

Dear Readers

Welcome to the eighth issue of the journal. We have gone well past the infant mortality period of academic journals, which is usually three years. For this, we owe our gratitude to our unsung heroes — our reviewers — our special issue editors and authors. I also owe thanks to Daniel Adler, who has started supporting the journal recently and to Dr Gita Sankaran who has helped me with the copyediting and proofreading as a volunteer.

Daniel and I have reviewed our past processes to see if we can make our journal more efficient. So we will be making some changes from 2014. The journal will be renamed 'Organisational Project Management', to make the title shorter as well as less confusing and to avoid getting portfolio management papers that are not related to projects. This will also enlarge its scope to cover topics such as linking strategy to projects, project management offices, project governance, project leadership, change management, maturity and other issues that link organisations to portfolios, programs and projects. We use the term organisations to cover a broad meaning of organisations — private, public as well as community organisations. We will also start publishing papers 'just in time', which means that you will not have to wait for a specific issue for your paper to be published. Articles and case studies submitted will be published as soon as they are reviewed, revised and ready for publication.

We found that it is proofreading and copyediting that takes up a lot of our time in the publishing cycle and as most of our work is carried out by volunteers, we are unable to outsource this activity. Therefore, we will be requesting authors to submit articles that require less effort at our end to improve turnaround time. As a first step, we will return submissions that require a great deal of proofreading to be revised before being sent for review. We will also encourage authors to get their final versions proofread professionally. We will provide names of organisations that authors can approach to get their submissions copyedited and/or proofread.

The first article in this issue, by Leonard and van Zyl from Pretoria in South Africa, investigates social relationships between team members working in information technology projects and suggest ways in which these could be managed to maximise benefits to the projects and the teams. It uses a partial grounded theory research approach and provides a conceptual framework to support management decision making.

The second article, by Lisse from the United States has been published as a paper from practice. We thought that it will be useful to readers to read papers that report research from practice in line with our journal's aim to link theory and practice. Lisse's paper is a good example of the application of system dynamics, which has recently made a resurgence in project management research. In this study, the author reports on the development of a system dynamics model to investigate the use of outsourcing services in large and complex design-build projects. The paper also provides useful guidance to managers to make sound decisions on outsourcing.

The case study from practice in this issue is by Titus and Sengupta from India and reports on the challenges in human resource management in project-based organisations. This case study is based on research conducted by the authors using a mixture of structured open-ended questionnaires and secondary data collected from the company. It is based on investigating human resource management policies of a project-based engineering company involved in plant engineering and construction.

Shankar Sankaran & Daniel Adler