

PREFACE TO THE EDITION

It is with great pleasure that we present **Volume 2, Issue 3** of the **International Journal of Administration and Management Research Studies (IJAMRS)**. This issue brings together a collection of scholarly works that reflect the dynamic and evolving landscape of administration, management, organizational behaviour, and public governance. The articles featured herein offer valuable theoretical insights and practical implications for researchers, practitioners, policymakers, and academic communities seeking to understand and address the complex challenges of modern organizations.

The opening study examines the influence of transformational leadership on employee engagement and job satisfaction within India's information technology sector. By highlighting the mediating role of employee engagement, the research reinforces the significance of visionary leadership in cultivating motivated, satisfied, and productive workforces in knowledge-driven organizations.

Employee retention remains a strategic priority across industries, and the second contribution investigates the combined effects of compensation, career development, and workplace environment on retaining employees in the retail sector. The findings emphasize that sustainable retention extends beyond financial incentives and requires organizations to foster meaningful career progression alongside supportive work environments.

Addressing another critical organizational concern, the third article explores the relationship between occupational stress and employee performance among healthcare professionals. The study demonstrates how perceived organizational support can effectively buffer the adverse effects of workplace stress, underscoring the importance of organizational well-being initiatives in maintaining workforce resilience and performance.

Expanding the issue's scope into public administration, the fourth article presents a comprehensive examination of collaborative governance and network management through a systematic review and comparative international analysis. The proposed Collaborative Governance Performance Framework offers a significant conceptual contribution by identifying the institutional and managerial factors necessary for designing and sustaining effective multi-stakeholder partnerships in addressing complex public challenges.

The final article investigates the interplay between organizational culture, employee commitment, and turnover intention within the banking sector. Its findings reaffirm that supportive organizational cultures strengthen employee commitment and reduce intentions to leave, providing valuable guidance for organizational leaders striving to enhance workforce stability and institutional effectiveness.

Collectively, the contributions in this issue reflect the multidisciplinary nature of contemporary administration and management research. They highlight the interconnected roles of leadership, human resource management, organizational culture, employee well-being, governance innovation, and institutional collaboration in improving organizational performance and societal outcomes. The diversity of sectors and methodological approaches represented in this issue demonstrates the journal's commitment to publishing rigorous, relevant, and impactful research that advances both academic scholarship and professional practice.

The Editorial Board extends its sincere appreciation to all authors for their scholarly contributions, to the reviewers for their meticulous evaluations, and to our readers for their continued trust and engagement with the journal. We hope that the research presented in this issue stimulates meaningful discussion, inspires future investigations, and contributes to the continued advancement of administration and management studies across national and international contexts.

Dr. Biju John M
Chief Editor

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