

Editorial

Editorial for *Human Resources Management and Services* (Volume 6 Issue 2)

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Work outcomes in human resource management operations may be influenced by an employee's performance and attitude. Therefore, in human resource management tasks, each employee must be given special attention. The articles in this issue, which center on employees, primarily offer an engaging discussion of the variables influencing employees' productivity, well-being, and enterprises. Readers may have a better knowledge of how various factors impact employees' and enterprises' performance from this issue.

The term "employee performance" refers to the thorough assessment of the competencies, proficiencies, and output demonstrated by workers (MBALIB, 2024). It's one of the key metrics for assessing how well individuals do at work and contribute to the team (MBALIB, 2024). Typically, this includes the activities that employees complete as well as their attitude, productivity, quality, and capacity for innovation (MBALIB, 2024). It is evident that a crucial element of job assignments is employee performance. As a result, a few scholars investigated the factors influencing workers' performance. Zhou et al. (2024) clarified the role that assertiveness plays in raising performance. They noted that encouraging assertiveness in staff members is essential in the context of China's banking sector, especially the Bank of China, and that staff members with higher assertiveness and self-esteem are better suited to handle banking perspectives and satisfy client needs (Zhou et al., 2024). In other words, fostering a sense of confidence, which is essential and significant, may enhance workers' output. Olasunkanmi et al. (2024) investigate the elements of team commitment that influence project performance in Nigeria. They discovered that the motivation for pushing for the effective completion of projects within the Nigerian construction industry was the emotional attachment of the team members and a sense of obligation to the project team and construction organization (Olasunkanmi et al., 2024). This study suggests that it is important for employees to maintain positive emotions and a sense of responsibility at work to have excellent performance. In addition to discussing elements influencing individual performance, some researchers looked into aspects influencing the success of an organization. Employee engagement (EE) has emerged as a critical component of any organization's success, according to Haryanto et al. (2024), who also found that companies that prioritize EE as a core value can build a long-lasting competitive advantage, improve their reputation, and draw and retain top talent. Improving workers' positive attitudes toward their work is crucial and can boost an organization's productivity.

This problem reveals that, in order to improve employee and business performance, emphasis must be paid to understanding the factors that influence workers' performance as well as their feelings and attitudes toward their jobs.

Finally, we deeply appreciate the authors' permission to authorize us to share their

insightful thoughts.

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