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EDITORIAL

The three papers of the second Issue of 2018 are dedicated to the Human Resources Management Conference in Portuguese, which was held in Lisbon in November of 2017. The papers have been chosen to represent a good cross section of the papers that were presented at the conference.

The first paper is entitled “The Relevance of Feedback Environment for Job Satisfaction”, by Pilar Mosquera, Maria Eduarda Soares, and Filomena Ribeiro. It analyses the role played by two situational factors for employee Job Satisfaction and identifies the impact and relationship of key dimensions.

The second paper, entitled “The Contribution of Physical Exercise to Organisational Performance”, is by Ivo Marques, Andrea Raymundo Balle, and Carla Curado. It investigates the moderating effect of physical exercise on the relationships between job satisfaction, motivation, and organisational performance and shows how certain relationships are moderated by the level of exercise performed by employees.

The third and last paper is on “Competences development and organisational commitment: mediation through employability and moderation by generation”, and is by Ana Moreira, Francisco Cesário, Maria José Chambel, and Filipa Castanheira. Its main objective is to test the mediating effect of perceived internal employability on the relationship between organisational practices of competences development and affective commitment, and also to test the moderating effect of different generations in this mediation.

This is my last Issue as one of the Joint Editor-in-Chiefs, as my long career of over 45 years in higher education draws to a close. I am proud to have been part of the team that has improved and internationalised this Journal, which I wish all the best in the future. I trust that you enjoy reading this issue.

Luís Mota de Castro
Joint Editor-in-Chief