

Special Issue

Identity Matters: Advancing Diversity and Inclusion Through Effective Human Resource Management

Message from the Guest Editors

This Special Issue seeks to advance critical, contextual and practice-oriented conversations on how organisations can create equitable, inclusive and socially responsive workplaces. We invite scholars, practitioners and thought leaders to explore the evolving relationship between HRM practices and the diverse realities of employees across race, gender, age, disability, culture, language, sexuality, religion, and other identity markers. The Special Issue aims to interrogate both opportunities and tensions associated with diversity and identity in contemporary organisations. Contributions may examine topics such as inclusive leadership, diversity management, employee voice, psychological safety, intersectionality, identity work, workplace belonging, equity in talent management, hybrid work environments, wellbeing, organisational justice and the role of HRM in fostering transformation and sustainable organisational cultures. Importantly, this issue encourages contributions from diverse geographical and cultural contexts, particularly voices from the Global South, where historical, socio-political and economic realities continue to shape workplace experiences in unique ways.

Guest Editors

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Deadline for manuscript submissions

31 May 2027



Administrative
Sciences

an Open Access Journal
by MDPI

Impact Factor 3.1
CiteScore 5.6



mdpi.com/si/280838

Administrative Sciences
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About the Journal

Message from the Editor-in-Chief

Welcome to *Administrative Sciences*, the journal aims to advance and communicate knowledge concerning management theory and practice both in public administration and in profit organizations; it encourages submissions that build on interdisciplinary research in related fields, such as business, economics, political science, gender studies, psychology, sociology, physiology, communication theory or artificial intelligence and their implications on management, organizations and the society. Join us on a journey through the *Administrative Sciences*, where management merges with innovation.

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