

Editorial

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Editorial Objective

JBM is a double-blind refereed journal addressing working or potential business and management theories or practices and emerging issues of interest to academics and practitioners. The primary editorial objective of the *JBM* is to provide a forum for disseminating theory and research in all areas of business, management, and organizational decisions. We invite research articles, comprehensive reviews, and case studies that provide insights into daily business phenomena. Authors of *JBM* are always encouraged to offer recommendations to readers exemplifying the applicability of their research findings.

Farewell and Welcome

As the term of Deanship ended on January 31, 2024, Prof. Dr. She-I Chang stepped down from the role of Executive Editor of the *JBM*. On behalf of the entire Editorial Board, we thank him very much for his service in the past three years during 2021-2023. In his place came in the new Dean, Prof. Dr. Bella Y. Lien who assumed the role of the Executive Editor. We wholeheartedly welcome her to the *JBM* Editorial Board and look forward to working with her in the next three years.

The Thirtieth Anniversary of CCU-MIS Department

This year of 2024 marks the thirtieth anniversary of Department of Information Management at the National Chung Cheng University (CCU-MIS). It is a great honor for the *JBM* to celebrate this journal issue for the department. The CCU-MIS was established by Prof. Eldon Y. Li thirty years ago in August 1994. It started with a graduate school with only Master's degree students. Today it is fully fledged with the addition of both Ph.D. and baccalaureate degrees. We thank very much the department for its support in the editorial service of the *JBM* and wish it continually peaceful and prosperous in the coming years.

Research Articles

In this issue of JBM, we have included four research articles. First, Bryan S. Schaffer, Joseph S. Leah, and Gerald A. Schoenfeld co-author the article “Individual Differences in Workplace Spirituality: Implications for Deep-Level Diversity and Team Outcomes.” They explore the intersection between concepts related to deep-level diversity and the growing interest in management spirituality and religion. They operationalize the construct of workplace spiritual diversity (WSD) along three key dimensions: inner life, meaningful work, and community. Their work should have important practical implications for team composition and diversity in organizations. An enhanced understanding of deep-level diversity and WSD can provide additional insight for leaders in terms of team building and role assignment. Furthermore, the addition of the diversity mindset, as a key moderator variable in the theoretical model, can provide a further understanding of the conditions that would be conducive to an enhanced understanding of the importance of such group composition.

In the second article, “The Role of Emergence in Leveraging the Value of Board Director International Experience,” Andre Havrylyshyn explores the relationship between directors with professional international experience and firm performance and proposes a theoretical model integrating insights from the predominately OB-focused emergence literature, with strategy/finance research on corporate governance and boards of directors (including the critical role of board committees). The model includes emergence-enabling states for human capital resources (HCR), emergence of unit-level knowledge, and the role of social capital on HCR emergence (HCRE). Andre tests the model on a sample of 461 firm-year observations of S&P large-cap U.S. manufacturing firms between 2010-2014, assessing both short-term and long-term performance. He finds that professional international experience directors positively impact firm performance, contingent on the board committee network density, which is a factor that both enables and reflects the affective emergence-enabling state of cohesion.

Next, Vo Thi Tam, & Vo Tan Phong present a study, “Corporate Sustainability, Employee Engagement, Local Community Participation, Investor Commitment, and The Small and Medium Tourism Business Performance: The Case in Southern Provinces of Vietnam.” The study examines the impact of the three pillars of corporate sustainability (COS) and the behaviors of the main stakeholders on the business performance (PER). The three pillars of COS are economic, social, and environmental sustainability. Furthermore, the study highlights the mediating role of employee engagement (ENG), local community participation (COM), and investor commitment (INV) in the relationship of COS and PER. In this case, small and medium-sized businesses can effectively improve PER by allocating resources to important COS factors to strengthen ENG, COM, and INV.

In the fourth study, Sulagna Nandy-Dutta, & Niladri Das present a study on “Identity and Well-Being: Exploring the Missing Link in Personal Finance Domain.” The authors collect 168 usable samples from 6900 users on social media in India and explores whether financial moral identity (FMI) leads to financial well-being (FWB). They use robust regression and simulation to validate the relationships. The results show that FMI has significant relationships with subjective FWB (short-term and long-term of specific; generic) and objective FWB. As well-being leads to various direct health benefits and prevents mental health issues, the FMI may lead us to fulfill the ultimate desire of living in a prosperous family, society, or state.

Acknowledgment

In this issue of Vol. 29, No. 2, we thank the authors for sharing their knowledge through the research projects and the reviewers for taking their precious time to review the articles and offer constructive suggestions to the authors. In addition, special thanks go to the College of Management at National Chung Cheng University (CCU) in Taiwan for the administrative support, to the Global Electronic Business Research Center for the editorial work, and to the International Consortium for Electronic Business (ICEB) for being a partner in accepting *JBM* as its official publication since the issue of Vol. 26, No. 2 in September 2020.

The publication of *JBM* cannot sustain without institutional partners and contributing scholars. Please note that the views expressed in these articles belong to the authors, not the editors, editorial board, *JBM*, ICEB, and CCU. We hope the articles are interesting and beneficial to your future research. On behalf of the Editorial Board, I sincerely thank you for your continuous support. Finally, we would like to take this opportunity to wish you all to be safe and healthy under the sustaining coronavirus epidemic. With the ending of the COVID-19 pandemic, we wish you all enjoy a healthy and normal life.

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electronic business, service innovation, decision systems, human factors in information technology (IT), strategic IT planning, software engineering, total quality management, information management, and business management. His papers have appeared in top journals such as *Communications of the ACM*, *Communications of Association for Information Systems*, *Computers & Education*, *Decision Support Systems*, *Information & Management*, *Journal of Association for Information Systems*, *Journal of Management Information Systems*, *Omega*, *Research Policy*, and *Technological Forecasting and Social Change*, among others.

Bella Y. Lien is a Professor and Dean of the College of Management at National Chung Cheng University, Chiayi, Taiwan. After graduating from the University of Minnesota in 1999, she joined National Chung Cheng University, a prestigious and research-oriented institution in Taiwan. Here, she serves as a professor in the Department of Business Administration and as the chairperson of the Institutional Review Board of the Human Research Ethics Committee. In addition to her dedicated teaching, her research plans include connecting with scholars from other disciplines to build a diverse research environment related to employment issues. Dr. Lien's research interests focus on organization development, training & development, career development, and knowledge management. She has published her research outputs in esteemed journals such as *Small Group Research*, *Personnel Review*, *Journal of Retailing and Consumer Services*, *Journal of World Business*, *Journal of Career Development*, *Human Resource Development Quarterly*, and the *Journal of Knowledge Management*, among others. Her accolades include the Outstanding Paper Award (2009) for an article published in the *Journal of Knowledge Management (JKM)*, the Teaching Excellence Award (2009-2010), awarded to 5 out of 400 faculty members in the university, Research Recognition Awards (2010-2011) in the College of Management, Service Excellence Award (2014) at the university level, and Best Paper Awards for articles published in *Management Studies* (2012) and *Sun Yat-Sen Management Review* (2022) (in Chinese). Her current research activities integrate human resource development, adult education, psychology, and cultural perspectives. These include organizational effectiveness, knowledge management, tacit knowledge management transfer, individual differences affecting the workforce, and career counseling and employee assistance in the workplace.