## **VOLUME - 2024/2**

The Role of Organisational Culture and Situational Factors in Predicting Workplace Deviation
Among Public Employees
1
Benjamin A. OLABIMITAN; Sunday S. BABALOLA
benjammina ob ibnimman, sanday s. bribiteob
Effect of Trade Unionism on Non-Academic Staff Performance in a Public Institution
22
22
Adams J. JIMOH;Abdulrasaq SALMAN; Idowu J. YAHAYA; Idowu Afolashade ANIMASHAUN
Organizational Identification as a Mediator of Organizational Support, Employee Engagement,
and Commitment: The Case of Non-Teaching Employees in the Mindanao State University-
Iligan Institute of Technology (MSU-IIT)
lingari institute or reciniology (iviso-irr)
34
Mark Ronie O. DUROG; Pamela F. RESURRECCION
Impact of Human Resource Development Practices on Employee Performance in Ghana's
Community Banking Sector
F2
52
Emmanuel Erastus YAMOAH; Bernice AMOAKO
Work Engagement and Organizational Commitment Relationship with Career Growth
69
Dan SHI
Talent Management in the Slovenian Public Administration for Young Talented Individuals
from Generation Z
78
Lea KRAJEC; Jernej BUZETI
Implementation of AI Recruitment Systems in Swiss HRM: The Importance of Technological
and Organizational Factors
95
Guillaume REVILLOD
The Impact of Transformational Leadership Communication on Personal Leadership of
Administrative Staff in Higher Education: A Case Study
125
Sigita JURAVIČIŪTĖ; Justina BUDREIKAITĖ

Role of HR Practices in Fostering Employee Creativity: Mediating Role of Organizational Culture
143
Saurav PANTA
Understanding How Organizational Culture and Job Satisfaction Drive Commitment and Citizenship Behavior in SMEs
Chamdan PURNAMA; Dinda FATMAH; Mirhamida RAHMAH; Syaiful HASANI; Yusriyah RAHMAH; Zakiyah Z. RAHMAH
Demographic Analysis and Resource Allocation in Humanitarian Aid: A Case Study of Age- Specific Service Provision
169
Andrea SEBERINI; Martin HRONEC; Miroslava TOKOVSKÁ
The Effect of Job Satisfaction on Organizational Performance: The Mediating Role of Managerial Values Congruence
183
Sulemana IDDRISU