Editorial

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Biographical notes: Oscar Sanjuán Martínez has a degree in Computer Science from the Pontifical University of Salamanca, where he also earned his PhD in Computer Science Engineering, and he earned his PhD in Computer Science from Oviedo University. He has been Area Director of Software Engineering at the Pontifical University of Salamanca, lecturer and researcher at the University of Oviedo and Assistant Professor at the University Carlos III of Madrid. He has published more than 70 articles in prestigious national and international journals and conferences. He has also given more than 30 seminars and conferences in Europe and Latin America on Software Engineering

Giuseppe Fenza graduated and received his PhD degree in Computer Sciences, both from the University of Salerno, Italy, in 2004 and 2009, respectively. His main research interest is the application of computational intelligence methods to support semantic-enabled solutions and decision making. He has many publications in fuzzy decision making, knowledge extraction and management, situation and context awareness, semantic information retrieval, service oriented architecture, ontology engineering and elicitation.

Ruben Gonzalez Crespo holds a PhD in Computer Science Engineering. Currently, he is Vice Chancellor for Academic Planning and Teaching Staff of the International University of La Rioja. He is also the Founder and Chief Editor of the *International Journal of Interactive Multimedia and Artificial Intelligence* and Associate Editor of indexed scientific journals. He is an

advisor and collaborator of the Ministry of Education, both Spanish and Colombian, in the field of quality education, mainly university. He founded and directed the GISTI Research Group participating in several competitive research projects.

Knowledge creation and sharing is the most valuable asset needed for the development of an organisation, at times the acquired knowledge by the employees might become critical information or an important skill in case of an employee leaving the organisation. Since information and knowledge is the most valuable asset of any existing business, the retention of acquired knowledge is necessary for the improvement of an organisation. Retention of critical knowledge depends upon the various factors like the nature of the business environment, type of knowledge, and the identification of actual residing knowledge in the workplace. These special issues bring together researchers working in various field and technical backgrounds to discuss the necessary factors for retaining the best employee, staying connected with the retired employees, establishing an employee network, and an effective exit interview with checklists, generating new knowledge also insist the need for following knowledge retention methods and creating knowledge-base. Correspondingly, this special issue also encourages researchers to identify the specific process involved in capturing the knowledge of employees in an organisation. Again, the main objective of this special session is to develop a deep understanding of intelligent learning methodologies, deep neural network-based predictive and computational models that will be useful for learning and transforming organisational knowledge in any situation. This special section includes a series of around seven articles, and all these were selected after process of careful reviewing.

The first article in this issue, the researcher analyses about transformation of economic development and human resources (HRs) management over the last century. The researcher in this article represents the innovations in HRs management based on the data of IMD World Talent Report conducted by International Institute for Management Development, to generate the HRs management innovation index for organisations. Meanwhile, the statistical test applied to analyse the volatility characteristics shows up relationship between economic development and innovative HRs management practices in an organisation.

Following this, the author of this paper has demonstrated the artificial intelligence (AI) strategies as a valuable pattern recognition technique for creating a sportive environment in an organisation. Also, the essential properties are collected using AI techniques for creating smart methods and adapt traditional machine learning principles for automatic evaluation of the exercise and provide adequate feedback. This makes AI techniques a feasible tool for measuring performance in any organisation.

In the third article, the researcher analyses about the outward foreign direct investment (OFDI) technique in organisation that reduces financial constrains by lowering their outside financing cost, optimising the channels quality of external financing, and enhance and supplement companies' cash flows. It also substantially improves the knowledge and income level of private-owned organisations. And as a result, OFDI contact effect which draws closer the topographical coldness between the host OFDI country and the OFDI investor, mediates information asymmetry, and lowers outside investors' risk premium.

The next researcher talks about the P2P business platform model in an organisation that provide a convenient and efficient online lending platform for borrowers who are in dire need of loans and investors who lack financial channels. This business innovation based on e-commerce platform has unique advantages and has reduced risk on market transaction, internet financing, financial management. So, internet finance has become a new financing force and a sharp tool to solve the funding problems of unimportant and micro-enterprises.

In the following content, the researcher establishes an AI-based improved support vector machine algorithm (ISVMA) for developing and evaluating significant variations of design in art history and closely analysis the past complexities arising out of modelling methods of human artistic creation. He also fosters collaboration between the imagination of machines and art, which is commonly described as parallel but not in competition with human artists and their emotional and social intentions. So, AI artists with their intelligent algorithms produce realistic arts in social-cultural perspectives.

The researcher in the following article discusses about the four difficulties arising in HR usage of data science practices in an organisation. They are as follows HR concept complexity, limited data collection limitations, justice and legal limitations linked ethics issues, management feedback from workers. So, AI-assisted concepts of superposition-causal reasoning, randomisation and the formalisation procedures could be appropriate to analyse the employees linguistic and speech analysis (AILSA) and behaviour in an effective manner.

In the final article, the researcher proposes a framework to study workplaces on the subjective factors that improve educational enhancement, supported by artificial intelligence (AI). Also, the researcher proposes a feed-forward network model platform for predicting academic achievement of students. Departmental teaching cultures and behavioural practices that affect both positive and negative behaviour in education and teaching. The analysis shows that the sense of academic's growth is based on quality improvements in teaching.

The response received from the scientific community is significant, and all the articles that are approved for publication have undergone a keen examination and review process to meet the standards of the journal. We ensure that this special issue impacts each organisation in a positive way to build an effective and robust knowledge management system to avoid challenges related to knowledge retention. From the organisations perspective, deep learning models can assist in preparing a knowledge transferring system by learning various complex organisational patterns. We are very much grateful to all the authors for their innovative contributions and all the reviewers for their timely efforts. Finally, we thank the Editor-in-Chief for offering us the privilege to edit this special issue in this reputed journal.