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Editors - *Human Resource Management Journal*

Dear Editor-in-chief,

I am pleased to submit an original research article entitled ***The Role of a Virtual Community in Improving*** ***Belonging and Engagement among Career Military Women***, for consideration for publication in *Human Resource Management.*

This study revealed the transformative power of a professional women's community within the IDF (Israel Defense Forces), showcasing how digital spaces can catalyze organizational change. Our findings offer insights into a bottom-up approach that promotes gender equality, as well as demonstrating how virtual networks can challenge entrenched patriarchal structures and reshape military culture.

We believe that our study offers valuable insights into women's virtual communities, their role in knowledge creation and sharing, in addition to their impact on organizational frameworks.

We hereby confirm that the authors have no conflicts of interest relating to this study and that it did not receive outside funding.

Thank you for taking the time to consider this article. I look forward to hearing from you soon.

Sincerely,

On behalf of the authors,

Orly Ganany-Dagan, PhD