



EDITORIAL

People, Work, and Organisations: Advancing Integrated Scholarship in Human Resources and Organisational Studies

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It is with great pleasure that we introduce the inaugural issue of the *Journal of Human Resources and Organizational Studies* (JHROS), published by MSSRN-Press. JHROS is founded on the conviction that human resources and organisational studies are indispensable and inseparable domains in understanding contemporary management and organisations. People shape organisations, and organisations, in turn, structure the experiences, identities, and performance of people at work.

In the organisational context, strategic human resource management (SHRM) research has long emphasised the linkage between HR systems and organisational performance (Wright & McMahan, 1992; Becker & Huselid, 1998; Sthapit, 2014). Yet, beyond performance metrics, organisational scholarship reminds us that behaviour, culture, power, and institutional forces fundamentally shape how HR practices are designed and enacted (Barney, 1991; Scott, 2014). The resource-based view positions human capital as a source of sustained competitive advantage (Barney, 1991), while organisational behaviour research highlights the importance of leadership, motivation, and psychological processes in shaping work outcomes (Podsakoff et al., 2000). Together, these streams underscore the nexus between human resource systems and broader organisational dynamics.

In today's rapidly transforming environment—marked by digitalisation, artificial intelligence, demographic shifts, and calls for diversity and inclusion—the integration of HRM and organisational studies is more critical than ever. Contemporary scholarship urges organisations to build adaptive capabilities through learning cultures, ethical leadership, and inclusive employment systems (Senge, 1990; Nishii & Mayer, 2009). Moreover, multi-level perspectives reveal that HR practices operate not only at the individual level but also influence team processes, organisational culture, and institutional legitimacy.

Against this backdrop, JHROS aspires to provide a rigorous, open-access platform for theory-driven, empirically grounded, and contextually sensitive research spanning micro, meso, and macro levels of analysis. By bridging human resource management, organisational

behaviour, leadership, employment relations, diversity, and the future of work, the journal seeks to foster interdisciplinary dialogue and meaningful engagement between scholarship and practice. We invite researchers, academic and research institutions, and practitioners worldwide to contribute to advancing integrated knowledge that strengthens organisations while enhancing the dignity, development, and well-being of people at work.

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