

## JEEMS – A new deal...

Dear readers,

I hope you had a successful start to 2017—we wish you, your colleagues, and your families a peaceful, inspiring and happy New Year!

Indeed, this new year brings with it some considerable changes for our journal. In the 22<sup>nd</sup> year of its existence, JEEMS will, for the first time, change publishers. From 2017 on, Nomos will take over from Rainer Hampp.

It was back in the summer of 1995 when Rainhart and I approached Rainer Hampp with the idea of establishing a new journal dedicated to promoting, supporting, and publishing management studies from and about Central and Eastern Europe. This was a risky project at the time. Nevertheless, Rainer Hampp did not waste a lot of words on it but spontaneously agreed to back and support our idea. Many years have gone by since then and many issues (84, to be exactly...) have been published. Although JEEMS has never become a great economic success, Rainer Hampp has always stood by the journal and we could always rely on him. His critical and constructive advice, his assistance in numerous jobs to do with the editorial work, and his discrete leadership from the back seat have always been a constant characteristic of JEEMS.

Approaching his (well deserved) pension age, Rainer Hampp is now passing the baton on to Nomos. **We feel deeply indebted to you and your engagement, dear Rainer! JEEMS would have never become what it is today without you. Many, many thanks on behalf of myself and all of the board members for all you have done for JEEMS over all these years!**

The smooth transfer of JEEMS into the hands of a respected and solid publishing house was the last contribution of Rainer Hampp. So, we optimistically start a new future with Nomos, namely with Martin Reichinger and his team. We are looking forward to this new cooperation under a new roof. This change in publisher also brings about several changes (e.g. the journal layout and size), while many other aspects (e.g. the persons in charge, the editorial mission) remain. We very much hope that you, as the readers of and contributors to JEEMS, will appreciate the “re-newed” JEEMS!

This first issue of 2017 comprises five interesting articles.

In the first article, *Bojana Milić, Leposava Grubić-Nešić, Bogdan Kuzmanović, and Milan Delić* examine the impact of authentic leadership capabilities on the learning organization at the organizational level through employee affective commitment in Serbian organizations. On the basis of a large survey among employees in manufacturing and service companies, they provide evidence that authentic leadership capabilities not only influence employee affective commitment but, indirectly, also affect the learning organization.

The second article, authored by *Kaja Rangus, Mateja Drnovšek, Alberto Di Minin, and André Spithoven*, deals with open innovation practices in larger and smaller organizations in Slovenia. They demonstrate how an organization's capacity for open innovation can be used to its full potential in order to have an impact on the firm's performance.

In their paper, *Aharon Tziner, Mihai Felea, and Cristinel Vasiliu* focus on the phenomenon of psychological contract breach (PCB) and its associations with leader-member-exchange (LMX). With the help of a research questionnaire completed by 716 participants in various Romanian organizations, they found PCB to be negatively related to LMX and to organizational justice.

In the fourth article, *Anita Ciunova-Shuleska, Nikolina Palamidovska-Sterjadovska, Christian Nedu Osakwe, and Joseph Omotoso Ajayi* explore the impact of Macedonian SMEs' strategic orientations on customer loyalty and financial performance. They suggest that SMEs can improve their customer loyalty performance by developing their orientation toward creating customer retention and brand value while at the same time maintaining brand consistency and found (limited) evidence for that.

Finally, *Mariya Bobina and Diana Sabotinova* provide a study based on the survey of 125 Bulgarian managers, GLOBE methodology, and an analysis of Bulgaria's cultural distance measures relative to 57 societies. It highlights behaviours that are relatively low on uncertainty avoidance, performance, and future orientation, and that display visible collectivism and high gender egalitarianism, and suggests values-tied attributes that are compatible with the average GLOBE score. However the findings also show some slightly higher indicators of collectivism, assertiveness, and uncertainty avoidance.

I hope you will enjoy reading this new issue!

*Thomas Steger*

*Editor-in-chief*