

## **Editors' Note**

As the Editors-in-Chief of Vidyodaya Journal of Management (VJM), Faculty of Management Studies and Commerce, University of Sri Jayewardenepura, Sri Lanka, we are pleased to publish the Volume 8, Issue II of the Journal. The VJM is dedicated to publishing quality and original research papers in Management and related disciplines. This issue contains nine research papers.

Research papers included in this issue are covering areas of barriers faced by bancassurance managers, a comprehensive definition for operational excellence, influence of green manufacturing practices on sustainable performance, entrepreneurial intentions and entrepreneurial action gap, impression management strategies adopted by academicians, organizational environmental support on sustainable performance, efficacy and concerns of technical project; political instability and economic growth and inequalities and subordination experienced by Global South women.

The first paper explores the barriers faced by bancassurance managers amidst the Covid-19 pandemic. The findings were bracketed under two main themes, namely, i) increased pressure to achieve sales targets from both insurance company and the partnering bank and ii) the work-life imbalance caused by the additional workload during the Covid-19 pandemic. As Covid-19 is an ongoing phenomenon, this study contributes in terms of advancing literature by making knowledge more explicit, in addition to policy formulation and application.

Developing a comprehensive definition for operational excellence (OE) by identifying its attributes, most suitable theoretical lens and dimensions is the objective of the second paper. Attributes of OE were collected by evaluating 32 existing definitions of OE and interviewing 30 OE experts. Based on the identified theoretical lens and identified critical attributes, the new definition of OE involves.

The third paper examines the impact of green manufacturing practices on sustainable performance of organization. The findings of the study revealed that there is a moderate level of green manufacturing practices implemented in the selected manufacturing companies. Green manufacturing practices have a significant and positive impact on sustainable performance of organization. This study suggested that manufacturing organizations need to focus more on the

implementation of green manufacturing practices to ensure organizational sustainability.

The fourth research paper analyzes the gap between entrepreneurial intentions and entrepreneurial action of undergraduates in a major public university in Sri Lanka. Further it identifies the determinants of the intention to action translation. Results revealed that of the respondents, who had entrepreneurial intentions, 32% had taken some actions towards starting a business and progressing from entrepreneurial intention to action was more robust for male undergraduates.

Impression management is one of the important phenomena in everyday life. Accordingly, fifth paper explores the impression management strategies which are adopted by academicians, while trying to identify the motives behind them to practice those strategies. Findings indicated that academicians of the selected context use direct strategies of creating a good image through presenting the self as competent, likable, diligent, supplicatory, and dangerous; indirect impression formation as criticizing, passing the fault to others, and getting appreciation from others; and non-verbal ways such as attire, facial expressions, and vehicle & other accessories to create impressions.

Sustainability is a major global concern and there has been increased pressure on organizations to broaden the focus of business performance beyond financial performance. The sixth paper evaluates the association between organizational environmental support and organizational sustainable performance with the mediating role of employee green behavior. The study contributes to the field by bringing together the concepts of employee green behaviour with organizational environmental support and organizational sustainable performance in the context of the Sri Lankan banking sector and suggests the banks provide resources and a supportive environment for the employees to implement eco-initiatives.

Managing at the Top 2 (MATT2) is a technical development project implemented in Bangladesh to provide practical training for approximately 2000 top-level officials of the Bangladesh Civil Service. The seventh paper analyzes the purpose, process, and results of the MATT2 project using a qualitative approach. It was found that the project produced remarkable success as 305 performance improvement projects (PIPs) were developed and implemented by the bureaucrats. However, the project was influenced by some bottlenecks such as unsuitability of PIPs, lower reform value, money-driven motivation and selection of project area out of the jurisdiction. The study suggests considering the intended and unintended consequences of the MATT2 to undertake such kind of project in future.

The eighth research paper assesses the relationship between the political instability and the economic growth in both the short-run and long-run in South Asian countries, employing the Panel Auto Regressive Distributed Lag (PARDL) model. The results revealed that despite the insignificant impact of political instability on economic growth in the short run, countries gain the capability in elevating the growth level by maintaining stable political regimes in the long run. The holistic analysis highlighted that regulatory quality and civil liberties needed to be well ensured to attain economic growth in the long run as they showed a significant positive relationship with the growth of the South Asian region.

The ninth paper brings empirical evidence from the Sri Lankan apparel industry to propose an intersectional approach to understanding the inequalities and subordination experienced by Global South women factory workers. Utilizing a qualitative methodology, the study conducted interviews with women and shop floor-level apparel workers to explore the interplay between multiple social categories influenced by broader power structures and political inequalities. The analysis identifies that workers' rural origins, poverty, and traditionally defined gendered roles have worked interactively in favour of capitalist industrialists by pushing these women workers to lower-paid manual jobs in the apparel industry.

Finally we are grateful for the contribution of authors, reviewers, editorial board members and the publisher for their continuous support in publishing of another volume of the VJM and look forward to having their valuable scholarly contribution for the upcoming volumes as well.

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