
Editorial

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Biographical notes: Sanjay Kumar Singh is an Associate Professor of Management at the College of Business Administration, Abu Dhabi University, Abu Dhabi, UAE. He has published over 40 refereed journal articles and five books. He has been the Editor – special issue(s) in several refereed journals such as *International Journal of Organisational Analysis*, *International Journal of Productivity and Performance Management*, *Journal of Enterprise Information Management*, *Journal of Workplace Learning*, and *International Journal of Work Organisation and Emotion*, *Management Decision*, *International Journal of Educational Management*, *Gender in Management: An International Journal*, *Benchmarking: An International Journal* and *Journal of Organisational Change Management* to name a few. He is on editorial advisory boards of *International Journal of Organisational Analysis*, *International Journal of Productivity and Performance Management*, and *International Journal of Value Chain Management*.

The human resources are key competitive advantage for a firm and it is more so important in the emerging economies of the world. The business of businesses is quite different in emerging economies if it is to be compared with the rest of the globe. The emerging economies of the world have a less stable socio-economic and political context but there exist huge business opportunities for the corporations whether they are national or multinational in character. At the same time, the academic literature coming from this part of the region is yet to mature as the academic as well as the management practitioners have just felt the urgent need to do quality researches especially related to the attraction, sustenance and retention of the human talent. It is under this backdrop that the ICOM2015 special issue on ‘Managing human resources in emerging economies’ is relevant as it brings out managerial as well as organisational level issues and their effective management to raise the productivity level of individuals, groups and organisations to make them competitive.

The first paper entitled ‘A journey into the heart of workaholism from cross-cultural perspective’ is situated in the Indian context. The paper explores into the relevant domain of workaholism and has done a tremendous job to discuss it from the cross-cultural perspective. This paper brings out several significant implications for the organisations to deal effectively with the issue of workaholism.

The next paper is titled ‘Creativity at workplace: role of self-efficacy and harmonious passion’ is worth reading for the academia and the practitioners. It is a known fact that creativity at workplace brings up organisational competitiveness especially when we live in a fast changing world wherein taste and demands of the customers keep changing every moment. This paper deals with how to leverage self-efficacy and harmonious passion of the employees to facilitate creativity at workplace. This paper has discussed

and brought to the fore relevant implications for organisations which confront managing creativity at the workplace.

The third paper entitled 'Recruiting for international assignments: looking beyond technical knowledge' is an insight for organisations to give due importance to the non-technical abilities of the current and the prospective employees. It suggests that leveraging the non-technical abilities of the employees is a major boost to organisational excellence. This paper has been dealt very meticulously and is worth reading for academics, practitioners as well as the policy makers as the technical abilities create only level playing field but harnessing non-technical abilities significantly increases employees as well as organisational productivity.

The next paper is entitled 'The impact of work culture on employee satisfaction – empirical evidence from the Indian banking sector'. The satisfaction of employees increase helping relationships, collaborative work environment, job performance and at the same time, decreases absenteeism and turnover intentions. This paper deals with how to leverage work culture to make employee satisfied so as to have its positive impact on to desired organisational outcomes. Generally, the practitioners take the work culture for granted but this paper has beautifully brought about plenty of implications at individual and organisational level if the work culture is given its due importance.

The fifth paper is titled 'Predictors of graduate employability in Indian information technology sector'. The information technology sector is one of the largest employers in India but the HR side has received lip service especially related to what make graduate workforce productive. This paper is a sincere attempt on the part of the authors to discuss in details about identifying predictors of graduate employability especially in the context of Indian information technology sector. At the same time, the paper has discussed relevant implications for the managers and the leaders working in organisations across the information technology sector in India.

The penultimate paper is titled 'Information technology in relation to human resource management: an impact evaluation study on Indian banking sector'. This paper brings to the surface the largely neglected use of information technology while managing human resources in the context of Indian banking sector. It has brought many critical issues wherein if the Indian banking sector give due importance to leverage the benefits of using information technology in the management of human resources, it will add up to both individual as well as organisational productivity. This paper discusses several implications for the banking organisations.

The last paper entitled 'Human resource flexibility and organisational effectiveness: mediating role of organisational citizenship behaviour' is pleasure reading. In the present context, the organisational effectiveness is influenced by how flexible an organisation is vis-à-vis its human resources in terms of the work-life balance of the latter. This paper has given a relevant angle into using the organisational citizenship behaviour of the employees as an important variable which mediates the linkages between human resource flexibility and organisational effectiveness. It has also discussed details of several significant implications for the organisations in emerging economies.

Last but not the least, I truly believe that this ICOM2015 special issue on 'Managing human resources in emerging economies' is contemporary and worth reading for the researchers, the management practitioners, and the policy makers engaged in making organisations a home away from home for their employees in emerging economies.