

JEEMS

Journal of East European Management Studies

Editors

Thomas Steger
Rainhart Lang
Tiia Vissak

Contents

Articles

- **Katarina Njegić, Vesna Milanović, Biljana Stankov**
The Drivers of Market Orientation and its Impact on Export Performance of Serbian Firms
- **Katarina Zorić, Milan Nikolić, Nemanja Berber, Edit Terek Stojanović, Dobrivoje Martinov, Branislava Brestovački Svitlica**
The impact of ethical climate and the LMX relationship on nurses' burnout in hospitals in Serbia
- **Norbert Zétény Sárga, Richárd Kása**
Moderately developed employee performance appraisal systems in Hungarian hospitals
- **Ágnes Mosolygó-Kiss, Balázs Heidrich, Nicholas Chandler**
Knowing me, knowing you: A study of the types of knowledge transferred during the succession process in intra-family takeover of family businesses in Hungary
- **Yang Chun, Pan Yini, Ma Yuan**
Political instability, resources, and political networking of firms in transition economies
- **Aleksandra Rudawska, Katarzyna Gadomska-Lila**
Understanding the Relation between HR Practices and Pull Approach to Knowledge Sharing: Case Study
- **Bojan Leković, Renata Amidžić, Dragan Vojinović, Maja Ivanović-Đukić**
Drivers for the Internationalization of Nascent Entrepreneurs and New Business Owners in Southeast European Countries

1 2023

Volume 28
Pages 1-214
ISSN 0949-6181



Nomos

Edition
Rainer
Hampp

Journal of East European Management Studies

Editorial Committee: **Thomas Steger** (Editor-in-chief), University of Regensburg | **Rainhart Lang**, Chemnitz University of Technology | **Tiia Vissak**, University of Tartu

Advisory Board: **Eckhard Dittrich**, Otto-von-Guericke-University of Magdeburg | **Miklós Dobák**, Corvinus University Budapest | **Ivan Nový**, University of Economics Prague | **Anna Soulsby**, Nottingham University Business School | **Dieter Wagner**, University of Potsdam

Honorary Board: **Ed Clark**, Royal Holloway University of London | **Vince Edwards**, Buckinghamshire College | **J. Hentze**, Technical University of Braunschweig | **N. Holden**, Skipton, UK | **Dirk Holtbrügge**, University of Erlangen-Nürnberg | **A. Ishikawa**, Chuo University | **Fred Luthans**, University of Nebraska Lincoln | **Sheila M. Puffer**, Northeastern University Boston | **Irma Rybníková**, Hochschule Hamm-Lippstadt | **Rudi Schmidt**, Friedrich-Schiller-University of Jena | **Raoul Üksvärv** †, University of Tallinn | **Hartmut Wächter** †, University of Trier | **Ingo Winkler**, University of Southern Denmark

Table of Contents

| | |
|---------------------------------|---|
| Editorial | 4 |
| Editorial Statistics 2022 | 6 |

Articles

| | |
|---|-----|
| <i>Katarina Njegić, Vesna Milanović, Biljana Stankov</i> The Drivers of Market Orientation and its Impact on Export Performance of Serbian Firms | 9 |
| <i>Katarina Zorić, Milan Nikolić, Nemanja Berber, Edit Terek Stojanović, Dobrivoje Martinov, Branislava Brestovački Svitlica</i> The impact of ethical climate and the LMX relationship on nurses' burnout in hospitals in Serbia | 43 |
| <i>Norbert Zétény Sárga, Richárd Kása</i> Moderately developed employee performance appraisal systems in Hungarian hospitals | 72 |
| <i>Ágnes Mosolygó-Kiss, Balázs Heidrich, Nicholas Chandler</i> Knowing me, knowing you: A study of the types of knowledge transferred during the succession process in intra-family takeover of family businesses in Hungary | 94 |
| <i>Yang Chun, Pan Yini, Ma Yuan</i> Political instability, resources, and political networking of firms in transition economies | 121 |

| | |
|---|-----|
| <i>Aleksandra Rudawska, Katarzyna Gadomska-Lila</i> Understanding the Relation between HR Practices and Pull Approach to Knowledge Sharing: Case Study | 151 |
| <i>Bojan Leković, Renata Amidžić, Dragan Vojinović, Maja Ivanović-Đukić</i> Drivers for the Internationalization of Nascent Entrepreneurs and New Business Owners in Southeast European Countries | 182 |

Editorial Board

R. Alas †, Estonian Business School | **G. Bakacs**, Budapest Business School | **K. Balaton**, University of Miskolc | **Y.E. Blagov**, St. Petersburg State University | **S. Blazejewski**, Alanus University | **Z. Buzády**, Corvinus University of Budapest | **D. Catana**, Technical University of Cluj-Napoca | **T. Čater**, University of Ljubljana | **S.-O. Collin**, Free University of Scania | **D.-C. Dabija**, Babes-Bolyai University Cluj-Napoca | **B. Dallago**, Università di Trento | **M. Dowling**, University of Regensburg | **T. Elenurm**, Estonian Business School | **J. Erpenbeck**, SIBE Herrenberg | **J. Filipović**, University of Belgrade | **J.H. Fisch**, University of Economics Vienna | **A. Geigenmüller**, Ilmenau University of Technology | **M. Gippert**, Friedrich-Schiller-University of Jena | **V. Golikova**, Higher School of Economics, Moscow | **I. Gurkov**, Higher School of Economics, Moscow | **B. Heidrich**, Budapest Business School | **N. Hermes**, University of Groningen | **G. Hollinshead**, University of Hertfordshire | **S. Hüsing**, Chemnitz University of Technology | **D.T.M. Huy**, Banking University of Ho Chi Minh City | **A. Jaklič**, University of Ljubljana | **J. Kovac †**, University of Maribor | **K. Liuhto**, Turku School of Economics | **S. Llaci**, University of Tirana | **C. Makó**, Hungarian Academy of Science Budapest | **M. Malý**, University of Economics Prague | **W. Mayrhofer**, Vienna University of Economics and Business | **J.-P. Neveu**, Université de Pau & Pays de l'Adour | **R. Nurmi**, Turku School of Economics | **A. Panibratov**, St. Petersburg State University | **M. Pawlak**, University of Warsaw | **G. Pfajfar**, University of Ljubljana | **A. Pocztowski**, Cracow University of Economics | **E. Polyakov**, United Kingdom | **J. Poór**, Szent István University Gödöllő | **T. Postma**, University of Groningen | **L. Puslecki**, Poznan University of Econoics | **M. Raskovic**, Victoria University of Wellington | **A. Remisova**, Comenius University Bratislava | **G. Schnyder**, Loughborough University London | **A. Schuh**, Vienna University of Economics and Business | **A. Sender**, University of Lucerne | **T. Specker**, University of Applied Sciences Kiel | **E. Szabo**, Johannes-Kepler-University Linz | **F. Ratto Trabucco**, University of Padua | **T. Trapczynski**, Poznan University of Econoics | **P. Wald**, University of Applied Sciences Leipzig | **A. Wasowska**, University of Warsaw

Editor in Chief: Thomas Steger (V.i.S.d.P.)

Please send submissions to: Prof. Dr. Thomas Steger, Universität Regensburg, Wirtschaftswissenschaftliche Fakultät, Lehrstuhl für BWL II, insb. Führung und Organisation, Universitätstr. 31, D-93053 Regensburg, E-Mail: jeems@nomos-journals.de, www.jeems.nomos.de

Manuscripts and other submissions: All submissions should be sent to the above-mentioned address. There is no liability for unsolicited manuscripts that are submitted. They can only be returned if return postage is enclosed. Acceptance for publication must be made in text form.

With the acceptance for publication, the author transfers the exclusive, spatially and temporally unlimited right to reproduce and distribute in physical form, the right of public reproduction and enabling access, the right of inclusion in databases, the right of storage on electronic data carriers and the right of their distribution and reproduction as well as the right of other exploitation in electronic form for the duration of the statutory copyright to Nomos Verlagsgesellschaft mbH & Co.KG. This also includes forms of use that are currently not yet known. This does not affect the author's mandatory right of secondary exploitation as laid down in Section 38 (4) UrhG (German Copyright Act) after 12 months have expired after publication.

A possible Creative Commons license attached to the individual contribution, or the respective issue has priority in case of doubt. For copyright, see also the general notes at www.nomos.de/urheberrecht.

Unsolicited manuscripts – for which no liability is assumed – are considered a publication proposal on the publisher's terms. Only unpublished original work will be accepted. The authors declare that they agree to editing that does not distort the meaning.

Copyright and publishing rights: All articles published in this journal are protected by copyright. This also applies to the published court decisions and their guiding principles, insofar as they have been compiled or edited by the submitting person or the editorial staff. The legal protection also applies with regard to databases and similar institutions. No part of this journal may be reproduced, disseminated or publicly reproduced or made available in any form, included in databases, stored on electronic data carriers or otherwise electronically reproduced, disseminated or exploited outside the narrow limits of copyright law or beyond the limits of any Creative Commons license applicable to this part without the written permission of the publisher.

Articles identified by name do not necessarily reflect the opinion of the publisher/editors.

The publisher observes the rules of the Börsenverein des Deutschen Buchhandels e.V. on the use of book reviews.

Advertisments: Verlag C.H. BECK, Anzeigenabteilung, Bertram Mehling (V. i. s. d. P.), Wilhelmstraße 9, 80801 München
Media-Sales: Tel: (089) 381 89-687, mediaberatung@beck.de

Publisher and overall responsibility for printing and production: Nomos Verlagsgesellschaft mbH & Co. KG, Waldseestr. 3-5, 76530 Baden-Baden, Phone: 07221/2104-0, Telefax 07221/2104-27, www.nomos.de, Geschäftsführer/CEO: Thomas Gottlöber, HRA 200026, Mannheim, Sparkasse Baden-Baden Gaggenau, IBAN DE05662500300005002266, (BIC SOLADES1BAD).

Frequency of Publication: quarterly

Annual subscription prices: Individual customers: € 98,00 incl. digital access (single-user). Students: € 40,00 incl. digital access (single-user). Institutions: € 283,00 incl. digital access (multi-user). Digital access is provided through the Nomos elibrary. Single issue: € 30,00. Subscription prices include VAT and are subject to a distribution fee (domestic € 16,00/foreign € 30,00) or direct order fee € 1,90. Invoices will be issued after publication of the first issue of the year.

Orders through any bookstore and the publisher.

Customer Service: Phone: +49-7221-2104-280, Telefax: +49-7221-2104-285, E-Mail: zeitschriften@nomos.de

Cancellations: Cancellation of the subscription is possible with a notice period of four weeks to the end of the calendar year.

Change of Address: Please notify us of any changes in address as soon as possible. When doing so, please indicate the new and old address next to the title of the magazine.

Note in accordance with Art. 21 (1) EU-GDPR: In the event of a change of address, Deutsche Post AG may notify the publisher of the new address even if no forwarding order has been placed. An objection to this can be lodged with Post AG at any time with effect for the future.

ISSN 0949-6181



Nomos

www.jeems.nomos.de