

## Editorial

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Enhancing organizational effectiveness has been a discourse in the area of educational leadership and management. Induction and socialization for newly appointed employees in this context have been useful to harness the organizational effectiveness and productivity. Induction and socialization are the processes of receiving employees, introducing them to their co-workers, facilitating and engaging them in organizational activities, customs, and traditions in the attempt to ease the transition they experience so that they have the wherewithal to cope with their instantaneous responsibilities. In this connection, the major focus of the paper titled “*Induction and Socialization of New Teachers in Institutional Schools*” explores how newly hired teachers become adjusted to the institutional schools’ culture, their work group, and how they learn the information necessary for effective job performance. This study reveals that teachers who are newly appointed in the institutional schools of Nepal tend to struggle with their tasks; are seemingly nervous of the new work challenges, and tend to fail in conducting day-to-day activities in the absence of proper orientation about the job they are expected to perform. Therefore, induction and socialization as strategic human resource management tools that help employees to connect to the new working environment through their head and heart.

The study on “*The Status of Intimate Partner Violence-Related Education for Nurses in Sri Lanka: A Cross-sectional Survey of Curricula in Nursing*” is a review of the nursing education programs in Sri Lanka to describe the current situation of intimate partner violence education for nurses. Intimate Partner Violence (IPV) is one of the common forms of violence against women affecting their physical, mental, sexual and reproductive health and, also leading to injury and disability. Nurses are first-contact health care providers for women seeking health care for acute and chronic health problems



due to IPV. They need to be knowledgeable of such health problems and sensitive to the emotional and psychological needs of women who are subjected to IPV in order to provide care with appropriate attitudes and skills. Although IPV is considered a global public health problem, the previous studies revealed a lack of IPV education for nurses. The participants of this study, who are nursing educators, reviewed the existing pre and post-registration nursing curricula and their views on including IPV as a topic in their curricula were obtained. The results of the study showed that most of the nursing curricula have not incorporated content related to IPV, but the students of some of the institutions were taught IPV by external resource persons during their training in the community and mental health. The participants have highlighted the importance of teaching student nurses IPV expressing its relevance to their professional and personal lives. The study revealed barriers to incorporate IPV content into nursing curricula including lack of curricular time, lack of competent nursing educators and attitudes of nursing educators on teaching the topic. The findings of this study highlight the necessity of revisiting the pre-registration nursing curricula to incorporate the topic IPV and capacity building of nursing educators to enhance the quality of care for women survivors of IPV.

In a folkloristic study titled, “*When Generous Gods Offer ‘Backhoe-Arm Load of Gems’: Folk Ideas Found Among Gem Miners of the Sabaragamuwa Region*”, the researcher engages in a literary reading of a sample of folktales narrated by those involved in gem mining in Sri Lanka’s Sabaragamuwa Province, where the gem industry of the nation is located. Reading under the folkloristic premise that folktales are carriers of cultural conventions, the researcher undertakes a close reading of the selected folktales for their ‘folk-ideas’ or what the tales suggest about the modalities by which the gem miners engage the material world of their vocation. The findings offer important insights into the mindset of gem miners who are involved in a trade that supports the modern economy of Sri Lanka.

Stress is an everyday reality for everyone regardless of age, gender, religion, occupation, or profession. Past decades have seen an unprecedented upsurge in research studies into stress. This emanates from the severe negative consequences stress could have on

employees' wellbeing and productivity. Job satisfaction is a desirable work-related attitude that guarantees increased worker productivity and job performance. The study on "*Work Stress and Job Satisfaction among Nursing Staff in Public Hospitals in Nigeria*" examines the link between work stress and job satisfaction among nursing staff in public hospitals in Nigeria. Work stress was decomposed into role ambiguity, role conflict, job overload, poor social support, and poor physical work environment. The results of the study indicated that job overload, poor social support, and poor work environment had a significant influence on the job satisfaction of nurses. The findings of the study, however, revealed that role ambiguity did not have any significant relationship with the job satisfaction of nurses. In conclusion, role conflict, job overload, poor social support, and poor work environment are the key predictors of job satisfaction among nurses in public hospitals in Nigeria. The capacity of nurses in public hospitals in Nigeria to cope with work-related stress would be enhanced if more hands are recruited. Moreover, the physical work environment of public hospitals needs to be improved. Also, nurses in public hospitals in Nigeria should be assigned work activities and tasks that are compatible with their level of skills and training.

Hettiarachchi, Arnold, Muhandiram and Wardle's study explores the legal view of food labelling claims in Sri Lanka and compares Sri Lankan provisions of food labelling claims with international standards and legal provisions in Australia. This study titled "*Claims on Sri Lankan Food Labels: A Comparative Legal Analysis with Selected Jurisdictions*" is an in-depth desk review of 'claims of food labels' which is a very confined area in the food law. The authors had successfully identified areas to be modified in the Sri Lankan law on food labelling claims. They have cited scholars who have explored manufactures' and consumers' behavior on food labeling claims and actual implementation of existing legal provisions. Authors have broadly analyzed the existing Sri Lankan legal meaning of 'claims', types of claims, and regulatory framework and have located lapses in their definition, classification, and provisions. By addressing the issues in the legal framework pertaining to food labeling claims in Sri Lanka, the authors recommend the amending of the existing law, the Food (Labeling and Advertising) Regulations of 2005, so that the health of Sri Lankan consumers would be more protected.

Electronic Procurement System (EPS) is an electronic platform that enables organizations to link directly with business allies and contractors to enable the process of procurement of materials and supply of goods. In recent time, there have been several criticisms on the traditional mode of procurement process in the federal public hospitals in Nigeria. In order to improve business efficiency, many healthcare institutions today are shifting their operational mode of performing businesses from the old-style procurement system to the adoption of electronic procurement system. In pursuit of a suitable model for the determination of explanatory attributes for the likelihood of the adoption of new innovations such as the use of EPS in the federal public hospitals in Nigeria, the Rogers' theory of diffusion of innovations offers the best explanation. Against this backdrop, knowledge of the factors affecting e-procurement system and its rate of adoption in the federal public hospitals in Edo State of Nigeria become critical. The findings of the study, "*Employee Perceptions of the Electronic Procurement System (EPS) and Rate of Adoption of EPS by the Federal Public Hospitals in Edo State of Nigeria Based on the Diffusion of Innovations Theory*" reveal that the greatest challenge faced by the federal public hospitals and management staff in the adoption of the EPS was the lack of EPS infrastructure due to inadequate funding and lack of adequate knowledge and technical expertise to operate the e-procurement system. It was also revealed that management staff of Federal Public Hospitals in Edo State of Nigeria emphasized more on relative advantage of the use of the technology and complexity of the e-procurement system has the least significant effect on management staff of the hospitals' rate of adoption of the EPS. Thus, the study pointed out the importance of determining the characteristics of process innovations that should be highly embraced in enhancing the rate of adoption of EPS in organizations. In order to reap the full benefits of EPS by the Federal Public Hospitals in Edo State of Nigeria, the study recommends that those hospitals should brace up effort towards simplicity of design of new innovations. The simpler the innovations are in terms of understanding, the quicker it will be adopted by the employees of organizations.

In addition, this issue includes the Open University Research Sessions 2020 (OURS 2020) keynote speech delivered by Dr Panduka Karunanayake titled “*Academia and Medical Education in A Post-Covid World*”. This speech stresses that the COVID-19 pandemic will become the most important event of peoples’ lives due to the change and disruption it will bring forth through both direct and indirect contact with peoples’ lifestyles and the resultant responses and adaptations people would have to make. These will invariably impact education, including higher education in general and especially medical education. In this keynote address an attempt was made to explore the uncertainties, make predictions and propose actions in relation to higher education in Sri Lanka, in order to find ways to face the situation successfully.

We welcome your suggestions for further improvement of this Journal. We are looking forward to publishing your current research findings in our next issue.

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