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## Introduction

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**Biographical notes:** Mohsen Brahmi is teaching at Faculty Sciences and Business Institute and affiliated to the University of Sfax, Faculty of Economics and Management. He has supervised research in the Management Economics (Licenses L1 to L3). He is teaching Master Pro in Sustainable development and Industry corporate social responsibility and the Licenses Pro degree in Human Resource Management and Finance SME. His fields of research and publications are industry innovation economics and management in sustainable development, firm corporate social responsibility, policy and management of human resources, social and organisational supervision, and assessment of firm global performance. He is an Associate Editor for Scopus journal and he has several published research articles and international conference papers. Also, he serves as a reviewer a series of distinguished international journals.

Rana El-Jisr is currently teaching at the Lebanese University and affiliated to the Grenoble Ecole de Management, and Léonard De Vinci, France. She has ten years of part-time higher education in the Lebanese University teaching different courses in management and marketing. She contributes to the knowledge management field through her work in research, with a particular interest in knowledge sharing and leadership. Her research agenda is oriented towards examining different business cases for gender comprehensive and for developing leaders and entrepreneurs in the workplace.

Luigi Aldieri is a Full Professor of Economics at the Department of Economic and Statistical Sciences of University of Salerno. In 2020, he got Italian Scientific Abilitation for Full Professor in Economics. His research interests embrace Applied Econometrics, the measurement of knowledge, geographic spillovers and economic performance of large international firms, as well as the empirical analysis of the effects of educational level on fertility in developed countries.

Séverine Le Loarne is a Professor teaching at Grenoble Ecole de Management where she currently holds two positions: Head of the Executive Education Diploma Programs Range at GEM and holder of the 'Women and Economic Renewal' Chair. Since 2008, she has reoriented her research on the place of gender in innovation processes and female entrepreneurship. His work has been published in various academic journals. She has also supervised several DBA and state doctorate theses on the subject. She 'popularises' research on the subject in the column 'Les Entrepreneuriales' (The Conversation France).

Geetika Jain is a Lecturer teaching at Keel Business School, UK. She is a passionate researcher with over 13 years of experience in sustainable innovation and digitisation, with an in-depth knowledge of adoption of new technology and its diffusion. Her research examines sustainable innovation, blockchain governance, application of blockchain technology, to be precise in context to sustainable digitisation and innovation using blockchain technology. She has a proven record of publication with ABDC-A, B and Scopus listed journals and an active reviewer of ABDC, ABS, and WoS listed journals. Her work has been published in various UK top-rated journals like *Journal of Business Research*, *Journal of Cleaner Production*, and *Journal of Enterprise Information Management*.

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The aim of this special issue is to explore the multidisciplinary roots of knowledge management, and its dimensions and characteristics in supporting organisations. The contributions in this special issue are presented as following:

The paper by Rana El-Jisr, Bassem E. Maamari, Mohsen Brahmi and Cynthia Jabbour proposes to identify the role of leadership with its two types: transformational and transactional as an aid to manage innovation and identify effectuation as a moderator to this relationship. Furthermore, the aim of the current study is to find out whether effectuation can enhance the potential moderating role between transformational and transactional leadership with management innovation and thus can be considered a development to the theory of effectuation. The data is collected from 314 complete and usable survey in the service industry and analysed for CFA correlations and SEM. The results reveal that transformational leadership is positively correlated to transactional leadership, effectuation, and management innovation.

Ebrima K. Ceesay and Yahaya M. Moussa examine the impacts of commodity prices volatility on the economic growth of 35 countries in Sub-Saharan Africa from

2000–2018. The results will help us to identify the determinants of commodity price crises in Sub-Saharan African's economics both past, current and at the futures. The results generated by using panel data models are all statistically significant at 1% level of alpha and the coefficients of the variables fluctuated. Indicated the results are inconclusive that commodity prices fluctuation affects positive the growth of the economic as at now and affects negative the growth of the economic at the previous and is expected to affect negative the growth of the economics in the future, unless policy intervention takes place.

According to Fabrizia Manzo, the main aim of his paper is to focus the attention on the state of the art of the so-called Sustainability Indicators, i.e., that group of data, statistic values and guidelines useful to the qualitative or quantitative evaluation of environmental, social and economical conditions of a system under examination. In particular, we will try to establish the links between the effective application of these indicators in the modern society and the role of Policy in the development and assessment of laws to actualise the effective application. The approach used for the development of this subject will be mainly a literature analysis, because we will show the historical development of the most important theories on the Sustainability Indicators developed during the last decades. The structure of the paper has been made in three steps. In the first part, we start from the concept of sustainable development, which is considered as the target to which every government aims to accomplish. In a second moment, we explain the main aspects of the most important sustainability indicators developed during the last years. Finally, we tackle the limits of the actual application of the sustainability indicators and the implication of policy in this application, both at local and international levels.

Meenakshi Sharma offer a research study where to assess the students experience in online learning, and identify the components and activities they expect in an online learning environment. The study identifies critical success factors of effective online environment to find their priorities for success in online learning. Data from 500 students were collected from different courses taught online during COVID-19 crisis of various universities of higher education in India. The study is descriptive in nature. The results of the study would improve the online learning environment, help the higher education institutions develop quality online learning content and effective delivery which is more engaging and benefit the society at large after the transformation pandemic of COVID-19.

Ibtissem Missaoui, Mohsen Brahmi and Jaleleddine Ben Rajeb offer a research study to assess the relationship between ownership structures on dividend payouts ratio in the context of the Tunisian Stock Exchange Firms. The method used LRM Linear regression method with panel data analysis to study this causality sample comprises 30 Tunisian listed companies. The findings show a positive impact of the ownership structure on the level of dividends. Also, the regression results find non-significant influence causality of CEO duality level on the stockholder dividend payouts. The limited of this empirical study concerns the small size of the sample in the period of 12 years from 2008. The future researches will take part more financial companies in order to generalise the results founded. The original value and implication of this empirical research can interest more the scholar researchers in economic and finance corporate governance, the policymakers, foreign investors, and financial directors.

The essential target of this study, by Mohamed Elstouhy, Tamer Ashry, Nada Khalifa and Hamida Al-Najjar, is to examine the effect of both servant leadership and talent management on organisational ambidexterity in pharmaceutical industries in Egypt. To test these impacts, a highly structured questionnaire has been developed and circulated among 294 chemists and pharmacists in six organisations following the public area. The questionnaire was completed by 262 people, with an 89 per cent response rate. In view of the Statistical Package for the Social Sciences (SPSS) and Amos, the outcomes showed that servant leadership has a significant positive effect on both talent management and organisational ambidexterity. Furthermore, the results showed that there was a significant positive effect of talent management on ambidexterity, and affirmed also the mediating vital role of talent management in the relationship. Important implications have been founded and discussed for both researchers and practitioners.

Luca Esposito proposes to analyse the impact of agricultural waste on the environment and its use for energy production, thanks to the help of biogas plants, it is possible to produce thermal energy, electricity and biological compost, which can be used for the cultivation of agricultural areas. This study aims to represent what the situation is following the installation of a network of biogas plants 'C.d. Project Spider' and the benefits that the environment would derive from it. For this research, two brands have been designed: 'BioMoz' and 'For Nature For Earth For You'. The company using these brands must meet established standards to demonstrate the low environmental impact of the finished product.

Erum Shaikh, Hemal Azhar, Mohsen Brahmi and Nida Zehra offer a research study to identify the impact of monetary and non-monetary motivational factors on the performance of the employees of HESCO, Hyderabad, Pakistan. A sample of 217 questionnaires was distributed and filled up by the employees at the head office of HESCO which were based on two sections. On the other hand, descriptive statistics, multi co-linearity, correlation, and multiple regression analysis were analysed by SPSS. The researcher concludes that in monetary motivation factors, salary and promotion have positive influence whereas, bonus have a negative impact on employee's performance and in non-monetary motivation factors, job security and recognition and appreciation have positive impact exclude working condition have negative impact on employee's performance.

According to Mehdi Tajpour, Elahe Hosseini and Mohsen Brahmi companies affected by global changes, to adapt to a dynamic environment, must move towards innovation. Although many studies have been done on the components of international entrepreneurship, so far little attention has been paid to the mediating role of motivation in Iranian businesses in this field. Therefore, the aim is the effects of global entrepreneurship indicators on innovative performance with mediating role of motivation in the field of international trade of Iran. The present study is a descriptive-practical correlation in terms of how data was collected. For collecting data, the standard questioners of Global Entrepreneurship Monitor (GEM) and its report during 2017 were used. The statistical society was eliminated based on age, business and export rate higher than 25%. Based on following point about 2543 samples were extracted, which is based on Cochran formula, we estimate 333 samples was analysed. The individual-level data were extracted from GEM 2017. Data analysis was performed by means of SmartPLS3 software and findings confirm the hypothesis. The findings provide for policymakers a feasible path to the effect of international entrepreneurship indicators on innovative performance in international business, in that business their new business play a vital role

in the economic and social development of society. Also, innovative business is better equipped to exploit international market opportunities and perform better in such markets.

Krishna Pal Singh, Amima Shoeb, Anurag Singh and Mohsen Brahmi purpose to determine the critical function of public service advertising in raising health awareness among Kanpur residents and how it is influencing people's attitudes in the COVID19 scenario. Approach/methodology: A total of 200 Kanpur residents were considered for this study, and data were collected using seven-point Likert scale questionnaires. This study's data is gathered through a convenient sampling procedure. We have one dependent variable (e.g., public service advertising) and four independent variables (e.g., health care ad, informativeness, attitude change, source credibility) in this study, thus it is a multivariate analysis. To arrive at a conclusion, the claimed relationship between the variables was tested using multiple regression analysis. Findings: Findings of the current study reveal that public service advertising is one of the most effective forms of advertising for raising public awareness and influencing people's attitudes and health behaviours so that the COVID-19 pandemic catastrophe may be properly managed. As a result, many people's lives have been saved. Implication policy: Thus, based on the findings of the study, the researchers suggested that public service advertising be used to spread COVID-19 awareness in order to increase health awareness.