

PREFACE TO THE EDITION

The present issue of the **International Journal of Commerce and Management Research Studies (IJCMRS)** brings together a diverse collection of research contributions examining important dimensions of commerce, management, labour, investment, digital transformation, and sectoral development in the Indian context.

A notable feature of this issue is its focus on the changing structure of India's economy and the evolving relationships between business, employment, technology, investment, and human capability. The contributions collectively highlight how contemporary commercial and managerial challenges are increasingly interconnected and require perspectives that extend beyond individual sectors or disciplines.

The issue opens with an examination of migrant labour and the unorganised sector in Kerala, exploring the relationship between migration, labour supply, informality and regional development. The study highlights the structural role of migrant workers in addressing labour shortages within Kerala's changing economic landscape and considers the balance between economic opportunity and worker welfare.

The second contribution focuses on workplace learning, employee well-being and organisational performance. It brings together perspectives on learning, work-life balance, supervisory support and employee engagement, emphasising the importance of developing workforce capabilities while simultaneously addressing employee well-being in a rapidly changing work environment.

The issue also considers the growing influence of digital transformation on Indian commerce and the world of work. The article examines digitalisation, changing employment patterns, workforce capabilities and leadership, while drawing attention to the need for more inclusive participation in the benefits of the digital economy, particularly among workers and sectors that remain outside the mainstream digital transition.

Another important contribution examines foreign direct investment, globalisation and Indian commerce over the period 2000–2025. By considering the scale, composition and distribution of FDI, the study provides a broader perspective on India's integration with the global economy and the conditions under which investment can contribute to wider economic growth and development.

The issue concludes with a conceptual examination of housing, construction and allied industries as an engine of Indian commerce. The study views construction as a demand-linked cluster encompassing housing, finance, materials and allied industries, while also recognising its importance as a major source of non-farm employment and its continuing association with informality and labour vulnerability.

Taken together, the articles in this issue demonstrate the breadth of contemporary commerce and management research. They draw attention to the interaction between economic transformation, labour markets, human resources, technology, global investment and sectoral linkages, while also highlighting the importance of inclusive and sustainable development.

The editorial team of IJCMRS hopes that this issue will provide useful insights for researchers, academicians, students, business professionals, institutions and policymakers, and will stimulate further empirical and conceptual research in the fields of commerce and management.

We sincerely thank the authors for their valuable contributions and the reviewers and editorial team for their efforts in bringing this issue to publication.

Dr. Steevan D Souza N
Chief editor

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