



ENTREPRENEURSHIP MANAGEMENT

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Shr Entrepreneurship Manag Innovation

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Shr Entrepreneurship Manag Innovation:

Journal of Entrepreneurship, Management and Innovation JEMI Anna Ujwary-Gil, Wyższa Szkoła Biznesu - National-Louis University (Nowy Sącz)., **Knowledge Management, Innovation, and Entrepreneurship in a Changing World** Jennex, Murray Eugene, 2020-03-27 In today's world of business gaining an advantage of competitors is a focal point for organizations and a driving force in the economy. New practices are being studied and implemented constantly by rivaling companies. Many industries have begun putting emphasis on intensive knowledge practices with the belief that implementing cutting edge learning practices will fuel research and innovation within the company. Understanding this dynamic method of management is critical for managers and executives who wish to propel the success of their organizations. Knowledge Management Innovation and Entrepreneurship in a Changing World is a collection of pioneering research on the methods of gaining organizational advantages based on knowledge innovation and management. While highlighting topics including human robot teaming, organizational learning, and e collaboration, this book will explore the sustainable links between knowledge management influences and organizational capability. This book is ideally designed for managers, strategists, economists, policymakers, entrepreneurs, business professionals, researchers, students, and academics seeking research on recent trends in innovative economics and business technologies. 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 **Entrepreneurship, Innovation, and Sustainable Growth** Nader H. Asgary, Emerson A. Maccari, Heloisa C. Hollnagel, Ricardo L.P. Bueno, 2024-03-20 Entrepreneurship and innovation play a vital role in fostering sustainable

development Advances in technology and communications have both transformed the process of business and strengthened the role of entrepreneurship in developed and developing countries This new edition of Entrepreneurship Innovation and Sustainable Growth provides the fundamental concepts and applications for faculty and students in this field and also serves as a professional reference for practicing entrepreneurs and policymakers Each chapter provides a clear guide to the conceptual and practical elements that characterize entrepreneurship and the process of new venture formation including functional strategies in key areas such as marketing information technology human resources management and accounting and finance Updated throughout to take account of recent developments in topics such as environmental impacts diversity and inclusion and COVID 19 the book is a comprehensive and holistic approach to the theory policy and practice of entrepreneurship and innovation Keeping practicality as the book s core aim all chapters include a long case study to set the scene and then draw upon shorter cases from both developing and developed countries to reinforce key learning objectives and the real world application of the book s core concepts With new questions and exercises presented throughout in order to encourage discussion and problem solving quick summaries of the important concepts and definitions and extensive support for lecturers and students Entrepreneurship Innovation and Sustainable Growth Second Edition is ideal for students at undergraduate and postgraduate level

Decision-Making in International Entrepreneurship Vahid

Jafari-Sadeghi,Hannan Amoozad Mahdiraji,2023-06-28 This collection of studies presents an understanding of the processes methods and approaches towards decision making in international entrepreneurship It is essential reading to synthesise the process of decision making towards exploiting entrepreneurial opportunities across national borders

Innovation,

Engineering and Entrepreneurship José Machado,Filomena Soares,Germano Veiga,2018-06-02 This book presents endeavors to join synergies in order to create added value for society using the latest scientific knowledge to boost technology transfer from academia to industry It potentiates the foundations for the creation of knowledge and entrepreneurial cooperation networks involving engineering innovation and entrepreneurship stakeholders The Regional HELIX 2018 conference was organized at the University of Minho s School of Engineering by the METRICs and Algoritmi Research Centers and took place in Guimar es Portugal from June 27th to 29th 2018 After a rigorous peer review process 160 were accepted for publication covering a wide range of topics including Control Automation and Robotics Mechatronics Design Medical Devices and Wellbeing Cyber Physical Systems IoT and Industry 4 0 Innovations in Industrial Context and Advanced Manufacturing New Trends in Mechanical Systems Development Advanced Materials and Innovative Applications Waste to Energy and Sustainable Environment Operational Research and Industrial Mathematics Innovation and Collaborative Arrangements Entrepreneurship and Internationalization and Oriented Education for Innovation Engineering and or Entrepreneurship

Innovation and Shifting Perspectives in Management Education Baporikar,

Neeta,2016-10-04 Effective education and training is essential to the positive development of a manager in corporate or

organizational settings In order to stay abreast of current management trends it is necessary to implement new perspectives and technologies being utilized in the field Innovation and Shifting Perspectives in Management Education features a comprehensive assessment of the complexities present in management training programs in educational settings Highlighting best practices and real life experiences within the field this book is an essential reference source for practitioners policy makers undergraduate and graduate students academics managers and professionals **Handbook of Research on Sustaining SMEs and Entrepreneurial Innovation in the Post-COVID-19 Era** Baporikar, Neeta, 2021-02-05 A multidimensional approach to entrepreneurship especially in the post COVID 19 era will have an important influence on the state of business and government especially when considering the effects of technological development innovation glocalization and nationalization policies that need to be adopted for inclusive sustainable growth as well as the enhanced and efficient utilization of global resources That means there is likely to be a shift in how entrepreneurship development and entrepreneurial opportunities will be perceived developed and resourced The question is how to sustain SMEs and entrepreneurial innovation in the post COVID 19 era Thus comprehensive research and knowledge on designing policies and approaches to ensure the sustainability of SMEs and entrepreneurial innovation in post pandemic times are essential to sustain stimulate and foster SMEs entrepreneurship and entrepreneurial innovations The Handbook of Research on Sustaining SMEs and Entrepreneurial Innovation in the Post COVID 19 Era provides research dedicated to entrepreneurship with a special emphasis on the sustainability of SMEs and entrepreneurial innovations in the post COVID 19 era It provides discussion and the exchange of information on principles strategies models techniques methodologies and applications of entrepreneurship in the post COVID 19 era in the field of public and private organizations The chapters communicate the latest developments and thinking on the entrepreneurship subject worldwide by drawing on the latest developments ideas research and best practice to examine the implications of the changes taking place due to COVID 19 This book is ideally intended for entrepreneurs global organizations small and medium sized enterprises managers executives government officials policymakers researchers academicians and students who are interested in learning about designing or implementing policies that are more effective in the post pandemic era Exploring Trends, Innovations, and Digitalization of Entrepreneurship Sallam Khairy, Gasim Hayder, Abdullah Al Shukaili, Salem Al Abri, Arockiasamy Soosaimanickam, Raja Suzana Raja Kasim, 2025-08-08 The primary audience of the proceedings includes a broad spectrum of proactive readers who actively participate in the exploration of the field of entrepreneurship research This comprises of scholars who are professors researchers and scholars that are publishing papers and conducting researches regarding to entrepreneurship Also the proceedings aim at the BL G guests undergraduate and postgraduate students keen on the discovery of the recent trends novelties and knowledge concerning the topic of entrepreneurship Thus for the undergraduate students the proceedings are useful to obtain the basic information concerning the given subject areas and understand the key principles at play while the

postgraduate students can share the fresh information and methodologies introduced in the articles that can be helpful for their own research Furthermore the proceedings are directed towards people with specific interests in entrepreneurship research be they practitioners consultants policymakers or entrepreneurs Such people may practice business finance technology or social entrepreneurship and want to be aware of the tendencies in the entrepreneurial field The audience inclusion policy guarantees that irrespective of the level of the user a beginner an undergraduate a masters or a doctoral candidate or a professional the information applicable and beneficial in solace to one s level of study or work In appealing to such a wide range of people the proceedings seek to create a prosperous and diverse population of entrepreneurial scholars and entrepreneurs and to advance the generation and dissemination of knowledge in the subject area **Empirical**

International Entrepreneurship Vahid Jafari-Sadeghi,Hannan Amoozad Mahdiraji,Léo-Paul Dana,2021-05-21 This handbook is focused on the analytical dimension in researching international entrepreneurship It offers a diverse collection of chapters focused on qualitative and quantitative methods that are being practised and can be used by future researchers in the field of international entrepreneurship The qualitative cluster covers articles conceptual and empirical chapters as well as literature reviews whereas the quantitative cluster analyses international entrepreneurship through a broad range of statistical methods such as regressions panel data structural equation modelling as well as decision making and optimisation models in certain and uncertain circumstances This book is essential reading for researchers scholars and practitioners who want to learn and implement new methods in analysing entrepreneurial opportunities across national borders **Social**

Innovation, Entrepreneurship, and Sport for Development and Peace Mitchell McSweeney,Per Svensson,Lyndsay Hayhurst,Parissa Safai,2022-08-12 This book examines the ways in which sport for development and peace SDP offers an opportunity for entrepreneurship to take place through and within sport and how innovation in the context of SDP contributes to social and economic value for underrepresented and marginalised groups and individuals Written by a team of leading international SDP researchers and featuring the voices of active SDP practitioners the book examines the ways in which entrepreneurs seek to use sport and or social innovation in and through sport to achieve their goals of social and economic development It explores the strategies that SDP organizations and practitioners are utilizing in the current neoliberal moment to not only survive during economic hardship particularly during the COVID 19 crisis but also to thrive drawing on important concepts such as innovation risk taking proactiveness and opportunity seeking It also considers how nongovernmental organizations companies governments and communities are working to tackle development issues in SDP using non traditional forms of organization and management such as social enterprise models Combining cutting edge research with reflections on best practice in the field this book is important reading for any advanced student researcher or practitioner with an interest in the sociology of sport sport for development sport management development studies social enterprise or innovation **Modern Trends and Future Innovation in Human Resource Management** Madanchian,

Mitra,2024-09-25 Today's business environment is marked by rapid technological advancements. The results are already visible given the increasing shift towards remote and hybrid work models in addition to a growing emphasis on sustainability and inclusivity. Human resource (HR) professionals are no longer just administrative managers but strategic partners who play a crucial role in shaping organizational culture and driving performance. Modern Trends and Future Innovation in Human Resource Management addresses key issues such as the impact of remote work on employee engagement, the need for eco-friendly HR practices and the integration of artificial intelligence (AI) and diversity, equity and inclusion (DEI) initiatives. It provides a detailed examination of how these factors are reshaping HRM and offers actionable recommendations for organizations seeking to stay competitive and forward thinking in a rapidly changing world. Covering topics such as eco-friendly behaviors, job redesigning and talent retention, this book is an essential resource for HR professionals, business leaders, educators, graduate and postgraduate students, researchers, academicians and more. *International*

Entrepreneurship in Emerging Markets Vahid Jafari-Sadeghi, Leo-Paul Dana, 2022-09-02 *International Entrepreneurship in Emerging Markets: Contexts, Behaviours and Successful Entry* aims to provide a comprehensive understanding of international entrepreneurship in emerging markets. This collection of prominent context-based chapters focuses on entrepreneurial activities in SMEs and analyses a specific dimension of international entrepreneurship in countries belonging to emerging markets. In a constantly evolving international business context, economies can play a crucial role in the promotion and support of firms looking for expanding their market globally. As such, internationalisation, considered as among the most challenging strategies, can provide an opportunity for Small and Medium Sized Enterprises (SMEs) to seek for performance and growth. In this vein, although international business literature has prominently focused on developed countries, the contribution of emerging markets (EMs) has become an increasingly important contender on the global scene. Emerging markets are known as growing fast economies in which they provide an opportunity for SMEs to operate. Therefore, entrepreneurial firms (SMEs) in particular can take advantage of the context's unique characteristics of emerging markets to successfully operate and grow not only in domestic but also in international markets. This book is essential reading for researchers, scholars and practitioners seeking international entrepreneurial activities related to emerging markets.

Educational Digital Transformation: New Technological Challenges for Competence Development Julio Cabero Almenara, Carmen Llorente Cejudo, Antonio Palacios-Rodriguez, 2023-10-09 The COVID-19 pandemic has provided a unique opportunity to examine our understanding of the opportunities and challenges that ICTs offer to support the functioning of all aspects of education. The closure of educational institutions has forced a radical change in the practices of teachers and societies regarding the use of ICT to support teaching, learning, social relations and work in many sectors. In the training of digital skills, the instrumental mastery of ICT continues to outweigh the preparation of citizens to make constructive and safe use of technologies. After two decades of educational policies, we continue to reduce digital literacy to instrumental skills. That

is you do not learn why to use educational technologies and how or to be critical of their use Education 4.0 seeks to develop and enhance the digital skills of students and teachers in digital teaching environments through the creation of a line of academic training programs for undergraduate postgraduate and continuing education This article collection welcomes contributions to improve training policies and practices in Educational Digital Transformation for educational development strategies activities proposals for assessment and certification of skills

Advanced Perspectives on Global Industry Transitions and Business Opportunities Saruchera, Fanny, 2021-03-18 As more companies shift their operations between countries to take advantage of lower costs and greater profit the global market continues to change rapidly resulting in global hypercompetition that can be detrimental to a business Firms must remain updated with the latest research as they navigate cultural differences communication challenges and inconsistent standards in order to thrive Advanced Perspectives on Global Industry Transitions and Business Opportunities is an essential comprehensive reference book that explores the current global business environment and the challenges that have arisen due to contemporary globalization and the resulting global hypercompetition With a broad scope the book covers the implications of industry transitions from small and medium sized companies to multinational businesses and large enterprises and discusses opportunities for both born global and born again global firms Featuring topics that deal with innovation digitalization disruptive technologies and international collaboration this is an ideal source for executives managers entrepreneurs global businesses and businesses looking to transition to the global market academicians researchers and students

Driving Innovation Michael A. Gollin, 2008-02-04 How does IP balance the exclusive rights of innovators with public demand for access to their innovations How can organizations manage IP strategically to meet their goals How do IP strategies play out on the global stage Driving Innovation reveals the dynamics of intellectual property IP as it drives the innovation cycle and shapes global society The book presents fundamental IP concepts and practical legal and business strategies that apply to all innovation communities including industry non profit institutions and developing countries Further it draws on the author's broad experience news headlines and precedent setting lawsuits relating to patents trademarks copyright and trade secrets from biotechnology to the open source movement General readers and students will welcome the lively overview of this complex topic while executives and practitioners can gain new insights and valuable approaches for putting ideas to work and navigating within or changing the global IP system to expand innovation

Resilient Businesses for Sustainability Rajnish Kumar Misra, Shriram A. Purankar, Divya Goel, Shivani Kapoor, Ridhima B. Sharma, 2024-10-02 This first volume provides invaluable insights into the strategies employed by organizations as they navigate the complexities of our time including a focus on new technology and AI

Leading for High Performance in Asia Sen Sendjaya, 2019-02-15 How do leaders lead for high performance in Asia the fastest growing region in the world What are the new leadership influential processes and skillsets needed to engage the organizational members in creative and meaningful ways In this book readers will find strategic

insights and tips derived from cutting edge studies on specific leadership and management issues in Asia Using a range of methodologies from in depth interviews field surveys and computer simulation the studies include the following topics Strategies to foster citizenship and pro social behaviors in high performing firms the roles of culture specific values such as paternalism and collectivism the construction of leader identity the effects of leadership on team satisfaction the development of female leaders and key lessons in strategic leadership development Featuring studies conducted in China Indonesia Singapore and Australia this book will equip readers with a set of strategic and actionable tools for tackling the leadership challenges in Asia Further each chapter includes a Managerial Implications section in which subject experts share evidence based practical and contextual recommendations

Contemporary Research on Business and Management Siska Noviaristanti, 2021-11-24 This book contains selected papers presented at the 4th International Seminar of Contemporary Research on Business and Management ISCRBM 2020 which was organized by the Alliance of Indonesian Master of Management Program APMMI and held in Surabaya Indonesia 25-27 November 2020 It was hosted by the Master of Management Program Indonesia University and co hosts Airlangga University Sriwijaya University Trunojoyo University of Madura and Telkom University and supported by Telkom Indonesia and Triputra The seminar aimed to provide a forum for leading scholars academics researchers and practitioners in business and management area to reflect on current issues challenges and opportunities and to share the latest innovative research and best practice This seminar brought together participants to exchange ideas on the future development of management disciplines human resources marketing operations finance strategic management and entrepreneurship

ICT, the Business Sector and Smart Cities Anna Visvizi, Orlando Troisi, Mara Grimaldi, 2024-11-20 This book examines smart cities through the lens of the information and communication technology ICT driven transformation of the economy and economic systems and the resulting changes influencing organizations public private and voluntary and citizens in the smart city In this context the chapters included in this book address very specific questions pertaining to modes and models of economic collaboration interest aggregation and determinants of sustainable growth and development in the smart city To this end the circular economy the sharing economy the platform economy and open innovation in the smart city are discussed The notions of economic performance competition and business model innovation BMI are elaborated in detail Finally the question of the fragility of labor markets including the availability of talent is explored By applying conceptually sound inter and multi disciplinary approaches frequently including case studies this book provides a thorough insight into the complex question of how tools specific to the fields of economics business management innovation management strategic management entrepreneurship and human resource management can be useful in view of understanding and harnessing the intrusion of ICT in the city space

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