

## Editorial

Dear readers,

While the tragicomedy of “Brexit” continues to dominate the press and the evocation of the “crisis in the EU” has become commonplace shortly before the EU elections in May 2019, JEEMS continues on course by keeping alive its genuinely European academic discussion and acting as a meeting point and melting pot for Eastern and Western European academics, and their exchanges, cooperation, and mutual reviews.

The second issue of JEEMS in 2019 includes seven papers. In most cases, they deal with the South-Eastern region of Europe, with Serbia strongly represented as a research field in this issue. All seven studies are empirically based and draw on quantitative data.

The first paper by *Muamer Bezdob* deals with the previously understudied question of whether management innovations have any long-term consequences in organizations. Together with a conceptual consideration of managerial innovations, the author provides empirical findings from 320 organizations in Bosnia and Herzegovina observed during the 10-year-period between 2005 and 2015. The results of the thorough study show that management innovations contribute positively to the long-term performance of organizations, though the effect size is rather small.

In their study, *Mariola Ciszewska-Mlinaric*, *Krzysztof Obloj* and *Marcus Hülsdau* contribute to the research on psychic distance in the context of international management. Specifically, the authors examine the relevance of psychic distance while considering the strategic significance of foreign markets in European SMEs. A quantitative EU-wide study conducted by the authors reveals that, contrary to the hypotheses, psychic distance between countries (and markets) contributes not negatively, but positively to the post-entry strategic significance of foreign markets.

*Nela Milošević*, *Oliver Tošković* and *Sladana Barjaktarović Rakočević* provide empirical evidence for the link between project performance and perceived top management involvement and knowledge sharing. The authors demonstrate that basic managerial processes prove true for the Western contexts as well as for the CEE countries. The study draws on a quantitative survey of 32 respondents in an international bank in Serbia. The results confirm that organizational members consider top management support as one of the salient factors contributing to the success of a project, at least in the banking sector.

The study by *Goranka Knežević* and *Vladan Pavlović* deals once more with the Serbian context. Contrary to the previous study, the authors deal with the CSR practices of Serbian foreign investors. Specifically, the authors examine when for-

eight investors integrate financial and non-financial information into their CSR reports. Drawing on the content analysis of the secondary data stemming from a total of 46 companies, the authors use different quantitative measures, such as corporate disclosure index. The results indicate different clusters of CSR reporting between greenfield foreign investors and foreign investors through privatization.

*Kalina Sotiroska Ivanoska, Zorica Markovic and Elisaveta Sardzoska* pose the question of whether preferred leadership and followership styles differ in public and private organizations. The authors undertook a country-comparative study in Serbia and Macedonia. Drawing on a quantitative survey of 172 respondents in both countries, the authors reveal that there are barely differences between the countries studied. In addition, the preferences of private and public organizational members are quite similar in terms of the followership style, with “active followership” being most preferred in both types of organizations. The main difference between private and public organizations turns out to be a strong preference toward people-oriented leadership in public organizations.

*Marzena Fryczynska and Alena Ivanova* deal with the link between career satisfaction on the one side and networking behaviours and individual social capital on the other. In conceptual terms, the authors contrast two theoretical perspectives on individual career: behavioural and resource-perspective. In empirical terms, a quantitative study of 373 employees in Polish enterprises is conducted. The findings indicate that networking behaviours are of higher importance to career satisfaction than individual social capital and provide stronger support to the behavioural perspective on career.

The last paper in the issue, provided by *Bojan Lekovic and Nemanja Berber*, provides one additional look into the South-East European management context. The study deals with factors determining early-stage growth of entrepreneurial ventures. Based on a considerable sample of 12027 respondents and 457 entrepreneurs from Slovenia, Croatia, Hungary, Rumania, Macedonia, and Bosnia and Herzegovina, the study provides numerous results: The influence of the national culture of entrepreneurial growth turns out to be neither linear nor simple; the opportunity-oriented entrepreneurs seem to be at the same time growth-oriented.

I hope you enjoy this issue of JEEMS and that it makes for thought-provoking reading!

*Irma Rybnikova*