

Published by Willóh Publications

ISSN: Pending (Online) | **ISSN:** Pending (Print)

About Us & Executive Overview

Our Mission & Vision

At **Willóh Publications**, we believe that navigating the complexities of the modern corporate landscape requires a profound convergence of structural strategy and human behavior. The **Journal of Organizational Resilience and Human Capital (JORHC)** is an independent, peer-reviewed global platform dedicated to publishing pioneering research at this critical intersection.

Our core mission is to bridge the gap between rigorous academic inquiry and practical corporate execution. In an era defined by black-swan events, macroeconomic volatility, technological displacement, and fundamentally shifting workforce paradigms, JORHC serves as a dedicated scholarly repository for how organizations build adaptive capacity, foster psychological capital, and optimize strategic talent frameworks to survive and thrive under pressure.

What the Journal is Up To: Advancing the Scientific Frontier

The *Journal of Organizational Resilience and Human Capital* does not merely record industry trends; it actively shapes the future of management science. The journal is committed to pushing the boundaries of scholarly publishing through three distinct objectives:

- **Pioneering Interdisciplinary Synergy:** We break down traditional academic silos by explicitly uniting macro-level corporate strategy (crisis governance, structural agility) with micro-level organizational psychology (leadership dynamics, psychological safety, workforce well-being).
- **Enforcing Methodological Rigor:** JORHC is a sanctuary for data-driven science. We curate and publish quantitative modeling, rigorous qualitative field studies, mixed-methods research, and systematic literature reviews.
- **Driving Actionable Value:** Every study published in JORHC is evaluated for its theoretical originality and its *managerial utility*, providing global executives and human resource architects with evidence-based frameworks to future-proof their institutions.

What the Publisher Will Do: The Willóh Commitment to Quality

As the parent publishing house, **Willóh Publications** provides the high-fidelity digital infrastructure, ethical oversight, and distribution network necessary to elevate our authors' work. To fulfill this mandate, we execute a continuous four-fold operational strategy:

1. **Absolute Integrity & COPE Governance:** We enforce a zero-tolerance policy regarding academic malpractice and text recycling. We protect the sanctity of the scientific record so that institutions worldwide can fully trust our published data.
 2. **High-End Digital Infrastructure:** We ensure that every article is parsed into clean, machine-readable formats (HTML, XML, and high-fidelity PDF) and assigned a permanent **Crossref Digital Object Identifier (DOI)** for permanent tracking.
 3. **Building Towards Future Indexing:** While JORHC is a newly launched journal and currently **not indexed in Scopus, Web of Science (WoS), or ABDC**, our daily operations are explicitly hardcoded to meet their strict structural criteria—including timely quarterly publication runs and an international, expert Editorial Board—ensuring a seamless transition into major databases during future review cycles.
 4. **Championing Open Science & Global Equity:** We offer authors flexible pathways to disseminate their research. To ensure that financial constraints never act as a barrier to groundbreaking science, we provide automated 100% APC waivers and 50% discounts for researchers originating from low-income and developing economies.
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Aims & Scope

The journal invites submissions that bridge the gap between structural corporate strategy and behavioral human resource management. The publication architecture is explicitly divided into two core thematic pillars:

Pillar I: Corporate & Organizational Resilience

- **Crisis Governance & Strategic Agility:** Institutional response to macroeconomic shocks, supply chain disruptions, and sudden digital transformations.
- **Adaptive Systems & Structures:** Structural design principles for hybrid, remote, decentralized, and high-reliability organizations (HROs).
- **Cultural and Change Management:** Fostering innovation ecosystems, managing post-merger integration, and navigating systemic corporate turnarounds.

Pillar II: Human Capital Dynamics & Optimization

- **Strategic Workforce Architecture:** Predictive talent analytics, AI integration in HR workflows, and future-of-work competency mapping.
- **Psychological Resources & Leadership:** Evaluating emotional intelligence, leadership agility, workplace stress mitigation, and collective psychological safety.

- **Sustainable Human Capital Management:** Corporate Social Responsibility (CSR) inside the organization, ethical talent retention, and well-being alignment with business performance.

Accepted Subject Areas & Themes

The *Journal of Organizational Resilience and Human Capital* welcomes original empirical research, systematic reviews, and theoretical papers across a broad spectrum of management and behavioral sciences. If your manuscript addresses how institutions or individuals adapt, survive, and optimize performance under shifting conditions, it falls within our scope.

We explicitly accept and encourage submissions covering the following granular topics:

Pillar I: Corporate & Organizational Resilience

This track focuses on macro-level institutional architecture, strategic maneuvers, and systemic adaptations to external pressure.

- **Crisis Management & Governance:** Strategic planning for black-swan events, corporate turnaround strategies, and post-crisis organizational recovery.
- **Strategic Agility & Flexibility:** Micro-foundations of dynamic capabilities, adaptive business models, and operational pivoting during market disruption.
- **High-Reliability Organizations (HROs):** Safety culture, risk mitigation frameworks, error management, and structural resilience in high-stakes environments (e.g., healthcare, aviation, energy).
- **Change Management & Structural Evolution:** Navigating corporate restructuring, post-merger integration, institutional downsizing, and cultural shifts.
- **Supply Chain & Operational Fortitude:** Strategies for protecting operational continuity against geopolitical shocks, economic volatility, and environmental disruptions.
- **Digital Transformation Resilience:** Managing the systemic shocks of rapid automation, cloud migration, and corporate cybersecurity readiness from a management perspective.

Pillar II: Human Capital Dynamics & Optimization

This track focuses on micro-level workplace psychology, leadership capabilities, and advanced data-driven human resource strategies.

- **Strategic Workforce Architecture:** Future-of-work competency mapping, organizational design for hybrid and remote ecosystems, and agile team formulation.
- **Advanced HR Analytics:** Predictive talent analytics, machine learning applications in employee retention, and quantitative human capital valuation models.
- **Crisis Leadership & Executive Agility:** Leadership behaviors under extreme pressure, emotional intelligence in crisis communication, and adaptive management styles.

- **Psychological Capital & Safety:** Fostering collective psychological safety, building workforce grit and mental fortitude, and workplace stress mitigation frameworks.
 - **Talent Retention & Acquisition Innovation:** Ethical talent poaching insulation, high-performer motivation systems, and managing generational shifts (e.g., Gen Z) in the workforce.
 - **Sustainable HRM & Workplace Well-being:** Aligning corporate social responsibility (CSR) with internal employee wellness, reducing burnout, and balancing performance with mental health.
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Ineligible Topics (What We Do Not Accept)

To save authors time and maintain a sharp editorial focus, the journal automatically desk-rejects papers that fall outside our core domain. We do not accept:

- Purely technical engineering or IT papers (e.g., software coding, machine mechanics) that lack a clear management or human resources application.
- Macroeconomic policy papers that do not directly tie back to organizational or corporate strategy.
- Purely clinical psychological studies that do not address behavior within a workplace or organizational framework.

Author Guidelines

Thank you for choosing the **Journal of Organizational Resilience and Human Capital**, published by **Willóh Publications**, as a potential venue for your research.

As an independent, peer-reviewed journal, we are committed to providing a transparent, constructive, and highly professional publishing experience. Please review the comprehensive preparation and submission guidelines below to ensure your manuscript meets our structural and ethical criteria.

1. Submission Checklist

Before uploading your manuscript to our submission portal, ensure you have prepared the following separate files:

- **Anonymous Manuscript:** The main text file containing the title, abstract, keywords, body text, references, tables, and figures. **This file must contain no author names, affiliations, or identifying acknowledgments.**

- **Title Page:** A separate file containing the full manuscript title, names of all co-authors, institutional affiliations, email addresses, verified ORCID iDs, and any funding or conflict of interest disclosures.
 - **Supplementary Materials (Optional):** Datasets, statistical scripts (R, SPSS, Stata), or extensive qualitative interview frameworks intended for open-science verification.
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2. Manuscript Formats & Structural Limits

To ensure structural consistency across our quarterly volumes, we accept submissions in Microsoft Word (.doc or .docx) formats matching the following specific profiles:

Original Research Articles

- **Word Count:** 6,000–9,000 words (inclusive of tables, figures, and references).
- **Core Expectation:** Must present original quantitative, qualitative, or mixed-methods empirical data that advances strategic management or workplace psychology theory.

Review Papers

- **Word Count:** 10,000–12,000 words.
- **Core Expectation:** Comprehensive, systematic literature reviews using recognized structural methodologies (e.g., PRISMA frameworks) that synthesize a specific niche within human capital or institutional agility.

Research Notes / Short Communications

- **Word Count:** 2,500–3,500 words.
- **Core Expectation:** Highly focused, accelerated papers detailing a significant new empirical finding, a minor replication study, or a practical proof-of-concept.

Practitioner Perspectives

- **Word Count:** 1,500–2,500 words.
 - **Core Expectation:** Invited or pre-approved commentary mapping current industrial transformations, authored by or co-authored with global executive leaders, CEOs, or Chief Human Resource Officers.
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3. Style, Structure, and Formatting

Manuscripts must be written in clear, concise academic English (British or American spelling is acceptable, but must be consistent throughout).

Document Settings

- **Font:** 12-point Times New Roman or Calibri.
- **Spacing:** Double-spaced with 1-inch (2.54 cm) margins on all sides.
- **Line Numbering:** Continuous line numbers must be active throughout the entire document to assist peer reviewers.

Title and Structured Abstract

Every submission must include a **Structured Abstract** of no more than **250 words**, organized under the following mandatory headings (matching the classic Emerald format):

1. **Purpose:** Clearly state the core objectives or hypotheses of the study.
2. **Design/Methodology/Approach:** Explain the research design, sample sizes, data collection methods, and analytical tools used.
3. **Findings:** Summarize the primary empirical results and statistical significance.
4. **Practical Implications:** Detail how these findings can be applied by corporate executives, HR architects, or organizational leaders.
5. **Originality:** Briefly state the unique theoretical or empirical contribution of this work.

Keywords

Provide **4 to 6 precise keywords** below the abstract to enhance global search engine discoverability.

Figures and Tables

- Tables and figures must be embedded directly within the text where they are mentioned, rather than grouped at the end of the file.
- All tables must be fully editable (not inserted as static images) and include descriptive, numbered titles (e.g., *Table 1: Descriptive Statistics for Remote Work Agility*).

4. References and Citations

The *Journal of Organizational Resilience and Human Capital* strictly enforces the **APA 7th Edition (American Psychological Association)** referencing style.

- **In-Text Citations:** Follow the author-date format: (*Smith & Jones, 2024*) or *According to Smith (2024)*... For three or more authors, use the first author followed by *et al.* from the very first citation.
 - **Reference List:** Alphabetized by the first author's surname. Every reference should ideally include an active **DOI URL** link (e.g., [\[https://doi.org/10.xxxx/xxxxx\]](https://doi.org/10.xxxx/xxxxx)(<https://doi.org/10.xxxx/xxxxx>)) to guarantee accurate tracking.
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5. Peer Review and Evaluation Workflow

To guarantee absolute neutrality and empirical validity, the journal enforces an independent, blind evaluation workflow.

1. **Technical Desk Screening:** The Managing Editor evaluates all incoming submissions for baseline formatting compliance, clear English usage, and scope alignment.
 2. **Plagiarism Prevention:** All manuscripts are cross-checked using **Turnitin/iThenticate**. Submissions displaying a total similarity index **above 12%**, or **more than 2% from a single source**, will be immediately desk-rejected without right of appeal.
 3. **Double-Blind Review Phase:** Qualifying papers are assigned to an Associate Editor who routes the anonymized manuscript to a minimum of **two external, independent PhD peer reviewers**. Reviewers are selected from global institutions outside the authors' native region to eliminate geographic bias.
 4. **Final Verdict:** The Editor-in-Chief executes the final publication decision (Accept, Minor Revision, Major Revision, or Reject) based entirely on reviewer scorecards evaluating theoretical originality, methodological rigor, data transparency, and practical managerial utility.
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6. Research Ethics & Data Sharing

Willóh Publications adheres strictly to the guidelines established by the **Committee on Publication Ethics (COPE)**.

- **Authorship Verification:** All listed authors must have made a definitive intellectual contribution to the study based on the ICMJE Attribution Framework. Gift, guest, or ghost authorship is strictly prohibited. Corresponding authors must provide a verified ORCID iD upon submission.
 - **Fieldwork and Human Ethics:** Any research involving field surveys, institutional polling, or human participant interviews must explicitly state within the methodology section that proper ethical clearances were obtained from an Institutional Review Board (IRB) or independent institutional ethics committee.
 - **Open Data Policy:** In alignment with modern open-science standards, authors are strongly encouraged to deposit their anonymized raw datasets, statistical syntax files (SPSS, R-code, Stata), or qualitative interview frameworks into trusted, public repositories (such as Zenodo, Figshare, or the Open Science Framework) upon official manuscript acceptance.
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Author Support & Queries

For questions regarding the submission portal, technical style guidelines, or formatting exceptions, please contact the editorial support desk at:

editorial@willohpublications.com.

Online Submission Process

The *Journal of Organizational Resilience and Human Capital* uses a fully digital, peer-review tracking platform. Fax, email, or physical postal submissions will not be accepted for evaluation.

Step-by-Step Submission Workflow

1. **Account Registration:** Visit the Willóh Publications Editorial Portal and select **[Register]**. Create an account using your institutional email address. You will be required to input your verified **ORCID iD** during registration to ensure accurate global citation tracking.
2. **Initiating the Submission:** Once logged in to your Author Dashboard, click on **"Start New Submission"** and select the *Journal of Organizational Resilience and Human Capital* from the active journal drop-down menu.
3. **Entering Article Metadata:**
 - Copy and paste your finalized **Manuscript Title** and **Structured Abstract** (maximum 250 words) into the specified text fields.
 - Input your **4 to 6 keywords** separated by semicolons.
4. **Uploading Separate Files:** The system will prompt you to upload your files individually. Ensure they are categorized accurately:
 - **Upload 1: Title Page** (Containing all author details, affiliations, and funding credits).
 - **Upload 2: Main Anonymized Manuscript** (Word file containing text, tables, and references—completely stripped of identifying info).
 - **Upload 3: Supplementary Data/Scripts** (Optional open-science files).
5. **Co-Author Verification:** Add the full names, institutional affiliations, and email addresses of all co-authors exactly as they appear on your Title Page. The system will automatically generate a confirmation email to all listed parties upon submission.
6. **Declaration Agreements:** You must check the digital validation boxes confirming that:
 - The manuscript is entirely original and has not been published or submitted elsewhere concurrently.
 - All necessary institutional human ethics or IRB approvals have been secured.
 - All financial and corporate conflicts of interest have been transparently declared.
7. **Final Approval:** Review the automatically generated HTML/PDF proof of your submission pack. Click **"Submit Manuscript"** to finalize the process.

Tracking Your Submission Status

Once submitted, your paper will immediately be assigned a tracking serial number (e.g., [JORHC-2026-0042](#)). You can log into your Author Dashboard at any time to track its live status through our peer-review pipeline:

- **Submission Received / Under Technical Check:** The Editorial Office is running your files through iThenticate and checking formatting compliance.
- **With Editor:** An Associate Editor is assigned and is currently checking scope alignment.
- **Under Review:** The anonymized manuscript has been successfully routed to external, independent PhD peer reviewers.
- **Evaluating Reviews:** The review window has closed, and the Editor-in-Chief is evaluating the scorecards to render the final publication verdict.

Editorial Team

The structural integrity and academic excellence of the *Journal of Organizational Resilience and Human Capital* are upheld by an independent, international board of distinguished scholars, researchers, and executive practitioners.

Our editorial governance follows a tiered system to manage incoming manuscripts objectively, oversee the double-blind peer-review workflow, and ensure strict compliance with publication ethics.

Leadership

Editor-in-Chief

- **[Name, PhD]**
Institutional Affiliation, Country
Research Focus: Strategic Management, Crisis Governance, Institutional Adaptability.
Editorial Role: Oversees the ultimate strategic direction of the journal, executes final publication verdicts, and ensures full operational alignment with the Committee on Publication Ethics (COPE) guidelines.

Editorial Board

The Editorial Board acts as the primary steering committee for the journal. Board members provide expert peer-review oversight, nominate external reviewers, handle regional

manuscript routing, and assist in maintaining the journal's strict quarterly publication schedule.

Regional Associate Editors

To eliminate geographic bias and coordinate a truly global double-blind evaluation framework, our associate editors manage submissions across specific geographic divisions:

Americas Portfolio

- **[Name, PhD]** – *University/Institution, USA*
Expertise: High-Reliability Organizations (HROs), Change Management.
- **[Name, PhD]** – *University/Institution, Canada*
Expertise: Workplace Psychology, Executive Stress Mitigation.

Europe & UK Portfolio

- **[Name, PhD]** – *University/Institution, UK*
Expertise: Predictive Talent Analytics, Future-of-Work Competency Mapping.
- **[Name, PhD]** – *University/Institution, Germany*
Expertise: Supply Chain Agility, Sustainable Corporate Governance.

Asia-Pacific & Middle East Portfolio

- **[Name, PhD]** – *University/Institution, India*
Expertise: Strategic Human Capital Architecture, Workplace Well-being.
- **[Name, PhD]** – *University/Institution, Australia*
Expertise: Collective Psychological Safety, Remote Team Dynamics.

Advisory Council & Practitioner Panels

In alignment with Emerald's commitment to real-world industrial impact, our board includes a dedicated panel of senior executive leaders who ensure that published empirical research translates into actionable managerial utility.

Executive Practitioner Advisory Board

- **[Name, MBA/PhD]** – *Chief Human Resources Officer (CHRO), [Company/Organization]*
Focus: AI Integration in Corporate HR Workflows.
- **[Name]** – *Managing Director & Head of Crisis Strategy, [Enterprise/Firm]*
Focus: Corporate Turnarounds and Macroeconomic Shock Insulation.

Editorial Office & Support

For operational, technical, or submission-related inquiries, the central administrative office can be reached directly via the following channels:

- **Managing Editor:** *[Name/Editorial Desk]* – managingeditor@willohpublications.com
(Handles initial technical desk screening, iThenticate plagiarism verification, and layout formatting queries.)
- **Production & XML Layout Team:** production@willohpublications.com
(Manages post-acceptance typesetting, HTML/XML galley parsing, and Crossref DOI assignments.)
- **General Publisher Inquiries:** Willóh Publications – info@willohpublications.com

Call for papers

Editorial board details

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 - **Upload 3: Supplementary Data/Scripts** (Optional open-science files).

5. **Co-Author Verification:** Add the full names, institutional affiliations, and email addresses of all co-authors exactly as they appear on your Title Page. The system will automatically generate a confirmation email to all listed parties upon submission.
6. **Declaration Agreements:** You must check the digital validation boxes confirming that:
 - The manuscript is entirely original and has not been published or submitted elsewhere concurrently.
 - All necessary institutional human ethics or IRB approvals have been secured.
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