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## Editorial

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### Sanjay Kumar Singh\* and Sherine Farouk

College of Business Administration,  
Abu Dhabi University,  
P.O. Box – 59911, Abu Dhabi, UAE  
Email: sanjay.singh@adu.ac.ae  
Email: sherine.farouk@adu.ac.ae  
\*Corresponding author

**Biographical notes:** Sanjay Kumar Singh is an Associate Professor of Management at the College of Business Administration, Abu Dhabi University. He has published 38 papers in refereed international journals, five books, seven book chapters and 23 international conference papers and proceedings. His research interests include organisational culture and leadership, organisational learning, strategy and knowledge management, emotional intelligence and expatriate adjustment issue. He is on Editorial Advisory Board of *International Journal of Organisational Analysis*, *International Journal of Productivity and Performance Management*, *International Journal of Value Chain Management* and *Jaipuria International Journal of Management Research*.

Sherine Farouk joined the College of Business Administration at Abu Dhabi University in 2007. She was an Assistant Professor in London School of Economics, UK. 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 as 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.

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The success stories of the businesses in an Afro-Asian economies depends upon leveraging technology in a way which provides sustainable development people, processes and products across the organisational value chain. At the same time, the institutional, business, and academic networking among the African and Asian countries is important for creating and sharing sustainable best management practices across for the express purpose of growth and development in this region. This special issue is an attempt to capture the dynamics of change as witnessed in the Afro-Asian economies for the sustainable management of business for the overall growth of this developing region of the world. The endeavour here was to create a platform for researchers to share their outputs with their fellow researchers and practitioners. As a result, the best five papers after standard reviews and revisions were accepted in this International Conference on Organization and Management (ICOM2015) special issues and presented to the readers who have business as well as academic interests in the Afro-Asian markets.

The first paper entitled ‘Typology of Indian e-buyers: clustering on the basis of online shopping motives’ is based in an Indian context to understand the psychology of the e-buyers. The paper is thought provoking and will prove to be beneficial for the

industry in designing architecture to diagnose the reasons of buying behaviours based on the shopping motives. The shopping motives get influenced by varied psycho-socio-economic attributes of the e-buyers and this paper has tried its best to address those key challenges faced by the marketers, especially in Indian context.

The subsequent paper entitled 'Role of psychological contract between organisational commitment and employee retention: findings from Indian manufacturing industries' deals with key human resource challenges of employee retention. This empirical investigation on retaining human talent not only useful to the manufacturing industries but can be utilised for the same purposes with required caution in other industries as well in Indian context. This paper is timely as organisations across industries in India these days are confronting hard to arrest employee turnover.

The third paper is titled 'Strategic CSR, reputational advantage and financial performance: a framework and case example' is a very good piece of work. The management of financial performance as well as practice of CSR are buzz words in the current global world order. It has dealt with issues and challenges relevant to every stakeholders of an organisation. This paper has merit to be used by organisations across industry to design architecture to create a win-win situations for itself as well as larger society outside.

The penultimate paper entitled 'Assessment of supplier selection for critical items in public organisations of Abu Dhabi' is based in context of business issues as well as challenges of the United Arab Emirates. This paper has both academic as well as practical implications for designing as well as implementing processes for the better management of supplier selection. It is to note that management of supplier selection is a key node across the organisational value chain and this paper throws significant lights on to these critical issues.

The last paper is entitled 'Macroeconomic factors, entrepreneurial performance and economic growth in emerging markets' which is very much contemporary and relevant in the 21st century entrepreneurial enterprises. The understanding as well as management of microeconomic factors remains a critical factors in the successful performance of an entrepreneurial ventures, especially in the emerging markets wherein academic literature as well as management practices are yet to mature. This paper is a sincere attempt to bridge the gaps which exist between the developing academic literature and management practices, especially related to the microeconomic factors.

Overall, this special issue with five research papers provide fresh thinking to business leaders, academics and management practitioners in the Afro-Asian region of the world in finding out sustainable solutions that businesses requires at present. Each of the five papers has been dealt in depth methodologically as well as practically to provide strategic and sustainable ideas for the managers, the leaders and the policy makers deal effectively with emerging business challenges in the 21st century. We hope that this special issue will be liked by the researchers and the practitioners as these five articles are thought provoking and relevant to the business context in the Afro-Asian markets.