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# Merits

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# Message from the Editor-in-Chief

People at work is the focus of *Merits*, an international, peer-reviewed open access journal. We focus on contemporary research issues related to enabling people at work to thrive. Aligned through purpose, vision and values, people are the real drivers of change. They are our most important resource at work, and their collective efforts fuel the global economy.

*Merits* recognizes the importance of investing in human performance, so includes the exploration of talent development modalities and frameworks, people analytics, and issues related to coaching and mentoring.

*Merits* curates and shares cutting-edge research in the field relevant to high-impact practices, thereby enabling the translation of knowledge to support the optimal performance of people at work. We invite your contribution to the field.

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## Editor-in-Chief

Prof. Dr. Gabriela Topa

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## Aims

*Merits* (ISSN 2673-8104) is an international, peer-reviewed, open access journal covering all aspects of people and work.

*Merits* focuses on contemporary research in human resources, leadership, management and governance that enable people to thrive at and through their work. Offering insights into work-based strategies to advance employee engagement, creativity and productivity, *Merits* examines how equity, belonging and inclusion are championed alongside wellbeing and innovation. Talent development, frameworks, analytics and issues of governance are included.

*Merits* publishes peer-reviewed research articles, reviews, case studies, scholarly opinion pieces and communications, and encourages the translation of research insights into implementation in practice for maximal impact on people and work. While *Merits* has no restriction regarding the length of papers, authors are encouraged to be succinct in their writing.

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## Scope

- Human resources
- Human resources management (HRM)
- Future trends in HRM
- International HRM
- Human capital
- People analytics
- Organizational/Work culture and employee engagement
- Well-being and human flourishing
- Labor studies
- Employment relations
- Employment law
- Labor disputes and resolutions
- Human resources and technology
- AI and work
- Diversity, equity and inclusion in the workplace
- Professionalism
- Competition and innovation in the workplace
- Professional development
- Management and governance
- Organizational structures
- Leadership
- Intellectual Capital
- Entrepreneurship
- Work-life balance
- Hybrid/flexible work
- Parental-Leave and maternity leave policy

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## Author Benefits

### Open Access

Unlimited and free access for readers

### No Copyright Constraints

Retain copyright of your work and free use of your article

### Thorough Peer-Review

### Discounts on Article Processing Charges (APC)

If you belong to an institute that participates with the MDPI Institutional Open Access Program

### No Space Constraints, No Extra Space or Color Charges

No restriction on the maximum length of the papers, number of figures, or use of colors

### Rapid Publication

A first decision is provided to authors approximately 33.3 days after submission; acceptance to publication is undertaken in 4.8 days (median values for papers published in this journal in the second half of 2024)

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