
Editorial

Dear readers,

welcome to the first issue of the 2024 volume of JEEMS!

As usual, this edition contains seven articles covering a wide range of different topics from the fields of business, management, leadership, politics and society, with a focus on Central Eastern European as well as Southeast European countries. In the articles, you can read about research results obtained in different sectors and industries.

The first article, by *Igor Ivaskovic*, examines the relationship between the influence of different stakeholders and the cohesion of basketball teams in the Southeast European region. The article is a good example of how we can adapt stakeholder theories in the field of sports and how they work in practice to create a balance between the team and the organization influenced by the stakeholders.

In the second article, by *Ozge Mektap*, *Jale Balkash*, and *Soner Tulemer*, we can read a study on the impact of political influence of leaders in the organization, particularly in the pharmaceutical industry in Turkey. The study is based on both Psychological Contract Theory and Independent Mindedness Theory. These are very interesting research fields of Organizational Behavior Theories. In addition, they yield new results in the areas of employee cynicism, negligence and dissatisfaction.

The third article, by an international team of authors featuring *Nemanja Berber*, *Michael J. Morley*, *Jozsef Poor*, *Agnes Slavic* and *Dimitrije Gasic*, presents the results of a large international research project. Their research also covers other non-CEE countries from the Baltic to the Adria. The research focuses on the legitimacy challenges faced by the labor union movement in the period of radical political economical change in the countries of Central Eastern European. It shows how the role of the trade unions and union movements changed during the time of the collapse of communism in the region.

The topic of Ivana Bulog and Danica Bakatic 'article is highly relevant. The organizational citizenship behavior improved significantly, parallel to participative leadership and job satisfaction. However, they are not separate factors. The authors' research aimed to examine how the relationship between job satisfaction and organizational behavior are mediated by participative leadership. While the research was carried out in Croatian companies, the results can be generalized.

Barbara Frey, Bruno Skrinjaric and Jelen Budak based their research on the corruption of Croatian business people, which is unfortunately a European and worldwide phenomenon. Though most corruption-related research focuses on large companies and even state-owned firms, the authors examine corruption in the private sector. The results show that not everything can be attributed

to the regime change (1990). The corruption and the connection with trust, informality and the institutional environment are a perennial issue in research. Unfortunately, corruption issues can be extended to other areas as well.

The contribution from *Jamila Jaganjac*, *Jelena Lukic Nikolec* and *Suzanna Lazarevics* focuses on the area of green human resource management and sustainable organizational development—some of the most important issues today, and not only in the field of business. The authors elaborate on how the green, sustainable ideas can be implemented in the organization and, above all, in HR policy and practice. The results of the research may even be of interest for the richest countries.

In the final article, *Mohit Srivastava* and *Mattia Scali* analyze the effect of leadership on entrepreneurial orientation in Czech firms. The authors aim was to understand the impact of the leadership on entrepreneurship in the national and international context of Czech firms. This is also a very important topic for other Central European countries as they can develop international projects and successfully establish international firms 35 years after the change of regime.

We recommend these articles for researchers, practitioners, teachers and students.

Miklós Dobák
Member of the Advisory Board