

Editorial

Caring of Human Resources has becoming an essential issue today particularly due to problems with turnover that keep on moving HRM to get involved with this important human issue. So we are happy to start the first volume of this year with the contribution of two papers of researchers coming from Nigeria. One dealing with conceptual aspects related to Social Exchange Theory – SET; and the other one empirical leading with impacts on Organizational Policies as a result of turnovers of nurses at a Public hospital in Nigeria. Next two papers deal with advances on entrepreneurial skills becoming every day more common. The first one is a study of three critical issues Team Entrepreneurship like trust, conflict and diversity regarding firm success; and the second one more empirical was actually developed at Sri Lanka and deals with leather products and footwear industry and showing that there is a strong link between skills of entrepreneurs and their involvement in innovations and entrepreneurs have a positive attitude towards innovations although they tend to focus on product innovations rather than process; and skilling of entrepreneurs will yield enormous results for harnessing the potential of this ever growing industry. Then we have an interesting paper concerning 15 Competitive Factors that may help to choose best Tourism Destinations. Next two papers are more related to trends and needs on areas related to e-commerce. The first one deals with the relationship among service recovery, individual's self-esteem and satisfaction after service recovery in online shopping environment; and the second one goes deeper into the use of Social Network Sites – SNS showing through an empirical study that Personal Innovativeness of Information Technology – PIIT actually helps predicting Intention to Use (IU) of SNS. The next paper using Ordinary Least Square –OLS Model with robust standard error, and data from the World Bank, State Bank of Pakistan and the Statistical Bureau of Pakistan concerning the last two decades (1995-2014) clearly shows the high importance for economic growth of increasing high tech exports. An important lesson for many other countries that still keep on living mostly based on Agribusiness. No doubt that advances Developing Countries depend on the extent to which Corporate Governance is working, so next paper explores most common barriers, and hardships to implement basic conditions for this purpose; in particular advances concerning New Independent Audit Reports based on Key Audit Matter (KAM) that may even help issues regarding compliance . Last paper deals with Environmental issues from the perspective of the so called Evolutionary Theory and in particular to question to what extent the Carbon Trade Market actually helps reducing Greenhouse Gases or keeps fostering a behavior harmful to the environment.

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