

Special Issue

Strategic Human Resource Management: Transforming Organizations for Competitive Advantage

Message from the Guest Editors

We are pleased to invite you to contribute to this Special Issue of *Merits*, entitled “Strategic Human Resource Management: Transforming Organizations for Competitive Advantage”. It focuses on the critical role of strategic human resource management (SHRM) in shaping organizational success and resilience in today’s volatile, uncertain, complex and ambiguous (VUCA) environment. Original research articles and reviews are welcome. Possible topics include (but are not limited to) the following:

- Strategic workforce planning and talent management.
- The role of HR analytics in shaping strategic decisions.
- The impact of global and cultural diversity on SHRM practices.
- The development of leaders through SHRM.
- Ethical and sustainable HR strategies in the context of ESG (environmental, social and governance) goals.
- The role of SHRM in promoting organizational resilience in times of crisis.
- The alignment of employee engagement and well-being with strategic imperatives.
- The intersection of digital transformation and strategic HR practices.

Guest Editors

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Deadline for manuscript submissions

20 November 2025



Merits

an Open Access Journal
by MDPI



mdpi.com/si/228157

Merits

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About the Journal

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.

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