

Editorial

We are glad to announce the release of the fourth issue of *Amity Journal of Training and Development*. In the contemporary business scenario, training and development has a vital role in improving organizational performance. AJTD publishes international research in the broad areas of training and development, human capital development, innovation in training and development process and so on. We are proud to announce that *Amity Journal of Training and Development* is UGC approved and is indexed/abstracted in a number of good indices.

The first paper of the current issue opines that globalization compels us to develop ourselves and our surroundings so that we may respond to the daily challenges associated with living and working in global communities which cross the boundaries of culture, language and nationality. The paper weaves together a narrative departing from Polo's conceptions of gratuitousness and self-gift and ties them to the requirements of an inclusive mindset as well as to notions of cultural development. It holds hope that an inclusive education and the spirit of gratuitousness further imbues markets and businesses, for the potential that could be unleashed by cultivating gratuitousness and inclusivity. While the concrete applications are limited to pedagogy and management science, the paper aims at a broad conceptual framework that can have implications for other fields as well.

The second paper highlights the three high risks identified in the training management process, their treatment plan and improvement achieved on its implementation. The study observed that qualitative risk-based approach is effective in the management of risks in a service process like training management. When risks are systematically identified, assessed and treated in training management process, significant improvements like reduction in absenteeism in training programmes and effective monitoring of training process can be achieved.

The third paper is an effort to understand authentic leadership and its significance in building leader-follower relationship which not only affects the organizational goal accomplishment but also plays important role in enhancing the overall effectiveness and efficiency of the organization. The qualities of a leader makes him authentic that leads to a transparent and trustworthy relationship between leader and followers. Authentic leadership will effectively increase efficiency of the organization.

The final study found that recognition has strong correlation with motivation which encourages a person to work more. Talent can be acquired but it also needs to be retained for getting the best from employees. Motivation plays a key role and it is necessary to measure nature of relation of each factor with motivation. The paper aims to measure the type and degree of association of different variables with motivation. Employee at the right place and position, where he /she can utilize the skills are more satisfied and motivated, so the skill utilisation stands as fourth influencing variable.

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 for their sustained encouragement, motivation and guidance throughout the entire review process. We also extend our heartfelt appreciation to the authors for their trust and patience and contributing research papers to *Amity Journal of Training and Development*.

Suggestions of improvement and continued cooperation are welcomed.

Have a thrilling encounter with the Journal soon!

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