



Editorial – *Arnaldo José de Hoyos Guevara*

We start this last number of this year issue with a paper concerning the everyday more important issue regarding *Innovation Projects at the Public Sector focusing in Sustainable Development* and reminding that the OECD has already developed an integrated framework for mapping existing approaches and policies that support public sector innovation. As a matter of fact, in Brazil there are the Government Laboratory of Innovation (GNova) focusing on developing innovative solutions in federal government projects and the Laboratory for Innovation on the Public Sector (LIPS), that even is already using advanced human-being centered design methods. Then comes one that by means of an interview with 15 managers and professionals within the Banking Industry, each with more than 20 years of work experience, was able to highlight the transformative potential of HR evolution in banking, emphasizing the importance of embracing sustainable principles in workforce planning, recruitment, retention, and development. Next paper deals with preparing new generations to deal with the challenges of our Planet Earth regarding climate change, as may be observed through the consequences in particular of the increasing widespread use of non-renewable energies, which, in addition to being conditioned to their depletion due to gradual scarcity, also end up compromising the future of the next generations. In this way, the present study sought to analyze students' perception in relation to renewable energy; if decisions really favor a sustainable/social nature and whether the choice for this solution is correlated with financial issues. Next papers are more focusing Sustainability. The first one investigates the relationships between green transformational leadership, green learning, and sustainable project success, as well as the moderating effect of government regulations. For this purpose, data from 325 samples from renewable energy projects in Pakistan was collected. The empirical findings demonstrated that green transformational leadership has significant positive effect on sustainable project success via green learning. The findings also demonstrated that government regulations play a moderating influence in the relationship between green learning and sustainable project success. Next paper deals with the interconnections among sustainability performance indicators within mining industries operating as Small and Medium Scale Enterprises SME in Kerala, India. The study introduces a hierarchical model for performance metrics, and employs Interpretive Structural Modelling (ISM) and Cross-Impact Matrix – Multiplication Applied to Classification (MICMAC) techniques to construct a hierarchical structure, illustrating the complex relationships among these pivotal performance metrics that ends up showing that a majority of the indicators in this category exhibit substantial driving and influencing power while maintaining independence. So, following this approach organizations could leverage the proposed model for policy formulation, enabling them to manage their resources more effectively and efficiently by following a coherent roadmap. Now next one deals with a study concerning the Dynamic effect of External Finance in achieving Eco-efficiency and Sustainable Development Goals, based on data from 46 Asian countries between 2000 and 2021, and using used auto-regressive distributed lag models (ARDL). The results showed that foreign direct investment failed to significantly impact any of the five models over the short- or long-term, remittances, official development assistance, foreign debt, and restriction are useful indicators for advancing social, economic, environment development toward eco-efficiency and sustainable development goals. The study also indicated Sustainable Development Goals and Social Development are more significant as compared to other three Models of eco-efficiency, economic and environment development during short run and long run. Further indicated South Eastern Asia and East Asia Region Countries have strong requirement of External Finance as compare to other Asian regions, and external finance was highly significant in relationship with eco-efficiency and Sustainable Development Goals in short and long run during this period of 2000 to 2021. Next paper using Structural Equation Modeling (SEM) with Smart PLS to analyze the relationships between variables, testing validity, reliability, and structural models examines the impact of self-efficacy, supportive work environment, individual creativity, and perceived organizational support on innovative behavior and employee performance among graphic design employees in digital printing companies across East Java, Indonesia. Data were collected through a survey of 160

graphic design employees from five regions: Surabaya, Malang, Madiun, Bojonegoro, and Besuki, using judgment sampling to target employees with at least two years of experience. The findings indicate that self-efficacy positively mediates the relationship between innovative behavior and employee performance, in line with Bandura's theory that higher self-efficacy boosts innovation and performance. Hence Management should focus on enhancing employees' self-efficacy while providing a supportive yet not overly restrictive environment. Then we do have a couple of interesting papers dealing with rich Bibliometrical Analyses, one coming Malaysia and the other from Iran. The first one dealing with developments of the Balance Score Cards (BSC) at the organizations identifying opportunities for future research and promoting it via the VOSviewer model. Then a paper coming from Iran focusing on the practices of higher education leaders and managers in fostering practical and organizational wisdom. Results indicating that despite the necessity of fostering wisdom and wise action in higher education, understanding and implementing it is still at the beginning of the road. Next paper deals with the Generational change or Succession that represents a critical point in the life cycle of every family business from the point of view of the sustainability of the company. The main purpose of the research is to map the issues of the succession process and to identify the significant factor threatening the generation change by means of a survey of 460 families operating in wood-working and furniture industry in Slovakia. The main factor influencing the planning of this process is the age of the founder of the company. The majority of family businesses have a succession plan and do not consider selling the business to a strategic investor in the absence of a suitable successor. Based on the results of the research, recommendations were formulated for theory, science and practice which have potential to improve the quality of succession and thus also the sustainability of these enterprises of the enterprise. Next papers come from Russia, both dealing with the Educational Processes. The first one aims to establish the range of students' emotional responses in interaction with neural networks as part of creative educational tasks. The research is focused on the responses of students, based on a survey of 159 students, solving creative tasks using neural networks and their experience of the ethical dilemma of attributing authorship. Factor analysis shows that the share of students experiencing ambivalent emotions amounted to 17%, a positive state was described by 34%, and negative emotions were reported by 18% of students. Thus, interaction with a neural network evokes an emotional response in users, which allows them to assimilate the experience of this interaction. The next coming from the Republic of Kyrgyzstan deals with the development of a digital Transformation Educational Model that may support foreign students' adaptation, aligned with the Kyrgyzstan's national strategy's broader educational and professional goals. The model actually identifies key processes and objects interacting in the ecosystem of the educational institution allowing the development of a client-server architecture for an intelligent system offering a scalable and modular approach, actually providing continuous improvement of educational programs and the overall management of international students' adaptation processes. Finally, the last paper highlights the deep transformations taking place in the labour market of Ukraine under the influence of the war. The authors analyse new challenges for private enterprises, which, unlike public institutions, are faced with serious risks and an imbalance between labour requirements and available resources to reward employees. The study is based in particular on the annual sociological monitoring «Ukrainian Society – 2024», which provides representativeness for the analysis of social attitudes of the adult population of Ukraine thanks to the Computer Assisted Telephone Interview (CATI) methodology and a carefully constructed sample population (N = 2767) from a survey of students of higher education institutions regarding the expectations of young people on the labour market in Kyiv (N = 452) that ends up indicating the limitation of employment opportunities, the decrease in the number of quality jobs, the strengthening of sectoral and professional-educational disparities, as well as the deterioration of the economic and security conditions for the development of entrepreneurship. As a result, traditional institutions of the labour market were disrupted, new barriers were created for the movement of labour and new challenges for the private and public sectors of the economy appeared. The article emphasizes the need for active reforms and cooperation between the state and business to stabilize the labour market and ensure the appropriate level of protection of workers in the conditions of a long-armed conflict.

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