Index

Adaptive leadership, 227
Advanced driver-assistance systems (ADAS), 209
Agency cost theory, 57
Agile leadership, 230–231
Ambiguity, 23
Ambiguity in hospitality sectors, 190
Arellano–Bond test, 63
Artificial intelligence (AI), 155
  in VUCA world, 167–169
Ashok Leyland, 205, 212–213
Asian Development Bank (ADB), 79
Automated manual transmission (AMT), 210
Automobile companies, general scenario for, 203–204
Automobile industry, 200
Average variance extracted (AVE), 32

Bajaj Auto, 205, 211–212
Banking, 58
Bartlett's test of sphericity, 29
Baseline model, 67
Basic themes, 172
Bharat Interface for Money (BHIM), 234
Bibliometric analyses, 155
  procurement of articles for, 156
Bibliometrics, 155
Bibliometrix, 155
Binary logistic regression model, hypothesis testing for, 67
Bird in hand theory, 58
Blockchain, 118
BMW, 200
Business resilience
  ML for management under VUCA post-covid-19 era, 106–109
  VUCA, 105–106, 109
Businesses, 104, 114
  environment, 97
  risk, 57
  in VUCA world, 166–167

Candor, 143
Civil liberties, 80
Cleveland Clinic, 140
Co-occurrence analysis, 166–171
Collaborative leadership, 229–230
Colombo Stock Exchange (CSE), 61
Complexity, 23
Composite IG index, 79
Composite reliability (CR), 32
Construction, 96
Consumer durables, 96
Content analysis, 155
Contract theory, 78
Corporate dividend policy, 56
Corporate tax, 59
Correlation analysis, 34
Counterproductive behavior (CPB), 11
COVID-19, 104, 128
  disruption, 46
  on hospitality risk and management perceptions, 190–191
  pandemic, 42, 185, 222
  shocks, 115–116
  study, 114
Creativity, 23, 96–98
  in HR practices, 24
Crisis leadership in VUCA world, 169–170
Cross-validation, 107
Crowdfunding, 120
Customer, 96
  engagement, 200

Data preprocessing steps, 106
Database curation, 156
Decision making, 22
  in VUCA world, 167–169
Decision tree, 108
Decision tree analysis (DTA), 108
Deep-level diversity, 9
Democracy, 80
Demography analysis, 28
Design of Experiments (DOE), 217
Determinants of dividend policy, 58–61
Development Commission Micro, small, and medium enterprises (DC-MSME), 43
Deviance, 5
Digital transformation, 233
Dimension reduction technique, 29
Discriminant analysis, 33
Distributive events, 10
Distributive Justice (DJ), 3
Diversity, 2
Diversity, equity, and inclusion (DEI), 24–25
Dividend determinants, 61
Dividend policy, 56–57
  determinants of, 58–61
Dividend yield, factors affecting, 63–65
Domino Democracy Theory, 79–80
Domino Theory, 79
Dynamic spatial Durbin model, 83

Economic freedom, 80–81
Economic geography, 77
Economy, 129
Electric vehicles (EVs), 205
Emergency Credit Line Guarantee Scheme, 42
Emerging or declining themes, 172
Emotional intelligence, 7, 13
Employee Assistance Program (EAP), 143
Employee silence, 6
Employees diversity, 8–9, 10
Entrepreneurship, 42
Environmental, social, and governance (ESG), 129
Equality of options, 79
Ethical leadership, 231–232
Ethics and leadership in management research, 131–132

Factor analysis, 29–30
Fairness Heuristic Theory, 10
Fairness in diversity management, 4
Fast-moving consumer goods (FMCG), 96
Finance, 56
Financial crisis, 185–186
Financial expenditures, 81
Financial freedom index, 80
Financial intermediation, 75
Financial leverage, 60
Fitness of model, 62–63
Flexibility in HR practices, 25
Ford Motor Company, 205–207
Fourth-party logistics company (4PL), 117
Free cash flow theory, 57–58

GDP, 42
General Electric, 117
Generalized Method of Moments (GMM), 56
  implications of study, 68–69
  literature review, 57–61
  research methodology, 61–62
  results, 62–67
Global, 115
Global innovative operation strategy, successful implementation of
  general scenario for automobile companies, 203–204
  Indian companies' experiences, 204–205
  operational performance objectives, 202–203
  VUCA *vs*. leadership, 201–202

Global supply chain, 184
Globalisation, 2
Globally minded localist, 142
Google, 131
Governments, 129

Healthcare industry, 232–233
Heuristic Experiences, 10, 17
Home-based employment, 118
Honda Motors, 215–216
Honest hero, 141
Hospitality
  sector, 186–187
  and travel industry, 234
HR practices, 22–23
Humanist techie, 141
Hybrid work business model, 24
Hypothesis testing
  for binary logistic regression model, 67
  for panel regression model, 65

Inclusive growth (IG), 78–79, 81
Inclusivity, 79
Indian companies experiences, 204–205
Individual work behaviour, 10–11
Inequality, 74
Innovation, 96–98, 117
  in HR practices, 24
Innovator, 141
Institutions, 75
Insurance, 58
Integrity-driven politician, 142
Intellectual structure, 172–173
Interactional Justice (IJ), 3
Interpersonal deviance, 5

Jaguar Land Rover (JLR), 214

Keyword identification, 156
KMO, 29

Leadership, 201–202
  candor, 143
  globally minded localist, 142
  honest hero, 141
  humanist techie, 141
  innovator, 141
  integrity-driven politician, 142
  leadership traits, 142–143
  paradoxes for post-pandemic era, 140
  skills required for leading VUCA, 224–225
  strategic implementer, 141
  strategies adopted by industries during COVID-19, 232–235
  styles, 227–232
  traits, 142–143
Linear regression, 107
Local governance, 80
Logistic regression, 107–108

Machine learning (ML), 104, 217
  for management under VUCA post-covid-19 era, 106–109
Mahindra & Mahindra, 205, 208–209
Market-making, 147
Markets, 114
  efficiency, 147
  maker, 147
Maruti Suzuki, 205, 209–211
Micro, small, and medium enterprises (MSME), 42
  conceptual framework, 50–51
  findings, 48
  literature review, 44–46
  market size, 43–44
  methods of data collection, 46–47
  objective of study, 46
  in Punjab, 43, 47–48
Microsoft, 140
Mixed method approach, 116
Moderators, 3
Motor themes, 171–172
Multicountry publications (MCP), 162
Multinational firms, 133
Multiple regression model, 107

Naïve Bayes, 109
National Board of Small, Medium and Medium Enterprises (NBMSME), 47
New Balance Shoes (2020), 117
Niche themes, 172

Open Education Supply Chain, 115
Operation strategy, 201–205
Organisational agility, 129
Organisational deviance, 5
Organisational events, 10, 16
Organisational justice, 3
  conceptual model, 8–11
  findings, 16
  hypothesis testing, 11
  literature review, 4–5
  moderated regression analysis, 12–15
  objectives, 6–8
  perception of diversified employees and individual work behaviour, 10–11
  practical implications, 17
  research methodology, 11
  theoretical implications, 16
Organisational Justice Scale, 11
Organisations, 96, 129, 131
  conceptual framework, 98–100
  creativity and innovation, 97–98
  VUCA world, 97
Organization for Economic Co-Operation and Development (OECD), 79

Pandemics, 104, 130–131
  uncertainty, 185
  and VUCA world, 170–171
Panel regression model, hypothesis testing for, 65
Pay dividends, factors affecting propensity to, 65–67
Pecking order theory, 57
Peer-to-peer e-commerce systems, 119
Performance analysis, 156–157
  country publication analysis, 160–164
  leading publications, 160
  publications evolution over time, 157–159
  relevant authors, 164
  relevant sources, 164–166
Personal protective equipment (PPE), 233
Philips, 140
Policy uncertainty, 186–187
Political, economic, social, technical, environmental, and legal setting (PESTEL setting), 166
Political economy theory, 78
Political freedoms, 80
Political rules, 78
Predatory theory, 78
Preferences, 184
Price-to-earnings ratio, 59
Principal component analysis (PCA), 83–84
Principle components, 83
Pro-poor movement, 79
Proactive agility, 131–132
Probit model
  with endogenous regressors, 65–66
  with fixed effects, 65
  with random effects, 65–66
Procedural Justice (PJ), 3
PROCESS macro, 11
Product development, 200
Production processes, 200
Productivity, 201
Provincial institutions, 90
Public Sector Undertakings, 10
Python-based realised volatility calculation, 148

Quality, 201

Random forest, 108–109
Real-time predictions, 109
Regional spatial dependency, 80
Regression analysis, 34–36
Reliability of constructs, 29, 31
Renault Motor, 216–217
Repercussions, 115
Resilience, 104, 116–117, 207
Responsible leadership, 226
Retail, 96
  and E-commerce industry, 233–234
Risk in hospitality sectors, 190

Sampling adequacy test, 29
Sargan test, 62–63
Science mapping, 157, 166
  co-occurrence analysis, 166–171
SCOPUS, 156
Secretary General, 43
Sentiment analysis, 109
Servant leadership, 228–229
Shelter in place, 119
Signaling theory, 58
Simple linear regression method, 107
Single-country publications (SCP), 162
Situational risks, 192
Small, Medium and Medium Business Development Act (MSMED), 47
Small-and medium-sized enterprises (SMEs), 159
Social desirability, 6
Social distancing, 119
Social media, Mobility, Analytics, and Cloud Computing (SMAC), 201
Socioeconomic growth, 42
Spatial analysis, 79
Spatial complexity, 79
Spatial economic model, 77
  data and methodology, 81–84
  empirical results, 84–89
  literature review, 78–81
Spatial weighted matrix, 83
Spillover effect, 89
Sri Lanka, 56, 74
  democratic system, 75
Stakeholders, 47, 96
Strategic implementer, 141
Strategic management in VUCA world, 170
Strategic sustainability, 114
  Covid-19 shocks, 115–116
  research opportunities, 120–121
  social innovations and impact, 119–120
  supply chain sustainability and resilience, 116–117
  technological advancements and impact, 117
Strategies models
  case study, 145
  consistent and reliable communications, 143–144
  ethics and leadership in management research, 131–132
  factors involved in VUCA, 128
  flow chart, 130
  leadership paradoxes for post-pandemic era, 140–143
  market efficiency and market-making, 147
  model comparison for post-and pre-pandemic workplace, 137–140
  Naive prediction, 148–150
  pandemic, 130–131
  Python-based realised volatility calculation, 148
  volatility prediction, 146–147
  VUCA world, 136–137
Structural equation modeling (SEM), 36
Supply chain sustainability, 116–117
  COVID-19, 117

Supply chains, 114
  disruptions, 184
  management, 116, 200
Surface-level diversity, 9
Sustainability, 114, 200
Sustainable HR practices, 22
  analysis and interpretation, 28–38
  DEI in HR practices, 24–25
  flexibility in HR practices, 25
  future of HRM through VUCA lens, 22
  research hypothesis, 25
  research methodology, 25–27
  research objectives, 25
  review of literature, 23–25
System, 56
System-GMM, 80
Systematic reviews, 155

t-test, 33
Talent management, 23–24
Task performance behaviour (TP behaviour), 4–5
Tata Motors, 204–205, 213–215
Teamwork, 225
Technology Center Program Plan (TCSP), 43
Technology Centers (TC), 43
Technology industry, 234–235
Telehealth expansion, 233
Terrorism attacks in hotel industry, 189
Tesla, 200
Text classification, 109
Thematic map, 171–172
Tourism
  consumption preferences, 187–188
  industry, 185–186
  sector, 185
Tourist destination, uncertainties in, 188–189
Toyota, 200
Transformation, 207
Transformational leadership, 228
Travellers, 188
Triple bottom line strategy, 114
Two-step model, 63

U.S. Army War College, 132
Uncertainties, 23, 184
  changing eating habits and lifestyle, 188
  COVID-19 pandemic on hospitality risk and management perceptions, 190–191
  financial crisis and tourism industry, 185–186
  findings, 191–192
  pandemic uncertainty and tourism sector, 185
  policy uncertainty and hospitality sector, 186–187
  practical implications, 192
  risk, uncertainty, and ambiguity in hospitality sectors, 190
  terrorism attacks in hotel industry, 189
  and tourism consumption preferences, 187–188
  in tourist destination, 188–189
Uncertainty Management Model of Justice, 10
United Nations Development Program (UNDP), 79

Validity of constructs, 29, 31
Variance inflation factor (VIF), 32
Volatility, 22–23
  prediction, 146–147
Volatility, Uncertainty, Complexity, and Ambiguity (VUCA), 22, 105–106, 132–135, 154, 222
  element with risks and description, 134–135
  future research agendas, 173–176
  history, 222–223
  leadership, 201–202, 224
  leadership skills required for leading VUCA, 224–225

leadership strategies adopted by industries during COVID-19, 232–235
leadership styles, 227–232
market, 218
materials and methods, 155–157
meaning, 223–224
results, 157–173
review of literature, 226–227
statement of problem, 225–226
world, 97, 136–137
Volatility index (VIX), 137

Weighted average price (WAP), 147–148
Withdrawal behaviour, 4–5
Work deviance behaviour, 4–5
Workforce diversity, 8–9
Workplace behaviours, 4
Workplace diversity, 2
World Bank (WB), 79