
Editorial

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Biographical notes: Vibhash Kumar is currently working as an Assistant Professor at Ramanujan College, University of Delhi. He is also the Assistant Director of Teaching Learning Centre, Ramanujan College. He is a learned scholar with his PhD in Organisational Behaviour and Human Resource Management (OB-HR). He is in the editorial board and review board of some reputed journals. He has eight years of teaching and research experience in the field of organisation behaviour, human resource management, research methodology, international business, international marketing, business ethics, and entrepreneurship, etc.

S.P. Aggarwal is a Professor and the Principal at Ramanujan College, University of Delhi since May 2008. He is a distinguished academic and administrator having more than 20 publications in reputed journals and more than 10 Articles published in Books of repute. Dr. Aggarwal has been the visiting faculty in US Universities – University of Houston, Houston and the University of Texas at Dallas. Dr. Aggarwal is currently the Director, Teaching Learning Centre, and Ramanujan College, sponsored by the Ministry of Human Resource Development, Government of India, and Chairman, Deen Dayal Upadhy Kaushal Kendra (DDUKK), Ramanujan College sponsored by University Grant Commission, Government of India.

K. Latha is an illustrious academician with more than 29 years of teaching and research experience at Ramanujan College, University of Delhi. She is currently working as an Associate Professor having financial management, business research, and investment and corporate finance as her core areas of

teaching and research. She has seven research papers in various international and national journals of repute. She has been instrumental in bringing innovation and creative thoughts at Ramanujan College while holding numerous administrative responsibilities from time to time.

1 Introduction

The Department of Management Studies, Ramanujan College proudly presents the editorial introduction of the special issue on 'Leadership in Organisations: Contemporary Concerns and Key Developments'. This special issue is the result of the deliberations made in the National Conference on 'Leadership in Organisations: Contemporary Concerns and Key Developments' on 22–23 March 2018 at Ramanujan College, University of Delhi. The discussions focused on how the modern-day organisations are grappling with numerous questions of dealing with the new order. A large part of these current issues and concerns in leadership and leadership development reflect key changes in the environment within which organisations have to operate; for example shorter product life-cycles, questions about sustainability, deregulation, increasing uncertainty, globalisation of competition, turbulence in markets cutting-edge technologies, and higher expectations from public services. In this scenario what can be the possible new ways of addressing leadership concerns.

Contemporary debates on leadership span around servant leadership, ethical leadership, spiritual leadership, and the likes. These may indicate a temporal shift in the understanding of what constitutes leadership. This warrants a critical reassessment of attempts to identify and catalogue a set of competencies that are associated with leadership. The sustainability and well-being of organisations depend on the ability to manage and legitimately control the workforce. Hence, when we talk on these lines, justifiable leadership is warranted. Organisational issues like absenteeism, employee turnover, politics, conflicts, abuse of power, bullying, corruption, aggression, unsatisfactory performances, etc. can best be tackled with able leadership on board.

Consistent with the stated aims and coverage, the set of articles that constitute this special issue address three major themes: new and emerging forms of leadership, individually focused determinants of leadership and the role of leadership in shaping different paradigms in the modern workplace.

2 Strengths of articles and future directions

The articles received for this special issue were exploratory, indicating the thriving nature of the field of enquiry. Leadership as a topic of interest has been there since the time immemorial; however, the studies on leadership in management came to the fore in the early 20th century with the work of Frederick Taylor's scientific management studies. From then till now numerous works on leadership have been published and garnered publicity in different echelons of leadership and management studies. To name a few stalwarts like Bernard Bass, Kurt Lewin, Max Weber, Fred Fiedler, Rensis Likert, Gary Yukl, Paul Hersey, Ken Blanchard, Martin Evans, Robert House, Victor Vroom, Robert Greenleaf, James McGregor Burns, Bruce Avolio etc., who have contributed immensely

to the knowledge on leadership today. We advise the readers of this special issue to now read the contributions of the great authors and researchers named above to get an insight into the rich and vivid research in this field of study.

The articles of the special issue bring up to discussions some very pertinent questions issues in the contemporary leadership study like developing a leadership model for international start-ups, conceptualising spiritual leadership model and proposing a visual timeline interview method that uses multi-method qualitative approach to leadership inquiry that would enable researchers to capture the nuances of building critical leadership competencies in a high-risk environment by examining the individuals chronological world-view of their professional careers as leaders.

An article also explores the changing paradigms related to leadership style and competencies in the digital age. It gives a new perspective on digital leadership that would help practitioners to make a better selection and develop digital leaders within their organisations. An article from the issue provides insight into human resource strategy formulation that supports the contingent view of competency implying that HR managers should choose their competency framework depending upon the business strategy and requirement of human capital. One of the articles of the issue provides an empirical study to validate the role of leadership in creating a strong employer brand.

3 Conclusions

Leadership as a research topic is enriching and provides a wider scope for enquiry. With a long history of meaningful researches in the leadership domain, the management discipline has been hugely benefited. However, the organisations today are facing enormous changes in the structure as well as the internal working. Workplace diversity is also at its peak and managing that requires appropriate styles of leadership. To cater to this change, new leadership styles need to be explored; this special issue is an initiation in this direction as it focuses on contemporary challenges and the role of leadership in facing and managing events. The diversity of contributions highlights the significance of the special issue on leadership in organisations: contemporary concerns and key developments. Each article outlines the key contributions and scope for future research. This will pave the way for the research community to explore these lines and create new paradigms in the research on leadership.

Acknowledgments

This special issue would not have been possible but for some of the individual's intellectual and administrative contribution. First and foremost, we thank Professor Leo Paul Dana, the Editor-in-Chief of this journal, for seeing the vision and wisdom of publishing a special issue devoted to leadership. His unwavering support as this special issue was forged and took shape was invaluable. Second, we thank the authors who submitted their articles for consideration and those whose articles were eventually selected for inclusion. Each article was sent for blind review by 2–4 external reviewers. The willingness of the contributing authors to revise their manuscripts, in some cases quite drastically resulted in much improved, substantial research

that stands to influence the contemporary leadership literature. Third, many reviewers contributed their expertise and valuable time in reviewing and commenting on the submitted manuscripts and their revisions. They included: Professor Dana, Professor Atri Sengupta, Professor Vanita Tripathi, Dr. Gopal Mohapatra, Dr. Jyotsna Bhatnagar, Dr. Rajan Gupta, Dr. Marwansyah, Dr. Neha Kashyap, Mr. Arnav Kumar, Dr. Sonia Taneja, Dr. Ashutosh Nigam, Dr. Vikas Madhukar, Dr. Arun Kumar Attree, Dr. Amanjot Sachdeva, Dr. Barnali Chaklader, Dr. Renu Ghosh, as well as several IJBG current editorial board members. We are grateful for their excellent and timely reviews that improved the articles throughout the review process. The quality of the special issue owes much to them. We would also like to thank all the support and technical staff of Inderscience Publishers who were always ready with solutions whenever required. Finally, we would remiss if we did not acknowledge the intellectual contributions of several of our colleagues at Ramanujan College, University of Delhi.