



# Creative Editing With Infotrac

**Anna Ujwary-Gil**



## **Creative Editing With Infotrac:**

**Creative Editing** Dorothy A. Bowles, Diane L. Borden, 2004 CREATIVE EDITING has been consistently praised by reviewers for its comprehensive coverage excellent organization and currency of issues relevant to editing copy The Fourth Edition continues to live up to this reputation through consistent reinforcement and practical application of editing concepts The book covers all aspects of editing for print and online media and provides ample practice exercises for students to demonstrate that they know how to apply principles from the text This book does not assume that students understand grammar fundamentals It starts with basic language skills and leads students through every phase of a professional copy editor's job The book's textbook/workbook approach allows students to practice their skills as they learn This edition covers editing as it relates to public relations digital editing for Web sources and magazine editing In addition it includes separate chapters on communications law and ethics along with exercises designed to help students understand practical applications of legal and ethical principles Creative Editing Dorothy A. Bowles, Diane L. Borden, 2000 **Video Basics**

**(Non-InfoTrac Version)** Herbert Zettl, 2000-08 Meeting the instructor's needs for a briefer book this text distills video basics so that they can be covered in a single term The book moves students from video concepts and processes to production tools and techniques and finally to the production environment studio or field inside or outside and its effects A more conceptual framework leads the student from the idea what to create to the image how to create on video **Vidura**, 2003 Communication Catalog 2005 Neil Thomson, 2004-09 **The Laserdisk Professional**, 1988 Politics in a Changing World Marcus E. Ethridge, Howard Handelman, 2004 POLITICS IN A CHANGING WORLD introduces students to the diverse discipline of political science by providing a foundation for understanding political life in a systematic and comparative way The text includes a combination of in depth chapters on important concepts in political science and a series of brief country studies POLITICS IN A CHANGING WORLD helps students to acquire not only a better understanding of the actors and institutions that play a part in diverse political systems but to gain a sense of how and why they act in relation to one another and what their actions mean for the political culture Management Richard L. Daft, 2005 The seventh edition of this market leading text continues to raise the standard through its cutting edge presentation of managerial thought carefully developed applications and innovative technology components Richard Daft seamlessly integrates the topic of this edition managing in turbulent times with traditional management concepts to show what influences and guides managerial action in today's organizations To illustrate the conceptual material and engage the learner Daft includes diverse examples exercises and applications in every chapter Through each edition Management has continued to build an outstanding reputation with instructors for its quality topic selection applications and authorship The number one text on the market it is renowned for its strong content the quality of its examples its readability and its numerous applications that reinforce concepts and involve users Some hallmark features include Management in Practice exercises Concept Connection photo

essays and Manager's Shoptalk boxes      *Community Nutrition in Action* Marie Ann Boyle, 2003 COMMUNITY NUTRITION IN ACTION incorporates an entrepreneurial approach to community nutrition Successful practitioners in community nutrition have a mind and skill set that opens them up to new ideas and ventures The text encourages students to take risks try new technologies and use fresh approaches to improving the public's nutrition and health status The text also delivers the core material important to students who will be active in solving the nutritional and health problems public health policy program delivery nutrition education nutrition assessment and planning nutrition interventions      **Drug Use and Abuse** Stephen A. Maisto, Mark Galizio, Gerard Joseph Connors, 2004 DRUG USE AND ABUSE takes an interdisciplinary approach in its coverage of current drug issues It weaves psychological historical cultural social biological and medical perspectives emphasizing the idea that a drug's effects depend not only on its properties but also on the biological and psychological characteristics of its user This theme is highlighted throughout and is prominent in discussions of the individual classes of drugs as well as in the chapters on pharmacology and psychopharmacology This Fourth Edition features enhanced coverage of prevention and treatment and provides updates on such contemporary issues as designer drugs and the prevalence of usage It also features a new 4 color design questions at the beginning of each chapter that draw students into the text and the clear writing style that has made previous editions so accessible to students at all levels      New Perspectives on Human-Animal Interactions Sarah Knight, Harold Herzog, Rick H. Hoyle, 2009-09-01 Animals are important in human psychological and cultural life and our relationships with other species are psychological and morally complicated This special issue presents a series of original research articles concerning attitudes towards animals the ethics of their treatment the effects of companion animals on human health and psychological well being and the role that culture plays in our interactions with other species The articles illustrate the scope of the new field of human animal relationships the variety of research approaches and the implications of research findings for social policy      *Entrepreneurial Strategies for Value Creation in Times of Uncertainty* Wojciech Dyduch, 2024-01-01 Entrepreneurial re-orientation in the face of crisis Is it worth modifying entrepreneurial strategy Abstract PURPOSE This article aims to determine how companies in the SME sector modify their business strategies in response to changes in the external environment The research focused on modifications to entrepreneurial strategies expressed through the fundamental dimensions of entrepreneurial orientation EO risk taking innovativeness and proactiveness Additionally it identified which types of reactions modifications in strategies lead to the most favorable changes in firm performance The external environment was determined based on the market situation that resulted from the emergence of the COVID 19 pandemic METHODOLOGY This is quantitative research The study utilized data from 126 small printing businesses operating throughout Poland Analyses were conducted on the data that reflected modifications in entrepreneurial behaviors and performance during three periods the pre crisis period the initial phase of the crisis the full lockdown period and the second phase of the crisis the period of easing the restrictions The identification of the

behavior types was carried out using cluster analysis FINDINGS The results of the research led to the conclusion that with a change in market conditions companies significantly change their levels of EO In particular the surveyed companies reduced their levels of EO during the outbreak of the COVID 19 pandemic At the same time this decrease was mainly due to significant decreases in risk taking The levels of EO increased when the conditions improved due to significant increases in innovativeness and proactiveness Moreover the analysis enabled the identification of four types of reactions to the emergence of the crisis as well as three types of reactions to the improvement of the external conditions that resulted from the easing of restrictions and the introduction of anti crisis support measures for businesses Additionally it was demonstrated that the type of reaction had a significant impact on the changes in the performances of the examined companies In particular it was shown that the lowest decline in performance during the initial phase of crisis could be observed in passive enterprises i e those that did not modify their entrepreneurial strategies did not alter their levels of individual dimensions of EO The greatest increase in performance was achieved during the period of easing restrictions by those companies that significantly enhanced their activities across all of the considered dimensions of EO IMPLICATIONS The research results provided insights for entrepreneurs in strategic management Specifically they learned about the modifications in entrepreneurial behaviors that could lead to the most favorable and optimal improvements in a firm s performance when market conditions change ORIGINALITY AND VALUE The study contributes to the literature concerning reactions to changes in market conditions This innovative approach considers dynamics where the changes themselves are variables In particular this research identifies types of entrepreneurial reactions to market condition changes in terms of dimensions of entrepreneurial orientation Furthermore it provides an answer to how firm performance evolved regarding various reaction types using the example of the printing industry Keywords entrepreneurial orientation crisis management strategies strategy adaptation strategy modification business strategy risk taking innovativeness proactiveness crisis COVID 19 external environment small businesses firm performance cluster analysis entrepreneurial behavior Redefining rural entrepreneurship The impact of business ecosystems on the success of rural businesses in Extremadura Spain Abstract PURPOSE Regarding the growth of public policies fostering rural entrepreneurship the primary objectives of this work involve examining the concept of rural entrepreneurship identifying key aspects that differentiate it from non rural entrepreneurship and assessing the role of the local entrepreneurial ecosystem in supporting the initiation and growth of rural ventures To achieve these goals the study adopts a novel approach by integrating an analysis of rural entrepreneurship features with an exploration of the entrepreneurial ecosystem s impact METHODOLOGY After a review of the previous academic literature the characteristics of rural entrepreneurship have been delimited distinguishing it from non rural The research results have been obtained using a questionnaire after a descriptive analysis of the sample and an analysis of the difference in means by contrasting hypotheses using IBM SPSS Statistics 26 FINDINGS This article explores the factors that contribute to rural

entrepreneurship challenging the notion that geographic location is the sole defining characteristic Through the conducted investigation it has been determined that a company's classification as rural is not solely based on its geographical location in rural areas or involvement in primary sector activities Other aspects such as a strong connection with the local community or the ability to create value are also essential in defining a rural enterprise Additionally it examines how business ecosystems can foster the growth and success of rural entrepreneurship

**IMPLICATIONS** This study provides an analysis of how rural entrepreneurship can drive endogenous development in rural areas It also offers insights for government entities and policymakers to implement effective support measures and strategies in business ecosystems within rural environments This study highlights that the resources found in rural entrepreneurial ecosystems may not be sufficient to support rural entrepreneurship It's important to acknowledge that rural entrepreneurship requires specific resources that may not currently be available in business ecosystems To increase the number of viable rural businesses new resources tailored to rural entrepreneurship must be created leveraging the area's endogenous resources and growth models

**ORIGINALITY AND VALUE** This study examines the distinctive attributes of rural entrepreneurship with a deliberate departure from exclusive emphasis on geographical location or primary economic sector Drawing upon empirical research conducted among a cohort of rural enterprises the analysis reveals that neither physical location nor primary sector affiliation substantially contribute to the establishment of these rural businesses Instead a profound connection to and a heightened sense of belonging within the rural milieu emerge as pivotal determinants Furthermore rural entrepreneurship emerges as a promising avenue for the development of the region offering substantial growth prospects The investigation encompasses a scrutiny of the resources within the rural business ecosystem and their capacity to stimulate rural entrepreneurial activity This emerging focal point represents a novel field of concern for governmental bodies and political institutions operating in rural areas

**Keywords** entrepreneurship rural entrepreneurship business ecosystems rural business success entrepreneurial ecosystem rural development strategies endogenous development rural ventures geographic location impact local community engagement policy implementation for rural areas value creation embeddedness Making of intrapreneurial managers Investigating unethical behavior risk taking and decision making speed as antecedents

**Abstract**

**PURPOSE** The entrepreneurship ethics nexus draws considerable interest from researchers and practitioners with little resolution Our purpose with this paper is to contribute to the debate by shedding light on the relationship between managers' attitudes toward unethical behavior and their subsequent entrepreneurial intention EI in an emerging economy context Given the complex and multifaceted interplay between unethical behavior and EI we extend our investigation by including decision making speed and attitude toward risk to explain the relationship further We take a granular approach to facets of unethical behavior to gain deeper insights into the specificity of influences they pose on subsequent behavioral intentions

**METHODOLOGY** Primary data were collected from 214 Kosovan managers employed in companies from different industries Hypothesized relationships were tested by

conducting hierarchical regression analyses **FINDINGS** Our results indicate that managers with higher EI are not necessarily unethical overall We did not find support for the hypothesis that managers with stronger attitudes toward unethical behavior demonstrate higher entrepreneurial intentions Focusing on dimensions of unethical behavior we find that managers who favor bribery are more entrepreneurially inclined Furthermore we find that managers who are quick decision makers and risk takers express higher EI **IMPLICATIONS** Theoretically we add to the existing body of research on ethics and entrepreneurship by empirically examining the relationship between attitude toward unethical behavior and EI and the viability of the Theory of Planned Behavior as a framework for integrating unethical behavior in entrepreneurship research Our study affirms the extension of the theoretical and empirical underpinnings concerning ethics and entrepreneurship contemplating that they are pervasive across contexts We provide important practical implications for managers especially in the corporate entrepreneurship and training context Managers are encouraged to foster an entrepreneurial friendly environment that abides by ethical standards Our study also informs policymakers of the importance of formal education on entrepreneurship as a mechanism to enforce ethical awareness in future entrepreneurs and intrapreneurs **ORIGINALITY AND VALUE** This study is among the first attempts to test the relationship between unethical behavior and EI in a managerial sample and non western context **Keywords** entrepreneurial intention unethical behavior bribery risk taking decision making speed intrapreneurial managers entrepreneurship ethics nexus hierarchic regression analysis corporate entrepreneurship theory of planned behavior ethical standards entrepreneurship Entrepreneurial agility and organizational performance of IT firms A mediated moderation model **Abstract** **PURPOSE** The Information and Communication Technology ICT sector is playing an important role in the growth of the world s economy However limited knowledge exists concerning the underlying mechanisms and boundary spanning conditions under which entrepreneurial agility EA affects the organizational performance OP of IT firms This study draws on the Dynamic Capability Theory DCT to examine the effect of entrepreneurial agility EA on the organizational performance OP of Italian IT firms with the mediating role of open innovation OI and the moderating role of environmental dynamism ED **METHODOLOGY** Employing an explanatory research design and convenience sampling technique via an online survey to gather data from a sample of 411 Italian IT firms the study tested the formulated hypotheses using the structural equation modeling technique in AMOS statistical software **FINDINGS** The results revealed that EA directly and indirectly influences OP of IT firms Moreover the mediation analysis unveils that OI plays a complementary partial mediation role in the EA OP nexus Finally ED moderates this focal relationship such that in the presence of high environmental dynamism the relationship between EA and OP gets stronger compared to low environmental dynamism **IMPLICATIONS** The findings imply that IT firms should emphasize adopting agile procedures and structures that allow them to react to new problems and opportunities swiftly by building a culture of innovation through the adoption of OI strategies inbound outbound and coupled to tap into the broader range of expertise and resources in the

business environment To improve the link between OI and OP managers should prioritize building relationships with external partners such as customers suppliers and academic institutions IT firms should also prioritize building a diverse and inclusive workforce that can bring diverse perspectives and experiences to the innovation process to enhance their innovation capabilities and create products and services that better meet the needs of customers ORIGINALITY AND VALUE The study's value lies in extending the ongoing scholarly discussion on the nexus between EA and OP by exploring OI as an intermediary mechanism that connects EA OP and ED as a boundary spanning condition that moderates the focal relationship This research highlights the interplay between EA OI ED and OP using the DCT as a theoretical foundation It is the first to examine such interrelationships in the IT sector In addition the study provides new insight for researchers focusing on the information technology IT sector Keywords entrepreneurial agility organizational performance IT firms dynamic capability theory open innovation environmental dynamism mediated moderation model structural equation modeling information and communication technology sector innovation management Decoding startup failures in Indian startups Insights from Interpretive Structural Modeling and Cross Impact Matrix Multiplication Applied to Classification Abstract PURPOSE Start ups are widely acknowledged as crucial catalysts for innovation and drivers of economic progress However their vulnerability to failure continues to pose a persistent and significant obstacle In light of this the study intends to ascertain the various elements responsible for the elevated incidence of start up failures and examine their contextual associations It further aims to establish the hierarchical structure and identify the crucial factors of start up failure METHODOLOGY The paper uses the Interpretive Structural Modeling ISM approach to determine the structural hierarchy and interconnections among the causes of start up failures identified through the comprehensive analysis of existing literature and experts opinions MICMAC Cross Impact Matrix Multiplication Applied to Classification analysis is also being utilized to categorize these identified failure causes into autonomous independent dependent and linking factors by their driving and dependency powers FINDINGS A structural framework depicting the interrelationships among the factors has been derived showing the failure factor poor market positioning factor at the highest level and the lack of entrepreneurial efficiency at the lowest level of the model The results also revealed that lack of entrepreneurial efficiency poor management and external environmental issues are the most significant independent factors upon which all other failure factors rely It also categorizes poor market positioning as the dependent factor signifying its passive role in the failure of start ups IMPLICATIONS As previous literature has discussed the various factors responsible for the failure of start ups in isolation the current study fills out the gap in the literature by establishing linkages among those factors The study's insights emphasize the value of effective management teams and entrepreneurial skills in averting start up failures It highlights the importance of skill development and mentorship to enhance the capabilities of entrepreneurs and their teams Furthermore the research indicates that policymakers and support groups can create focus initiatives addressing issues like market validation team dynamics and financial management to



enhance the start up environment These initiatives may encompass entrepreneurship training financial assistance and mentorship through the Start up India Program Bharat Fund platform etc ORIGINALITY AND VALUE Previous studies on entrepreneurial failure are based on AHP Analytical Hierarchical Process content analysis and quality management methodologies This is potentially the first study using the ISM MICMAC approach that explores the complex world of start up failures in India and illustrates the relative influence and interdependence of various failure factors of start ups through a hierarchical model Keywords start ups failure factors start up failures Interpretive Structural Modeling ISM Cross Impact Matrix Multiplication Applied to Classification MICMAC entrepreneurial efficiency market positioning management competency external environmental issues failure prevention strategies Indian entrepreneurship skill development The effectiveness of agile leadership in practice A comprehensive meta analysis of empirical studies on organizational outcomes Abstract PURPOSE The COVID 19 pandemic and the digital transformation have hastened the demand for enterprises to be more flexible and adaptive in a fast changing environment making agile leadership a prominent business trend Agile leadership improves innovation efficiency employee performance and team effectiveness However there is limited research on agile leadership s effects on organizational outcomes Thus this study provides a meta analytic review of the impact of agile leadership on organizational outcomes that cover various common dimensions like operational employee customer financial and social environments METHODOLOGY The study has two phases the first phase performs bibliometric literature analysis and the second phase performs meta analysis In the bibliometric literature analysis 74 articles that were published between 2004 and 2023 were identified from Scopus and Google Scholar and their type of publication year of publication countries involved in agile leadership research keywords involved and their association are examined For the meta analysis 24 articles that performed empirical research were chosen from which the various independent and dependent variables studies along with their standard regression coefficients and correlation coefficients that represent the relationship between agile leadership or agile leaders and that of other factors were extracted and examined FINDINGS The study found that there was a significant rise in publications on agile leadership after 2020 and Turkey the United States and Indonesia were involved more than other countries Moreover agile leadership is studied more in terms of operational outcomes and employee outcomes The results of the meta analysis indicate that agile leadership has a strong relationship with factors like interpersonal trust 0.93 organizational performance 0.90 organizational effectiveness 0.89 individual career success 0.89 and innovation management 0.81 Thus it is clear that agile leadership has a stronger impact on operational outcomes than employee outcomes Agile leadership characteristics such as digital innovation trust competency result orientation and wisdom are significant for organizational growth team collaboration team effectiveness and organizational innovation IMPLICATIONS Identifying agile leadership concepts helps assess the progress of empirical research improve leadership theories and models and identify potential growth opportunities The success of agile leadership depends on factors like a

company's culture, industry, and size, and this can be studied further. Furthermore, organizations may need to adjust their strategies on customer service, financial management, and investment so that they better reflect the values of agile leadership.

**ORIGINALITY AND VALUE** This study classifies numerous different research models that shed light on the efficiency of agile leadership based on a comprehensive literature review that serves as the basis for this study. In addition, this study identifies potential problem areas that need to be fixed, and as a result, it makes a contribution to the research on agile leadership.

**Keywords:** agile leadership, organizational outcomes, operational outcome, employee outcome, interpersonal trust, leadership practice, organizational performance, meta-analysis, digital transformation, innovation management, employee performance, interpersonal trust, team effectiveness, COVID-19, strategic flexibility, Relationship between entrepreneurial orientation, innovative co-branding partnership, and business performance.

**Abstract**

**PURPOSE** This study aimed to determine the relationship between entrepreneurial orientation (EO), innovative co-branding partnership, and business performance. EO was analyzed through five dimensions: innovativeness, proactiveness, risk taking, competitive aggressiveness, and autonomy.

**METHODOLOGY** As part of the first phase of brand management research, the quantitative survey was conducted in June 2023 among managers of companies operating in Poland using an online questionnaire. 280 responses were obtained of which 266 questionnaires were qualified for further calculations. Incomplete questionnaires were eliminated.

**Hypotheses** were formulated regarding the positive impact of the five dimensions of EO: innovation, proactivity, risk taking, competitive aggressiveness, and autonomy on business performance and innovative co-branding partnership, and the positive impact of innovative co-branding partnership on business performance.

**Structural equation modeling** using partial least squares (PLS-SEM) was applied to support the conceptual framework and proposed hypotheses. The calculations were performed in Smart PLS version 4.0.9.5.

**FINDINGS** The results indicate that three EO dimensions (innovativeness, proactiveness, and competitive aggressiveness) influence business performance. There was no effect of risk taking and autonomy on business performance. In addition, three EO dimensions (innovativeness, competitive aggressiveness, and autonomy) influence innovative co-branding partnership. No effect of risk taking and proactivity was found on innovative co-branding partnership. This means that two EO dimensions (innovativeness and competitive aggressiveness) positively influence innovative co-branding partnership and business performance. Furthermore, innovative co-branding partnership was proven to influence business performance.

**IMPLICATIONS for theory and practice** The results of the study point to theoretical implications for further exploration of entrepreneurial orientation and its dimensions. The practical implications relate to recommendations for managers. Managers should make efforts to increase innovation, market activity, and competitiveness of the market offer. It is necessary to monitor the actions taken in the context of their impact on selected market consumer product and brand performance. In addition, managers should analyze the possibilities of undertaking cooperation of this nature to increase business performance.

**ORIGINALITY AND VALUE** This study provides a better understanding of the impact of entrepreneurial orientation on

business performance using innovative co branding Compared to previous studies it has an advantage in research by introducing the issue of innovative co branding which can be used for the development of new business activities In addition this study focuses on several areas of business performance including product brand consumer and financial performance Keywords entrepreneurial orientation innovativeness proactiveness risk taking competitive aggressiveness autonomy innovative co branding partnership business performance Structural Equation Modeling SEM brand management market performance

*Exploring Management Through Qualitative Research* Marta Najda-Janoszka, Corina Daba-Buzoianu, 2018-01-01 Our intention with this special issue is to continue a rich scholarly dialogue on producing insightful qualitative research in the management field Being engaged in fieldwork through varied research endeavors we have experienced challenges and uncertainties when doing qualitative research e g Najda Janoszka 2016a 2016b Daba Buzoianu Bira Tudorie Daba Buzoianu Cassell Pratt 2009 because it could put at risk the fluid and emergent nature of qualitative research Cassell Sinkovics Alfoldi 2012 We agree with the standpoint of Symon Cassell and Johnson 2016 that evaluation criteria should not marginalize alternative perspectives nor impose unified normative practices Representing different research backgrounds strategic management communication as well as perspectives organizational individual we have discussed promising opportunities for management studies stemming from confronting distinct research traditions within an interpretive approach The biennial conference Qualitative Research in Communication QRC in Bucharest provided the perfect environment to enhance such a debate and resulted in a call for this special issue Papers included in the issue do not contribute to the standardization trend but are expected to show the diversity of methods used and phenomena studied in the qualitative research in management

**Entrepreneurship, Technological Upgrading and Innovation Policy in Less Developed and Peripheral Regions** Ivano Dileo, Manuel González-López, 2019-01-01 This special issue of the journal tries to shed light on how innovation processes occur in less developed regions by examining which factors affect these processes and how they differ substantially between the less developed and the more developed areas in Europe There are significant differences in innovation capacity among the lagging peripheral and the more developed regions Recently the downgrading of traditional manufacturing and districts based models in Europe has also highlighted the importance of enhancing relationships between the global and local regional networks of entrepreneurs and innovators The transfer of resources alone is not enough to create competitive regional economies in aglobal world In this regard innovation policy may be crucial in designing new paths for development and increasing innovation in peripheral regions The issue consists of six articles All of the papers focus on analyzing various aspects of the less developed and peripheral areas within aEuropean context and look at innovation issues from different research perspectives and methods In particular four papers are related to innovation in SMEs and Smart Specialisation Strategy innovation and the regional allocation of coordination participation in projects across EU regions innovation policy and firm absorptive capacities and innovation linkages with path development

in rural areas One article is based on the relationship between family firms and the propensity to invest in innovation comparing the more and less developed macro geographical areas The final paper concerns the nexus between policy planning and the local business ecosystems innovative and competitive competence The first paper by Lukasz Arendt and Wojciech Grabowski focuses on indirectly assessing the impact of innovation policies conducted in Polish NUTS 2 regions within the framework of Regional Innovation Systems and Smart Specialisation Strategy Interestingly the authors combine firm level data with meso data in a multilevel setting and observe that Polish SMEs in less developed regions mostly depend on in house capabilities rather than on regional innovative potential to introduce different types of innovations Another observation is that Polish SMEs are more likely to innovate if they have an RD department a higher quality of labor realized investments and they use ICT Finally regional policies in these less developed regions should focus more on linking firm level factors with regional innovation systems so as to enhance companies innovation capacity The article by Pedro Varela Viquez Manuel González López and María del Carmen Sánchez Carreira presents a consistent descriptive analysis concerning the regional allocation of coordination and participation in projects under the 6th and 7th Framework Programmes FPs as well as the funds allocated by the ongoing Horizon 2020 By comparing the 6th and 7th FPs the authors show the existence of a slight reduction in the disparities in particular due to the higher participation of regions from Spain Portugal and Italy The results show some interesting insights as it emerges that developed regions account for most of the participation in projects and funds from the FP instruments Concerning less developed regions an uneven geographical distribution of projects and funds leads to the reinforcement of pre existing industrial and innovation hubs The third paper is by Marco Pini The author investigates whether in less developed regions family businesses run by outside managers show a higher propensity to innovate investing in Industry 4.0 than those where the managers are family members This research focuses on the impact of digital innovation between the less developed Italian regions Southern and the more developed regions the Centre North The results show that in Southern Italy family businesses are more likely to invest in digital technologies when the firm is run by an external manager and spends on RD However in less developed regions RD requires new competencies and capabilities Hence innovation policies should be based on specific innovation patterns defined within individual regions not only in terms of RD incentives but also in encouraging a policy mix approach that is not entirely based on RD and technology issues The fourth paper written by Agnieszka Paliokaitis refers to the regional innovation paradox i.e. the low absorption capacity of public funds for innovation shown by less developed regions The author has carried out an analysis of innovation policies applied to central and eastern European countries between 2007 and 2013 She finds that policies hardly promote structural changes as they mainly focus on improving the capacities of mature sectors and on adopting existing technologies In this sense the results suggest that a more tailored approach to innovation capacity building is needed taking into account the current capacity levels within the target groups The fifth paper by Merli Reidolf and Martin Graffenberger analyses the role of local resources

for firm innovation and path development in rural areas Based on the case of Estonia they find that rural resources physical human immaterial social and community and financial have the potential to extend and upgrade regional development paths and to enrich existing paths with additional functions However merely relying on rural resources to facilitate substantial changes in regional paths does not suffice Finally the sixth paper which has been written by Charis Vlados and Dimos Chatzinikolaou analyses the case of business ecosystem policy from a physiological and evolutionary perspective the so called Strategy Technology and Management which represents the organic center of the produced innovation inside an socioeconomic organism By studying the case of the Eastern Macedonia and Thrace region one of the less developed regions in Greece they present an introductory and qualitative field research The authors outline a new possible direction for policy planning and implementation in order to expand the local business ecosystems innovative and competitive competence especially in the context of a less developed region by the usage of the ILDI Institutes of Local Development and Innovation mechanism We would sincerely like to thank the authors for their contributions to this special issue The articles offer us the opportunity to evaluate various facets underneath innovation issues within the context of different peripheral areas We also thank all the reviewers for their commitment and for contributing to improving the quality and reliability of the articles Finally our special thanks go to the Editor in Chief Prof Anna Ujwary Gil for her tireless and valuable effort in producing this journal And lastly we hope that all of our readers around the world find these articles an inspiration to conduct more research on these topics in the future

**Current Trends in Entrepreneurship: Entrepreneurial Orientation, Intention, and Alertness** Anna Ujwary-Gil, 2023-01-01 Business consulting knowledge absorptive capacity and innovativeness A triangular model for micro and small enterprises in Poland Abstract PURPOSE This paper proposes a triangular relationship between business consulting knowledge absorptive capacity and innovativeness The role of knowledge absorptive capacity in stimulating the impact of business consulting on innovativeness is studied METHODOLOGY An empirical study is conducted using the CATI method and it is based on data concerning 382 Polish micro and small enterprises Qualitative variables reflecting using business consulting knowledge absorptive capacity and innovativeness are defined The multivariate discrete choice model taking into account relationships among these constructs is proposed and its parameters are estimated FINDINGS The results of the empirical research indicate that business consulting in Poland and similar countries may help firms implement innovative solutions Knowledge absorptive capacity stimulates innovativeness and has a positive impact on the relationship between using business consulting and improvement in innovativeness Though the frequency of using business consulting is an important factor in improving innovativeness cooperation between a consultant and a manager matters more IMPLICATIONS Results of the empirical research indicate that cooperation between a consultant and a manager may help reduce differences of opinion and internal conflicts A higher propensity to cooperate may significantly improve the functioning of an enterprise Business consulting has an indirect and direct effect on

innovativeness It has a positive impact on knowledge absorptive capacity while better knowledge stimulates innovativeness

**ORIGINALITY AND VALUE** An original triangular model of the relationship between business consulting knowledge absorptive capacity and innovativeness is proposed Advanced econometric methods are used in order to find complex relationships between using business consulting knowledge absorptive capacity and improvement in innovativeness Moreover results of the estimation of the parameters of the econometric model provide interesting recommendations for policies supporting the development of business consulting in the Polish economy

**Keywords** business consulting knowledge absorptive capacity innovativeness multivariate discrete choice model development support policy econometric model economy

**Sustainable development and entrepreneurship in emerging countries** Are sustainable development and entrepreneurship reciprocally reinforcing

**Abstract** **PURPOSE** Entrepreneurship seen as an engine for economic development is especially desirable for emerging countries to support rapid growth Moreover entrepreneurs can support social transformation in favor of more sustainable products and services Sustainable orientation of entrepreneurship contributes to sustainable development goals and prevents environmental deprivation However the sustainable development agenda can also influence entrepreneurship

**METHODOLOGY** The conducted bibliometric analysis confirmed the growing interest among scholars in the correlation of entrepreneurship to sustainability in the last years Furthermore panel regression static model was used to explore the variables on entrepreneurship influencing the sustainable development goal SDG index in emerging countries and Levin Lin and Chu LLC W Stat IPS ADF Fisher Chi Square and PP Fisher Chi Square tests were applied to analyze the variables stationarity In order to examine the existence of structural breaks the robustness was checked on single cross section units and on the whole panel dataset In addition the Hausmann test was used to select between random and fixed effects and heteroskedasticity of residues autocorrelation of residues and dependence of residues between the panels were conducted Data was analyzed through Eviews 13

**FINDINGS** This paper investigates the relationship between sustainability and entrepreneurship in emerging countries It discusses the impact of sustainable development on entrepreneurship and the influence of entrepreneurship on sustainable development

**IMPLICATIONS** The study results can be used by governments and policymakers to plan their strategies and policies concerning entrepreneurship and implementation of sustainable development goals They should promote entrepreneurial activity and control the negative environmental impact of enterprises simultaneously

**ORIGINALITY AND VALUE** The research addresses the gap in the literature concerning the relationship between sustainable development and sustainable entrepreneurship The paper examines the reciprocal relationship between sustainable development and entrepreneurship with an emphasis on emerging countries

**Keywords** entrepreneurship sustainability sustainable development sustainable entrepreneurship emerging countries entrepreneurs

**Is Team Entrepreneurial Orientation important in generating creative business ideas** The moderating role of team perceived heterogeneity and the individual creative mindset

**Abstract** **PURPOSE** The study aims to

unveil if Team Entrepreneurial Orientation TEO facilitates identification of creative market opportunities understood as novelty and quality business ideas Entrepreneurial Orientation EO has rarely been measured at a team level and few studies have attempted to examine the relationship between EO and actual creative outcomes The proposed research model searches for new patterns that can foster creativity of entrepreneurial teams In addition the research adds the moderating effect of perceived team heterogeneity and individual creative mindset Growth Creative and Fixed Creative Mindsets as contingency variables to improve the understanding under which circumstances the entrepreneurial teams generate creative business ideas

**METHODOLOGY** The research sample comprises entrepreneurial teams from the Mondragon Team Academy in the Basque Country Spain The survey data were collected after the entrepreneurial teams performed idea generation The applied experiment of idea generation of entrepreneurial teams has not been generated for the purpose of the study but it formed part of the natural processes of the selected sample of teams The novelty and quality of business ideas were evaluated by experts in the field The data relationships were analyzed through partial least square structural equation modeling PLS SEM

**FINDINGS** Entrepreneurial Orientation of teams leads to product market entries but not necessarily to novel product market entries Entrepreneurially oriented teams have a greater tendency to generate quality and slightly modified existing business ideas rather than to generate novel market opportunities The applied moderators present different interaction results with the studied relationships Specifically individuals with a Fixed Creative Mindset in a team have an antagonistic interaction on the TEO Quality relationship Team Perceived Heterogeneity and Growth Creative Mindset of individuals have no effect on either the TEO Quality or the TEO Novelty link

**IMPLICATIONS** The research demonstrates the importance of contextualization of the nature of creativity in EO as a crucial antecedent of market innovations Our study adds to the literature and practice by providing evidence that EO at a team level TEO plays a critical role in exploring product market entries given that TEO facilitates Quality outcomes only Entrepreneurially oriented teams do not easily achieve Novel outcomes that allow them to enter new markets Individuals with Fixed Creative Mindset in a team should be avoided as they block the relationship between Team Entrepreneurial Orientation and Quality Likewise our study supports the validity of Entrepreneurial Orientation at a team level which can lead to more suitable practical implications for a team and its creativity management if applied It could help in developing appropriate team formation and team management practices

**ORIGINALITY AND VALUE** The study proposes rare and unique EO analysis at a team level and at young companies level start up The study contributes to the original and overlooked in the literature conceptualization of EO within Schumpeter's perspective of creative destruction in entrepreneurial activities The examined theoretical foundations of EO led to clearer antecedents of behavioural effects of entrepreneurial teams towards product market entries The study initiates identifies and calls for new further research lines to contribute to a greater and contingent understanding of how entrepreneurial teams generate creative business ideas especially novel business ideas which are necessary for creative

destruction the EO construct itself and overall economic development

**Keywords** entrepreneurship creativity team entrepreneurial orientation creative outcomes Subjective norms and entrepreneurial intention A moderated serial mediation model

**Abstract** **PURPOSE** This study aims to clarify the effect mechanism of subjective norms on entrepreneurial intention The results of how subjective norms contribute to forming start up intention are inconsistent and unclear which is notable in previous research By integrating the theory of planned behavior and the theory of self efficacy we investigate whether entrepreneurial self efficacy and attitude toward entrepreneurship serially mediate the relationship between subjective norms and intention to start a business In addition this study examines the moderate role of entrepreneurial education on the serial indirect effect of subjective norms on entrepreneurial intention via entrepreneurial self efficacy and attitude toward entrepreneurship

**METHODOLOGY** This study utilized a sample of 958 master s students in Vietnam to investigate a moderated serial mediation model of subjective norms on entrepreneurial intention Confirmatory factor analysis CFA was carried out to check the reliability and validity of the scales Then the SPSS PROCESS macro developed by Hayes was employed to test the research model Specifically Model 6 was used to examine the serial indirect effect of subjective norms on start up intention and Model 84 was implemented to investigate the moderate effect of entrepreneurial education

**FINDINGS** The results of this study found that entrepreneurial self efficacy and entrepreneurial attitude significantly mediate subjective norms effect on entrepreneurial intention Especially the results reveal that the serial mediation effect of entrepreneurial self efficacy and attitude toward entrepreneurship was significant and entrepreneurial self efficacy and attitude toward entrepreneurship played a fully mediating role in the relationship between subjective norms and start up intention In addition this study found that the serial mediation effect of subjective norms on start up intention via entrepreneurial self efficacy and entrepreneurial attitude was negatively moderated by entrepreneurial education

**IMPLICATIONS** The results of this study further clarify the relationship between subjective norms and entrepreneurial intention and the role of entrepreneurial education therefore contributing to narrowing the notable gap between this relationship Besides our study provides several implications for governments and policymakers to promote the intention to start a business The finding of our study indicates that subjective norms are an important factor in promoting entrepreneurial intention Therefore policymakers should take some actions to promote entrepreneurial culture such as strengthening propaganda activities to promote the image of successful entrepreneurs praising businesses and entrepreneurs who contribute to society and giving evidence of their contribution to the development of the country Promoting an entrepreneurial culture may increase peer group pressure on potential entrepreneurs thus enhancing the intention to start a business

**ORIGINALITY AND VALUE** This study expects to contribute to a better understanding of the effect mechanism of subjective norms on entrepreneurial intention and explain the role of entrepreneurial education in this relationship This study explores the mediating role of entrepreneurial self efficacy and entrepreneurial attitude in the



relationship between subjective norms and the intention to start a business Additionally this study demonstrates that entrepreneurial education weakens the serial mediation model of subjective norms on the intention to start a business

**Keywords** subjective norm entrepreneurial self efficacy attitude toward entrepreneurship entrepreneurial intention entrepreneurial education the theory of planned behavior the theory of self efficacy moderated serial mediation model

**An overview of the empirical research on entrepreneurial alertness using a systematic literature review method**

**Abstract**

**PURPOSE** In the last two decades the concept of entrepreneurial alertness EA has been considered a key element in investigating how individuals recognize entrepreneurial opportunities Consequently research on entrepreneurial alertness has grown considerably attracting researchers attention from not only the field of entrepreneurship but also other academic disciplines through which this concept has been studied from a variety of perspectives Therefore it is time to document researchers cumulative knowledge on entrepreneurial alertness The present study aims to provide a comprehensive qualitative review and evaluation of the empirical entrepreneurial alertness research

**METHODOLOGY** Based on a multi step approach used in previous studies which guarantees a systematic transparent and replicable literature review this study identified a final sample of 84 articles published in scientific journals between 2005 and 2021 that empirically tested the concept of EA The publications were sourced from the Web of Science database Their analysis involved the evolution of published articles the journals that have published the most articles the countries where the research was undertaken the measurement scales that have been used and the research models in which entrepreneurial alertness has been hypothesized and examined through empirical research

**FINDINGS** The results show that empirical research on entrepreneurial alertness grew significantly from 2016 to 2021 during which period almost 11 articles per year were published Seven of the journals that published the articles contributed 28 percent of the total publications Also the results confirm that most of the empirical research on alertness has been carried out in developing economies from which China stands out with 14 publications representing 16 percent of the total Additionally the results confirm the growing consensus regarding the conceptualization and measurement of entrepreneurial alertness Finally the review resulted in the identification of five broad research models in which EA has been hypothesized and examined through empirical research antecedents consequences mediation moderation and moderated mediation The model examining the consequences or outcomes of entrepreneurial alertness has received the most attention with 59 articles in this context

**IMPLICATIONS FOR THEORY AND PRACTICE** The identification of concepts and the type of relationship they have with entrepreneurial alertness help evaluate the advances of empirical research as well as the areas of opportunity In this way future studies can strengthen research and thus advance the general knowledge of alertness The most studied topics are also a reflection of the contribution of entrepreneurial alertness toward practice both at the individual and organizational levels In addition researchers interested in entrepreneurial alertness are encouraged to consider the progress made in the measurement of this aspect which offers alternatives for investigation

ORIGINALITY AND VALUE Based on the review of the literature this study organizes the empirical research of entrepreneurial alertness in different research models which provide important insights into its process Moreover this study uncovers potential areas to be addressed and thereby contributes to the study of entrepreneurial alertness Keywords entrepreneurial alertness systematic literature review entrepreneurial opportunity research models opportunity recognition alertness entrepreneurship The linkage between economic literacy and students intention of starting business The mediating role of entrepreneurial alertness Abstract PURPOSE Enhancing the number of entrepreneurs is a major study to combat economic and social problems Psychological factors considered as effective stimulants for entrepreneurial behavior have attracted many researchers in the last decade The purpose of this research attempts to examine how the influence of economic literacy can promote the intention of starting a new business among students and explore the role of entrepreneurial alertness in mediating this relationship METHODOLOGY The research adopted a quantitative approach in which hypotheses were statistically estimated using partial least square structural equation modeling PLS SEM based on survey data using a self administered questionnaire n 450 from several universities in Indonesia FINDINGS The analysis indicates that economic literacy has a significant effect on students entrepreneurial alertness and intention to start a new business Indeed entrepreneurial alertness can mediate the relationship between economic literacy and the intention of starting a new business However among entrepreneurial alertness dimensions scanning and search failed in determining the students intention of starting a new business IMPLICATIONS The result of this research can provide insight into the literature on the entrepreneurship theme and policymakers concerned with delivering new business creation Besides educational institutions can consider the matter of economic literacy to be part of their curricula in order to foster the students intention of starting a business In addition economic literacy also needs to be associated with examples relevant to entrepreneurial activities especially in production distribution and online marketing ORIGINALITY AND VALUE The interesting findings of this paper serve as a reminder that entrepreneurial alertness is one of the predictor variables and mediators for raising the students intention This implies that entrepreneurial alertness can be enhanced by economic literacy as well as how they need to be used to improve course curriculum and the teaching pedagogy Furthermore educational institutions could provide business internship programs and entrepreneurship incubators to raise the students intention of starting business Keywords economic literacy entrepreneurial alertness intention starting business

**Life-span Human Development** Carol K. Sigelman, Elizabeth A. Rider, 2003 By combining the best of topical and chronological approaches this text presents life span development as a motion picture rather than as a series of individual snapshots

**Business Process Management: Current Applications and the Challenges of Adoption** Renata Gabryelczyk, Tomislav Hernaus, 2020-01-01 Business Process Management BPM has been evolving for over 25 years in information systems research management science and organizational practice Vom Brocke Mendling 2018 The earliest characteristics of BPM concentrated around

process analysis improvement and control in a less strict manner that required reengineering Elzinga Horak Lee Bruner 1995 More mature approaches observed since the year 2000 have been promoting the so called process thinking i e managing an organization from a process based point of view These approaches emphasize that process and team work oriented organizational structures should be aligned with other management systems Process management should be holistic by its nature so as to cover an entire organization Although BPM researchers stressed the need for system thinking at that time published literature distinguished two perspectives of looking at BPM the organizational perspective and the technological perspective of BPM From the organizational perspective authors focused on a number of key factors i e process governance a process based organizational structure concept customer orientation of internal and external processes managing an organization based on process outputs building process relations and improving process maturity throughout the customer value chain as well as through strategically aligning process initiatives to organizational objectives From the technological perspective the key factors of interest to authors referred to as BPMS Business Process Management System include IT methods techniques and tools that support the designing implementation modeling and simulation of business processes and are considered to be an extension of classical workflow systems or an environment for designing management support IT systems e g ERP class systems An integrated and interdisciplinary approach was proposed in the framework of six core BPM elements required for the holistic and sustainable use of process management Rosemann Vom Brocke 2010 These include strategic alignment governance methods information technology people and culture In this sense technology is only one of six closely interrelated elements Currently there are two distinct directions in the evolution of BPM traditional BPM and digital BPM The former encompasses methods techniques and systems that traditionally lead to increased organizational efficiency and to improved process effectiveness and flexibility Although studies on BPM have been continuously evolving some research gaps still remain open The traditional understanding of process management seems particularly vital to organizations in developing economies which sometimes follow practices and models that were designed and tested in highly developed countries but should also be committed to drawing on their own experience and understanding of their local business environment Gabryelczyk Roztocki 2018 Research on BPM in this traditional focus is still needed to better document implement and improve idiosyncratic business processes in the context of an organization environment culture and country This is also confirmed by research conducted under the JEMI Special Issue on Business Process Management Besides the traditionally shaped approach to BPM organizations increasingly treat BPM as a driver of organizational innovation and as an essential part of the digital transformation Vom Brocke Schmiedel 2015 New digital technologies such as social media digital platforms big data and advanced data analytics blockchains robotics etc enable development and growth in a constantly changing environment To take advantage of these opportunities in the digital world organizations require new BPM competences and capabilities However digital disruption creates quite a challenge for the BPM research

community How can BPM capabilities be developed in order to achieve adaptability growth flexibility and agility How can BPM foster innovations within and throughout organizations These are just some of the issues for future BPM related research Threads associated with employing BPM for digital transformation have been included in a proposed Special Issue on BPM This Special Issue on BPM consists of six articles including contributions from invited authors from three transition economies Croatia Slovakia and Poland All of the papers focus on applications of the process approach to management or directly to the adoption of Business Process Management The majority of articles relate to the traditional BPM thread although the indicated BPM alliances with other concepts such as Knowledge Management Change Management and Project Management are worthy of note Only one article addresses the topic of BPM in the context of digital transformation The nature and structure of these articles may be indicative of the current motivational factors and process maturity levels of organizations adopting ordinary and or advanced BPM practices When analyzing the content of individual articles we pay attention to the factors underlying BPM adoption We understand the primary motivation to be the expected benefits from BPM Therefore we can assume this Special Issue to be a contribution to BPM development in the form of the indicating motivation and triggers for BPM adoption The first paper by Jerzy Auksztol and Magdalena Chomuszko proposes a process based approach to construct a Data Control Framework for Standard Audit File for Tax SAF T The process approach is used to redesign the internal financial control processes and procedures of an organization to meet the new requirements of a fiscal audit The process approach combined with risk management and quality management is therefore a tool supporting entrepreneurs adapting to new regulations imposed on them by their external environment particularly those of tax authorities Therefore in this case the main motivation for adopting elements of BPM was the impact of external environment factors The paper by Ana Marija Stjepi Lucija Ivan i and Dalia Su a Vugec focuses on the link between Business Process Management and digital transformation The authors have developed a theoretical framework for the emerging role of BPM in digitalization and as a guide for researchers and practitioners conducting digital transformation initiatives in organizations The results obtained in the article prove that the set goals and expected benefits of digital transformation can be achieved by a rethink and improvement of the processes with a particular focus on end to end customer processes through supply chain management Based on this article we can conclude that one of the main motivational factors for BPM adoption is a desire to obtain the benefits of digital transformation The article written by Miroslava Nyul sziov and Dana Pa ov takes up the issues of using and linking the process approach and BPM lifecycle with the designing of decision support systems The authors of this paper have developed an innovative system for decision support by implementing modeling analysis and improvement methods to the transportation process in the studied organization The forwarding company s case study presented in the paper also shows how BPM adoption began with a single main process that has been streamlined and automated Therefore the motivations for BPM adoption were not only operational relating to the optimization of the cost of the process but also

managerial oriented on improving the decision making process The use of information technology allowed the full exploitation of the potential for process improvements The next paper by Olga Sobolewska is about incorporating the issues of BPM into the contemporary challenges of network organizations The author claims that the organization s orientation towards both business processes and knowledge management is a strong success factor for network cooperation The author argues that modern organizations should focus on managing knowledge oriented processes to become attractive to cooperation partners for network organizations In this article BPM adoption is of a strategic nature for the purposes of undertaking new forms of cooperation The paper by Hubert Bogumi has an interdisciplinary character and in a unique way shows the connections between the concepts of process management organizational change management and IT project management The author undertook the challenge of examining how problems for organizations managing IT projects facilitate in different ways the use of distinctive approaches to improve business processes The author emphasizes that the main difficulty is the fact that modern organizations most often use a hybrid approach with elements of both traditional project management and agile The need to create a work environment that takes into account the risk of unexpected system and business regression as well as a diagnosis of the causes and methods of its mitigation is the initial research result in this paper This article contributes to the development of BPM governance and integration of IT governance The motivational factors for BPM are multi faceted as is the scope of the article However their managerial and cultural character related to methods of communication and rules of cooperation in teams should be emphasized The article by Agnieszka Bitkowska concerns the integration of the concept of Knowledge Management and BPM The author restates in her article that the identification acquisition presentation and documentation of knowledge are not independent tasks but are implemented within business processes In this paper the correlations between BPM and Knowledge Management have been examined and the benefits and practical implications resulting from the integrated implementation of both concepts are emphasized In the case of this article BPM adoption can be a success factor for the implementation of Knowledge Management and the achievement of associated benefits Studying Business Process Management from the different angles presented in this Special Issue should enrich our understanding of current BPM practices and better realize future challenges especially those related to BPM development in the context of digital transformation and the integration of BPM with other management related concepts In addition the contribution made by the authors of this Special Issue allowed us to see various motivations and triggers for BPM adoption from operational to managerial strategic cultural and technological ones and those driven by the external environment We would like to thank the authors for their contribution to this Special Issue We would also like to thank all the reviewers for their valuable comments which helped the authors improve their articles significantly We are firmly convinced that the BPM research results presented in this Special Issue will help strengthen the existing body of BPM knowledge We recommend reading the related issue of the JEMI journal to the wider community of BPM researchers

practitioners and enthusiasts Guest Editors Renata Gabryelczyk Tomislav Hernaus Acknowledgments The editorial work on this Special Issue was supported by the Polish National Science Centre Poland Grant No 2017 27 B HS4 01734 References Elzinga D J Horak T Lee C Y Bruner C 1995 Business process management Survey and methodology IEEE Transactions on Engineering Management 42 2 119 128 <http://dx.doi.org/10.1109/17.387274> Gabryelczyk R Roztocki N 2018 Business process management success framework for transition economies Information Systems Management 35 3 234 253 <http://dx.doi.org/10.1080/10580530.2018.1477299> Rosemann M Vom Brocke J 2010 The six core elements of business process management In Handbook on Business Process Management 1 Cham Springer Vom Brocke J Mendling J Eds 2018 Business Process Management Cases Digital Innovation and Business Transformation in Practice Berlin Springer Vom Brocke J Schmiedel T Eds 2015 BPM Driving Innovation in a Digital World Cham Springer

**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

**Multimedia Activities for Students** Barbara Sorrow,1997 Grade level 5 6 7 8 9 10 11 12 e i s t

**Behavioral Determinants of Enterprise Development and Innovation** Anna Ujwary-Gil,Natalia R. Potoczek,2020-01-01 The second issue in 2020 of the quarterly published JEMI explores enterprise development and innovation The behavioral determinants of the economic ventures indicated by the authors is a continually developing trend of research in economic sciences Contemporary enterprises are increasingly investing their resources in obtaining information on factors that stimulate employee behavior in order to increase efficiency or develop innovation Behavioral approach is also used in seeking answers to questions about the development of small and medium enterprises

SMEs posed by entities responsible for supporting the SME sector In economic sciences behavioral approaches result from an interdisciplinary view on the behavior of people participating in economic life The behaviors of entrepreneurs managers other participants in an organization clients and entities supporting economic activities are an essential subject of research interest The presented articles show the research perspectives that contribute to the development of a behavioral stream in economic sciences The first article proposes a triangulation of theoretical foundations for behavioral research in economic sciences Dominika Korzeniowska and ukasz Su kowski reviewed the scientific literature and analyzed 37 articles and 21 monographs selected from scientific databases As a result of their research the authors concluded that by adopting different research perspectives in behavioral economics rather than just a cognitive one it is possible to enrich both theoretical and empirical foundations in scientific research Discovering human economic behavior can be done using methods and techniques appropriate to research e g in behavioral or evolutionary trends The authors conduct their analysis in relation to three paradigms cognitive behavioral and evolutionary and then come to the conclusion that these approaches should not be treated as competitive but complementary knowledge of economic behavior For example the evolutionary approach in psychology makes it easier to explain the genetics of certain automatic response patterns that have developed during evolution Its usefulness is expressed in the possibilities of creating an image of the human economic mind or economic society In turn the use of behavioral approaches according to the authors allows finding ways to eliminate the effects of mental traps appearing in the processes of making economic decisions and other problem situations The authors in their research refer to three research trends but ultimately encourage the search for other theories and concepts in the study of human economic behavior and their impact on business ventures The next article presents field studies carried out in West Sumatra The authors use psychoeconomic factors lying on the side of entrepreneurs to study failures in their business operations An essential aspect of the research is the identification and analysis of opportunistic behavior and its impact on the success or failure of operations Hafiz Rahman Eri Besra and Nurhayati conducted quantitative research using multiple and partial regression analysis on a sample of 1541 young entrepreneurs from the West Sumatra province in Indonesia who had experienced failures in their earlier enterprises It was found that psycho economic factors together with the opportunistic behavior of individuals more or less caused the entrepreneurial failure The obtained research results also formed the basis for the claim that opportunistic behavior can be seen as both a source of business success and failure The authors believe that the research should be of interest to the Indonesian government as it suggests that the creation of entrepreneurial resilience takes place in a process that also considers the failures of undertaken enterprises Young entrepreneurs usually draw conclusions from the mistakes they made which is why it is postulated to support them even in situations of failure e g through entrepreneurship capacity building programs In addition to economic and business knowledge it is necessary to build mental resilience develop maturity logically consider the choice of alternatives improve

decision making processes and deal with social pressure The subject of interest of the author of the third article is organizational behaviors that affect high performance Przemysław Zbierowski presented the results of his research conducted on a sample of 406 enterprises using the computer assisted personal interview CAPI technique Based on the collected research material the author analyzed the impact of high performance organizational features on actual organizational performance and the indirect impact on organizational citizenship and entrepreneurship oriented behavior As the author notes his research contributes to the scientific debate in at least three ways Firstly it confirms that the features of high performance have a strong impact on the actual performance of the enterprise which is not surprising but verifies the hypothesis Secondly it indicates entrepreneurial orientation as a partial mediator in this relationship Finally he discovers the very strong impact that high performance features have on the organization's civic behavior The article also has practical implications The obtained research results form the basis for developing organizational citizenship and entrepreneurship orientation through the skillful use of high performance factors Behavioral research trends in economic sciences also include the research presented in the fourth article regarding employee behavior and their development stimulated by managerial coaching Ghulam Abid Saira Ahmed Tehmina Fiaz Qazi and Komal Sarwar filled the research gap in the field of sustainable employee development in the organization The research conducted by them is pioneering The authors relate to the context of work and individual differences in promoting a thriving workplace The intervention mechanism of self efficacy and prosocial motivation in the relationship between managerial coaching and thriving at work was explored using a sequential mediation approach Data were analyzed using Hayes Process Model 6 based on 1 000 bootstrap resampling with an actual sample of 221 respondents The obtained results confirm that managerial coaching increases employee self efficacy The goal of coaching is to increase the employee's sense of self efficacy in connection with a particular activity so that he or she can perform his or her tasks effectively and efficiently Efficiency among employees directly activates positive moods that help engage employees and trigger prosocial behavior This study contributes to the detection of awareness related to the links between prosocial motivation and employee development and provides an additional comprehensive analysis of the procedure for obtaining the positive effects of managerial coaching Another group of articles relates to the behavioral aspects of developing innovation in enterprises in relation to employees as well as the implementation of innovation by customers Determinants of innovation in enterprises have become the subject of the research interests of Izabella Steinerowska Streb and Grzegorz Gódl The authors presented the results of their research which was conducted on a sample of 353 Polish family businesses In the course of the conducted research it was possible to determine whether family businesses that introduced the creative ideas of their employees were more innovative than others The company's innovativeness can be expressed in the product process marketing or organizational area The authors also examined the relationship between the innovation of family businesses and their involvement in activities that stimulate creative thinking

build trust in the workplace stimulate employee development and support team integration The study revealed that family businesses that are aware of the importance of creative employees and that bring their employees creative ideas into business practice are more innovative than other family businesses In addition it was found that an increase in company innovation exists when the company supports employee development Interesting behavioral aspects are presented in the research on employee resistance to implementing technological innovations i dem S caky z and Oya Hacire Y regir conducted a study of medical personnel at a public hospital in Adana Turkey to investigate the reasons for employee resistance to implementing an IT system The Technology Acceptance Model TAM was expanded to include factors such as affective commitment gender and age Based on the data collected from 291 surveys a regression analysis was conducted which led to the formulation of conclusions regarding the usefulness of information technology its ease of use and affective commitment It was examined whether demographic factors such as age gender position and tenure are associated with resistance to implemented technological innovations The results of this study confirm earlier models of technology acceptance The practical implications of the study relate to the need to increase employee participation in making decisions about the change process The examined resistance of employees to technological innovations should also be treated as an essential voice in the discussion of problems related to managing change in the organization In the article presented by Neema Mori and Rosallia Mlambiti attention was focused on the acceptance of product innovation by customers The research was carried out in Tanzania using the example of mobile banking services To examine the impact of demographic factors on the adoption of innovative mobile banking services Rogers Diffusion Innovation Theory DIT was applied to 416 clients of a leading bank in Tanzania Regression results showed a positive and significant relationship between income level and education on the one hand and the adoption of mobile banking on the other Practical implications refer to the recommendations to develop promotional practices and awareness campaigns and capture customer demographic profiles to encourage them to use mobile banking The study showed the importance of using the situational theory to adopt innovative technologies in banking services in Tanzania The authors indicate that this approach to research issues broadens the understanding of the importance of demographic factors especially in relation to the Sub Saharan African region and also contributes to a better understanding of mobile banking from the point of view of the bank s customers in Tanzania The last article covers a bibliometric analysis of published research results in the field of business innovation its financing and policy framework The analysis was based on the resources of the Web of Science Core Collection using Vosviewer for the period 1990 2019 The researched publications were divided according to the research area and then the research gaps were identified In total 437 articles were found that went through various stages of selection 32 publications were analyzed in detail and the study presents citations received by each of these selected publications and their summaries Thematically grouped summaries show the areas that the researchers paid more or less attention to The conducted research allowed the authors to state that

the countries involved in a higher level of innovation had a higher level of publication Few studies on this topic have been developed in emerging economies such as Africa and Asia excluding China and Taiwan A similar situation was noted for countries in the Middle East Most of the research comes from the United States and European countries The article also refers to aspects such as the time horizon of research approach and research methods The results of the presented research allow readers to get acquainted with the current state of publications on the subject of financing innovation and policy in this field The editors express the hope that the articles presented will contribute to the development of knowledge on behavioral aspects of the functioning of enterprises and the development of innovation The authors extension of the research perspective with behavioral determinants strengthens our belief in the legitimacy of supporting this research trend in JEMI We thank all the researchers and authors for enriching their studies broadening the perspective of resolving complex management problems and developing innovation in organizations dispersed in geographical economic and cultural terms We hope all readers will find this second issue of JEMI in 2020 both interesting and informative



Creative Editing With Infotrac: Bestsellers in 2023 The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous engrossing novels captivating the hearts of readers worldwide. Lets delve into the realm of top-selling books, exploring the fascinating narratives that have captivated audiences this year. Creative Editing With Infotrac : Colleen Hoover "It Ends with Us" This heartfelt tale of love, loss, and resilience has captivated readers with its raw and emotional exploration of domestic abuse. Hoover expertly weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can prevail. Creative Editing With Infotrac : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This spellbinding historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids captivating storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Creative Editing With Infotrac : Delia Owens "Where the Crawdads Sing" This captivating coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens weaves a tale of resilience, survival, and the transformative power of nature, captivating readers with its evocative prose and mesmerizing setting. These bestselling novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of compelling stories waiting to be discovered. The novel begins with Richard Pappen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a exceptional and suspenseful novel that will keep you guessing until the very end. The novel is a cautionary tale about the dangers of obsession and the power of evil.

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