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# From the Desk of Editor

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*Vilakshan – XIMB Journal of Management* proudly announces its first issue with Emerald. For pandemic situations, we have to combine two issues of Volume 17, i.e. Issues 1 and 2. Meanwhile, *Vilakshan* has also been approved by UGC-care. For Volume 17, we have received more than 100 research papers, including case studies and perspective papers. Final review process could identify less than 15% of the papers as publishable. This time we have received several papers from other countries, and in the final selection list, six papers are from abroad, which truly places *Vilakshan* on par with international level management journals. We have restructured the editorial board, and reviewers, to make our journal more representative both nationally and internationally. Dr Sarat Jena has joined as co-editor, replacing Dr Rahul Thakurta. We place on record Dr Rahul's great contribution to the journal.

Our relentless pursuit could help us in getting so many submissions, both from the country and outside. Group of supportive reviewers took the pain of reviewing all these papers within a strict schedule. We place on record their unstinted support and cooperation. All the accepted papers had to go for two rounds of review. Papers are from various disciplines, such as marketing, OB/HR, accounting, e-commerce, strategic management, change management, adult education and case studies.

First paper from Camillus John *et al.*, investigated on the strategies for transcending the chaos of societal disruption. The paper emphasizes on the need for understanding societal disruptions for effective management of pandemics. Societal disruptions culminate to problems in economic systems, political processes, technologies, regulations and even our understanding of a good life. The author provides pragmatic and actionable strategies for organizations to cope with such disruption.

The second paper by Rajeevan Shanmugavel on accounting teaching identifies the knowledge and practice gap and suggests an alternate teaching method, pacing with the needs of the practical world. This empirical paper is based on various stakeholders' responses.

The third paper on e-banking service quality in pandemic times authored by Ul-Haq Inzamam *et al.*, analyzed how account holders derive satisfaction from e-banking services. This research is also empirically based on a large sample size.

The fourth paper on the emerging market perspective of successful professional service firms authored by A.S. Felix Nana and D.C. Livingstone explores the dynamics of the impact of various constructs on their success.

The fifth paper by Praveen Kulkarni *et al.*, examined the role of strategic management for employee engagement and skill development for startups. While Madan Mohan Dutta analyzed the performance of the health insurance sector in India in the sixth paper.

The seventh paper by Sushmita Singh *et al.*, examined the relationship between benefits of work-related schemes on job satisfaction of handloom weavers.

The eighth paper by Rima Namhata and Vinit Ghosh discussed on teaching of young adult learners through intelligent orchestration of science and arts.

The ninth paper authored by Salehzadeh Reza and Arefeh Rahaei evaluated the impact of psychological entitlement on cyberloafing when mediated by perceived organizational justice.



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The 10th and 11th papers are case studies. The 10th paper is on leadership style of Godrej by Lopamudra Pattanayak *et al.*, while the 11th paper is on managing change in CERA India by Dipak Kumar Bhattacharyya. In addition, the 10th paper is based on a real-life organization, the 11th paper is a fictional case study.

Paper 12 is on Financial Performance Analysis of GIC Re by Tutun Mukherjee *et al.*, analyzes the financial performance of GIC Re using performance ratios. The study also examined the uniformity of difference financial performance indicators and the internal growth capacity of GIC Re.

Finally, Ashish Arya reviewed the book on self-leadership and the One Minute Manager of Ken Blanchard.

We are open to any critical observations and suggestions from our readers. Our next issue will be released in March 2021. Papers can be submitted through the Emerald website.

I thank all reviewers, our editorial board members and associate editors for their support to bring out this issue. Finally, Dr. Sarat Jena and Ms. Reena Ravichandran put their untiring efforts to bring out this journal even in a pandemic situation. Special thanks to the Emerald team also for their continuous support.

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