

Editorial

It is with great pleasure and pride that I issue this edition of the *Journal of HRM Perspective*, published by the Applied Research Centre of Chartered Institute of Personnel Management, Sri Lanka. As the nation's foremost professional institution dedicated to the advancement of Human Resource Management, CIPM remains deeply committed to fostering a culture of research, critical thinking, and evidence-based practice in the HR profession.

The Journal of HRM Perspective serves as a dynamic platform for academics, practitioners, and thought leaders to exchange knowledge, share the latest empirical findings, and explore solutions to contemporary challenges shaping the future of human capital management. In an era marked by unprecedented transformation driven by digital innovation, evolving workforce expectations and global socio-economic shifts the need for contextually relevant and practically grounded research is more critical than ever.

This edition features a curated selection of peer-reviewed articles that explore the strategic and operational dimensions of Human Resource Management (HRM), offering insights that effectively bridge theory and practice. Each contribution exemplifies scholarly excellence and aligns with the journal's mission to inform, influence, and inspire the HRM community across industries. CIPM Sri Lanka remains dedicated to advancing applied research that produces evidence-based insights, with the goal of enhancing HRM practices both within the local context and across international settings.

I extend my sincere special appreciation to our contributing authors, the editorial and review boards, and the wider research community for their invaluable efforts in upholding the academic standards and relevance of this publication. The continuous support of the members of the Standing Committee on National HR Data Hub with Research and Development Capabilities of CIPM is instrumental in positioning the Journal of HRM Perspective as a leading voice in South Asian Region and international HR discourse.

We believe that this edition serves not only as a valuable source of knowledge, but also as a catalyst for innovation and strategic thinking empowering decision-makers to navigate everyday challenges and effectively address contemporary HR-related business issues with successful, forward-thinking solutions.

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