENCE

Zeffane, R., & Bani Melhem, S. J. (2017). Trust, job satisfaction, perceived organisational performance and turnover intention: A public-private sector comparison in the United Arab Emirates. *Employee Relations*, 39(7), 1148-1167. <https://doi.org/10.1108/er-06-2017-0135>

YOUR NOTES

Topic hints, preferred sources, or context for the AI search...

Fixed score bands

Excellent to Critical on a fixed scale, so two reports — or the same thesis at two levels — compare directly.

RefIn AI Reference Finder — find 5 missing

Balance 17,714 · 2 of 2 runs left · [Buy credits](#)

Live progress appears below.

Upload Personal Library

Upload PDFs, DOCX, or BibTeX files — 350 MB total, shared with your thesis (100 MB per file) ☒ ON

1 bibliography-only item(s)

These are not sent to AI lookup. Review in Verify & Edit if they look like co-author false positives.

Citations still missing 5

“Find Missing searches for references cited in your text missing from your reference list.”

Your personal library first

Upload PDFs, DOCX or BibTeX — your own sources are searched before the internet, and the toggle is yours.

Thesis locked in

Extraction, Review & AI, De-duplication and Cross-Check are read-only. You can still go back to **Extracts** and add more citations **once** — only the additional citations are billed (difference from your locked count). Use Start Over for a brand-new thesis.

Locking in freezes the earlier tabs — by design

Dark Mode

Six engines before AI

Crossref, OpenAlex, Semantic Scholar, PubMed, Google Scholar and Google Books verify a citation is genuinely missing before any AI judges.

AI References Updater

This run — 400 credits for 2 citations — held when you lock in, captured when the search delivers. Up to 2 search attempts per citation are included — no extra charge.

Searching... Pause

Balance 21,690 · 400 on hold · [Buy credits](#)

Upload Personal Library

Upload PDFs, DOCX, or BibTeX files — 350 MB total, shared with your thesis (100 MB per file) ☒ ON

Searching for validated, recent replacements... 0 of 2 · 0:12 elapsed

Queued 2 citation(s) for replacement search

Queued — waiting for a background worker...

Searching for 2 validated replacement(s).

Larsen (2019)

Zeffane & Bani Melhem (2017)

CitationUpdater © 2028 Dreamdrive Digital PZE. Use subject to [Privacy Policy](#) [Pricing](#) [QA](#) [Product](#)

Bibliography styles from the Citation Style Language project

Live, pausable — and every step is logged

The search, streamed

Every citation shows its own status as the run works — queued, searching, settled — with the worker's log beside it.

More on-screen detail

A closer look at the details that make each step fast and trustworthy — cropped straight from the live tool.

Context Replacements — Pick or Reject 5

The cited author/year work does not address this passage (or could not be found). The papers proposed below DO match the passage's topic — approving one replaces the in-text citation and its bibliography entry.

These cites share author/year with database hit that does not fit the passage. When a topic-fitting replacement is proposed (different author/year), prefer the context list suggested identity hits at the bottom are marked wrong topic, but you can still pick one if that is the paper you meant.

1 Mbeki (2023) context replacement (45%) Verified

Context: gle short-term adjustment effects from durable structural change. Appendix A: Supplementary Notes An additional robustness check, not discussed in the main text, draws on survey evidence reported by Mbeki (2023) to...

New context — topic replacement proposed

No Mbeki (2023) paper in databases fits this sentence. The reference below is a **topic-fitting replacement** (different author and year). Pick one from the context list below or reject — approving rewrites the in-text citation and bibliography entry.

Yang, G., Zhang, X. D., Xu, Z., & Zhang, L. (2024). Social Medical Insurances, Choices of Medical Institutions and the 'Siphon Effect' in the Health Service Market: Evidence from 2021 Yangtze River Delta Region of China. *Risk Management and Healthcare Policy*, 17, 1287 - 1299. <https://doi.org/10.2147/RMHP.S458178>

Title: Social Medical Insurances, Choices of Medical Institutions and the 'Siphon Effect' in the Health Service Market: Evidence from 2021 Yangtze River Delta Region of China
DOI: 10.2147/RMHP.S458178

Context replacements — pick the paper that fits

Why not Mbeki (2023)? Every same-author/year database hit was screened against your passage: None of the candidates match the cited survey evidence on effect directionality; the listed works focus on public administration or post-Keynesian firm theory chapters without any indication of reporting relevant empirical survey data.

Context replacements

Where the cited work does not address the passage, a replacement is proposed for that sentence — to pick or reject, never applied for you.

Yang, G., Zhang, X. D., Xu, Z., & Zhang, L. (2024). Social Medical Insurances, Choices of Medical Institutions and the 'Siphon Effect' in the Health Service Market: Evidence from 2021 Yangtze River Delta Region of China. *Risk Management and Healthcare Policy*, 17, 1287 - 1299. <https://doi.org/10.2147/RMHP.S458178>

Title: Social Medical Insurances, Choices of Medical Institutions and the 'Siphon Effect' in the Health Service Market: Evidence from 2021 Yangtze River Delta Region of China
DOI: 10.2147/RMHP.S458178

Why not Mbeki (2023)? Every same-author/year database hit was screened against your passage: None of the candidates match the cited survey evidence on effect directionality; the listed works focus on public administration or post-Keynesian firm theory chapters without any indication of reporting relevant empirical survey data.

Note: Automated context ranking did not confirm a single best fit; the top topic match is shown for your review — pick an alternative if a better paper fits the passage. Proposed from the citation's CONTEXT: the papers below address the passage's topic (the cited author/year work does not, or could not be found). Approving one replaces the in-text citation and the bibliography entry with it. Search notes: No famous or highly-cited Mbeki works from 2022-2024 are known in economics or survey-based social science; Thabo Mbeki (politician) has occasional writings but none matching this description. High ambiguity on exact author and source.

Verify before finalising. Suggestions may reflect database year conflicts, missing records, or extraction errors. CitationLab does not rewrite in-text citations or guarantee publisher compliance. [Full limitations](#)

Finalise References Re-run AI lookup

Every proposal carries its evidence — and its why-not

Evidence, and a written why

Every proposal carries its verified identifiers and the reasoning — including why your original could not be confirmed.

Search engine breakdown

This Find Missing run: which databases were run, how many candidates they returned, and how many became the chosen reference.

ENGINE	QUERIES	RETURNED	CHOSEN	ERRORS
Crossref	18	184	2	0
OpenAlex	14	171	1	0
Semantic Scholar	10	84	2	1
Google Scholar	10	107	0	0
Google Books	12	96	0	0
Google (web)	2	9	0	0
Total	66	651	5	1

Thesis: 6 Bibliography: 0 Library: 0 AI: 5 Manual: 0 Not found: 0 Orphan linked: 0 Orphan bib (export excluded): 1

Export alignment OK — 0 missing, 0 blocking orphans in the simulated bibliography. 5 accepted references could not be re-verified against their in-text cite — double-check in the Annotated view.

Review your found references in the annotated view — see which were found, why.

Which engine found what — queries, hits, chosen

[Continue to Annotation](#)

Which engine earned its keep

Queries made, candidates returned and how many became the chosen reference — per database, for the run you just paid for.

Building annotated bibliography 3 of 7

- ✓ Building annotated paper
- Building annotated bibliography
- Pre-computing
- Enriching links
- Verification in progress
- ✓ Building exports
- Sending your files

These run in order — each one needs the one before it. Extraction, review and cross-check are frozen until this finishes.

Annotated Paper [Rebuild annotated paper](#)

Validation complete

12 of 12 references carry a verified direct link. Annotated Paper popups and Annotated Bibliography are up to date — you can export now. Past reports are saved (activity report + updated thesis). Files refresh again after link validation finishes and whenever you change references.

Re-run verification

Seven ordered stages — each needs the one before

In Bibliography (6) Not Found Found / Enhanced Questionable (4) Unknown Year Orphan bib

Seven stages, in order

Annotated paper, bibliography, pre-compute, links, verification, exports, email — each needing the one before, with the run's position shown.

Validation complete

12 of 12 references carry a verified direct link. Annotated Paper popups and Annotated Bibliography are up to date — you can export now. Past reports are saved (activity report + updated thesis). Files refresh again after link validation finishes and whenever you change references.

Re-run verification

In Bibliography (6) Not Found Found / Enhanced Questionable (4) Unknown Year Orphan bib

► 1 citation(s) could not be pinpointed in the text — listed here so nothing is missing (swatch = classification, not a missing category)

► 1 bibliography orphan(s) — in your reference list but not cited in the text

Chapter 1: Introduction

Organisational effectiveness refers to how well an organisation accomplishes its purpose, responsive, accountable, and has a lasting impact (Philip et al., 2024), which usually measure success by profit and growth, the success of a service delivery, policy outcomes, citizen satisfaction, and internal efficiency (Bakken & Mohanraman, 2020).

Every link verified — files refresh when refs change

Validation says where it stands

How many references carry a verified direct link, what is still running, and when the files refresh next.

Lyon et al. (2022)

Lyon, A. R., Corbin, C. M., Brown, E., Ehrhart, M. G., Locke, J. J., Davis, C. J., Picozzi, E., Aarons, G., & Cook, C. R. (2021). Leading the charge in the education sector: development and validation of the School Implementation Leadership Scale (SILS). *Implementation Science: IS*, 17. <https://doi.org/10.1186/s13012-022-01222-7>

Replaced: Lyons, A. R., Corbin, C. M., Brown, E., Ehrhart, M. G., Locke, J. J., Davis, C. J., Picozzi, E., Aarons, G., & Cook, C. R. (2021). Leading the charge in the education sector: development and validation of the School Implementation Leadership Scale (SILS). *Implementation Science: IS*, 17. <https://doi.org/10.1186/s13012-022-01222-7>

DOI OA S2 SRC

Philip, Mary, Bhargava, Shivganesh, Joseph, Sebastian Vallapampili (2024)

Philip, M., Bhargava, S., & Joseph, S. V. (2024). Impact of Organisational Climate, Organisational Commitment, Occupational Commitment and Self-Efficacy on Organisational Effectiveness of Human Service Organisations. *Theoretical Economics Letters*, 09(05), 1299-1315. <https://doi.org/10.4236/tel.2024.95084>

Replaced: Olivier (2024)

DOI OA S2 SRC

Petrov (2020)

Petrov, I. (2020). Diminishing returns in platform-scale adoption. *unverifiable*

Every reference annotated — found, fixed or replaced

Annotated references

Colour-grouped tables — green found or enhanced, purple questionable, red not found — with the replaced line struck through beneath its successor.

More on-screen detail

A closer look at the details that make each step fast and trustworthy — cropped straight from the live tool.

Abudaga et al. (2024)
Abudaga, A., Alzahmi, R., Hilmi, M. F., & Ahmed, G. (2024). How organisational leadership and strategic management helps in business excellence: moderating role of employees' motivation in UAE. *International Journal of Business Excellence*, 33(2), 191–209. <https://doi.org/10.1504/ijbex.2024.139915>

Iddrisu and Mohammed (2025)
Iddrisu, I., & Mohammed, B. (2025). Exploring the Impact of Leadership Styles on Organisational Effectiveness: the Mediating Role of Employee Motivation and Engagement. *Public Organization Review*, 25(3), 1111–1133. <https://doi.org/10.1007/s11115-025-00845-w>

Larsen (2019)
Larsen, R. (2019). Digital infrastructure and organisational growth. *unverifiable*

DOI, OpenAlex, S2, source — every chip verified live

Verified link chips
A chip opens the specific paper, never an engine search page — a DOI or a reputable direct link, or nothing at all.

Petrov (2020)
Petrov, I. (2020). Diminishing returns in platform-scale adoption. *Technology & Society*, 6(4), 301–319. *unverifiable*

Whitfield (2021)
Whitfield, D. (2021). Institutional resilience under regulatory change. *Policy Studies Review*, 9(1), 22–41. *unverifiable*

Freddy Nainggolan, Opyan, Febriansyah, Hary (2023)
Freddy Nainggolan, O., & Febriansyah, H. (2023). Increase Competency and Employee Engagement to Reduce Data Center Project Delays. *Himalayan Journal of Economics and Business Management*, 04(02), 1–10. <https://doi.org/10.47310/hjebm.2023.v04i02.162>

Zeffane and Bani Melhem (2017)
Zeffane, R., & Bani Melhem, S. J. (2017). Trust, job satisfaction, turnover intention: A public-private sector comparison in the UAE. *Journal of Business Ethics*, 148(1), 1148–1167. <https://doi.org/10.1108/er-06-2017-0135>

What cannot be verified says so — never hidden

Unverifiable says so
Where no trustworthy link exists the entry is badged unverifiable and title-search links are shown instead — a report, not a hiding place.

Citation style 15 of 16

Choose how references appear in the Annotated Bibliography, in popups, and in every export file. Detected as APA 7, 2 of 2 style changes left in this session.

APA 7 American Psychological Association — social sciences, education, psychology	MLA 9 Modern Language Association — humanities, literature, arts	Chicago 17 Chicago author-date — history, arts, general academic	Harvard Author-date — UK universities, business, sciences
IEEE Institute of Electrical and Electronics Engineers — engineering, CS	Vancouver Numerical — medicine, biomedical sciences	OSCOLA Oxford Standard for Citation of Legal Authorities — law	ACS American Chemical Society — chemistry
Chicago 18 (N&B) Chicago notes & bibliography — history, humanities	AMA 11 American Medical Association — medicine, clinical research	Turabian 9 Turabian author-date — student papers, theses	Nature Numerical superscript — Nature journals, life sciences
CSE 9 Council of Science Editors name-year — biology, earth sciences	Bluebook Uniform System of Citation — US law reviews	AGLC 4 Australian Guide to Legal Citation — Australian law	

Fifteen styles — detected as APA 7, switch in one click

Chapter 2: Literature Review

Recent scholarship on organisational adaptation has emphasised the role of digital infrastructure in sustaining long-term growth (Xin et al., 2025). These findings build on earlier comparative work examining institutional resilience across regulatory environments (Whitfield, 2021). However, several open questions remain. Okafor (2022) proposes that adoption curves vary significantly by sector, a claim that has not yet been independently replicated. Petrov (2020) documents early evidence of diminishing returns at scale, while Tang (2023) extends this argument to emerging-market contexts. A related study reaches a similar conclusion regarding scale effects (Petrov, 2020). Taken together, this body of work suggests a need for longitudinal study designs that can disentangle short-term adjustment effects from durable structural change.

Continue to Annotated Bibliography **Back to Finalise References**

Every in-text citation coloured by its verdict

Fifteen citation styles
APA 7 to AGLC 4, detected from your own document and switched in one click — the annotated bibliography, popups and every export restate together.

The style governs every output
One choice drives the annotated bibliography, the citation popups and every export file — applied from structured data, never string-rewritten.

SAVED TO PAST REPORTS WHEN VALIDATION COMPLETES

1 - TWO FORMATS
Updated thesis

Your thesis, truly updated — accepted replacements reflected in-text where needed, the old reference list replaced in place by the validated bibliography, appendices intact. Word and PDF are auto-saved to Past reports when validation finishes — use the buttons below to download anytime.

Word (.docx) **PDF (.pdf)** **Download .docx**

2 - WORD DOCUMENT
References bibliography

The same validated list inserted into the updated thesis — thesis matches + AI found + accepted mismatches (APA, A-Z, one full link per entry). Auto-saved to Past reports when validation completes.

3 - WORD DOCUMENT
Annotated references

Colour-grouped tables — green found / enhanced, purple questionable, red not found — with the same verified links as Annotated Paper.

Download .docx

The updated thesis — Word and PDF, auto-saved

Your thesis, truly updated
Accepted replacements reflected in-text, the old reference list replaced in place by the validated bibliography, appendices intact.

Citation style 15 of 16

Choose how references appear in the Annotated Bibliography, in popups, and in every export file. Detected as APA 7, 2 of 2 style changes left in this session.

APA 7 American Psychological Association — social sciences, education, psychology	MLA 9 Modern Language Association — humanities, literature, arts	Chicago 17 Chicago author-date — history, arts, general academic	Harvard Author-date — UK universities, business, sciences
IEEE Institute of Electrical and Electronics Engineers — engineering, CS	Vancouver Numerical — medicine, biomedical sciences	OSCOLA Oxford Standard for Citation of Legal Authorities — law	ACS American Chemical Society — chemistry
Chicago 18 (N&B) Chicago notes & bibliography — history, humanities	AMA 11 American Medical Association — medicine, clinical research	Turabian 9 Turabian author-date — student papers, theses	Nature Numerical superscript — Nature journals, life sciences
CSE 9 Council of Science Editors name-year — biology, earth sciences	Bluebook Uniform System of Citation — US law reviews	AGLC 4 Australian Guide to Legal Citation — Australian law	

Download .docx

Fifteen styles — applied to the paper and exports

Every output, its own file
Updated thesis in Word and PDF, the references bibliography, and the colour-grouped annotated references — downloadable any time.

More on-screen detail

A closer look at the details that make each step fast and trustworthy — cropped straight from the live tool.

Competency, employee engagement, and resiliency style. As resiliency is associated with creativity and empowerment, employee engagement is associated with a common vision, while learning competency reflects an institution's ability to acquire, apply, and adapt knowledge to meet evolving demands (Zeffane & Bari Mehem, 2017; 2020).

Chapter 2: Literature Review

Recent scholarship on organisational adaptation has emphasised the role of digital infrastructure in sustaining long-term growth (Larsen, 2019). These findings build on earlier comparative work examining institutional resilience across regulatory environments (Whitfield, 2021). However, several open questions remain. Okafor (2022) proposes that adoption curves vary significantly by sector, a claim that has not yet been independently replicated. Petrov (2020) documents early evidence of diminishing returns at scale, while Liang (2023) extends this argument to emerging-market contexts. A related study reaches a similar conclusion regarding scale effects (Petrov, 2020).

Taken together, this body of work suggests a n...

In-text: Larsen (2019)

2 selected of 4 stale citations (50% of update pool).

Lock in 2 citation(s) — 400 credits

Lock in — credits are held, not spent

“Review the extracts and lock in”

Lock in — credits are held, not spent

Choose exactly which ageing citations to refresh. Locking in HOLDS the credits; they are captured only when the search delivers.

Search engines

Crossref Ready OpenAlex Ready Semantic Scholar Ready PubMed Ready Google Scholar (...) Ready Google Books Ready

AI References Updater

This run — 400 credits for 2 citations — held when you lock in, captured when the search delivers. Up to 2 search attempts per citation are included — no extra charge.

Ref(in) AI Replacement Finder (2 citations)

Balance 21,690 Buy credits

Upload Personal Library

Upload PDFs, DOCX, or BibTeX files — 350 MB total, shared with your thesis (100 MB per file) ☐ ON

Update finds current replacements. Approve or reject each proposed replacement.

Six engines, an AI finder, and your library

Six engines, an AI finder, and your library

The update search runs the same engines as Find Missing, with your personal library first and two search passes per citation included.

Organise Extract, AI review, dedup, cross-check

Update Verify scope, search replacements, finalise YOU ARE HERE

Annotation Annotated paper, references, export

Searching for recent, validated replacements — this can take a minute...

Search engines

Crossref Searching... OpenAlex Searching... Semantic Scholar Searching... PubMed Searching... Google Scholar (...) Searching... Google Books Searching...

AI References Updater

This run — 400 credits for 2 citations — held when you lock in, captured when the search delivers. Up to 2 search attempts per citation are included — no extra charge.

Searching... Pause

Every engine reports its own live status

Every engine reports its own status

The replacement search streams live — each database shows what it is doing, and the run can be paused without losing what it delivered.

Finalise References

Approve or reject each proposed replacement. Up to 2 free AI search attempts per citation.

Matched & updatable: 6 Missing from bibliography: 5 Orphan bib entries: 1

5 citations have no matching reference and could not be updated — they are cited in the text but missing from your bibliography. CitationUpdater updates references; it cannot locate missing ones. Scan your thesis in CitationLab to locate them.

Search engine breakdown

This run: which databases returned candidates, and how many became your chosen replacement.

Engine	Queries	Returned	Chosen	Errors
Crossref	7	70	0	0
OpenAlex	7	70	0	0
Semantic Scholar	7	70	0	0
Google Scholar	7	70	0	0
Total	28	280	2	0

Approve all Reject all Approve strong + moderate matches Reject weak matches

Search again for not-yet-approved

Approved 2

Which engine found it — and how many became yours

Approve in bulk, by strength

Approve all, reject all, approve strong and moderate, or reject weak matches — with the engine breakdown behind the numbers.

RUN SUMMARY

Review & AI AI corrected the in-text author/year literal during cleanup.

Cross-check Bibliography match accepted (hint). Review if the pairing looks right.

Cross-check Fuzzy-matched from thesis reference list (review year/author)

Cross-check Match method: hint.

Age 7–8 years old — in the default update pool (reference year 2019, ~7 years ago).

Update References

Replacement approved (moderate match). The claim requires a recent source linking organisational adaptation or business strategy to digital infrastructure as a driver of sustained/long-term growth. Candidate (0) (2025) directly examines wh...

Validation No trustworthy direct DOI/URL found — title-search links are shown instead.

2 Khalifa, M., & Anwar, S. (2026). Applications of Organisational Learning in the Healthcare Sector. International Journal of Strategy and Organisational Learning, 1(1). https://doi.org/10.56830/ijool.202403

Response: Zeffane, R., & Bari Mehem, S. (2017). Trust, job satisfaction, perceived organisational performance and turnover intention: A public-private-sector comparison in the United Arab Emirates. Employee Relations: 00000. https://doi.org/10.1080/09500804.2017.1300000

Org source verify name against link

Note Organizational source — title & link are verified, but the author name may be abbreviated or reworded by the source; confirm the exact name against the link.

RUN SUMMARY

Review & AI AI corrected the in-text author/year literal during cleanup.

Cross-check Bibliography match accepted (hint). Review if the pairing looks right.

Each reference carries its own RUN SUMMARY

Each reference carries its run summary

Review & AI, cross-check method, the age of the work, what the update proposed, and what validation could confirm — per reference.

Validation Link validation attached a verified DOI or source URL.

Bibliography orphans — in list, not cited (1)

Reference-list entries with no matching in-text citation — remove, cite, or check for duplicates.

1 Reyes, M. (2018). A framework for measuring institutional adaptation. Organisation Science Quarterly, 11(3), 185–192. Bibliography entry is not cited in the thesis body.

Bibliography orphan

RUN SUMMARY

Bibliography orphan

Reyes, M. (2018) appears in your bibliography but is not cited in the thesis body.

Reference A framework for measuring institutional adaptation.

Cross-check Remove unused entries, cite them in the text, or verify they are not duplicate bibliography noise.

Validating bibliography... Back to Annotated Paper

Orphans are listed, never quietly dropped

Missing and orphan, named

Citations with no reference and references never cited are listed explicitly — updating replaces references, it cannot invent them.

More on-screen detail

A closer look at the details that make each step fast and trustworthy — cropped straight from the live tool.

Step 2 Syncing annotated paper colors, popups, and reference notes for the full matched bibliography - 10m 41s

MOST COMPLETE

1 - WORD DOCUMENT
Full updated thesis

Your thesis, truly updated — every approved replacement written in, in-text citations rewritten, the old reference list replaced by the new formatted bibliography, appendices intact.

Waiting for validation...

2 - WORD DOCUMENT
References-only bibliography

The complete reference list — retained originals and approved replacements — formatted in APA 7. No tables, ready to paste.

Waiting for validation...

3 - WORD DOCUMENT
Annotated References tables

The Annotated References tab as a document — one table per color class with DOI / source / Scholar links as clickable hyperlinks.

Waiting for validation...

LEVEL 3 - PDF
Academic Reference Integrity Report

Paper updated — in-text citations and reference list updated and validated.

Download PDF

Three Word files, plus the Level 3 report

Sessions save themselves

Milestone saves at cross-check, at Finalise and when exports are built — each replacing the last, reopenable read-only to re-export.



Get Started

Create a free account, confirm your email, and run a real extraction-through-export pass before you buy a credit pack. Uploads stay private and are never used to train AI.

GET IN TOUCH

Office

Dreamdrive Digital FZE, 902, NBD Bank Building,
Nakheel, Ras Al Khaimah, UAE

Call / WhatsApp

+971 52 414 8298 · Mon–Fri, 9am–5pm GST

General

admin@thesiscitationlab.ai

Support

support@thesiscitationlab.ai

Sales & teams

sales@thesiscitationlab.ai

Web

thesiscitationlab.ai