



## EDITORIAL

This time we start with a very important and every day more relevant paper presented at our last International Congress on Innovation and Management-ICIM dealing with the delicate issue concerning the use of artificial intelligence (AI) in the education area, seeking to establish elements of dialogue between a tool, AI, and an important field of research, education. The paper indicates that there may be a lack of technical competence in the educational area to deal with fast moving changes, suggesting the need of some regulation for the use of AI in the educational area just as is the case of the great need of implementing Ethical Principles on the public use of AI, as it was suggested on the *Space Odyssey* film a couple of decades ago. The second paper deals with the impact of internal control systems on financial irregularities in 11 municipalities spread across 7 regions in Ghana. Using a descriptive research design and a quantitative approach, data was collected through a structured questionnaire. The findings provide valuable insights for management and policymakers in the public sector that end up recommending adopting best practices, providing additional resources and training, integrating internal controls with risk management, conducting regular staff performance audits, and enacting laws and regulations to enforce internal control implementation and report financial irregularities. The next paper aims to identify the points of congruence and divergence between the need for coexistence of compliance and innovation in companies. This essay study how innovation interferes with economic dynamics, and how compliance can be used to control and limit innovation, as well as expose that compliance has been a neglected term in academic research, requiring further studies on how organizations can benefit from it; as well as points out the various nuances of possibilities that the symbiotic relationship between compliance and innovation can give rise to. Next paper underscores the scarcity of current research on the efficiency of National Innovation System (NIS) operating Data Envelopment Analysis (DEA) through a thorough systematic literature review, that ended up showing the need of further research on NIS efficiency was required by paying more attention to the extended DEA model, especially bootstrapping, slack-based models, relational networks, dynamic networks, and super efficiency; as well as a comparative cross-country analysis is needed that permits the NIS to compare themselves with high-calibre innovators and enhance their innovation performance. The comparative analysis would also provide policymakers with valuable data and a global sense of innovation. Next papers are all somehow related to Sustainability as matter of fact the next paper regarding Impacts of Green Performance already mentions that environmental issues such as the phenomenon of global warming, the exhaustion of natural resources, and the escalating levels of air and water pollution have garnered significant scrutiny from governmental bodies, non-governmental organizations (NGOs), corporate entities, and the worldwide populace resulted in the establishment of numerous international accords among governments with the aim of promoting ecologically sustainable practices; and ends up indicating knowledge deficiencies by posing inquiries regarding the influence of an organization's Green Human Resource Management (GHRM) policies on employees' environmental behavior. Next paper consists on a systematic review of 697 publication to try to find out to what extent and how financial performance is becoming one of the main drivers for sustainable investment, reinforcing the idea that firms that adopt sustainable practices not only improve their ethical standing but also gain financially; and moreover, showing as was expected the importance of ESG regarding financial performance. Next three papers refer to some concrete examples regarding sustainability approaches in Brazil. The first one focusses the importance of green areas in promoting happiness and well-being in the population of the city of Ribeirão Preto, SP, with an emphasis on studies on urban afforestation, and even contemplates aspects of happiness related to green areas. The next one concerns on the use of Environmental Indexes related to Quality of Urban Afforestation at a place near a University in Campinas. The place is of great environmental interest, being home of fragmented forest remnants with few connections to other environmental areas. The afforestation was classified according to the structure of the trees based on the arrangement and density of the vegetation, the data

collected were used to analyze the diversity of the afforestation. The analyses indicated the good ecological quality of the vegetation, but there is a situation of parity between exotic and native species, which contributes to the increase in the isolation of forest remnants within the field. The next one concerns a Brazilian Tourist Park exploring the Total Waste Management (TWM) methodology's role in promoting a Circular Economy and achieving Zero Landfill; and four semi-structured interviews and ATLAS.ti software analysis demonstrate TWM's effectiveness in waste disposal, enabling integrated waste management, improved segregation, and waste transformation into new products. Last two papers focus Collaborative Work. The first one concerns to the connection between participatory decision-making (PDM) and employees' innovative work behavior (EIWB) through intermediary variables (job satisfaction- JS, organizational citizenship behavior-OCB and employees' competencies-EC), and is related in particular to a study that aims to examine the effects of PDM on innovative behavior of workers of small retail stores in Kumasi, Ghana; and also to analyze the mediating role of JB and the moderating roles of both OCB and EC between PDM and EIWB. Based on the social exchange theory (SET), a sample of 723 workers of small retail stores are used for the study. A multivariate statistic showed that PDM has a positive link with JB and EIWB. PDM has an indirect connection with EIWB through JB. Also, the association between PDM and EIWB is also strengthened by CC and weakened by OCB. Again, EIWB is positively influenced by JB, OCB and CC. The study highlights the relationships among the five variables entailed in the model and therefore confirms SET in the retail industry in Ghana. The findings throw light on how policymakers and practitioners can improve EIWB in the retail industry. Next paper represents an interesting contribution related to Social Network Analyses to understand the impacts of collaboration in Software Projects done by running a test with undergraduate Computer Science students in a 3-week programming sprint; results indicating that these techniques help illuminate certain facets of collaboration, such as members that are isolated from the team or collaborators that tend to concentrate too much work. Final paper, concerning the sustainability of integrated agricultural systems, highlights the need for new approaches to agricultural production. A study, based on a literature review, assessed the socio-environmental benefits provided by integrated systems (IS), the challenges, and opportunities in the dissemination of this technology understanding of the pollution implications of integrating systems with conventional production systems. Therefore, the integration's ability to improve soil quality attributes contributes to the recovery of degraded pastures, increased productivity, and carbon sequestration. It is further concluded that Integrated Crop-Livestock-Forest Integration (ICLF) can be seen as an innovative technology within an established agricultural regime, providing a new agricultural approach every day more important in particular for agricultural countries leaders like Brazil.

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