

Editorial Preface

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We would like to present, with great pleasure, the volume 12, issue 3 of *International Journal of Human Capital and Information Technology Professionals* (IJHCITP). The IJHCITP tries its best to provide the quality research outcome in time. The primary mission and objective of IJHCITP were to become a voice of the information technology professional's community, addressing the various issue in human IT sector.

The 3rd issue of Volume 5 comprises five manuscripts. The first article, 'The Work-Life Balancing Act: A Study on the Mandatory Work from Home due to COVID-19 on the IT and Non-IT Industry Sectors', presents the impact of mandatory work from home due to COVID-19. The authors have investigated how personal and professional lives of people with different demographics are affected by forced work from home due to the current pandemic situation. Authors also suggested directions for future studies on the organization's view of mandatory work from home, organization's preparedness to support work from home and prescription to post COVID-19 strategies for organizations.

The second article of this issue is 'Investigating Factors Influencing the Adoption of IT Cloud Computing Platform in the Higher Education: Case of Sub-Saharan Africa With IT Professionals'. The results of the investigations show that the organizational factors are more influential factors than the technological, environmental, and sociocultural factors to the adoption of cloud computing (CC) in the Ethiopian Higher Education (EHE) sector.

The third article, 'Impact of Work-Family Conflict on Career Development of Knowledge Workers in Indian IT Sector: Examining Moderating Effect of Age', presents impressive results on work-family conflict. Authors stated that work-family conflict is one of the significant problems that influence the career development of knowledge workers in the Information Technology (IT) sector. Authors have empirically investigated amongst 278 IT professionals and knowledge workers working in different IT companies across India. The authors concluded that there is a negative relation between work-family conflict and career development and the age moderates the relation between work-family conflict and career development.

The fourth article, 'Emotional Maturity and Employer Satisfaction: A Study on the Recruitment of Information Technology Graduates', presents the relationship between emotional maturity and its relationship with employer satisfaction in recruiting fresh engineering Information Technology graduates. Empirical investigations amongst 465 employers of multinational and national Information Technology companies revealed that all the four dimensions of emotional maturity are defined by emotional stability, emotional progression, social adjustment and personality integration. They further concluded that emotional maturity had a significant positive relationship with employer satisfaction.

The fifth article, 'Advance Resource Planning in Hospital Emergency Department Using Machine Learning Techniques', presented that how the problem of treating various medical cases which led to longer waiting times at emergency treatment units (ETUs) can be solved by machine learning (ML). For this, the authors implemented Light GBM (LGBM) machine learning to increase the predictions rate. Authors also compared their model with other ML models such as decision tree and gradient

boosted machines (GBM). The experimentation results show that LGBM is more efficient and faster than others.

A big thanks to our competent team of editorial board members and also a comparatively young team of reviewers whose continuous dedicated support publish IJHCITP always in time. This issue would not have been possible without the incredible support of all the team members of IGI Global who are involved in Editorial assistance and production of IJHCITP.

It is our hope that this fine collection of articles will be a valuable resource for IJHCTP readers and will stimulate further research into the vibrant area of Human capital and IT professionals.

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