

Editorial - September 2024 Issue

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Welcome to the *International Journal of Human Resource Development Practice Policy and Research* September 2024 issue. We are continuing to bring you articles of international interest to scholars and practitioners alike in the areas of human resource development and beyond.

In this issue we have a contribution by Metselaar and Derksen on the use of colour-coded personality instruments in organizations. Rather than simply relying on what the instruments tell us, this qualitative study goes beyond the test results to investigate how employees tested actually interpret results to make them more meaningful. In light of the popularity of personality instruments to HRD interventions in organizations, e.g. leadership development, the interpretation of the employee of their results is an important implication to consider. Barber and Werner contributed a correlational study on burnout and organizational commitment on a population seldom studied, human resource professionals. The authors investigated whether professional networking could help ameliorate the effects of burnout. This study will be of interest to any organization seeking to reduce the burnout and increase the organizational commitment of this important population.

We also have two articles exploring the after-effects of the COVID-19 pandemic. The first article by Chuang is a conceptual study of the experience of Taiwan and what lessons we can learn in HRD about crisis leadership and management from their handling of the pandemic. The last article by Kurian, Alizadeh, and Barhate, is a correlational study investigating the effects of the pandemic on the hospitality industry. Employees in this industry were hard hit by the pandemic and started exploring alternate careers. Kurian et al. investigated the career exploration trends during the pandemic and provided implications for the future of the hospitality industry.

Looking ahead, the journal has two special issues planned for 2025. The first special issue coming out in Spring 2025 will be on coaching and mentoring in the workplace, and its impact on learning at multiple levels. We are looking for 6 research papers and 3 perspective papers. We are hoping to encourage contributions from across all 6 continents:

the UK & Europe, Asia, Africa, North America/Canada, South America and Australia/Oceania. We are also hoping to encourage research papers and perspectives papers from a mixture of sectors; private, public and the not-for-profit sector. We are looking for research papers and perspective papers to address a different type of coaching and/or mentoring (albeit it formal/informal, internal/externally led coaching and mentoring interventions etc). All will need to be based within an organisation and will need to demonstrate learning and impact at all 3 levels: individual, team and organisational. Please send your submissions to jenni.jones@wlv.ac.uk before 4 November 2024.

The second Special Issue will be in Autumn 2025 about the role of technical vocational education and training (TVET) in workforce development internationally. A list of indicative topic areas includes but is not limited to:

- Employer perspectives of TVET provision and outcomes
- Part time and full-time dilemmas
- Student experience of undertaking the TVET programmes
- The duality of student and employee
- Organisational benefits of TVET: productivity, effectiveness and quality
- Employer – Provider partnerships and workforce development
- TVET and Organisational Learning: Learning Cultures
- Government approaches to TVET

We anticipate a deadline for this issue in May 2025. In the meantime, we hope that you enjoy September's articles, and we look forward to accepting submissions for general HRD-related articles of international interest to scholars and practitioners at <https://mc.manuscriptcentral.com/ijhrdppr>. We accept research and conceptual articles (which undergo peer review) and perspectives articles (which do not). Perspectives articles are case histories or reflective papers on practice by HRD practitioners who wish to share their insights and lessons learned with our readers. We look forward to hearing from you!

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