

Editorial

It is my pleasure to present the Special Edition - July 2026 of the Journal of HRM Perspectives (JHRMP) in my capacity as Editor-in-Chief. The dynamic and complex business environment and the shifts taken place in the workforce with technological acceleration and economic fluctuations, the role of Human Resource Management (HRM) has gained unprecedented prominence to deliver best practices to handle contemporary issues in the workplace to address the evolving workforce expectations.

This special edition reflected in emerging scholarly discourse on topics such as global employment and social trends, the moderating role of employee engagement in frontline banking performance, the impact of horizontal education mismatch on job satisfaction among management graduates in Sri Lanka etc. Further, the discussions on growing attention is directed toward the influence of workforce diversity on team performance, bullying speaks louder than words, in parallel, factors contributing to e-learning success and academic performance, along with the implications of remote and hybrid work arrangements on interpersonal relationships particularly within the Sri Lankan context moderated by the element of trust as these topics are mostly applicable to the realities and challenges of today's business environment. JHRMP remains committed to advance its scholarly excellence through rigorous research, innovative insights and impactful knowledge dissemination. Therefore, in this edition, readers will find a series of contributions that examine workplace challenges, strategic HRM practices from both local and global perspectives and the HR emerging trends in the workplace. These study results provide effective theoretical and practical insights that contribute to the progression of HRM knowledge and organizational excellence.

With sincere appreciation I acknowledge the expertise, dedication and valuable contribution of our Advisory Board, peer reviewers and scholars bringing forward high-quality research, insightful conceptual papers with innovative ideas that enhance academic excellence.

I trust that this special edition will offer meaningful insights combining academic and professional discourse allowing scholars, HR professionals,

researchers and the organizational leaders to shape the future of work aligning towards a sustainable organizational performance.

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

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