

Editorial - December 2024 Issue

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Welcome to the *International Journal of Human Resource Development Practice Policy and Research* December 2024 issue. We are continuing to bring you articles of international interest to both scholars and practitioners in the areas of human resource development, management and beyond. We are particularly seeking HRD scholars doing research that generates instrumental knowledge for application and who want to get their published research findings into the world of practice, and to evidence-based HRD/HRM professionals and evidence-based managers who want to share their personal experience of evidence-based practice.

Our first article in this issue by Valk investigates the career progress of international expatriates and repatriates. Understanding their individual career mastery helps global organizations to implement career path planning on multidirectional career pathways. Our next two articles look at improving retention and well-being of employees. Rebehn, Nichol, and Bell researched the hotel industry in Germany, which struggles with high turnover due to poor management and working conditions. They found that HRM/HRD practices such as appraisal interviews, onboarding, managerial training and long-term career planning can improve their retention efforts. Nagori and Lawton investigated the factors that would lead to improved engagement and well-being for hybrid workers. They found that adequate training and interventions to avoid technostress and burnout due to digital workloads are essential for improving the well-being of hybrid employees.

In this issue we also have an article by Gordon and Russ-Eft on how organizations can protect themselves from phishing using the Big Five personality factors and Negishi and Li investigated the importance of middle managers in creating synergies for global conglomerates. Mathew examined the lived experiences of women academics in STEM careers in the UK at Athena Swan accredited universities, finding that added workloads affected their career progression. Finally, Hamlin offers a Perspective article on the future of HRD and bridging the research-practice gap.

Looking ahead, the journal has two special issues planned for this year. The first Special Issue guest edited by Jenni Jones

and Helen Smith coming out in a few months will be on coaching and mentoring in the workplace, and its impact on learning at multiple levels. We will have both research articles and perspective articles for you.

The second Special Issue will be in Autumn 2025 guest edited by Alan Johnston, Steven Cock, and Susie Walsh 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

The deadline for the special issue is May 2, 2025. Please send inquiries and submit to a.johnston@yorksj.ac.uk.

In the meantime, we hope that you enjoy February'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!

In this issue we are saying goodbye and thank you to Honorary Research Fellow Janet Firth, who has been an exceptional co-editor for this new iteration of the journal, helping to pilot it to a new online version with a home at Sciendo Publishing. Jan is off to new, exciting adventures and we will miss her very much.

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