
Human beings are complex heterogeneous interacting agents in human organisations

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Human resources in every country are gradually moving into top priority. It is recognised that the quality of the human thinking systems is becoming more significant and valuable than tangible economic resources. Consequently, enormous amount of attention is channelled to ensure that human beings are getting better trained and educated. In fact, the more developed nations and their education institutions are also investigating the possibility of faster and more innovative learning, as well as continuous lifelong learning. Interesting new strategies and methodologies are being experimented and adopted.

Arising from the fact that the members of the younger generation are carrying higher quality and more sophisticated knowledge structures, they have to be led, organised and managed differently. Their interacting dynamic in any forms of human organisations (charity, economic, education, political, social) is different from that of their predecessors. The rewards have gone beyond traditional remuneration alone. Among others, compliment, trust and respect appear to be vital attributes. Inevitably, an environment with high collective intelligence and supportive culture is more appealing. Thus, the leadership and management theory/philosophy and mindset have to be transformed.

As a whole, humanity is drifting deeper into an intense knowledge-based environment, the intelligence era. Regardless of the primary objective of an activity/organisation, its dynamic is becoming more complex and nonlinear, and knowledge focused. The quality of the knowledge structures nurtured within the human thinking systems is a key critical success factors for all human organisations. The human thinking systems are complex adaptive systems. And all forms of human organisations are more a composite complex adaptive system than a machine. They are systems of life. Consequently, a new organisation science/theory has to be conceived and put into practice.

With respect to the above development and observation, leaders, managers and all interacting agents of today's organisations must ideally possess a mindset that integrates the three different perspectives, namely:

- structured and linear dynamic
- complex and nonlinear dynamic
- quantum dynamic.

In the world of humankind, order and complexity co-exist, and there is also a quantum dimension. Probably, the largest edge of chaos in this universe is the boundary between the energy and matter worlds where the dynamic is quantum mechanical in nature. The human brain is a quantum system that projects the mind, a complex adaptive system. In this respect, the brain and mind combined is a quantum complex adaptive system.

A better comprehension of this system will lead to the better management of human organisations.

At the invitation of the Editor-in-Chief, Dr. M.A. Dorgham, this special issue, *Human Beings are Complex Heterogeneous Interacting Agents in Human Organisations*, is conceived. This special issue is an attempt to investigate and analyse the highly diversified and fast-developing frontiers of the domain mentioned above. Numerous authors from several countries have contributed their valuable knowledge and findings. They are Professors Charlotte Shelton (Rockhurst University), John Yang (Beijing University), Tony Lui (Beijing University), Desmond Ng (Texas A&M University), Olivier Keramidas (Institut de management public), Pak Tee Ng (National Institute of Education, Nanyang Technological University), Thomas Menkhoff (Singapore Management University), Benjamin Loh (Institute of South East Asian Studies, Singapore), Ruth Chiang (Singapore Management University), Yue Wah Chay (Nanyang Technological University) and Patrick Lee Chang Boon (University of Macau).

I sincerely believe their research contributions will be important and useful to both academics and practitioners. I greatly appreciate that they have shared their valuable knowledge. Finally, I would also like to thanks the readers for their interest in this special issue.