

Special Issue

Power, People, and Performance: Rethinking Organizational Leadership and Management

Message from the Guest Editors

This publication focuses on the critical need to reimagine leadership and management practices in response to the disruptions, transformations, and challenges shaping today's organizations. In a world marked by volatility, uncertainty, complexity, and ambiguity (VUCA), organizations must go beyond traditional leadership and management models. The ability to lead with vision, manage with agility, and empower people has become essential for fostering resilience and achieving sustainable performance. This Special Issue seeks to explore how leadership and management can evolve to meet these demands—through inclusive practices, ethical frameworks, and people-centered strategies that drive organizational transformation. We welcome contributions that examine the changing nature of leadership and management in diverse organizational contexts. Particularly, we encourage the submission of research that investigates how power dynamics, employee engagement, and performance outcomes intersect; how leadership and management roles converge in practice; and how technology, crisis, and culture influence these dynamics.

Guest Editors

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About the Journal

Message from the Editor-in-Chief

People at work is the focus of *Merits—Journal of Human Resources*, an international, peer-reviewed open access journal. We focus on contemporary research issues related to enabling people at work to thrive. *Merits—Journal of Human Resources* 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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