



Editorial

This issue of *Ushus-Journal of Business Management* traces the journey of Human Resources (henceforth HR) – the transitions of HR performing a support function to a strategic one and from studying HR using a transactional approach to a transformational one. The challenges faced by HR today are unique and require innovative solutions. Research in the HR domain has to provide realistic solutions to the challenges which are wide ranging from workforce diversity, technology, changing job and family roles to the maintenance of quality, restructuring, and lowering of costs in the organisation. This issue of *Ushus-Journal of Business Management*, with its focus on HR, is a small step towards this direction.

The first article titled *Mediating Role of Co-dependency on Age and Victimization Experiences among Indian Employees* by Arunabala and Durga Devaiah looks at bullying from a victim's perspective. With cases of domestic violence and school bullying on the rise, this research has special significance. The paper concludes with the finding that person focused interventions are more effective in dealing with bullying and, if adopted, will have positive implications for the workplace.

The second article titled *An Empirical Analysis of Training Facilities in Micro-Small-Medium Enterprises (MSME) for Self-Help Groups (SHG)* authored by Siddhartha Thyagarajan, Thangasamy Nambirajan, Ganeshkumar Chandrasekaran studies the training facilities in Micro-Small-Medium Enterprises (MSME) for Self-Help Group (SHG) in the Union Territory of Puducherry region. With changing skill sets in the VUCA environment, training is a vital HRM practice. The results indicate that large numbers of MSME are willing to conduct training programs for the benefit of SHGs and themselves. A further analysis concludes that there is no significant difference between the type of industry and training facility as far as everyone is willing to conduct training programs for the benefit of SHGs.

The third article titled *Redefining Workplace Wellness: Wearable Technology and Corporate Wellness* written by Priyadharshini S K

looks at the concept of wellness in the organisations. The paper also focuses on wearable technology and its interrelationship with corporate wellness. The paper highlights the role, employee perception and attitude, benefits and the concerns of wearable technology.

The fourth article entitled *Employee Voice and its Relation to the Morale of Employees in the I.T. Sector in South India* is presented by Shahab Muhammed and Devi Soumyaja. In the context of HR playing a strategic role today's organisations, employee voice has an important role to play. The finding indicates that a lot needs to be done toward the empowerment of employee especially as results indicate that males tend to have a greater voice as compared to females. This has implications as diversity and inclusion is a growing area of concern in workplace studies.

The last article, *Work Values, Organisational Commitment and Job Satisfaction in Relation to Employee Career Stages in Information Technology Organisations* is authored by Arti Arun Kumar. The article asserts that there needs to be a person-organisation fit with respect to values. The findings indicate that values have an impact on job satisfaction and organisational commitment. These need to be acknowledged while designing mentoring programs for employees.

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Issue Editor