

Editorial

It is with great pleasure to address you as the Editor-in-Chief of the second issue of 2023. In this rapidly evolving global business environment, management thoughts are expanding at an exponential rate. As we reflect upon the past successes of 'Journal of HRM Perspectives (JHRMP),' we also acknowledge the increasing pressure on organizations to stay at the forefront of HR management thinking, as every organization is fundamentally driven by its people.

JHRMP, a peer-reviewed bi-annual journal, serves as a platform for researchers, academicians, professionals, and students across all domains of Human Resource Management. Our mission is to provide a space for the sharing of research achievements, diverse perspectives, and practical experiences that contribute to the advancement of HRM knowledge and practice.

This issue of JHRMP sheds light on various aspects of Human Resource Management and features a total of five insightful papers. Moreover, we are proud to have opened our doors to our own members of the Chartered Institute of Personnel Management Sri Lanka, Inc. They have made invaluable contributions to this journal, demonstrating the synergy between academics and HR professionals from the industry.

In line with international journal standards, we have made significant improvements to the appearance, content, and composition of the journal since 2021. These changes reflect our commitment to continuously elevate the quality and relevance of JHRMP. Our journey to explore broader horizons of knowledge is an ongoing one, and we invite all of you to contribute by submitting your scientific papers online.

As the Editor of JHRMP, we firmly believe that this issue will be of immense value to HR professionals and academics alike. It is our aspiration that this collection will stimulate new perspectives and chart new directions in the field of HRM, resonating in the minds of our readers for years to come. To achieve

progress and meet our objectives, we must cross numerous milestones, and your involvement is pivotal in this endeavor.

We eagerly anticipate the further development of JHRMP to its fullest potential and extend an open invitation to all researchers engaged in Human Resource Management studies. Share your original research, case reports, and reviews for consideration in the future volumes of the Journal of HRM Perspectives.

JHRMP benefits from the guidance of a distinguished advisory board and a dedicated editorial team. We welcome your suggestions and feedback for the continuous improvement of the journal. Your insights and recommendations will help us refine our content and enhance the journal's overall quality.

In conclusion, we extend our gratitude to all who have contributed to this issue and the continued success of JHRMP. Together, we will shape the future of Human Resource Management and contribute to the dynamic landscape of organizational excellence.

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

Warm regards,

Dr. Anuradha Iddagoda

Editor-in-Chief