

Editorial

Welcome to the fifth 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. To take this forward, Amity Journal of Training and Development, publishes international research in the broad areas of training and development such as determinants of training and development processes, organizational policies, employee engagement, talent management, mentorship, skill gap assessment, human capital development, innovation in training and development process, impact of training and development on productivity and firm value, training and development best practices and so on.

The research papers selected for this issue are diverse ranging from training needs analysis, training transfer, attributes of Generation Y, training outcomes in retail and hospitality industries, employee stress and coping techniques and challenges in launching new programmes at University level. The journal starts with understanding the requirements of the new generation.

The first paper studies students' attitude towards information literacy skills. Attitude usually plays an important role in students' skill in a particular learned area. Hence, the steer in information literacy could be persisted on the attitude of students to be versed in their information literacy skills. The study found that attitude and self-efficacy of the students significantly predicts information literacy skills amongst library and information science students in South South Nigeria.

The second paper is a study to assess the effect of emotional labour on organizational commitment in Indian Banking sector. The study helps the managers to exhibit better job performance, effective interpersonal interactions and manage diverse person-environment relationships. A significant difference exists between the perception of the employees across public sector banks and private sector banks for construct of emotional labour and organizational commitment.

Next literature is on training needs since training helps staff learn or gain certain knowledge, skills and abilities which can make their current performance better. Training involves a new dimension in perspective, skills and information of an individual with the resultant improvement within the behaviour. This paper deals with training need analysis of employees of a company in the real estate sector and provides an exploration into the training needs of employees of the sales, pre-sales and post-sales departments as well an analysis and evaluation of the current training practices.

The last paper is a literature review which discusses the strain within the person due to the pressure, uncontrollable situation and extra workload, psychological barriers, emotional factors and many other reasons. People generally come under pressure when they are not able to or are inefficient to cope with the situation. Thus, stress is situation oriented and is more likely in some people than others. It was found that women are more likely to experience psychological stress whereas men attuned to physical strain.

At the end, we thank our esteemed Editorial Advisory Board, Editorial Board and Editorial Review Board. Without their constant guidance and high-quality review, it would not have been possible to come out with this journal par excellence. We also take this opportunity to thank the authors who have shown immense faith and contributed their research papers to Amity Journal of Training and Development.

We also invite suggestions from our readers to further improve the quality and the content of the journal. We hope that you would appreciate and enjoy the journal as much we were delighted to develop it.

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