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**STATEMENT**

In the name of Allah SWT, the Most Merciful and the Most Merciful. We offer thanks to His presence who has bestowed His mercy, blessings, and blessings on us, we can create International Journal of Human Capital Management Volume 6 Number 2 Year 2022 edition. We compile this journal by maximizing and getting help from various parties. For this reason, we thank all those who have contributed to the making of this journal. Calculating from this, we are fully aware that there are still deficiencies in terms of both the wording and the grammar. By our differences, it is heartening to help us to make this paper. Finally, we hope that International Journal of Human Capital Management can provide benefits and inspiration for the reader.

Jakarta, December 2022

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**FOCUS & SCOPE**

**International Journal of Human Capital Management (IJHCM)** is dedicated to the latest research and developments in both theoretical and practical aspects of Human Capital Management. The journal is intended as a forum for practitioners and researchers to share their findings from the research in the area, to identify new issues and to shape future direction for research, while education practitioners may use and apply the findings in a large-scale method.

**Focus & scope are:**

1. Human Resource Management
2. Strategic Management
3. Leadership & Organizational
4. Entrepreneurship
5. Business Management
6. Financial Management
7. Marketing Management
6. Operational Management

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