



EDITORIAL – *Arnaldo José de Hoyos Guevara*

With the very fast advancements going on in particular concerning greater relevance today on knowing how that knowing what regarding AI and the era of automation that represents a Revolution concerning work systems, that we are living everywhere, the first paper of this new year refers to the challenges of reskilling, in particular in developing countries. This first paper concerns an exploratory study on reskilling for the future in Nigeria. Next paper examines the relationships between Employees Sustainable Development Goals (SDG) Knowledge, and actual Employee Sustainable Behavior on basic areas like Manufacturing and Service Sectors; and in particular considering Gender and SDG Knowledge. Then we move to consider the increasing importance of Environmental and Social Governance (ESG), and the way that Business and Organizations consider these as basic areas of responsible investment. Actually this systemically integrated approach started 20 years in the classical report *Who Cares Wins*, of the UN Secretary-General Kofi Annan with UN Global Compact and the Swiss government and now with the increasing relevance of Climate Change and Social Issues every day is having a more important role worldwide. Today Canada, Germany and France are 3 countries doing better. In Europe in particular these may be due to the pressure of the Corporate Sustainability Reporting Directive - CSRD initiative. Unpredictable changes in the business environment highlight the necessity for businesses to move towards agile management and business models. The period of the COVID 19 pandemic and the aftermath of restrictive anti-epidemiological measures have shown that the ability to be prepared to implement change, to react in a timely and effective manner to changes in the environment, which means being agile, is becoming an essential prerequisite for both survival and success. The aim of this next paper is to highlight examples of good and bad practices of industrial enterprises in the conditions of the Slovak Republic in overcoming the pandemic crisis situation through case studies. Government organizations and organized civil society have been looking for solutions to environmental problems through concrete actions to reduce environmental degradation. Words like reuse, recycle, collect and treat have become part of most people's vocabulary. Exploring nature takes on a new meaning, unrelated to any form of destruction. Within this context of sustainability, research involving the development of materials found in abundance in nature has gained prominence. Among them, composites reinforced by plant fibers have emerged as an ecologically and economically viable innovation to replace other types of synthetic fibers. Next paper shows, through an exploratory analysis, to what extent SDG may help to foster Smart Tourism Destinations (DTI). In particular in cases like the Valencian Community Benidorm in Spain. The study ended up showing the need to develop more actions related to the SDG focusing basic issues like Gender Equality, Climate Change, Quality of Education and Poverty. Research shows that Industrial Business and production activities need to consider national and international standards to ensure high quality products and services; and for this purpose next paper shows the importance of connections with international trade chains that may be the way to go ahead considering internal and external environment and strategic development looking always at the global level. The next paper briefly reviews the theory of human capital, then analyzes the role and contribution of the Chief Financial Officer (CFO) in creating enterprise value, as well as the factors that affect the CFO's human capital value. With the development of the economy and the evolution of modern corporate governance structures, the role of the CFO in enterprise is becoming increasingly important, as in a way was shown with President Trump asking Elon Musk to take care of this area during his Government. That just revealed very recent the serious problem that was going on with USAID; but as the value of human capital is difficult to quantify and not reflected in financial statements of enterprises in general, it is necessary also to analyze the contribution of the CFO to the value of the enterprise to illustrate the value of human capital. Hence the paper proposes strategies to enhance and realize the CFO's self-worth, aiming to enrich the application of human capital theory in enterprise value creation.



Next paper is based on a time series and other statistical analyses on the last two decades on Asian Countries related to Eco-efficiency related clean production and biggest universal challenge. Carbon dioxide (CO₂) is a primary greenhouse gas and transport accounts for a third of world CO₂ emissions unprecedented accelerating of global warming. A wide range of clean energy production initiatives contribute to prevent damages the environment. This study sought to introduce first-hand knowledge and researchers/practitioners debate on energy diversity and identifying the best ways of clean energy production contribute to achieve United Nation sustainable development targets. Study underscore the effect of transport energy diversity on eco-efficiency and sustainability and trends result indication for world high fuel dependency and cleared; transportation-oriented systems should be designed as environmentally friendly systems.

Next paper deals with a methodology developed for assessing the efficiency of design parameters in organizational and technological design, using digital models. The authors develop an algorithm for using information modeling tools to estimate organizational and technological indicators, such as labor intensity, the number of specialists and mechanisms, and the duration of work performance.

Continuing with digital models, next comes a paper providing a characterization of performativity as a unique method of transforming socio-cultural reality. It analyzes existing theoretical models of social communication and based on this analysis, develops an original model of intersubjective interaction in media reality. Methods for assessing the suggestive potential of social information are developed, and the importance of the non-verbal component of the modern communication process is substantiated through communicative reflexology, the phenomenon of media-mediated violence, and advertising-manipulative discourse. Finally, the article outlines pathways and methods for forming an actively thinking subject of social communication capable of resisting manipulative pressure and realizing their humanistic potential.

Then comes a paper dealing with educational multilingual education systems at a multidisciplinary university and the specifics of professional and academic activities of graduates including target, methodological, content, technological, organizational and result components.

Finally, the purpose of the last paper of this first issue of this year, is to study the factors affecting organizational silence and identifying the factors that affect organizational silence. Organizational silence is divided into three types: acquiescent silence, defensive silence, and prosocial silence. The reasons for creating these three types of organizational silence and its consequences show that these reasons can be divided into three groups: individual factors, organizational factors, and communication factors. The results of this research may help managers to adopt different methods to increase the voice of employees, depending on the type of organizational silence.

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