

PREFACE TO THE EDITION

It is with great enthusiasm that we present the next issue of the **International Journal of Administration and Management Research Studies (IJAMRS)**. This volume brings together a collection of research contributions that reflect the evolving dynamics of leadership, organizational design, technological integration, and crisis management in contemporary management practice. The articles provide both theoretical advancement and practical guidance for scholars, practitioners, and policymakers navigating today's complex and rapidly changing business environment.

The issue opens with *The Role of Emotional Intelligence in Transformational Leadership*, which examines how emotional intelligence competencies influence leadership effectiveness across industries. By highlighting the pivotal role of relationship management and social awareness, the study demonstrates how emotionally intelligent leaders drive organizational change, inspire diverse teams, and sustain effectiveness during crises.

The second article, *Beyond the Home Office: How Remote Work Technologies Are Permanently Restructuring Organizational Hierarchies*, explores how digital work tools have reshaped organizational structures. The findings reveal lasting changes in management hierarchies, including flatter organizational designs and expanded managerial spans of control, suggesting a paradigm shift that extends far beyond the pandemic.

In *Real-Time Performance Analytics: How Data-Driven Management Is Reshaping Employee Evaluation*, the focus turns to human resource practices. The article shows how continuous performance monitoring enhances feedback timeliness and reduces evaluation bias, while also raising important questions about privacy, technological integration, and organizational culture.

The fourth contribution, *Human-AI Collaborative Management: Measuring Effectiveness in Hybrid Decision-Making Teams*, investigates how humans and AI can work together in decision-making contexts. The study identifies transparency, decision-making style, and task allocation as critical determinants of hybrid team performance, offering a framework for adaptive leadership and effective collaboration.

The issue concludes with *Building Antifragile Organizations: A Framework for Crisis-Responsive Management Systems*. Extending beyond resilience theory, the paper introduces an antifragility framework that enables organizations not only to withstand crises but to strengthen and thrive from them. This contribution offers timely insights into navigating volatility and uncertainty in global business contexts.

Collectively, the articles in this issue illustrate the profound ways in which leadership, technology, and organizational strategy are converging to redefine the practice of management. They also provide actionable frameworks for leaders seeking to build more adaptive, innovative, and future-ready organizations.

We thank the authors for their scholarly contributions, the reviewers for their invaluable feedback, and our readers for their continued engagement with IJAMRS. It is our hope that this issue sparks new research directions and informs impactful management practices worldwide.

Dr. Biju John M
Chief Editor

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