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FROM THE DESK OF THE EDITOR

Dear Readers,

Warm welcome to Volume XIII, Issue II of the "**Amity Journal of Management (AJM)**."

We are pleased to present this issue of the Amity Journal of Management, featuring scholarly contributions that address contemporary issues in economic development, organizational management, governance, and sustainability.

The first paper, "Assessing the Growth of Human Capital Development in Airport-Centered Economy," examines the aerotropolis model and identifies inadequate human capital development as a major constraint. An analysis of 35 airport-centered economies reveals that passenger activity is the most significant driver of economic growth, highlighting the importance of skill relevance and workforce alignment in transport-driven regions.

The second paper, "Influence of Compensation Management on Bank Employee Retention," explores how compensation practices affect emotional intelligence and retention among bank employees. The findings confirm that effective compensation management significantly enhances work-life balance, appreciation, intention to stay, and overall employee retention.

The third paper, "Governance Gaps and Accountability Challenges among Charitable Trusts in India," investigates statutory non-compliance within the non-profit sector. Using a mixed-method approach, the study uncovers widespread governance lapses and introduces a compliance index while recommending reforms to improve transparency and accountability.

The fourth paper, "Glass Ceiling Beliefs among Female Lecturers in South-Western Nigeria," analyzes the role of educational qualification in shaping perceptions of career barriers. Results indicate that academic qualifications alone do not significantly influence glass ceiling beliefs, suggesting persistent structural challenges within universities.

The fifth paper, "Determinants of Informal Financing among MSMEs in Kwara State, Nigeria," identifies business size, location, collateral security, and financial literacy as key factors driving reliance on informal finance. The study proposes policy measures to enhance SMEs' access to formal credit and promote inclusive growth.

We thank the authors for their valuable contributions and invite readers to engage with the insights offered in this issue.

Warm regards,

Prof. (Dr.) Navita Nathani

Chief Editor - AJM

Vision and Mission :

"To emerge as a leading institute in management education, creating globally competent, socially responsible, and innovative leaders capable of creating sustainable value in a dynamic & ethical business environment".

M1: To provide transformative management education through academic learning, industry engagement and value-based practices.

M2: To equip students with global perspective, imbibe a deep sense of social responsibility, foster innovation and empower them.

M3: To create sustainable impact in a dynamic business environment through ethical leadership.

