

Guest Editorial Preface

Special Issue on Advances in Management and Technology in a Global World

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The Jaypee Business School, India, organised its first '*International Conference on Advances in Management and Technology in a Global World (ICAMT-2015)*', in association with the University of Nebraska, Omaha, USA, in 18–20 December 2015. This conference aimed at recognising the importance of upcoming business practices and the changes brought about by technology, and attempted at offering a platform for discussion on contemporary issues. The conference aimed at bringing together leading academic scientists, research scholars and members of the corporate sector to exchange their experiences and research results on diverse aspects pertaining to Business, Management and Technology. The conference also provided an interdisciplinary and multidisciplinary forum for delegates to present and discuss the most recent innovations, trends and practical challenges encountered, and solutions adopted. This special issue covers a set of research papers presented at the conference, which are supposed to add value in the fields such as digital marketing, and shed light on new directions in traditional, but important fields such as stock investment behaviour and capital structure dynamics.

The first paper, '*Empathy and Mindfulness: Potential Antecedents to Authentic Leadership*', by Aishwarya Singh, Santoshi Sengupta and Swati Sharma, focuses on authentic leadership styles for the professionals in the IT sector by examining empathy and mindfulness as potential antecedents to authentic leadership. This study supports previous research and provides significant evidence that high levels of empathy skills play a major role in achieving leadership effectiveness (Gardner & Stough, 2002; Rosete & Ciarrochi, 2005; Shipper, Rotondo & Hoffman, 2003). The results of this study can be implemented across organizations to enhance empathy skills among business leaders, thereby improving leadership effectiveness and organizational performance. The authors recommend that business organizations should provide training and educate leaders to develop empathy as a necessary skill to foster productivity. Inherited leadership traits combined with effective leadership training, thorough knowledge of new technological tools and advancements and insight into the future endowments could yield the best result--a well-rounded, skilled, and instinctive IT leader.

The second paper, '*Employer Value Proposition: A Conceptual Framework and Scale Development for Indian Information Technology Professionals*', by Salila Kumar Pattnaik and Rajnish Kumar Misra, focuses on the employer value proposition which comprises of sustainable HRM practices (App, Merk, & Buttgen, 2012). For an organization to be considered for EVP, there are five distinguishing EVP attributes. Past studies have discussed various dimensions of employer value proposition such as organization culture, physical work Environment, work-life balance, nature of work, inspirational value, compensation, and training and development (Ewing et al, 2002; Sears, 2003; Knox & Freeman, 2006; Lievens & Highhouse, 2003; Backhaus & Tikoo, 2004). The factors that contribute to being an employer of choice are the provisions of a reasonable degree of security; enhanced future employability because of the reputation of the organization, as one that employs and develops high quality people, as well as the learning opportunities it provides; employment conditions that satisfy work- life balance needs; a reward system that recognizes and values contributions and

provides competitive pay and benefits; interesting and rewarding work; and opportunities for learning, development and career progression (Armstrong, 2006).

The third paper, '*Behavioural responses and different shades of flaming in social media and computer mediated communication*', by Ruchi Verma, Nitin Chanderwal and Amit Srivastava, emphasizes on the more and more usage of online communication in today's world. Computer Mediated Communication has connected the globe in such a way that today the whole world is connected with a common thread. Apart from its numerous advantages it has some negative aspects also. The authors have tried to analyze the factors due to which flaming (total nonconformity to perceived norms, conventions and tenets of communications) occurs in contemporary times. Discussions over the internet can also take an uncivil route, with offensive comments or replies impeding the democratic ideal of healthy heated discussion (Papacharissi, 2004; Shils, 1992). This research concludes that the online users having more number of non-met friends have a stronger inclination towards flaming. The research also concludes that the general public connects more with celebrities and involves in very active online communication, when they are concerned.

The fourth paper, '*Learning in Organizations: Some Observations from Practice*', by A. D. Amar and Cathal Walsh, illustrates how learning actually occurs. The paper examines how the same basic principles utilized in educational learning can be applied to enhance corporate learning among adult learners. The rise of technology and knowledge as a production factor in organizations has not only changed the rules of managing organizations, it is also rewriting the learning processes in organizations, especially in the knowledge-intensive organizations as they depend heavily on information and communication technology (ICT). Chadha and Saini (2014), for example, find that knowledge is enhanced by Information Technology, used as a learning tool, has also been found to benefit organizational learning and financial performance. They have presented that learning of consequence to contemporary organizations is a brain function. Additionally, learning is what the human brain does best (Jensen, 1998).

This special issue intends to throw light on some fascinating subjects in the field of Management and Technology and share insights with researchers in this domain. The management domain evolves as new technologies, concepts and ideologies continuously emerge. The changes in management thought further open up venues to academics, research scholars and corporate practitioners for their research and knowledge transfer endeavours.

The issue is complemented with two regular papers: Identifying criteria for continuous evaluation of software engineers for reward and recognition: an exploratory research by Sreejith and Mathirajan and Student-generated Content Improves Online Learning of Programming by Jozef Tvarozek, and Peter Jurkovic.

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Hima Gupta has over 25 years of experience across the corporate sector and academia. She has worked at LNJ Bhilwara & Bakshi Group of Companies for more than 5 yrs. and has been teaching for the last 16 years as Faculty in reputed Business Schools. She has also worked as a Program Director (MBA) for the batch 2008 - 2010. She has worked as Project Officer at NITRA and ATIRA, Ahmedabad for around 5 years. She has published several manuscripts and serves on the Editorial Board in International and National Journals. At Jaypee Business School, working as Head of Department- Operations and teaches Quality & Project Management, and Advance Decision Sciences. She has been actively researching the domain of the Six Sigma and World Class Principles for Manufacturing Companies.