



Journal of Emerging Management Studies
Volume 4 Issue 1
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Management Cell
<https://doi.org/10.3126/jems.v4i1.95818>

Editorial

Navigating Human, Organizational, and Societal Transformation in an Era of Uncertainty and Innovation: Reflections on the Current Issue

Bishnu Giri 

Abstract

The contemporary world is witnessing profound transformations driven by technological advancement, changing workforce expectations, evolving financial realities, and increasing demands for social responsibility and institutional effectiveness. These shifts have created new challenges and opportunities for individuals, organizations, policymakers, and communities. The articles featured in this issue collectively explore these emerging dynamics through diverse yet interconnected perspectives spanning retirement planning, entrepreneurship education, employee well-being, corporate social responsibility, financial behavior, digital leadership, investment decision-making, and youth migration. Together, they demonstrate how human attitudes, competencies, institutional environments, and socio-economic structures influence decision-making and developmental outcomes. While some studies focus on individual-level factors such as financial literacy, emotional intelligence, self-efficacy, and risk tolerance, others examine organizational and societal dimensions including living wages, corporate citizenship, educational ecosystems, technological transformation, and brain drain. By bringing these perspectives together, this issue contributes to a deeper understanding of how individuals and institutions navigate complexity, uncertainty, and change in pursuit of sustainable development and inclusive progress. The collection offers valuable insights for academics, practitioners, business leaders, educators, and policymakers seeking evidence-based approaches to address contemporary challenges in both local and global contexts.

Keywords – Digital leadership, Entrepreneurship, Employee dignity, Human behavior, Organizational transformation, Sustainable development

Editorial Discussion

The contemporary landscape of management, society, and economic development is increasingly shaped by the interaction between human capabilities, institutional structures, technological innovation, and socio-economic change. Scholars have increasingly recognized that sustainable development and organizational effectiveness depend upon understanding the complex relationships among individuals, institutions, and broader societal forces (Staniškis, 2022; Stirling, 2024). The nine articles presented in this issue collectively provide a multidimensional understanding of these interactions, offering valuable insights into how individuals and organizations respond to emerging opportunities and challenges.

A prominent theme emerging from this issue is financial decision-making and long-term economic preparedness. The study on retirement planning among employed individuals highlights the importance of financial literacy, financial self-efficacy, risk tolerance, retirement goal clarity, and cultural influences in shaping retirement strategies. Complementing this perspective, the investigation of financial behavior among undergraduate students demonstrates that financial literacy and emotional intelligence are increasingly critical competencies for responsible financial management in an era characterized by financial complexity and uncertainty (Shi et al., 2025). Extending the discussion into capital markets, the study on investment decisions in Follow-on Public Offerings (FPOs) illustrates how both rational and behavioral factors influence investor choices within emerging financial markets. Collectively, these studies underscore the growing significance of financial capability as a foundation for personal and economic well-being, a position strongly supported by previous research on financial literacy and household financial outcomes (Sajid et al., 2024).

Another major contribution of this issue relates to the development of human potential within educational and organizational settings. The article examining the mediating role of institutional environment in the relationship between entrepreneurial mindset and teaching self-efficacy highlights the importance of supportive higher education ecosystems in fostering innovation and professional confidence among faculty members. This perspective resonates with broader global discussions concerning the transformation of universities from knowledge-transmission institutions into centers of innovation, entrepreneurship, and societal engagement (Corrêa & Jardim, 2025; Pacheco & Franco, 2024).

The issue also advances understanding of employee well-being and human-centered organizational practices. The study investigating living wage perceptions and employee dignity within the hospitality sector emphasizes that compensation extends beyond economic survival and significantly influences employees' sense of recognition, respect, and workplace worth (Blustein & Allan, 2025; Giousmpasoglou, 2024). Such findings reinforce the argument that sustainable organizational performance depends not only on financial outcomes but also on the creation of dignified and equitable work environments. Contemporary scholarship similarly suggests that employee dignity, fairness, and meaningful work are essential foundations of organizational sustainability and employee engagement (Lu et al., 2025; Russo et al., 2025).

The growing relevance of ethical and socially responsible business practices is reflected in the article exploring the relationship between corporate social responsibility (CSR) and community engagement. By examining pathways through which CSR initiatives contribute to inclusivity, empowerment, and social welfare, the study broadens the understanding of corporate responsibility beyond compliance and philanthropy. It highlights the potential of organizations to serve as active partners in community development and social transformation. This perspective aligns with stakeholder-oriented approaches that emphasize the broader responsibilities of corporations toward society and sustainable development (Carroll, 1999; Zhang et al., 2026).

Technological transformation and the future of leadership constitute another significant theme. The article on Humanizing Digital Leadership investigates the coexistence of empathy and artificial intelligence within the framework of HRM 5.0, particularly through the experiences of women CEOs. As organizations increasingly integrate advanced technologies into human resource functions, this study offers a timely reminder that technological efficiency must be balanced with human values, emotional intelligence, and ethical leadership (Alwali & Alwali, 2026; Ertiö et al., 2024). Recent discussions on Industry 5.0 and Human-Centric HRM similarly advocate for a balanced integration of technological advancement and human well-being (European Commission, 2021; Li & Duan, 2025).

Finally, the issue extends beyond organizational boundaries to address broader societal concerns through its examination of brain drain among Nepali youths. By identifying factors such as governance challenges, limited educational opportunities, talent misalignment, and economic constraints, the study provides important insights into one of Nepal's most pressing developmental challenges. The findings encourage policymakers and stakeholders to consider holistic approaches that create opportunities for talented individuals to contribute meaningfully within their own national context. Existing studies on migration and human capital similarly suggest that talent mobility can have profound implications for national development, innovation, and economic growth (Issac & Tripathi, 2024; Pinto et al., 2025).

Taken together, the articles in this issue reveal a common underlying message: sustainable progress requires the alignment of individual capabilities, institutional support, ethical leadership, social responsibility, and inclusive development. Whether addressing financial preparedness, educational innovation, workplace dignity, technological transformation, community engagement, investment behavior, or migration dynamics, the studies collectively demonstrate that human-centered approaches remain fundamental to addressing contemporary challenges.

As Editor-in-Chief, I am pleased to present this collection of scholarly works that not only enrich academic discourse but also offer practical implications for policymakers, practitioners, educators, business leaders, and development stakeholders. It is my hope that the insights presented in this issue will stimulate further research, informed dialogue, and evidence-based action toward building more resilient organizations, empowered communities, and sustainable societies.

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