

Editorial

It is with great honor that I present the Journal of HRM Perspectives (JHRMP) for 2024 as the Editor-in-Chief. In today's rapidly evolving global business environment, the development of management thought is both unprecedented and timely. Reflecting on the accomplishments of HRM Perspectives, we recognize the increasing need for organizations to excel in human resource management (HRM) thought leadership. The success of any organization, after all, is fundamentally rooted in its people.

JHRMP, a rigorously peer-reviewed biannual journal, is dedicated to providing a distinguished platform for researchers, academics, practitioners, and students across all HRM domains. Our mission is to facilitate the exchange of research findings, diverse viewpoints, and practical insights that advance HRM knowledge and practice.

This issue highlights a range of critical HRM topics through a collection of insightful papers and a book review. We are particularly pleased to feature contributions from the Chartered Institute of Personnel Management Sri Lanka, Inc.; its involvement exemplifies the powerful synergy between academic rigor and professional expertise.

Since 2021, we have made substantial enhancements to the journal's presentation, content, and structure, aligning with international academic standards. These improvements reflect our unwavering commitment to elevating the quality and relevance of JHRMP. As we continue to explore new knowledge horizons, we encourage scholars and practitioners to submit their work for publication through our academic platform, JHRMP.

As Editor-in-Chief, I am confident that this issue will be of significant value to HR professionals and academics alike. We hope that the articles will inspire fresh perspectives and set new directions within the HRM field, making a meaningful impact on our readership. Achieving progress in this endeavor requires overcoming various challenges, and your active participation is essential.

We look forward to the continued growth of JHRMP and invite all researchers engaged in HRM studies to submit their original research, case reports, and review articles for consideration in future editions of the journal.

JHRMP greatly benefits from the guidance of our distinguished advisory board and the dedication of our editorial team. We welcome your suggestions and feedback, which will be invaluable in refining our content and enhancing the journal's overall quality.

In conclusion, I extend my deepest gratitude to all contributors who have made this issue possible and to those who continue to support the success of JHRMP. Together, we will shape the future of Human Resource Management and contribute to organizational excellence.

Thank you for your steadfast support and commitment to advancing the field of HRM.

Warm regards,
Dr. Heather Fernando (PhD)
Editor-in-Chief