



Contemporary Management Innovation

CH Cherryholmes



Contemporary Management Innovation:

Contemporary Management of Innovation J. Sundbo, A. Gallina, G. Serin, J. Davis, 2005-12-14 Both society and markets have changed and the art of innovation has changed with them becoming increasingly complex The book comprises the chapters of twenty two European innovation researchers The authors challenge existing innovation theory and management dogma and present new theoretical perspectives Beginning with theoretical analyses of the innovation management field the book turns to the institutional and geographic factors underlying innovation and the potential posed by a soft or organizational view of innovation management before concluding with a section on the management of knowledge information and appropriability

Strategic Horizons Modern Approaches in Commerce and Management Dr. Deepali Kailas Mankar, Mrs. Sadhana Ganesh Awate, 2026-02-06 *Handbook of Organizational and Managerial Innovation* Tyrone Pitsis, 2013-01-01 The Handbook of Organizational and Managerial Innovation places humans their acts practices processes and fantasies at the core of innovation Bringing together some of the world's leading thinkers academics and professionals both established and emerging this multidisciplinary book provides a comprehensive picture of the vibrant and engaging field of organizational and managerial innovation The contributors present organizational and managerial innovation as a complex concept underpinned by varied ontological and epistemological traditions and disciplines They reveal that it is something that exists and occurs at multiple levels of analysis and from multiple zones of experience the experience of managers workers psychologists philosophers and economists This innovative and engaging Handbook will be an essential resource for researchers practitioners and students alike with an interest in the role of innovation in organizations

ECIE 2017 12th European Conference on Innovation and Entrepreneurship Christophe Loué, Sonia Ben Slimane, 2017-09-21 *Acceptance of Contemporary Management Accounting Techniques in Small Manufacturing Firms* Saber Ali Mohamad Awad, 1970

Tech, Smart Cities, and Regional Development in Contemporary Russia Bruno S. Sergi, 2019-07-28 With chapters on FinTech the cost of technological growth and innovation risk management Tech Smart Cities and Regional Development in Contemporary Russia grapples with ideas about technology and the intertwined issues that Russia faces in the 21st Century

Entrepreneurship and innovation in the age of digital transformation Anna Ujwary-Gil, Anna Florek-Paszowska, Bianka Godlewska-Dzioboń, 2021-11-01 **PURPOSE** Explore what entrepreneurship and success factors can help drive business to resilience and stability and achieve competitive advantage through innovation in different countries and business realities in the era of digital transformation and turbulent times **METHODOLOGY** Based on the narrative literature review we present research findings concerning new strategies and outlooks for business innovation in times of many unknowns Each organization wants to find its way to gain success and create its unique business model which can capture value creation and innovativeness and be more adaptive resilient and stable in critical moments and sustainable over time **FINDINGS** The articles presented in this issue explore the essential factors of business innovation and success in

different organizations and the environments in which these businesses function

IMPLICATIONS FOR THEORY AND PRACTICE This article synthesizes the presented research field's importance and relevance connecting its theoretical background with practical research. Recommendations and implications for future trends of this research stream might also be helpful for professionals and academicians.

ORIGINALITY AND VALUE The novel studies presented in this issue were done in five different developing and developed countries and business sectors that present human based and non human based factors as crucial factors needed to empower business transformation in a complex world. Each group of elements is essential in business success and their components are interdependent. We need to look at the interactions and interdependencies of their components in a dynamic and network form and cannot simplify the reality focusing only on one group of business components and ignoring the other. These unique studies provide a valuable outlook to establish dynamic adaptive business pathways towards a sustainable and resilient organizational future and propose future research paths needed to execute structural changes in businesses.

Keywords: business model innovation, critical success factors, digital transformation, knowledge management, talent management, competitiveness, leadership, transformation, change management.

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Global Business Strategies in Crisis Ümit Hacıoğlu, Hasan Dinçer, Nihat Alayoğlu, 2016-12-07

As the world is currently in the midst of financial and economic crises, this collection of expert contributions focuses on strategy formation and implementation at various organizational levels to address the challenges ahead. The latest economic turmoil and its ongoing impact on business performance are compelling top managers to develop effective business strategies and redefine the boundaries of their operational and strategic activities. On one hand, tremendous challenges in the competitive business environment have become a source of global threats for many small entrepreneurs. On the other, investors faced with today's volatile economic conditions demand more gains on their capital investments to counterbalance the growing risk of global threats. This book explores the question as to whether it is possible to efficiently and effectively address these threats and obstacles. Are managers capable of planning and implementing strategic actions? What should the major managerial strategy be in order to overcome fluctuations in a market-oriented society? The strategies and practices recommended here are aimed

to design continuous development competencies and contribute to the stability recovery and sustainability of global business operations under volatile economic conditions This refreshingly novel book seeks to establish managerial strategies and practices for effectively responding to challenges in the competitive business environment as global volatility and fluctuations continue to worsen *Innovation, Entrepreneurship, and Success: Insights from Diverse Ventures* Anna

Ujwary-Gil,2023-09-22 Expatriation enhanced competencies A multiple case study of technology based entrepreneurs Abstract PURPOSE Facing the research gap of entrepreneurial learning by self expatriated technology based entrepreneurs the purpose of this research is to explore those entrepreneurs beliefs and experiences across expatriation to identify the enhancement of their competencies METHODOLOGY Within a qualitative and exploratory multiple case theory building approach data was collected from twelve technology entrepreneurs from Brazil Mexico Germany and Israel that went to the following destination countries Spain United Kingdom United States Germany Ireland Turkey and the Netherlands With interview data as the primary source the data analysis rests on a qualitative content analysis FINDINGS Data allows structuring techpreneurs experience of expatriation along the following steps a arrival in the destination country and initial process of socialization b engaging in activities to get familiar with the culture of the destination country c the gradual comprehensive understanding of the new context and d comparisons between the home and destination country Expatriation had an evident impact on the technology based entrepreneurs that materializes in three groups of competencies entrepreneurial competencies knowledge and innovative competencies and international competencies Entrepreneurial competencies relate to relational and behavioral skills and the learning of doing business in different contexts Concerning knowledge and innovative competencies creativity learning new techniques and international innovation environment stand at the fore Finally international competencies relate to the acceptance of different cultures multicultural learning and perception of cultural differences developing a sense of an international community and an international innovation culture IMPLICATIONS This study evidenced the influence of expatriation experiences on the training of skills of technology based entrepreneurs in a specific approach to entrepreneurial innovative and intercultural competencies The research portrays self expatriation as an opportunity for technology based entrepreneurs to develop different competencies being helpful to innovate to manage business and to operate in international markets Universities and innovators may recognize their discretion to develop programs for people like former students who want to self expatriate In the same vein government can design policy to attract self expatriate in innovations hubs considering that local inhabitants can benefit from the cultural exchange ORIGINALITY AND VALUE This study contributes to better understanding the influence of self expatriation experiences on the development of skills of technology based entrepreneurs Compared to previous studies it advances research through providing a wider range of learning from expatriation experiences beyond the effect of internationalization on market knowledge and cultural aspects Furthermore this study focuses the process not the results of self expatriation to

understand entrepreneurs learning Keywords technology based entrepreneurs innovation entrepreneurs skills competencies expatriation A phenomenological exploration of technology start up failure in Sri Lanka PURPOSE The main purpose of this qualitative study was to explore tech start up failures in Sri Lanka to emerge themes that explain the critical factors that are impacting failures of Sri Lankan tech start ups and also to identify recommendations that could help evade those factors The paper also presents the finding to enrich tech entrepreneurs to build their strategies with an understanding of factors that leads to failure and to make well educated decisions METHODOLOGY The study is based on a qualitative research approach that helps to present findings in a theoretical way A phenomenological analysis has been used to identify understand and analyze the phenomena of tech start up failures Twelve start up leaders participated in this study and shared their lived experiences of tech start up failures in Sri Lanka Interviews were conducted with them based on twelve interview questions and twelve core themes emerged based on the participants lived experiences In analyzing data the modified Van Kaam approach was used utilizing a seven step framework that considers the structural and textual aspects of experiences as well as the perceptual characteristics of the phenomenon FINDINGS The themes answered the key research question of the study What are the critical factors that are impacting on failures of tech start ups in Sri Lanka The cause of tech start up failures according to the current study varied including financial uncertainty no market research no product market fit paranoid behaviors of innovators lack of timely response to changing conditions and location of the venture IMPLICATIONS The paper concisely presents twelve critical reasons for tech start up failures The results of the research will enable Sri Lankan tech start ups to identify key factors of failure for the growth of their surviving strategies Identifying secret obstacles in the industry helps entrepreneurs prepare for pitfalls and provides guidelines for policymakers to make informed choices when implementing national policies More importantly it has been discovered that the major areas that require more attention are leadership funding marketing and innovation Finally four groups of recommendations have been discussed under financing market research leadership and inventors ORIGINALITY AND VALUE The comparison of the current study themes with the findings of related studies is inconclusive because the literature on tech start up failures in other countries and in Sri Lanka is minimal Some of the themes align with the findings of research conducted in other countries although there were some themes that were explored uniquely Keywords entrepreneurship tech entrepreneur start up failure critical success factors software start up survival strategies technology start up Going green to keep talent Exploring the relationship between sustainable business practices and turnover intention PURPOSE This study explores the association between sustainable business practices SBP and turnover intention TI to understand the role of sustainability initiatives in influencing employee retention and organizational commitment METHODOLOGY The present study conducted a systematic literature review SLR following the Preferred Reporting Items for Systematic Reviews and Meta Analyses PRISMA Statement From an initial selection of 326 articles a rigorous double blind screening process identified 31 key papers for in depth analysis FINDINGS

The systematic review provides compelling evidence that SBP have a robust positive association with employee outcomes especially in reducing TI This relationship is notably mediated by job satisfaction and organizational commitment and moderated by psychological safety and ethical leadership elements Further key gaps were discerned including the necessity to explore the varied impact of SBP across industries the enduring effects of SBP on TI the influence of cultural and contextual facets and the urgency for methodological advancements in cross cultural research In response to these gaps four hypotheses were conceptualized to provide deeper insights into the complex interplay between SBP TI and overarching cultural contextual variables IMPLICATIONS Theoretically this research adds to the existing literature by empirically validating the relationship between SBP and TI highlighting critical mediators and moderators and suggesting avenues for future research Incorporating the identified gaps and proposed hypotheses provides a structured direction for subsequent investigations The findings emphasize the importance of integrating SBP into organizational strategies to promote sustainability while enhancing workforce well being and retention Organizations can align with sustainability goals and boost employee satisfaction by focusing on organizational commitment open communication and leadership grounded in ethical and sustainable principles ORIGINALITY AND VALUE This research provides a comprehensive overview of the interplay between SBP and TI integrating insights from various studies By emphasizing understudied mediators and moderators identifying research gaps and outlining derived hypotheses the study sets the stage for future inquiries Its practical recommendations are essential for organizations that balance sustainability goals with workforce stability benefiting organizational performance and employee satisfaction Keywords sustainable business practices turnover intention TI job satisfaction employee engagement organizational commitment employee involvement employee empowerment systematic literature review PRISMA future research directions hypotheses research gaps green HRM What are the real motivations and experiences of silver entrepreneurs Empirical evidence from Poland PURPOSE Along with demographic changes it is increasingly frequent that many mature people resign from their full time jobs and decide to start their own businesses at a later age Entrepreneurial activity among this group of so called silver entrepreneurs can be caused by many motives but these factors usually remain unknown to current employers or do not constitute a valid reason for understanding and keeping a mature person in the workplace The purpose of this paper is to present new scientific results concerning entrepreneurial motivations both internal and external and the previous experiences of silver entrepreneurs from Eastern Europe based on an example from Poland METHODOLOGY We analyzed a unique sample of 1 003 owners of micro and small enterprises from Poland The sample included only people over fifty Our empirical study used a survey to explore the motivations and experiences of silver entrepreneurs that influenced their decision to start a business later in life We linked attitude toward the behavior with motivation and utilized the pull and push factors We utilized logistic regression to determine the factors related to starting a business above fifty We also used the ordinary least square regression to determine the relationship

between the explanatory variables and the age of starting a business by the respondents

FINDINGS We found that the main pull factor positively influencing the start of business activity by silver entrepreneurs is the fulfillment of dreams as a broadly understood need for self realization However the push factors such as the occurrence of ageism in the workplace as well as the loss of employment and lack of other opportunities on the labor market significantly reduced the probability of starting a company at the age of over fifty On the basis of the positive impact of a pull factor it can be concluded that entrepreneurial activity at a later age is the result of opportunity based entrepreneurship Due to the negative impact of the job loss factor people made redundant started their business activity at an earlier age before the age of fifty Regarding external entrepreneurial motivations the support received from family is the most important factor related to the individual s environment affecting starting a business by silver entrepreneurs However the support from friends and the support from government bodies were not significant factors influencing starting a business at a later age

IMPLICATIONS Findings from our study have implications for both employers and groups who support entrepreneurship First from the point of view of employers the occurrence of ageism in the previous workplace could have resulted in resignation from full time employment at an earlier age and a faster start of business activity It is surprising that negative behavior towards older employees may also be associated with resignation from work by younger people From the point of view of government bodies and other stakeholder groups related to the development of entrepreneurship it is interesting that the support received from government bodies in conducting business activities was statistically insignificant for each group of respondents This suggests the need to identify effective support and to design a comprehensive strategy for the development of silver entrepreneurship

ORIGINALITY AND VALUE The vast majority of previous studies used secondary data or focused mainly on Western Europe in particular the United Kingdom Finland and France Our contribution is to provide empirical evidence about the silver entrepreneurs from Eastern Europe especially Poland Our research included individuals who actually run their own businesses opposite to previous studies that take into account people who are just considering starting a business This is particularly important in relation to research on the entrepreneurial intentions of mature people to undertake entrepreneurial activities at a later age and the real motivations of silver entrepreneurs

Keywords silver entrepreneurs ageing entrepreneurship entrepreneurial motivations push pull factors Team members direct participation in decision making processes and the quality of decisions

PURPOSE Do teams manage to reach better decisions than those made by individuals Numerous studies have delivered inconclusive results Meanwhile participation in decision making can take various forms and is not limited to consensus group decisions and the influence of the various forms of participation on the quality of decisions has been less frequently examined The aim of the research was to determine the effect on decision quality of changing the form of direct participation in the decision making process in the case of complex multi stage problems

METHODOLOGY The article presents the results of a long term experiment in which 598 teams of 2 673 people

took part The participants were asked to solve a decision problem using three decision making styles autocratic consultative and group The participants played the role of members of a newly established project team that must plan its own work The task concerned a problem that requires the analysis of a number of dependencies between sub problems in contrast to eureka type problems The decision problem was new to the participants making it impossible to apply known solutions a creative approach was therefore required The decision was then compared with the optimal solution established by experts Decision quality was based on the deviation of the proposed solution from the optimal solution FINDINGS The results of the experiment confirm the significant synergistic potential of increasing direct participation in decision making for complex multi stage problems A significant proportion of teams made better decisions as a result of increasing direct participation replacing autocratic decisions with consultative and group decisions The quality of consultative decisions was roughly in the middle of autocratic and group decisions By using group decision making teams made better decisions than the average individual decision and came closer to the decision quality achieved by the best team members This effect was universal observed both in the strongest and weakest teams It should be remembered that while group decision making has the potential for synergy it is not always achieved Group decision making markedly reduced the risk of making highly misguided decisions and it can be reasoned that direct participation protects against serious mistakes more than it guarantees the best possible results IMPLICATIONS Team leaders should be familiar with different decision making styles their advantages and disadvantages and the scope of their application This research suggests that increasing team members participation to a consultative role and even better a full participatory role increases the quality of the decision With the growing complexity of organizations that have to deal with accelerating change technology development and increased competition creating structures that can flexibly respond to the challenges of the environment requires the participation of team members at all managerial levels The use of consultative and group decision making styles for complex and multi stage problems supports this process The group decision making style can bring better quality but it has its limitations and it is not always possible to use it It requires a team of highly competent people who identify themselves with the interests of the organization Otherwise the consultative form will bring better results ORIGINALITY AND VALUE For the first time an empirical study analyses the case of consultative decision making in which the team leader consults the individual opinions independently to finally come up with a final team decision This approach is widely used by team leaders and managers in the field This study shows that this approach constitutes an improvement over the individual autocratic one but still falls short of the group decision making approach Finally this study which has been done with the largest number of participant teams 598 teams 2 673 individuals professionally active post graduate students and over a 24 year period allows a sound statistical confirmation of the proposed decision quality improvement when moving from individual to consultative and group decision making styles Keywords participation in decision making PDM decision quality consultative decision making group decision making Bankers job stress

job performance and job commitment trajectories during the COVID 19 pandemic

PURPOSE The global COVID 19 pandemic has profoundly impacted multiple sectors across industries and regions including medical services financial institutions and others The escalating global pandemic in both emerging and developed nations has resulted in the implementation of stringent lockdown measures and unparalleled disruptions to economic activities Consequently individuals have become accustomed to relying on banking operations as a routine aspect of their lives regardless of the circumstances Learning how bankers engage with customers in response to the given circumstances would be intriguing Hence the study aimed to unearth the relationship between bankers job stress job performance and job commitment as well as the stress based job performance and its impact on job commitment during the second to third wave of the COVID 19 pandemic in an emerging market

METHODOLOGY A number of 287 data response rate 71 75 percent were collected by online platforms due to the COVID 19 pandemic through the simple random sampling technique The exploratory factor analysis confirmatory factor analysis and structural equation modeling were run to test the proposed research framework with the help of MS Excel 2007 SPSS 22 0 and AMOS 23 0

FINDINGS The findings showed that bankers work related stress has a positive impact on job performance but no relationship with job commitment acute stress has a negative impact on job commitment but no significant relationship with job performance and stress based job performance has a significant positive impact on job commitment during the COVID 19 pandemic

IMPLICATIONS The outcomes of this study provide value to the field of behavioral science by introducing the phenomena of COVID 19 in the context of bankers and emerging economies The demographic variables and the revealed relationships of bankers job stress job performance and job commitment trajectories would help policymakers rethink stress management practices and policy building in the bank job and the long term relationship building with their existing employees

ORIGINALITY AND VALUE The novelty of the research is the COVID 19 phenomenon and an emerging economy s bankers context

Keywords work related stress acute stress job performance job commitment bankers COVID 19 pandemic Entrepreneurship education for women through project based flipped learning The impact of innovativeness and risk taking on course satisfaction

PURPOSE The primary aim of this research is to explore the correlation between learners characteristics and the perceived value and satisfaction associated with Project Based Flipped Learning PBFL methodologies A secondary objective involves investigating how these PBFL methodologies can be employed to enhance the quality of entrepreneurship education for women

METHODOLOGY During the first semester of 2018 a total of 80 students enrolled in the Communication Society class were engaged in a longitudinal study involving bi weekly online surveys prior to the semester s conclusion The survey instruments utilized Likert scale measurements with a 5 point scoring system The data acquired was subsequently analyzed using structural equation modeling which facilitated the examination of both the pre and post change scores and the structural properties of their relationships with overall course satisfaction In terms of statistical evaluation the study employed Generalized Structured Component Analysis GSCA a powerful component

based SEM technique thus ensuring a robust and academically rigorous interpretation of the data

FINDINGS Our research sought to understand the effects of learners characteristics specifically innovativeness and risk taking on course satisfaction in Project Based Flipped Learning PBFL We found that female learners innovativeness positively influenced their perception of the project s entertainment and educational value which in turn increased preference for PBFL and course satisfaction Interestingly risk taking did not significantly influence perceived project value which provides insights into the role of personality traits in learning outcomes

IMPLICATIONS Our study invigorates entrepreneurship education theory by highlighting the key role of learner innovativeness in PBFL course satisfaction urging a nuanced examination of personality traits in educational contexts Further we question the established importance of risk taking necessitating a critical reassessment in this domain These pivotal theoretical contributions challenge prevailing assumptions enrich scholarly discourse and open new avenues for research On the practical side our findings emphasize the imperative of fostering innovativeness in women s entrepreneurship education These insights underscore the need for a strategically tailored creative learning environment with the potential to enhance learner engagement and satisfaction significantly In sum our research generates transformative theoretical insights and provides actionable strategies for improving the practice of entrepreneurship education

ORIGINALITY AND VALUE Our research presents a novel approach to fostering women entrepreneurs in the media sector through PBFL This unique focus on the intersection of gender media entrepreneurship and PBFL distinguishes our study from existing literature Furthermore our findings offer educators invaluable guidance for enhancing female entrepreneurship education thereby enriching the pedagogical landscape of this domain

Keywords entrepreneurship education women entrepreneurship project based flipped learning innovativeness risk taking course satisfaction

Management and Resilience of African Organizations in Times of Crisis Shani D. Carter, Sara Bensal, 2024-05-16 Businesses in African countries continued to face crises due to COVID 19 supply chain and climate change Governments can take steps to increase businesses resilience by supporting and promoting sustainable development In turn businesses can increase their resilience by promoting the resilience of their employees This book explores the current state of management and resilience in African nations and discusses issues that revolve around its reciprocal impact on global business government and society Featuring select papers from the 4th Annual Current Business Issue in African Countries CBIAC Conference held in Agadir Morocco in 2023 this book focuses on the synergies between climate change supply chain and sustainable development particularly post pandemic featuring content from business and NGO leaders faculty and students The impetus of the CBIAC conference was the discussions held at the United Nations Conference on Trade and Development UNCTAD held in Nairobi Kenya in July 2016 and in Bridgetown Barbados and Geneva in October The goal of the conference is to create long term collaborative relationships between business leaders faculty researchers students and community members from different African nations

Contemporary Management Concepts Bernard A. Deitzer, Karl A.

Shilliff, Michael James Jucius, 1979 Behavioral Determinants of Enterprise Development and Innovation Anna Ujwary-Gil, Natalia R. Potoczek, 2020-01-01

The second issue in 2020 of the quarterly published JEMI explores enterprise development and innovation. The behavioral determinants of the economic ventures indicated by the authors is a continually developing trend of research in economic sciences. Contemporary enterprises are increasingly investing their resources in obtaining information on factors that stimulate employee behavior in order to increase efficiency or develop innovation. Behavioral approach is also used in seeking answers to questions about the development of small and medium enterprises. SMEs posed by entities responsible for supporting the SME sector. In economic sciences behavioral approaches result from an interdisciplinary view on the behavior of people participating in economic life. The behaviors of entrepreneurs, managers, other participants in an organization, clients and entities supporting economic activities are an essential subject of research interest. The presented articles show the research perspectives that contribute to the development of a behavioral stream in economic sciences. The first article proposes a triangulation of theoretical foundations for behavioral research in economic sciences. Dominika Korzeniowska and ukasz Su kowski reviewed the scientific literature and analyzed 37 articles and 21 monographs selected from scientific databases. As a result of their research the authors concluded that by adopting different research perspectives in behavioral economics rather than just a cognitive one it is possible to enrich both theoretical and empirical foundations in scientific research. Discovering human economic behavior can be done using methods and techniques appropriate to research e.g. in behavioral or evolutionary trends. The authors conduct their analysis in relation to three paradigms: cognitive, behavioral and evolutionary and then come to the conclusion that these approaches should not be treated as competitive but complementary knowledge of economic behavior. For example, the evolutionary approach in psychology makes it easier to explain the genetics of certain automatic response patterns that have developed during evolution. Its usefulness is expressed in the possibilities of creating an image of the human economic mind or economic society. In turn, the use of behavioral approaches according to the authors allows finding ways to eliminate the effects of mental traps appearing in the processes of making economic decisions and other problem situations. The authors in their research refer to three research trends but ultimately encourage the search for other theories and concepts in the study of human economic behavior and their impact on business ventures. The next article presents field studies carried out in West Sumatra. The authors use psychoeconomic factors lying on the side of entrepreneurs to study failures in their business operations. An essential aspect of the research is the identification and analysis of opportunistic behavior and its impact on the success or failure of operations. Hafiz Rahman, Eri Besra and Nurhayati conducted quantitative research using multiple and partial regression analysis on a sample of 1541 young entrepreneurs from the West Sumatra province in Indonesia who had experienced failures in their earlier enterprises. It was found that psychoeconomic factors together with the opportunistic behavior of individuals more or less caused the entrepreneurial failure. The obtained research results also

formed the basis for the claim that opportunistic behavior can be seen as both a source of business success and failure. The authors believe that the research should be of interest to the Indonesian government as it suggests that the creation of entrepreneurial resilience takes place in a process that also considers the failures of undertaken enterprises. Young entrepreneurs usually draw conclusions from the mistakes they made, which is why it is postulated to support them even in situations of failure, e.g. through entrepreneurship capacity building programs. In addition to economic and business knowledge, it is necessary to build mental resilience, develop maturity, logically consider the choice of alternatives, improve decision making processes, and deal with social pressure. The subject of interest of the author of the third article is organizational behaviors that affect high performance. Przemysław Zbierowski presented the results of his research conducted on a sample of 406 enterprises using the computer-assisted personal interview (CAPI) technique. Based on the collected research material, the author analyzed the impact of high performance organizational features on actual organizational performance and the indirect impact on organizational citizenship and entrepreneurship-oriented behavior. As the author notes, his research contributes to the scientific debate in at least three ways. Firstly, it confirms that the features of high performance have a strong impact on the actual performance of the enterprise, which is not surprising but verifies the hypothesis. Secondly, it indicates entrepreneurial orientation as a partial mediator in this relationship. Finally, he discovers the very strong impact that high performance features have on the organization's civic behavior. The article also has practical implications. The obtained research results form the basis for developing organizational citizenship and entrepreneurship orientation through the skillful use of high performance factors. Behavioral research trends in economic sciences also include the research presented in the fourth article regarding employee behavior and their development stimulated by managerial coaching. Ghulam Abid, Saira Ahmed, Tehmina Fiaz, Qazi, and Komal Sarwar filled the research gap in the field of sustainable employee development in the organization. The research conducted by them is pioneering. The authors relate to the context of work and individual differences in promoting a thriving workplace. The intervention mechanism of self-efficacy and prosocial motivation in the relationship between managerial coaching and thriving at work was explored using a sequential mediation approach. Data were analyzed using Hayes' Process Model 6 based on 1,000 bootstrap resampling with an actual sample of 221 respondents. The obtained results confirm that managerial coaching increases employee self-efficacy. The goal of coaching is to increase the employee's sense of self-efficacy in connection with a particular activity so that he or she can perform his or her tasks effectively and efficiently. Efficiency among employees directly activates positive moods that help engage employees and trigger prosocial behavior. This study contributes to the detection of awareness related to the links between prosocial motivation and employee development and provides an additional comprehensive analysis of the procedure for obtaining the positive effects of managerial coaching. Another group of articles relates to the behavioral aspects of developing innovation in enterprises in relation to employees as well as the implementation of innovation by

customers Determinants of innovation in enterprises have become the subject of the research interests of Izabella Steinerowska Streb and Grzegorz G d The authors presented the results of their research which was conducted on a sample of 353 Polish family businesses In the course of the conducted research it was possible to determine whether family businesses that introduced the creative ideas of their employees were more innovative than others The company s innovativeness can be expressed in the product process marketing or organizational area The authors also examined the relationship between the innovation of family businesses and their involvement in activities that stimulate creative thinking build trust in the workplace stimulate employee development and support team integration The study revealed that family businesses that are aware of the importance of creative employees and that bring their employees creative ideas into business practice are more innovative than other family businesses In addition it was found that an increase in company innovation exists when the company supports employee development Interesting behavioral aspects are presented in the research on employee resistance to implementing technological innovations i dem S caky z and Oya Hacire Y regir conducted a study of medical personnel at a public hospital in Adana Turkey to investigate the reasons for employee resistance to implementing an IT system The Technology Acceptance Model TAM was expanded to include factors such as affective commitment gender and age Based on the data collected from 291 surveys a regression analysis was conducted which led to the formulation of conclusions regarding the usefulness of information technology its ease of use and affective commitment It was examined whether demographic factors such as age gender position and tenure are associated with resistance to implemented technological innovations The results of this study confirm earlier models of technology acceptance The practical implications of the study relate to the need to increase employee participation in making decisions about the change process The examined resistance of employees to technological innovations should also be treated as an essential voice in the discussion of problems related to managing change in the organization In the article presented by Neema Mori and Rosallia Mlambiti attention was focused on the acceptance of product innovation by customers The research was carried out in Tanzania using the example of mobile banking services To examine the impact of demographic factors on the adoption of innovative mobile banking services Rogers Diffusion Innovation Theory DIT was applied to 416 clients of a leading bank in Tanzania Regression results showed a positive and significant relationship between income level and education on the one hand and the adoption of mobile banking on the other Practical implications refer to the recommendations to develop promotional practices and awareness campaigns and capture customer demographic profiles to encourage them to use mobile banking The study showed the importance of using the situational theory to adopt innovative technologies in banking services in Tanzania The authors indicate that this approach to research issues broadens the understanding of the importance of demographic factors especially in relation to the Sub Saharan African region and also contributes to a better understanding of mobile banking from the point of view of the bank s customers in Tanzania The last article covers a

bibliometric analysis of published research results in the field of business innovation its financing and policy framework The analysis was based on the resources of the Web of Science Core Collection using Vosviewer for the period 1990 2019 The researched publications were divided according to the research area and then the research gaps were identified In total 437 articles were found that went through various stages of selection 32 publications were analyzed in detail and the study presents citations received by each of these selected publications and their summaries Thematically grouped summaries show the areas that the researchers paid more or less attention to The conducted research allowed the authors to state that the countries involved in a higher level of innovation had a higher level of publication Few studies on this topic have been developed in emerging economies such as Africa and Asia excluding China and Taiwan A similar situation was noted for countries in the Middle East Most of the research comes from the United States and European countries The article also refers to aspects such as the time horizon of research approach and research methods The results of the presented research allow readers to get acquainted with the current state of publications on the subject of financing innovation and policy in this field The editors express the hope that the articles presented will contribute to the development of knowledge on behavioral aspects of the functioning of enterprises and the development of innovation The authors extension of the research perspective with behavioral determinants strengthens our belief in the legitimacy of supporting this research trend in JEMI We thank all the researchers and authors for enriching their studies broadening the perspective of resolving complex management problems and developing innovation in organizations dispersed in geographical economic and cultural terms We hope all readers will find this second issue of JEMI in 2020 both interesting and informative

Innovations in Management Yasuhiro Monden,1985 *Industrial Management* ,1923 **Precursors of Modern Management** Alfred Dupont Chandler,1979 **Security Management Systems** Henry S. Ursic,Leroy Pagano,1974 **Creative Administration in Recreation and Parks** Richard G. Kraus,Joseph E. Curtis,1977 Modern Management Techniques in Engineering and R & D Jack Balderston,1984 **Management** ,2000 **Proceedings** ,1963

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