



Editorial

The current issue of *Ushus – Journal of Business Management* is an eclectic mix of conceptual and empirical papers. The importance of conceptual papers cannot be denied as they reflect systems of concepts, assumptions, expectations, beliefs and theories as well as reflections and the various relationships between them.

In this vein, the first paper argues that albeit much technical advancement, it is the human capital that provides enough thought and stamina for any industry or institution to run. Hence, it is imperative for any organisation to take proper care of their employees. Underscoring the need for better employee care the article, *A Comparative Study to Analyse the Effectiveness of Sexual Harassment Policies of IT and Non-IT Companies* aims to analyse the effectiveness of sexual harassment policies of IT and Non-IT companies working in India.

The second article *Getting things done, virtually! -Role of Virtual Team Leadership in Virtual Team Effectiveness* highlights various dimensions of leaderships with reference to virtual teams in its review of the literature. The study's key finding states that shared understanding is a vital force that promotes the smooth functioning of the virtual team's performance.

The third paper stands testimony to the never-ending conflict between empirical papers and conceptual papers are continual. Nevertheless, it cannot be denied that empirical research enables us to operationalise a paradigm and implement it. *Impact of Emotional Intelligence (EI) and Motivation on Job Satisfaction among mystery shoppers* is one such empirical study. It focuses on how EI plays a mediating role between motivation and job satisfaction among mystery shoppers. The mystery shoppers may overcome negative emotions by increasing their emotional intelligence, helping them to attain greater career satisfaction.

The fourth paper *Workplace Spirituality-A New Paradigm in Management* centers on the lack of systemic approach to the study of spirituality, its various dimensions and its implications. Although conceptual, the study develops a model and highlights how workplace spirituality could be practised in organisations.

The final paper of this issue *Facilitating Protégé Career Development through Roles of Mentors in Software Companies* seeks to recommend certain guidelines to mentors in this environment of uncertainty and rapid change. By implementing the mentoring roles systematically and at regular intervals, a corporation can promote mutual learning of employees and help them to challenge and stimulate protégés at all levels within the organisation.

We wish our readers an academically enriching read.

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Issue Editor