

## Editorial

Welcome to the sixth issue of *Amity Journal of Training and Development*. The effective use of human resource is very important for the growth of any organization and training and development has crucial role in improving the management of human resources. *Amity Journal of Training and Development* takes it forward and publishes international research in the contextual areas.

The first paper examined the impact of employees' training on organization profitability with reference to Nigeria. Finding indicates no connection between on-the-job training and organization profitability while significant link between specialized training and organization profitability was found. The study concludes that the importance of training cannot be underestimated; therefore, business and educational managers should provide their employees training that is needed for the growth and development of an organization. The next research is to determine the impact of defence expenditure on human capital development in Nigeria. The study aims to further throw light on the recent debate on the effect of the resource allocation between the defence and the non-defence sectors of the economy –especially through the channel of human capital development. Findings from the analysis of data revealed that Nigeria's defence expenditure had a positive impact on human capital development within the period of study, albeit not significant overall. This will further boost the backward and forward linkage effect of the industrial sector.

The third study examined the determinants of counterproductive work behavior (CWB) in local governments in Nigeria by distinguishing CWBs into behaviors that are organizational and interpersonal in nature. The results indicated that organizational justice has no significant relationship with interpersonal CWB and organizational CWB. The study provided useful insight on CWB in terms of its determinants in local governments in Nigeria. The final paper conveys a conceptual map of managerial hubris literature that is able to present executives with the dangers and traps of hubris that they generally tend to overlook. The study has detected both consistencies and inconsistencies in the studies performed within and across disciplines. The paper may help researchers to position their contributions in the actual landscape of managerial hubris investigation. The proposed hubris conceptual map may be able to alert managers to hubris threats. In this perspective, the study advanced a suite of managerial suggestions to help executives avoid falling into hubris traps.

A high quality journal is a direct product of high review process. We sincerely thank our esteemed Editorial Advisory Board, Editorial Board and Editorial Review Board members who have made the process easy. We extend our heartfelt appreciation to the authors for their trust and patience and contributed research papers to *Amity Journal of Training and Development*.

Suggestions of improvement and continued cooperation are welcome. We wish, the Journal will refresh your interest and continue to be a constant companion in your scholastic journey to achieve greater heights as a researcher.

**Prof. (Dr.) Ramanjeet Singh**  
Editor-in-Chief