



merits

an Open Access Journal by MDPI

Implications of the “Digital Era” for HRM: A New Paradigm, or Perhaps Not

Guest Editors:

**Dr. Carla Maria Marques
Curado**

Department of Management,
ISEG – Lisbon School of
Economics & Management,
University of Lisbon, 1200-725
Lisbon, Portugal

**Prof. Dr. Paulo Lopes
Henriques**

Department of Management,
ISEG—Advance/CSG—Lisbon
School of Economics and
Management, University of
Lisbon, 1249-078 Lisbon,
Portugal

Prof. Dr. Lucía Muñoz-Pascual

Multidisciplinary Institute for
Enterprise (IME), Faculty of
Economic and Management,
Department of Business
Administration, University of
Salamanca, 37009 Salamanca,
Spain

Deadline for manuscript
submissions:

 **June 2023)**

mdpi.com/si/113453

Message from the Guest Editors

Dear Colleagues,

This Special Issue aims to expand our understanding of a major challenge for HRM, which is to identify the appropriate technologies and how to combine them with human capabilities to ensure optimal levels of efficiency and effectiveness. In the near future, the proper use of the “digital” will dictate the success of managers and, therefore, of organizations and markets. For this Special Issue, both original research articles and reviews are welcome. Research areas may include (but are not limited to) the following:

Commitment in the digital era;

Emotional salary in the digital era;

Artificial intelligence-based HRM;

Remote work–life balance;

Remote workplace happiness;

Reshaped motivation;

Digital sources of satisfaction;

The impact of digital disruption on careers;

HRM and social media;

HRM and technostress;

HRM and industry 4.0

HRM and metaverse

Special Issue



merits

an Open Access Journal by MDPI

Editor-in-Chief

Prof. Dr. Wendy M. Purcell

1. Rutgers School of Public Health, Rutgers University, Piscataway, NJ 08854, USA
2. Harvard T.H. Chan School of Public Health, Harvard University, Boston, MA 02215, USA

Message from the Editor-in-Chief

People at work is the focus of *Merits*, an international, peer-reviewed open access journal. We focus on contemporary research issues related to enabling people at work to thrive. *Merits* recognizes the importance of investing in human performance, so includes the exploration of talent development modalities and frameworks, people analytics, and issues related to coaching and mentoring. We invite your contribution to the field.

Author Benefits

Open Access: free for readers, with [article processing charges \(APC\)](#) paid by authors or their institutions.

Rapid Publication: manuscripts are peer-reviewed and a first decision is provided to authors approximately 37.6 days after submission; acceptance to publication is undertaken in 5.9 days (median values for papers published in this journal in the second half of 2023).

Recognition of Reviewers: APC discount vouchers, optional signed peer review, and reviewer names published annually in the journal.

Contact Us

Merits Editorial Office
MDPI, St. Alban-Anlage 66
4052 Basel, Switzerland

Tel: +41 61 683 77 34
www.mdpi.com

mdpi.com/journal/merits
merits@mdpi.com
[X@MdpiMerits](https://x.com/MdpiMerits)