

Editorial

It is with great pleasure that I present the June 2026 edition of the Journal of HRM Perspectives (JHRMP) in my capacity as Editor-in-Chief. In an increasingly dynamic and complex business environment marked by rapid technological progress, evolving workforce expectations, economic volatility, and intensified global competition, the significance of Human Resource Management (HRM) has become more prominent than ever. Contemporary organizations are increasingly dependent on strategic HRM practices to strengthen organizational resilience, promote innovation, enhance employee wellbeing, ensure talent sustainability, and achieve long-term organizational success.

JHRMP continues to uphold its commitment to advancing scholarly excellence and professional collaboration. The JHRMP is a literal platform for academics, researchers, practitioners, policymakers, and students to exchange contemporary knowledge, research contributions, and practical perspectives relevant to the field of Human Resource Management. Through this initiative, the journal seeks to strengthen the integration of academic scholarship with professional practice while promoting evidence-based decision-making, innovative thinking, and intellectual leadership within the HR profession.

This edition presents a collection of insightful and thought-provoking articles that address current workplace challenges, emerging trends, and strategic HRM practices within both local and global contexts. The June 2026 issue includes contributions focusing on organizational sustainability, employee wellbeing, leadership effectiveness, workforce transformation, talent management, employee engagement, and contemporary workplace practices. These studies offer valuable theoretical and practical perspectives that contribute meaningfully to the advancement of HRM knowledge and organizational excellence.

The articles featured in this issue reflect the growing need for adaptive leadership, innovative people management strategies, and sustainable organizational practices in an increasingly complex and competitive environment. They also emphasize the importance of creating inclusive, ethical, and people-centered workplaces capable of responding effectively to evolving workforce expectations and technological change.

We are also pleased to acknowledge the continued support and collaboration of the Chartered Institute of Personnel Management Sri Lanka, whose commitment to strengthening the HR profession continues to enhance the

relevance, credibility, and impact of this publication. Such collaborations between academia and professional institutions are essential in fostering meaningful research and practical contributions to the field of Human Resource Management.

Over the years, JHRMP has continued to strengthen its editorial quality, academic standards, and research contributions in alignment with international publishing practices. These continuous improvements reflect our unwavering dedication to maintaining the journal as a credible, relevant, and impactful resource for the HRM community both in Sri Lanka and beyond.

I extend my sincere appreciation to our advisory board, peer reviewers, contributors, and the Research Committee of CIPM for their dedication, expertise, and valuable support in making this publication possible. Their collective efforts, professionalism, and commitment to academic excellence continue to play a significant role in the success and growth of JHRMP. I also encourage researchers, scholars, and practitioners to continue contributing high-quality research, conceptual papers, and innovative ideas to future editions of the journal.

I trust that this edition will provide meaningful insights, stimulate academic and professional dialogue, and support HR professionals, scholars, researchers, and organizational leaders in navigating the evolving world of work while contributing toward sustainable organizational success.

Thank you for your continued support, readership, and engagement with JHRMP.

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