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## Editorial

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**Biographical notes:** Chaudhry Shoaib Akhtar is an Assistant Professor at the Department of Public Administration, Fatima Jinnah Women University, Rawalpindi, Pakistan. He received his PhD from the Universiti Teknologi Malaysia, Johor Bahru, Malaysia in Management. He has vast experience of teaching and research. Currently he is Director Office of Research, Innovation and Commercialization (ORIC) office and FJW Entrepreneurial Development Center (FJW-EDC) at Fatima Jinnah Women University. His research interests include organisational culture and learning, leadership, organisational learning, and entrepreneurship.

Asma Khalid is an Assistant Professor at the Department of Public Administration, Fatima Jinnah Women University, Rawalpindi, Pakistan. She received her PhD from the University of Wollongong, Australia in Sociology. She has a vast experience working with street youth. Currently she is heading the Department of Public Administration. Her research interests include ethnography, qualitative research, children and youth participation in economic activities.

Kamariah Binti Ismail has more than 20 years teaching experience. She teaches entrepreneurship/technopreneurship, commercialisation of technology, and innovation and new product development. She has vast experience research in commercialisation activities and university company spin off formation, technology based company, innovation management, and SMEs in Malaysia. She obtained her PhD in Commercialization of Patent from the University of Strathclyde, UK in 2007. She was the founding Deputy Director for Innovation and Commercialisation Centre from 2010–2013. She is the founding Director to the UTM (Universiti Teknologi Malaysia) Technology Entrepreneurship Center (UTMTEC). She is a certified NLP, and a certified coach NLP. She has attended educator programs under Stanford University in USA, Trinity College Dublin and NEN USA Wadhvani Foundation.

Amran Rasli has a PhD in Society, Business & Globalisation from Roskilde University, Denmark. He owns a copyright on a conference management system and several other research frameworks and questionnaires. He is director and CEO of a spin-off company that organizes training and conferences nationally and internationally. He also liaises, plans and conducts entrepreneurship activities with funding agencies to ensure long term sustainability and impact for the entrepreneurs and the agencies concerned. He is also visiting professor at many international institutes. He is well reputed researcher with numerous impact factor articles, textbooks, book chapters and novels.

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## 1 Introduction

Today's business environment is characterised by tough competition and dynamism that renders every business organisation susceptible to economic changes. This is more pronounced in organisations operating within developing countries economic environment. These organisations face issues and challenges that are different than organisations working in developed countries. The leadership styles and management philosophies of organisations working in developing and newly developed countries differ. Some of the western theories that have been time tested in the west become redundant or less applicable in Asian context especially if theories related to motivation, leadership, commitment, etc are analysed. Therefore, there is a need to understand the challenges and issues faced by developing country organisations that would help in advancing our understanding of management theories in the Asian context.

The main focus of this special issue is to examine issues and challenges faced by the organisations in developing country perspective. The papers included in this special issue cover recent research activities in the field of leadership, human resources, and innovation. We hope that the readers will find the papers interesting, and thus pursue a more thorough investigation of the issues and challenges highlighted.

The guest editors would like to express their gratitude to all the authors who have submitted their valuable contributions and to the numerous anonymous reviewers for their valuable comments. In addition, we would like to thank the publication staff members for their continuous support and dedication. We particularly appreciate the relentless support and encouragement granted to us by Professor Kayhan Tajeddini, the Editor-in-Chief of *Middle East Journal of Management*.