
Editorial

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Biographical notes: Sanjay Kumar Singh is an Associate Professor of Management, College of Business, Abu Dhabi University, Abu Dhabi, UAE. He has published over 48 refereed journal articles and five books. He serves as an Associate Editor in *Management Decision*. He has been an Editor – special issue(s) in refereed journals such as *Journal of Knowledge Management*, *Management Decision*, *Journal of Organizational Change Management*, *Benchmarking: An International Journal*, *International Journal of Productivity and Performance Management*, *Journal of Enterprise Information Management*, *International Journal of Educational Management*, *International Journal of Work Organisation and Emotion*, to name a few. He serves on editorial advisory board of *International Journal of Organisational Analysis*, *International Journal of Productivity and Performance Management*, *International Journal of Value Chain Management* and *Journal of Workplace Learning*. He serves on Executive Board of Asia Academy of Management.

Managing people and organisation has always been core competitive advantage and more so in the 21st century emerging economies wherein everything is changing very fast and change is the only constant. The firms with competent talent and flexible organisational architecture and processes will define the rule of the games and ‘leader of the leaders’ in the emerging economies. However, the academic inquiry in the field is still in its developmental phase and calls for rigorous and robust lenses to find relevant competencies – people and organisational – at the disposal of firms to compete effectively in the emerging economies.

The extant literature suggest for role of emotional competencies to help employees excel at workplace (Bozionelos and Singh, 2017; Pradhan et al., 2017; Singh, 2009), leadership skills (Singh, 2007) for employees to become role effective and productive (Singh and Dhillon, 2003) at workplace in emerging economies. Such a set of key people skills leveraged by employees helps them to manage knowledge at workplace (AlShaima et al., 2016) for helping organisations to improve upon their innovation performance (El-Kassar and Singh, 2018). All these are key ingredients for organisations to expand during pro-market reforms (Gaur et al., 2014; Popli et al., 2017, 2016; Singh et al., 2017) to increase organisational capabilities (Hwang and Gaur, 2009) for firm level innovation (Lee et al., 2017). This special issue on ‘Managing people and organisations in emerging economies’ is an attempt to advance knowledge in the field to relevant solutions to key questions that organisations have been grappling with for improving upon their overall competencies to meet effectively to the challenges and opportunities in the emerging economies markets.

The first paper is titled ‘Managing self towards managing people: role of perceived emotional competencies in healthcare organisations’ is contextualised in Indian context. The study suggests that empathy and emotional contagion are very significant

contributors to patient satisfaction as well as return intention in the hospitals. It has significant implications for practice, policy makers and body of knowledge.

The next paper titling ‘Managing women’s post retirement career in law enforcement organisations: lessons from developed nations for emerging economies’. The paper depicts prevailing current situation in the USA and Australia and how it can conceptualise models for emerging economies. The paper has significant suggestions for women workforce in organisations on what and how to create protean careers post retirement.

The third paper titled ‘Selection and retention of talent’ address on to the issues related to selection and retention of talent across local and global organisations. The results of the study have been discussed at great length and the paper attempts to offers workable solutions to firms confronting with selection and retention of talented human resources in the 21st century.

The fourth paper titling ‘Workplace flexibility and organisational citizenship behaviour: an investigation of the mediating role of engagement and moderating role of perceived fairness’ is much more contemporary. The paper has insightful recommendations to offer to leaders and managers in organisations on how to leverage workplace flexibility and employee discretionary behaviours to create a win-win situations for both employees and organisation.

The next paper is titled ‘An exploration of global employability skills: a systematic research review’. The results of the study suggest for a set of employability skills grouped under ten different skills set to be used by organisations all through different human resource management practices for helping organisations for excellence.

The penultimate paper titling ‘Student engagement in Indian context: UWES-S validation and relationship with burnout and life satisfaction’. The study finds out psychometric properties of it and refine it to suit to Indian context.

The last paper is titled ‘Examining a competency model of workplace learning: an assessment of participants’ reactions’ was designed to investigate factors that contribute to competency model effectiveness from a trainee perspective. The paper identifies and discusses at length implications for the development of successful competency-based training in the context of the United Arab Emirates (UAE).

I hope that this special issue on ‘Managing people and organisations in emerging economies’ will be liked by readers – academics, researchers, practitioners and policy makers – in the emerging economies.

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