

## PREFACE TO THE EDITION

The forthcoming issue of the **International Journal of Administration and Management Research Studies (IJAMRS)** presents a robust collection of empirical and theoretical contributions that deepen our understanding of contemporary organizational dynamics, leadership practices, and strategic management in an evolving global context. The studies assembled in this volume collectively examine how organizations can enhance performance, adaptability, and sustainability amid rapid structural, technological, and social change.

A central theme of this issue is organizational change and human behavior. Research on change management strategies offers valuable insights into how participative approaches characterized by transparency, employee involvement, and institutional support significantly reduce resistance and improve implementation success. By reframing resistance as a source of constructive feedback rather than a barrier, these studies contribute meaningfully to both theory and practice in change leadership.

Human resource management emerges as another core focus. Longitudinal evidence demonstrates that strategically aligned high-performance work systems generate sustained competitive advantage through human capital development, organizational commitment, and operational flexibility. These findings reinforce the view of HRM not merely as an administrative function, but as a strategic driver of innovation and long-term performance.

Leadership studies in this issue further enrich the discourse by examining transformational leadership across sectors and work arrangements. Empirical analyses confirm strong links between transformational leadership behaviors and outcomes such as employee engagement, innovation, customer satisfaction, and financial performance. Of particular relevance is the examination of leadership effectiveness in remote work environments, offering timely insights into how leadership styles influence engagement, cohesion, and adaptation in post-pandemic organizational settings.

The issue also addresses the growing importance of corporate social responsibility in strategic management. A comprehensive meta-analysis grounded in stakeholder theory provides compelling evidence of the positive relationship between CSR initiatives and financial performance, highlighting how ethically and socially responsible practices can serve as a source of measurable value creation.

Together, the articles in this issue underscore the interconnected roles of leadership, human resource strategy, organizational culture, and social responsibility in shaping effective and resilient organizations. We extend our sincere appreciation to the authors and reviewers whose rigorous scholarship has made this issue possible. It is our hope that this volume stimulates further research, informed managerial practice, and meaningful dialogue in the field of administration and management studies.

Dr. Biju John M  
Chief Editor

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