

Editorial

It is an honor and a distinct privilege to introduce the 2024 December edition of the Journal of HRM Perspectives (JHRMP) in my capacity as Editor-in-Chief. In an era facing complexity in the global business setting, the strategic approaches of Human Resource Management (HRM) to foster organizational resilience and excellence has never been more pronounced. As we reflect on the journal's trajectory and milestones, we acknowledge the increasing need for forward-thinking Human Resource Management that not only drives innovation, empowers academics and HR practitioners to present theoretical frameworks that are compatible with real-world applications.

JHRMP is a peer-reviewed biannual publication committed to fostering intellectual dialogue and knowledge exchange within the HRM community. Our platform serves researchers, practitioners, academics, and students by showcasing cutting-edge research, diverse viewpoints, and practical applications that advance the discipline of HRM.

On this issue, we are proud to feature a range of thought-provoking articles, all addressing contemporary HRM challenges and opportunities. A special highlight is the significant contribution from the Chartered Institute of Personnel Management Sri Lanka, Inc., demonstrating the invaluable partnership between academic rigor and professional practice.

Since its inception, and particularly since 2021, JHRMP has undergone continuous improvements in content quality, presentation, and structure to align with global academic standards. These enhancements reflect our unwavering dedication to ensuring the journal remains a credible, relevant, and impactful resource for our readership.

As Editor-in-Chief, I am confident that this issue will offer new perspectives, spark thought-provoking discussions, and inspire further research. The articles within these pages aim to guide HR professionals and academics as they navigate the complexities of the modern workplace. Progress, however, is never without its challenges, and we believe that collaboration is key to overcoming them. We encourage researchers and practitioners to join us on this journey by contributing original research, case studies, and reviews for our upcoming issues.

The success of JHRMP is a collective effort, and I extend my deepest gratitude to our dedicated editorial team, distinguished advisory board and the members of the Research Committee-CIPM, and valued contributors. Your support, expertise, and commitment have been instrumental in bringing

this issue to life. I also welcome feedback and suggestions from our readers, as they are essential to our continuous improvement and growth.

In closing, we invite all HRM scholars and professionals to engage with JHRMP as readers, authors, or reviewers together to shape the future of Human Resource Management. With your continual involvement, we are confident that JHRMP will remain a cornerstone for advancing HRM knowledge and fostering organizational excellence.

Thank you for your unwavering support and commitment to our shared mission.

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