

Special Issue

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

Message from the Guest Editors

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.

Guest Editors

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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.

Editor-in-Chief

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