

EDITORIAL

-----TRANSFORMATIONS IN -----
BUSINESS & ECONOMICS

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Transformations in Business & Economics (TIBE) journal continues in providing a focused outlet for high quality research in the ever-expanding area of **Development Economics** in the field of Social Sciences and related disciplines. The field research should not be limited by any narrow conceptualisation of development economics, but embraces interdisciplinary and multi-facet approaches to *economic theory, business management, marketing, as well as general transformations in the economic, social-cultural, ecological, technological, competitive, demographic and political-legal environment.*

Therefore, we expect **original** and **authentic manuscripts, never published before in any format** and **not submitted to any other publishing institution**, which are based on fact-centred research to establish economic and business management regularities, where the theory is motivated by substantiated empirical findings, where disciplined application of economic principles is used to explain and predict the real-world behaviour of organisations, markets and industries. We will continue to seek for:

- **empirical studies**, which provide convincing and significant findings of fact. Careful establishment of an interesting or puzzling empirical regularity is of value to the field if the author has a convincing explanation for the phenomenon;
- **theoretical studies**, which stress relatively robust ideas, and combine theory with a sense of empirical magnitudes, presenting fresh viewpoints and theoretical perspectives, new literature overviews and concept classifications, where a systems' approach is a central focus of the research;
- **explanatory research studies** about a firm, an industry, or a business practice according to economic principles. Such a *case study* must go well beyond the purely descriptive by illuminating the ways in which industry practice and institutions can be understood in terms of economic principles. Factors that resist economic explanation also should be identified.

The current issue of TIBE presents guest and special papers of groups of scholars from Romania, France, and Lithuania. The authors offer some theoretical and managerial implications for the mitigating their consequences of process they are analysing.

The **guest paper** (*Alina Mihaela Dima, Adela Jansen, Isabelle Biclesanu, Simona Mascu, Sebastien Point*) investigates the influence the COVID-19 pandemic had over the way the three dimensions of the Kaleidoscope Career Model (KCM) manifest for top leadership, and the possibility for a fourth dimension of KCM in the post-pandemic context. The findings revealed that the pandemic affected all three dimensions of KCM, with little variation in how different career stages and leadership positions perceive these changes.

The **regular paper** written by *Asta Mikalauskiene, Kornelija Smalskyte* and *Daiva Siudikiene*. Attention was drawn to the factors promoting the expression of personal leadership of employees, by conducting a case study of a Lithuanian start-up e-commerce platform. Their research field is an e-commerce company that provides internet and advertising services was selected. The study revealed that psychological factors and feedback have the greatest influence on the personal leadership of employees. Also, both the organization and the person himself occupy an important place in the expression of personal leadership in the organization.

The current issue of journal presents articles by groups of scholars from China, Czech Republic, South Africa, Romania, Georgia, Thailand, Poland, Ukraine, Hungary, Azerbaijan, Italy, Pakistan, Spain, Montenegro, Slovakia, Australia and Lithuania.

All the accomplished researchers of this issue are divided into sections based on the analysis and conducted case studies. The first section is named “**Prospering in An Era of Economic Development And Transformation: Putting Principles Into Practice**”, and these studies were carried out by such groups of scientists: *Shijun Zhai* and *Yan Zhou* (China), *Libor Simek*, *Pavel Bachmann* and *Jaroslav Koutsky* (Czech Republic), *Rodney Graeme Duffett*, *Dylan Henry Cromhout* (South Africa) and *Tudor Edu* (Romania), *Wei Wang* and *Huai Chen* (China), *David Kbiladze* and *Shorena Metreveli* (Georgia), *Rimantas Dapkus* (Lithuania), *Greta Keliuotyte-Staniuleniene*, *Rasa Kanapickiene*, *Deimante Vasiliauskaite* and *Renatas Spicas* (Lithuania).

The “**Empowering Finance Management for Economic and Social Issues**” is argued by *Julija Gavenaite-Sirvydiene* and *Algita Miecinskiene* (Lithuania), *Bilal Khalid* (Thailand), *Zdzislawa Dacko-Pikiewicz* and *Katarzyna Szczepanska-Woszczyna* (Poland), *Iveta Voznakova*, *Mehmet Civelek* and *Roman Hlawiczka* (Czech Republic), *Xiaosong Zheng* and *Xuxin Jin* (China), *Mykhailo Yastrubskyy* (Ukraine), *Agnes Csiszarik-Kocsir* and *Csaba Lentner* (Hungary), *Laima Skaurone*, *Astrida Miceikiene* and *Remigijus Zalkauskas* (Lithuania), and these authors investigated challenges and opportunities for finance in business environment, which is massive and rapidly influencing the productivity and meeting business goals. They invited to open and informed discussions on finance learning focus, even if their main purpose is to share fulfilling experiences more generally.

The third platform of discussion is named “**Suggestions for Monitoring and Evaluation of Transformative Change**”, and the authors’ (*Mihaela Herciu*, *Claudia Ogrean*, *Diana Mihaiu*, *Radu Serban*, *Kamer Ainur Aivaz* and *Mihai Tichindelean* (Romania), *Yunqian Zhang*, *Muhammad Sadiq* and *Fengsheng Chien* (China), *Georgiana-Loredana Frecea* (Schipor), *Diane Paula Corina Vancea*, *Liliana Nicodim*, *Raluca Andreea Trandafir* and *Costin Octavian Sorici* (Romania), *Andrea Gatto* (Azerbaijan) and *Vincenzo Rusciano* (Italy), *Sheema Haider* and *Rizwan Raheem Ahmed* (Pakistan)) works were focused on transformative change conception but applies it to a much-expanded context. The evaluation and monitoring as a field that spans theory and practice, it is uniquely placed to support transformative learning and change, but this potential depends on its ability to transform from within. The authors examine the uptake and influence of complex systems analysis in the field of pushing assessment for the internal transformation needed to contribute to transformational change.

The last section “**Transformative Evaluation Enhancing Social and Welfare Problems Solution**” gathered together such authors – *Pilar Guaita-Fernandez*, *Jose Maria Martin Martin*, *Samuel Ribeiro Navarrete* and *Rosa Puertas* (Spain), *Yao Zeng* and *Dongsheng Zhang* (China), *Min Cheng* (China), *Rasa Bartkute*, *Ingrida Griesiene* and *Jurga Grikietyte-Cebataviciene* (Lithuania), *Milica Delibasic* (Montenegro), *Zdenko Metzker* and *Jaroslav Slepecky* (Czech Republic), *Katarina Zvarikova* and *Jan Dvorsky* (Slovakia), *Kangyin Lu*, *Si Chen* and *Liwen Jia* (China), *Kaixin Wangzhou* and *Lei Qiu* (China), *Julie Jie Wen* and *Felicity Picken* (Australia). The scholars are focused on an investigation and tried to uncover the importance the role of social and welfare problems, which one (un)improving the quality of live and making gender and generation matter.

A fruitful discussion on these selected articles is welcomed.

*Prof. Dr. (HP) Dalia Štreimikienė,
Editor-in-Chief*