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## Editorial

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**Biographical notes:** Sanjay Kumar Singh is an Associate Professor of Management at the College of Business Administration, Abu Dhabi University, Abu Dhabi, UAE. He has published over 40 refereed journal articles papers, five books, and seven book chapters. He has been the Editor – Special Issue in several refereed journals such as *International Journal of Organizational Analysis* and one for *International Journal of Productivity and Performance Management*, *Journal of Enterprise Information Management*, *Journal of Workplace Learning*, and *International Journal of Work Organisation and Emotion*, *Management Decision*, *International Journal of Educational Management*, *Gender in Management: An International Journal*, *Benchmarking: An International Journal* and *Journal of Organizational Change Management* to name a few. He is on the editorial advisory boards of *International Journal of Organisational Analysis*, *International Journal of Productivity and Performance Management*, and *International Journal of Value Chain Management*.

Sherine Abdel All Farouk is an Associate Professor and joined the College of Business Administration at Abu Dhabi University in 2007. She was the Assistant Professor in London School of Economics, UK, and Arab Academy for Science and Technology, Egypt. She has a rich experience in teaching accounting courses from year 1995 till now at the under and post graduates levels in different universities in London; Egypt and UAE. She was the Director of the undergraduate student research from 2010–2012 and the Chair of the Accounting Department from 2007 till date at ADU. She was promoted to Assistant Provost for Academic Projects at ADU since 2015. She received best paper awards in different international conferences, as she has excellent intellectual contribution in the area of accounting and finance. She received her BBA in Accounting from King Saoud University, Saudi Arabia with an excellent degree in 1992, and MBA from Arab Academy for Science and Technology, Egypt in 1999, and PhD from London Metropolitan University, UK in 2006.

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We live in exciting but demanding business environment which calls for fast, focused and continuous renewal of organisational processes so as to make it agile and responsive. The change in the organisational internal environment should always be greater than the change taking place in its external environment. The sustainable growth in any kind of businesses depends upon how an organisation leverages its people, processes and products. If any of these three ingredients are not managed properly in the overall value

chain in the organisation, the organisational lives become dull and depressant. The drivers of business growth in any organisation across culture requires supportive as well as sustainable leadership and culture but far too many companies fail to have these essential ingredients for the business to grow. The ICOM2015 special issue was designed to provide a platform to the researchers to share their scientific research papers across to merge the gap between academics and practice for the betterment of the business and the society. Here, I present five research papers which have significant implications for organisation and business to grow successfully in today's fast changing business environment.

The first paper entitled 'Leveraging neural networks technique for predicting impulsive buying: an empirical study in India' is very much contemporary as the marketers across the globe have been increasing interested on the neural network vis-à-vis buying behaviour. This paper has dealt with such issues at length and scientifically presents how to understand and predict impulsive buying behaviour in Indian context. The findings of this paper has several significant implications and will be a delight for the academics and practitioners in the field of sales and marketing to leverage them for making both academics and business to grow in the context of emerging markets.

The next paper is entitled 'Barriers to technology transfer: a total interpretative structural model approach' deals with fixing issues and challenges in technology transfer. It has scientifically identified several key barriers to technology transfer and discussed in details how to make corresponding changes across organisational cosmos to make firm effective and productive. The authors of this paper have used total interpretive structural model to develop scientific base to seamlessly manage barriers inherent in technology transfer and offered practical insights for the managers to develop and install relevant organisational architectures in this regard.

The third paper entitled 'Strategic uncertainty management in Indian organisations' deals with key issues in leveraging the positives of uncertainty towards organisational growth and excellence. Though this paper is based in Indian context but offers invaluable practical insights for organisations in the Indian sub-continent for designing processes to manage uncertainty and leverage its positive impact across the value chain.

The penultimate paper is entitled 'Revisiting the critical failure factors of ERP to explore their relationships – an ISM based approach' where in the authors have dealt with mutual relationships amongst several critical failure factors. The enterprise resource planning (ERP) system is a buzz word in the industry these days and this paper is timely to address to the key challenges being faced by the managers and the consultants to make organisation. The support from the top management and clear communications amongst all the stakeholders involved in implementing the ERP is a key to its success.

The last paper entitled 'Impact of employee wellbeing on psychological empowerment: mediating role of happiness' sums up the benefits derived by organisations from taking care of employees' psychological health. The value created in the processes and products being sold by an organisation across culture and industry is dependent upon leveraging abilities of its employees which is possible if the later feels psychological empowerment and happiness at workplace. The findings of this paper has significant implications for organisations engaged in designing and implementing HR systems and processes to increase employees' well-being and happiness for the express purpose of improving overall organisational productivity.

At the end, I feel happy to bring out ICOM2015 special issue which has potential to provide sustainable solutions to key business challenges as being faced by organisations across the industry. It is hoped that the readers will like this special issue as these five papers are theoretically as well as methodologically sound and provide key insights to leverage important ingredients – people, process and products – to create organisational excellence.