

We are immensely pleased to write the Editorial for the Inaugural Issue of the *IIMT Journal of Management (IIMTJM)*. It forms a significant milestone in the academic endeavors of IIM Tiruchirappalli, epitomizing its steadfast commitment to knowledge development and dissemination. Guided by the ethos of “Knowledge is endless,” the institution has long championed scholarly pursuits, culminating in the establishment of *IIMTJM* – a testament to its dedication to intellectual inquiry and advancement in the domain of management studies.

Celebrating 13 years of academic excellence and embarking on its 14th year, IIM Tiruchirappalli’s endeavor into journal publication signifies a strategic evolution in its scholarly accomplishments. Driven by a vision to contribute substantially to the management discipline through rigorous research, the inception of *IIMTJM* represents a pinnacle of institutional aspirations nurtured over time.

Integral to the fruition of *IIMTJM* is the concerted efforts of the institution’s faculty members, whose unwavering support and scholarly acumen have been pivotal at every stage of the journal’s conception and execution. Their collective expertise and visionary guidance have played a vital role in shaping the journal’s editorial direction and scholarly standards.

Moreover, the warm collaboration with Emerald Publishing witnesses IIM Tiruchirappalli’s commitment to international academic standards. Leveraging Emerald’s rich legacy spanning over 50 years, *IIMTJM* is poised to transcend geographical boundaries, offering a platform for knowledge dissemination on a global scale.

The *IIMTJM* covers General Management, Marketing, Organizational Behavior, Human Resource Management, Strategic Management, Information system & Analytics, Finance and Accounting, Operation Management and Decision sciences, Economics and Public Policy and Entrepreneurship areas. Emphasizing empirical rigor and thematic breadth, *IIMTJM* underscores its commitment to scholarly excellence by embracing a diverse array of management sub-disciplines. By prioritizing quality, originality and novelty, the journal aims to foster critical inquiry and scholarly discourse in an ever-evolving management landscape.

Expressions of gratitude extended to authors, reviewers, editorial board members, faculties and researchers emphasize the collaborative ethos that underpins the journal’s success. Their collective contributions, marked by scholarly diligence and intellectual virtues, constitute the cornerstone upon which *IIMTJM*’s academic legacy is built.

The snippets of the articles are given below:

The first study by Ana Todorova investigates the correlation between age and emotional intelligence, recognizing the latter’s significance in professional performance and adaptability. The methodology is based on Daniel Goleman’s emotional intelligence model, with a sample of 1,175 participants covering demographic groups: Baby Boomers, Generation X, Generation Y and Generation Z. Results reveal a positive correlation between age and



emotional intelligence among Bulgarian digital entrepreneurs. This study contributes to the literature on entrepreneurship, organizational behavior and human resource management by highlighting the development of emotional intelligence with age.

The second study by Debora Chelestino Kisinga, Alban Dismas Mchopa and Leonada Raphael Mwangike investigates the impact of supplier relationship management (SRM) on the business performance of small-scale grapes processing firms in Dodoma, Tanzania. The findings indicate that buyer-supplier relationships, supplier development and supplier selection positively affect business performance, while knowledge transfer does not. This study contributes to the literature by providing empirical evidence of the moderating role of logistics capability in SRM and business performance, particularly in the Tanzanian context.

The third study by Neha Kalra, Pankaj Deshwal, Samir Gokarn, Shiksha Kushwah, delves into the burgeoning realm of Over-the-Top (OTT) services, aiming to discern the factors leading to customer over-the-top experience (COTTE) and its resulting outcomes. Employing a systematic literature review, it analyzes 47 studies from databases like Scopus and Web of Science, elucidating antecedents and outcomes of COTTE. Antecedents range from user-related to website/platform-related factors, while outcomes span behavioral/attitudinal and company-related realms. A novel integrated framework synthesizing existing research is proposed, offering insights for service providers seeking to enrich the OTT experience. This study yields a fresh perspective, being among the first to comprehensively explore COTTE's antecedents and consequences.

The fourth study by Ambaliga Bharathi Kavithai Ramesh, Balamurugan Sinnu inspects the influence of human resource training and development (HRTD) on workplace spirituality in higher education, focusing on factors like colleague support and e-learning initiatives. Conducted through descriptive research, it surveyed academicians in selected colleges using structured questionnaires. Findings reveal the importance of colleague encouragement while Faculty encouragement is identified as the most influential HR practice, while online training significantly impacts spirituality, enhancing the role of cultural training.

The fifth study by Dhanraj Sharma, Ruchita Verma, Chidanand Patil and Jitendra Kumar Nayak investigates the impact of Intellectual Capital (IC) and its components on the financial performance of Indian sugar mill companies. The findings indicate that IC components have a stronger explanatory power than aggregate intellectual capital, and MVAIC is positively related to firm performance. This research contributes to the literature on IC by linking it to the financial performance of the Indian Sugar Mill industry, providing practical implications for policymakers to enhance worth through the effective utilization of IC resources, which is crucial for improving financial performance.

The case study by Ashish Kumar Sharma, Ankita Goyal and Anjali Sharma revisits Henri Fayol's 14 principles of management, which illustrates a hypothetical scenario faced by a senior manager in an automobile company and a book review on *Shift: Opportunities for a Net Zero World* wrap up the first issue of *IIMT Journal of Management*.

Hereby, we promise to provide you with a journal of eclectic content. We once again acknowledge the support of our fraternity and extend our sincere gratitude to each and every one of them who has been a part of this venture and made it successful.

**Pawan Kumar Singh and Sajeet Pradhan**