



Editorial

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As we draw any year to a close, we look back at the many events and experiences that it brought to us, attempt to abstract and learn from them while wishing for new, more interesting happenings in the coming year. 2022 will go down in history as an immensely *mixed* year. War always brings sadness and fear. No matter what the reasons for the war is, the loss of human lives is always disturbing. The year brought hope in the form of recovery from the pandemic and in many countries across the world, we chose to resume “normalcy”—however it required to be redefined in the changed circumstances.

During the peak pandemic, many of us were privileged to have the option to work from home, some by choice, but some others by mandate. Academic literature on such telework has often focused on the many challenges that exist in such situations including lack of family support, absence of adequate childcare, difficulty in achieving work-life balance, limited access to technology infrastructure and so on. There is little doubt that the psychological well-being of such tele-workers is impacted due to such challenges. But the pandemic also brought to light the need for organizations to make concerted effort in providing access to psychological support, encouraging active communication amongst team

members and fostering a culture of trust and social support. Gupta, Devdutt and Jagadeeswari in their paper on Psychological Well-Being during the pandemic, examine this in the context of IT employees and find organizational support was perceived to be very important along with the need for a collective approach to establish flexible work settings.

Although our awareness about health and well-being has been heightened because of the pandemic, there appears to be still a long way to go when it comes to health insurance literacy. In their paper on the relationship between Co-operative Institutions Capability and Health Insurance Literacy and Participation, Nzowa, Nandonde and Seimu, find that health insurance literacy is a key factor in ensuring participation in health insurance although the relationship is moderated by the capabilities of cooperative institutions. The context of their study is Kilimanjaro and Arusha regions of Tanzania where the cooperative scheme Ushirika Afya operates.

Another paper in this issue examines an often-under-studied theme of Erotic capital and its role in the assessment of candidates. Although Catherine Hakim had popularized the notion of erotic capital in the context of today’s affluent societies which she believed epitomized sexualized culture, the theme has hardly been extensively explored in the context of recruitment and appraisal decisions in the organizational environment. Wojtaszczyk and Syper-Jędrzejak in their paper in this issue of DECISION, through extensive literature review, develop and validate an

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instrument to assess and measure erotic capital through five dimensions—appearance, social attractiveness, sexual attractiveness, liveliness and presentation. The scale developed will help set the ball rolling on studies on erotic capital in a variety of organizational contexts and its impact on different decisions in the organizational environment.

In the fourth paper in this issue, Multicriteria Decision-Making Method under complex Pythagorean fuzzy environment, authors propose novel operations on complex Pythagorean fuzzy sets such as disjoint sum, disjunctive sum, and probabilistic sum.

They demonstrate the utility of a multicriteria decision making method which can use these, through a hypothetical example of an investment decision in alternative businesses by an entrepreneur. The method can be utilized to deal with such problems of uncertainty.

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