Editorial

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1   Introduction

European Commission through Horizon 2020 (2014–2020) and the coming Horizon Europe – the €100 billion research and innovation program to succeed Horizon 2020 (2021–2027) – fosters research in several domains, among others, healthcare and wellbeing, enabling the transfer of findings from laboratory to hospitals and health providers, contributing to the sustainability of healthcare systems, allowing societal transformation (European Commission, 2020a, 2020b).

The current COVID-19 landscape is a scenario of health, economic and social emergency for the world. This global emergency represents challenges and risks for citizens, societies and economies that require urgent attention and resources. It is important to create high-quality new health-related knowledge, combine it with existing one, transfer and storage it and institutionalise it to deliver fast and efficient solutions for services and industries. This can help citizens to return to their family and work routines and recover economies around the world.

The field of knowledge management, intellectual capital and organisational learning, together with advanced information technologies (artificial intelligence, big data, machine learning, etc.) will help to get a better understanding of this health emergency (and future ones) and navigate successfully to find new knowledge and tools that allow governments to provide efficient solutions for citizens, companies and economies and allow wider dissemination of best practices (de Pablos and Edvinsson, 2020)

2   Contents of the issue

The second issue of *International Journal of Learning and Intellectual Capital* in 2020 provides a rich collection of five papers that discusses new and emerging issues in the field and sub-fields of intellectual capital, knowledge management and organisational learning, from individual learning capabilities and learning outcomes indicators to social media disclosure of intellectual capital and educational innovation, just to name and few. This issue provides new insights and views on strategic knowledge-based resources from around the world, from India, Indonesia, Iran and Thailand among other countries. Let us briefly summarise the contents of each paper.

The first paper, titled 'Creating employee job satisfaction in a telecommunications company: perceived organisational support and work stress as antecedents' by Prasetio, Anggadwita, Dewi and Istitania, states that

> "Job satisfaction is one of the important factors when it comes to companies to retaining their employees. Telecommunication companies in Indonesia continue to strive to develop the professionalism of their human resources through various programs and support. This article empirically investigates the effect of the perceived organisational support and work stress on job satisfaction in a telecommunication company. The data was collected from a sample of employees in a public telecommunications company; 200 questionnaires were distributed with a 51 per cent response rate. The mediation analysis procedure was carried out to test the research hypotheses. The results revealed that perceived organisational support has a direct effect on job satisfaction and work stress. Work stress does not affect job satisfaction. This study contributes practically as a management guide in terms of helping companies to provide various types of support and empowerment for their employees. The implications of these findings have been further explored in this study."

The second paper, titled 'Evaluating the effect of boundaryless career attitude on internal and external self-perceived employability through learning goal orientation' by Mahdavipour, Abadi, Doroudi, Rezaei and Karimi, evaluates

> "the effect of boundaryless career attitude on internal and external self-perceived employability through learning goal orientation. 201 bank employees was selected using multistage cluster sampling and data were analyzed with the structural equation modelling. Validity of the scales was assessed using content and construct validity and their reliability was measured by Cronbach's alpha. Data analysis showed a positive relationship between boundaryless career attitude (values-driven attitude and self-directed career management) and internal and external self-perceived employability and learning goal orientation. Moreover, there is a positive relationship between learning goal orientation and internal and external employability. Learning goal orientation plays a partial mediating role in the relationship between boundaryless career attitude and internal and external employability."

The third paper, titled 'Individual learning capability and its association to organisational learning' by Demetriou and Papageorgiou, explores

> "Individual learning capability (ILC) and its relationship to organizational learning (OL) as well as its contribution to the creation of learning organizations (LOs). As there is high complexity, debate and ambiguity regarding these concepts, it becomes necessary to create an integrated framework to capture the interrelationships that exist. Going through an extensive literature review, the various approaches to learning are critically evaluated and a new integrated framework is created that incorporates the various levels of learning. The proposed framework exhibits the most important dimensions of individual learning, such as social intelligence, task intelligence and mental intelligence as well as the learning style preference. These dimensions determine ILC which consequently influences OL. The proposed framework would serve as the basis for creating a more valid model to evaluate the level of OL."

The fourth paper, titled 'The relevance of values, skills, and learning outcomes indicators for the employment of business administration graduates: a case study of an international higher education institution' by Garcia, states that

"the employment of graduates of the learning and skills after completing tertiary education gives rise to the issue of the relevant indicators of employment. This study aims to assess the relevance of indicators to the employment of graduates. It specifically delves into the analysis of the relevance of demonstrating the inculcated values, applying the developed skills and abilities, and manifesting the acquired learning outcomes to employment, as well as proposing improvements or enhancement to the business administration (BA) program. There were 182 respondent-graduates in this study. It applied the concurrent research paradigm for the mixed approach. The gathered data were analyzed using descriptive statistics, and Pearson correlation and multiple regressions for hypothesis-testing. The study found the relevance indicators such as the demonstration of the inculcated values, application of the developed skills and abilities, and the manifestation of the acquired learning outcomes to be significantly related to employment. Proposed enhancements for the BA program were recommended which are curriculum-related, on practicum classes, and on teaching strategies."

The last paper of the issue, titled 'Is the influence of intellectual capital on firm performance homogeneous? Evidence from India employing quantile regression model' by Maji and Goswami, studies

"the association between intellectual capital (IC) and firm performance by employing quantile regression model to derive robust and complete association that the classical mean regression fails to extricate. Secondary data on 253 listed Indian firms are collected from 'Capitaline Plus' corporate database for a period of 16 years from 1999–2000 to 2014–15. IC and its components are computed using Pulic's value added intellectual coefficient (VAIC) model and firm performance is measured by return on asset (ROA). Both pooled OLS and quantile regression models are used to test the hypotheses. The results indicate that the pooled ordinary least square regression provides an incomplete picture about IC efficiency of firms. The results of quantile regression indicate that the positive influence of intellectual capital is higher at upper quantiles. The results also reveal that intellectual capital is a vital factor that creates a significant difference between out-performing and non-performing firms."

3 Coming issues of *International Journal of Learning and Intellectual Capital*

After more than 15 years of publication of the journal, all academics involved in its development with the great support of Inderscience staff continue working with enthusiasm on the *International Journal of Learning and Intellectual Capital*, identifying new topics of interest for the field of intellectual capital and organisational learning, choosing best available reviewers in the journal to review papers according to their areas of expertise, attracting excellent researchers from around the world to publish in our journal, also publishing papers covering countries/regions with few publications on these topics, etc.

In the coming issues the journal will continue publishing high quality material from leading researchers in the fields of intellectual capital, knowledge management and organisational learning, with special attention to emerging topics. For example, knowledge management in the healthcare services in the COVID-19 scenario, in order to provide knowledge and views not only to academics and researchers but also to doctors, nurses, and other healthcare professionals in hospitals, or special issues on intellectual

capital reporting in specific Asian or Latin American countries. Additionally, the journal will organise special issues on intellectual capital reports in specific countries to gain more understanding on the building of these statements in Asia, Europe, Africa, Gulf Region, North America, Latin America and Asia-Pacific.

References

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