

Editorial Preface

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We would like to present, with great pleasure, the volume 12, issue 4 of *International Journal of Human Capital and Information Technology Professionals* (IJHCITP). One of our major objectives is to publish the issue in time so that authors do not wait for long for their accepted paper to appear in a particular issue. The primary mission and objective of IJHCITP were to become a voice of the information technology professional's community, addressing the various issues in human IT sector.

The 4th issue of Volume 12 comprises five manuscripts. The first article of this issue is 'Perceptions About Flow and Boredom in the Information Technology Profession: Evidence of a Generational Issue'. Authors have conducted a survey using the Boredom Proneness Scale, Lee Job Boredom Scale and Short Flow Scale instruments amongst IT professionals. Based on 175 responses, they analyzed the results and got interesting findings. The main findings offer empirical evidence on the perception of IT professionals regarding (1) the occurrence of boredom and flow (even simultaneously); (2) greater occurrence of flow and boredom in the public sector; and (3) higher occurrence of boredom among younger IT professionals.

The second article, 'Effect of Career Determinants on Employee Engagement in Indian IT Sector: Gender as Moderator', presents a framework to understand career determinants affecting employee engagement in Indian IT sector that can lead towards successful and sustainable organizations. Authors have collected empirical data from 272 techies employed in various IT companies. This work concluded that there is a need to focus on career determinants that increase employee engagement.

The third article of this issue is 'Conflict Management Styles and Innovation Performance: The Mediating Role of Organizational Agility'. This work investigated the relationship between conflict management styles (CMSs), organizational agility and innovation performance in the Jordanian ICT companies context. Authors have used Covariance-based structural equation to model and used to test Rahim and Bonoma conflict management styles and their relations to organizational agility and innovation performance. Based on the responses from 460 IT professionals from Jordanian telecommunication companies, the authors concluded that integrating style has a significant impact on the organizational agility and innovation performance. They further interpreted that organizational agility mediates the relationship between compromising and integrating conflict styles and innovation performance.

The fourth article, 'Demystifying the Role of Emotions on Decision-Making Sciences: A New HRD Indicator Dimension', examines the role of emotional intelligence on decision styles of managers and the mediating role of emotional labour in enhancing decision styles of managers in Indian IT firms. Authors have proposed an Affective EI-EL-DM model based on the empirical investigation from a survey of 300 managers working in 10 IT multinational companies. Authors concluded that middle level IT managers frequently resort to emotional suppression, leading to avoidant, spontaneous or dependent decision-making yielding adverse outcomes. Authors further found that high EI is related to frequent usage of rational and intuitive decisions besides the effective use of deep acting and emotional labour influences all decision-making abilities.

The fifth article, 'Antecedents of User Acceptance of Electronic, Human Resource Management Systems (e-HRM) at SEAT', investigated factors that impact the use of electronic Human Resource Management (e-HRM) systems at SEAT, a car manufacturing firm of the Volkswagen Group. Authors

used the unified theory of acceptance and use of technology to analyze the relationships between user acceptance of e-HRM systems and its antecedent factors, namely: performance expectations, ease of use, social influence and facilitating conditions. An empirical study based on a survey on one hundred and sixty-nine employees at SEAT shows that performance expectations and ease of use have positive relationships towards acceptance of e-HRM technologies. In addition, this research provides some practical implications to guide HR professionals on the implementation of e-HRM systems.

A big thanks to our competent team of editorial board members and also a comparatively young team of reviewers whose continuous dedicated support publish IJHCITP always in time. This issue would not have been possible without the incredible support of all the team members of IGI Global who are involved in Editorial assistance and production of IJHCITP.

We hope that this fine collection of articles will be a valuable resource for IJHCTP readers and will stimulate further research into the vibrant area of Human capital and IT professionals.

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Editor-in-Chief
IJHCITP