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## Foreword

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**Biographical notes:** Hendy Lim is the Co-founder of Iconmaster Institute, a research institution focused on marketing and business. He is also a savvy professional in the media industry, and lecturer at Tarumanagara University in Jakarta, Indonesia.

Asnan Furinto is currently a Senior Lecturer at DRM (Doctor of Research in Management) Program, Bina Nusantara University. He started his career as Production Engineer at an Australian based manufacturing company and subsequently pursued further career in Management. He was the regional Trade Manager of a shipping and integrated supply chain company and was stationed in its Singapore regional office for four years. He was also Country General Manager for Amsbach and Dyned International respectively. He earned his

Bachelor in Mechanical Engineering from Bandung Institute of Technology (ITB), and MBA from Monash University, Australia. He completed his Doctor in Management from University of Indonesia.

Kim Jae Gu is a scholar specialised in culture and language. The Korean nationality scholar earned his PhD in Language and Culture in 2009 from Louisiana State University, USA. He completed his Master's degree in Dongguk University (1995), South Korea, and Long Island University (2000), USA. He also had his Post Master in TESOL, New York University in 2004. He has teaching experiences in a few institutions in various subjects, namely in Baton Rouge School, Louisiana University, Tulane University and Pelita Harapan. He currently serves as an Assistant MSHS Co-Principal, DM and IGCSE Head at Sinarmas World Academy.

Yoesman Sugianto earned his Doctor of Philosophy from the University of Indonesia in 2015. He completed his Master of Business Administration's degree from University of Portland, Oregon, USA in 1993, and Bachelor's degree in Social and Political Science in Parahyangan Catholic University in Bandung, Indonesia. He has a wealth of experience in management, having served in a number of senior positions at large multinational companies like Coca Cola Indonesia, STAR TV (Now known as FOX International Channels), Fremantle Media, etc. He is currently the Senior Vice President of Strategic Marketing and Communication Group of Bank Mandiri, Indonesia.

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This special issue on 'Business and economy in the changing world' is comprised of the selected papers from the International Conference on Management Studies, Social Sciences and Economic Review (ICONMASTER 2018), a scientific event devoted to the research in the business, management, economics and social sciences. Nine papers selected from the conference held in Bandung, Indonesia, are to be published on this special issue. The topics represent phenomena in today's business and management that is on a constant change.

The first paper 'The influence of intellectual capital on earnings management through real activities manipulation in Indonesian manufacturing companies' by Nuryaman, Kartadjudena and Arnan analyses the data from Indonesian manufacturing companies, which shows that integration of intellectual capital elements can impact earnings management behaviour through sales operation activity manipulation.

The second paper 'Attitudinal ambivalence towards green products: an empirical study in an emerging market' by Le, Jain, Tam and Tam based on samples from respondents in Vietnam indicate that green confusion is the strongest negative predictor of consumers' attitudinal ambivalence towards green products, followed by consumer scepticism, green washing, and green risk, respectively. Furthermore, attitudinal ambivalence is found to significantly increase consumers' resistance to change. This study provides implications for marketing practitioners regarding attitudinal ambivalence and resistance to change, from which appropriate strategies can be formulated and applied to target green consumers.

The third paper 'TVET teachers' perceptions on competencies: an application of Malaysian human resource development practitioners competency model' by Lai, Hamisu, Salleh and Adamu attempted to investigate the TVET teachers' perceptions on competency needs in Nigerian higher learning institutions based on the competency model of Malaysian human resource development practitioners (MHRDP) which focused

on thinking competency, organisational competency, and application competency. A total of 205 TVET teachers from universities, polytechnics, and colleges of education were involved in this research. Descriptive statistics that involved mean and standard deviation was utilised to analyse the data. The findings revealed that the Nigerian TVET teachers perceived that all elements related to thinking competency, organisational competency, and application competency are important for TVET teachers for higher learning institutions in Nigeria. Therefore, this research suggests that the Nigerian policy maker and the TVET higher learning institutions should provide training to the TVET teachers in order to equip those teachers with the competency elements that are important and relevant to TVET.

The fourth paper 'The roles of employee work well-being on innovative work behaviour mediated by organisational commitment' by Nangoy, Hamsal, Setiadi and Pradipto aims to examine the role of employee organisational commitment as a mediator on the relationship between employee work well-being with innovative work behaviour. By taking the context in the digital business industry in Indonesia, this research resulted that employee organisational commitment fully mediated the relationship between employee work well-being and innovative work behaviour. Furthermore, this study can contribute to the development of theory in human capital management that explains how a positive psychology-based paradigm strategy can improve employee performance.

The fifth paper 'Creating innovative work behaviour: the roles of self efficacy, leader competency, and friendly workplace' by Santoso and Heng highlights that sustainability is a linkage between importance of employees work behaviour, their adoptability coupled with technological advancements. Furthermore, other factors such as employee self-efficacy, perceived leader's proficiency, and perceived employee friendly workplace plays significant role to innovate work behaviour. This conclusion for other factors impacting innovate work behaviour was made based on survey conducted at various telecommunication companies across Indonesia comprising of 208 participants.

The sixth paper 'Social media and financial institutions in the Indian context' by Bawre and Kar aims to identify the extent to which social media is used by Indian financial institutions (FIs) for various purposes including generating financial awareness. The result shows that Facebook, Twitter and LinkedIn are the most widely used social media platforms for exploring new markets, developing new ideas, selling financial products, connecting with the customers and customer relationship management (CRM). Further, banks and NBFCs are found to adopt these media pages to post important financial announcements, which increases customer's interest in investment options. The study provides a view on social media usage in terms of cost reduction and customer satisfaction.

The seventh paper is titled 'Exploration of the need analysis for technopreneurship scientific learning models in higher vocational education', and is written by Hidayat, Ardi, Yuliana and Herawati aims to explore and explain the need analysis of entrepreneurial learning in higher vocational education. The results show that there is generally no entrepreneurial learning model specifically used in learning in higher education in their samples, and there is very little entrepreneurial learning taught that oriented towards products and commercial potential. Entrepreneurial learning taught also has not adopted technological elements. So it can be concluded that learning model for entrepreneurship learning that adopts the elements of technology, product-oriented learning and has the commercial potential is needed.

The eighth paper 'Digital transformation: a transformational performance-based conceptual model through co-creation strategy and business model innovation in the Industry 4.0 in Indonesia' by Mihardjo, Sasmoko, Alamsjah and Elidjen focuses on conceptual model of ICT company in transforming their business and organisation capabilities in face of Industry 4.0 through co-creation strategy and business model innovation that is relevant to the Indonesia market. The framework in formulating research model is driven from strategic management outline. The mediating variables are co-creation strategy and the business innovation, with independent variable from internal factor is distinctive organisational capability, and external factor is customer experience orientation. The constructs of co-creation strategy and transformational performance are discussed. This model of digital transformation is suitable for senior leaders as the model to transform the digital business capability and for the scholars, the model and construct of variables can be used for further developing theory of digital transformation.

The final paper of the issue 'Role of freight and forwarding company in facilitating the export-import process in Kelantan Malaysia' by Che Hamat, Rashid and Mohammad is a case study discusses the role of freight and forwarding companies in facilitating the export import process related to the Malaysian Quarantine and Inspection Service (Maqis) agency under the Ministry of Agriculture and Agro-based in Kelantan. This case study contributes suggestions towards continuous improvement either the MAQIS or the freight and forwarding agency.

In conclusion, on behalf of the board of the guest editors, I would like to extend sincere appreciation to all the authors for submitting their papers to the special issue and to all referees for their meticulous and useful reviews. We hope that the final papers presented in this issue will be a valuable resource for all readers and will contribute to further research into the relevant topics.