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# **Editorial: Maximising opportunities in the digital and green economy: the impact of intellectual capital on competitiveness**

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## **1 Introduction**

The global disruption caused by the pandemic created a global shock around the world. Governments took measures to mitigate the socio-economic damages, prepare for a fast recovery of key industries and prepare for future health crisis. Learning lessons from this global crisis can help to be ready for the future. Additionally, the emergence of new scenarios brings opportunities for workers and job creation, expanding in the areas that can create jobs. The transition towards a green and resource-efficient economy will boost these opportunities and increase competitiveness of countries and regions (European Commission, 2023a, 2023b).

The research in the field of human resource management, knowledge management, intellectual capital and organisational learning can provide innovative frameworks and solutions to reinforce the recovery of societies and economies after the COVID-19 outbreak (Almunawar et al., 2022; Guo et al., 2023; Li et al., 2023; Paoloni et al., 2022). Workers need to have the appropriate skills to adapt to new labour markets and policy makers must provide learning opportunities to adapt to these labour markets and promote green, sustainable and inclusive growth in the new scenarios (Anik and Sulisty, 2021; European Commission, 2023a; Lytras and Ordóñez de Pablos, 2008; Ordóñez de Pablos, 2004; Ordóñez de Pablos and Edvinsson, 2020; Sheikh, 2022; Yang et al., 2021).

## **2 Contents of the issue**

This third issue of 2023 presents a collection of five papers that strongly contribute to a better understanding of several key issues about intellectual capital and competitiveness in India, Iran, Italy, Mexico and Portugal.

The paper titled 'The effect of self-efficacy, psychological safety and meaningfulness of job on teacher effectiveness: a study among Indian engineering college teachers' (by Paramasivam) explores:

“The role of individual (self-efficacy), job-related (meaningfulness of the job) and organizational (psychological safety) factors in influencing teacher effectiveness among private engineering college teachers in India. Cross sectional research design was used to collect data from 178 engineering college teachers. Data collected from standardized questionnaires were analyzed using the hierarchical regression method. Results show a significant positive impact of self-efficacy on all three dimensions of teacher effectiveness. The perceived meaningfulness of the job had a positive impact on interpersonal openness and preparedness dimension of teacher effectiveness. It also moderated the relationship between self-efficacy and interpersonal openness dimension. Perceived psychological safety had a positive impact only on the preparedness dimension of teacher effectiveness and it did not show any moderation effect. The results reiterate the importance of nurturing confidence among teachers to improve their effectiveness.”

The paper titled ‘Dangerous liaisons: human capital and structural capital in the VAIC model’ (by Marzo) analyses:

“The perverse effects generated by the relationship between human capital efficiency (HCE) and structural capital efficiency (SCE) that lies at the core of the VAIC. First, the VAIC is positive even for negative values of HCE and negative for positive values. This means that a firm’s performance should be positive (negative) when the value added generated by human capital is negative (positive), which is nonsense from the economic point of view. Second, SCE being a function of HCE, the two variables cannot be employed as independent variables in empirical analyses. SCE is a dependent variable of HCE by definition. Finally, a nonlinear relationship is hidden in the regression equation used in empirical analysis that dramatically changes the interpretation of the actual results. Some in recent articles’ findings are reframed to demonstrate researchers’ erroneous interpretations and the harmful impact they could have on managerial decision-making.”

The paper titled ‘How to improve the vision and competitive advantage of a new product? What is the role of ICT and OLC in this improvement?’ (by Khasmafkan Nezam) affirms that:

“Human resources and capital are the basis of any successful organization but nowadays, organizations that learn and are based on innovation are more successful. The purpose of this study is to investigate the impact of information and communication technology (ICT) on new product competitive advantage (NPCA) and new product vision (NPV) through the partial mediating role of organizational learning capability (OLC) by structural equation modeling (SEM). Iran’s automobile industry was selected as the statistical population. The results show that ICT has a significant effect on OLC and OLC has a significant effect on NPCA and NPV, which indicates the indirect effect of ICT on NPCA and NPV and confirms the mediating role of OLC. ICT also has a significant direct effect on NPCA and NPV, which confirms the partial mediating role of OLC. Finally, NPCA and NPV can be improved through OLC by using and implementing ICT.”

The paper titled ‘The agility challenge during organic growth’ (by Pires, Pereira, Dias, Gonçalves, da Costa and da Silva) states that:

“The growth of organizations naturally increases their complexity, often leading to a loss of agility which affects business performance. This research aims to study strategies for maintaining agility that keep up with the growth and consequent increase in complexity of organizations. This study was conducted with twenty-one interviews with consulting managers with the aim

of knowing the main impacts, causes, and perceptions of organizational agility. The results showed that the main causes for the loss of agility are the non-prioritization of organizational problems and the lack of standardization and vagueness of processes, which has as main impacts the loss of efficiency, business, employee motivation and increased delivery time. To increase organizational agility the main findings, suggest critical actions to be taken: define and standardize processes, unify values and practices, and create coaching and training programs to consolidate concepts.”

Finally, the paper ‘Impact of intellectual capital on the performance of public administration’ (by González, Flores and Maritza) studies:

“The impact that intellectual capital, measured through the dimensions of human capital, structural capital, and relational capital, has on the performance of public institutions in Tamaulipas, Mexico. The study is managed through a quantitative approach with the application of 269 questionnaires. The data analysis was carried out using the multiple linear regression technique, highlighting as the main results the significant and positive influence that human capital, as a dimension of intellectual capital, has on the performance of public administration, as this dimension is the only one that generates impact on the regression model. Hence, through this research, it is recommended to optimize the management of these intangible assets in order to make public performance more efficient.”

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