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Preface

In today's rapidly changing workforce, understanding the factors that shape productivity, creativity, labor dynamics, and employee well-being is not just important, but essential for fostering sustainable growth and development. This collection of studies, therefore, is not just a theoretical exploration, but a practical guide to navigating the complex and ever-evolving nature of the workplace.

Predictors of contributions to creativity and productivity: Perceptions of human resource staff in the Philippines by Bingham and Gumiran investigates the intricate web of variables that drive creativity and productivity in the workplace. By examining leadership, workplace factors, and demographic influences, this study provides a nuanced understanding of how different predictors contribute to ten distinct forms of workplace contributions, from idea generation to quality and attention to detail. The research underscores the significant role of transformational leadership in enhancing creativity and productivity, highlighting the need for tailored interventions to optimize various aspects of workplace performance.

Similarly, **Exploring the Impact of Organizational Changes on Productivity and Creativity** by Bingham and Mangilinan explores how structural and policy changes within organizations affect employee productivity and creativity. Their findings underscore the importance of effective communication, employee involvement, and support for innovation in navigating organizational changes. This study emphasizes that while restructuring can enhance teamwork and productivity, policy changes must be managed carefully to avoid creating confusion and uncertainty among employees.

The Relationship between personal and organizational values is further explored in **Congruence Between Personal and Organizational Values: Evidence from Philippine Organizations** by Binghay and Gumiran. This study highlights how aligning personal and organizational values can enhance workplace initiative and overall organizational effectiveness. The research reveals that responsibility and accountability are dominant personal values. At the same time, timely salary payment and teamwork are key organizational values, suggesting that value congruence can lead to a more motivated and cohesive workforce.

Labor dynamics are scrutinized in **The Relationship Between Labor Productivity Growth and Real Wage Growth In The Philippines** by Patalinghug, revealing the complex interplay between productivity growth and wage disparities. This study explains that despite increases in labor productivity, real wage growth remains stagnant due to factors such as the deteriorating market power of workers, the influx of new labor market entrants, and a lack of product market competition. Complementing this, **A Multifactor Prediction Model for Estimating the Cost of Living and Measuring the Disparity with the Minimum Wage in the Philippines** by Orijuela, Perez, Esquivel, and Lopez, provides a detailed analysis of the socio-economic factors impacting wage standards and living costs. The study develops a predictive model to estimate the cost of living, highlighting a significant disparity with the current minimum wage.

Union influence and workers' rights are critically examined in Herradura's **The Perceived Effect of Industry-level Bargaining on Union Influence and Workers' Union Participation and Commitment in the Philippine Media Industry**. This study sheds light on the challenges and advantages of industry-level bargaining, offering insights into improving union participation and collective bargaining coverage. It identifies barriers such as worker misclassification, restrictive government policies, and inadequate enforcement of labor regulations while also suggesting strategies to enhance union influence and worker commitment.

In **Transition to Formality in the Food Supply Chain Industry in the Philippines**, Virgel Binghay and Brian Anthony Gumiran explore the challenges and opportunities in formalizing employment within the country's

food supply chain (FSC). Grounded in the International Labour Organization's R204 framework, the study identifies key FSC actors and constraints, offering strategies to promote MSME participation and address informality through interviews and research.

In the context of organizational structure and human resource practices, **Unveiling Organizational Dynamics: A Deep Dive into Structure, Roles, and Compensation in Philippine Enterprises** by Bingham provides a snapshot of current HR practices and highlights areas for improvement to better support organizational success. The study reveals that while many firms have streamlined structures and updated job descriptions, stronger compensation strategies and regular job analyses are needed to attract and retain talent.

Mental health in the workplace is brought to the forefront in When Helpers Need Help: Examining Mental Health Among Filipino Human Resource Professionals by Hernandez, Cheng, and Parreno. The study reveals the significant stress and compassion fatigue experienced by HR professionals, emphasizing the need for robust mental health programs. It finds that compassion fatigue significantly predicts job stress and highlights organizations' lack of existing mental health programs. It calls for strategic directions and financial investments to support HR professionals' well-being.

Occupational health and safety are critical themes in the **Effect of Lecture on Risk Perception on Occupational Hazards of Barangay Health Workers in the Municipality of Mahayag, Zamboanga Del Sur** by Said, highlighting the importance of risk perception education in improving workplace safety for health workers. The study demonstrates that targeted lectures can enhance risk perception of various occupational hazards, advocating for regular safety training and adopting comprehensive safety manuals.

Warriors' Quality of Work Life: The Case of Enlisted Personnel of The Philippine Marine Corps by Ronatay explores the unique challenges military personnel face, emphasizing the need for better support systems to enhance their quality of life. The study identifies high levels of work-related stress, anxiety, and depression among enlisted personnel, driven by the

dangers of combat, inadequate sustenance, and limited rest opportunities. It recommends improved human resource management, performance reviews, career development programs, and adopting best practices from other military organizations.

In **Saving the Lifesavers**, Jerland S. Casilan examines the balance between healthcare workers' right to refuse unsafe work and their duty to provide care. The paper discusses how statutory rights and professional responsibilities can be aligned, recommending employer incentives for safer work environments based on recent Supreme Court rulings.

The impact of technology on HR practices is explored in Krishna's **Exploratory Study, which discusses the contribution and significant impact of new technologies and e-HRM on HRM effectiveness in the Indian hospitality industry**. The study offers insights into how digital advancements can enhance organizational effectiveness. The study highlights how e-HRM practices can improve talent management, reduce administrative costs, and provide real-time metrics for better decision-making in the hospitality industry.

The Effects of Corporate Wellness Programs on Overall Employee Wellness During the COVID-19 Pandemic by Argañosa and Bingham underscores the importance of holistic wellness programs in maintaining employee health and productivity during crises. The study explores the components and effects of corporate wellness programs, revealing both positive impacts on motivation and productivity and challenges such as feelings of overwhelm and pressure among employees. It calls for personalized wellness programs that cater to employees' evolving needs.

Finally, **Social Protection for Location-based Platform Workers: Systematic Review and Philippine Policy Analysis** by Bingham and Gumiran highlights the need for comprehensive social protection policies to support the growing gig economy, addressing employment status, work precarity, and platform control. The study reviews international and local policies and recommends a policy mix that includes social protection measures aligned with decent work objectives to support platform workers in the Philippines.

Together, these studies paint a rich and detailed picture of the contemporary Filipino workplace, offering valuable insights and recommendations for enhancing productivity, creativity, industrial relations, and employee well-being across various sectors. As we try to understand the complexities of the modern work environment, these findings serve as a crucial guide for policymakers, organizational leaders, trade unionists, and researchers dedicated to fostering a thriving and equitable workforce.

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Issue Editor