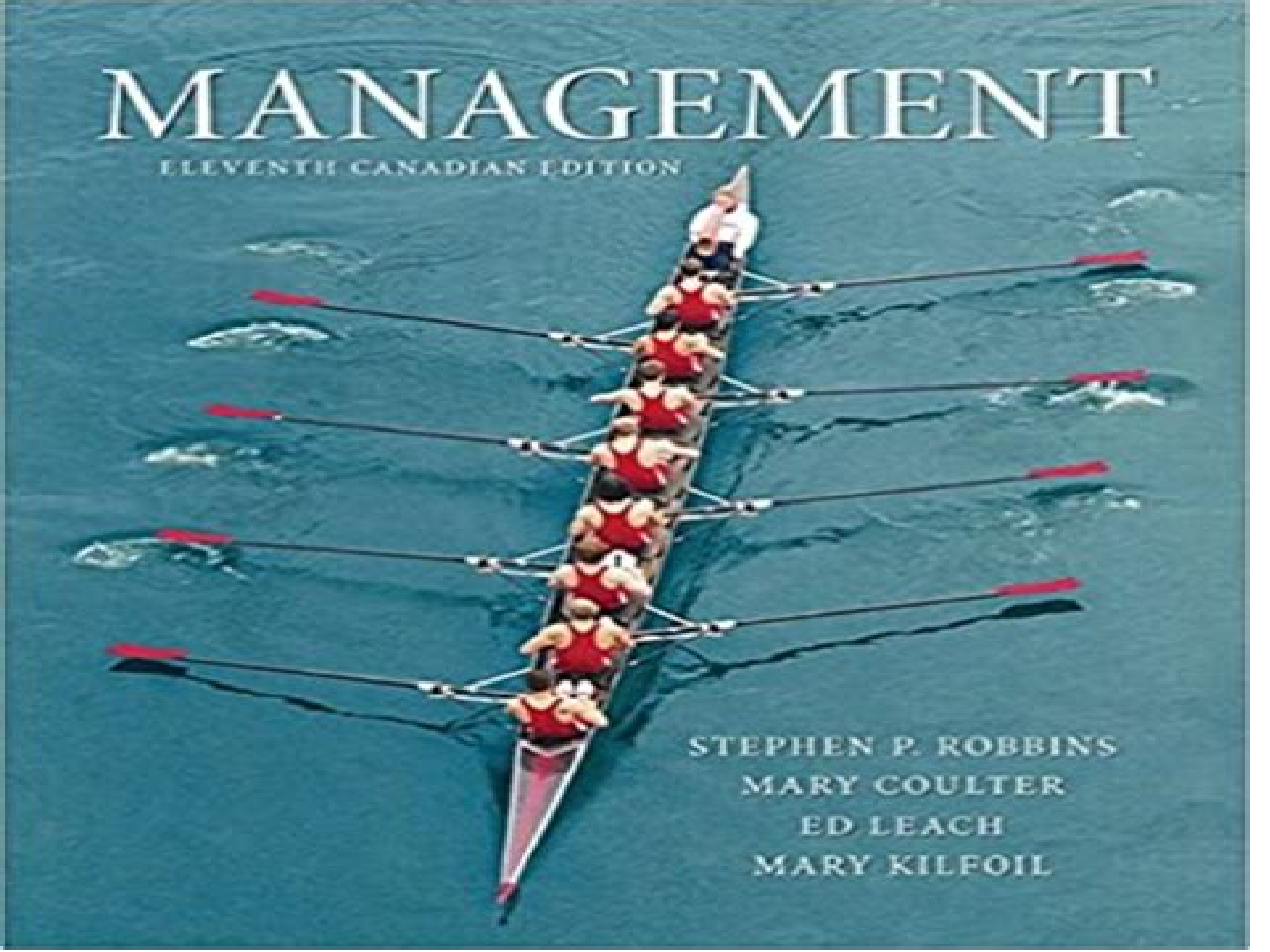


MANAGEMENT

ELEVENTH CANADIAN EDITION

An aerial photograph of a rowing team in a long, narrow boat on a body of water. The rowers are wearing red and white uniforms and are synchronized in their rowing motion. The water is a deep blue, and the boat is a light color. The rowers are arranged in a line, with their oars dipping into the water. The boat is moving towards the bottom of the frame.

STEPHEN P. ROBBINS
MARY COULTER
ED LEACH
MARY KILFOIL

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Management Stephen P. Robbins, Rolf Bergman, Ian Stagg, Mary Coulter, 2014-09-01 The 7th edition of Management is once again a resource at the leading edge of thinking and research. By blending theory with stimulating pertinent case studies and innovative practices, Robbins encourages students to get excited about the possibilities of a career in management. Developing the managerial skills essential for success in business by understanding and applying management theories is made easy with fresh new case studies and a completely revised suite of teaching and learning resources available with this text. *Ethical and Social Perspectives on Global Business Interaction in Emerging Markets* Al-Shammari, Minwir, 2016-02-10 Societal demands, needs, and perspectives of ethical and socially responsible behavior within business environments are a driving force for corporate self-regulation. As such, executives must consistently work to understand the current definition of ethical business behavior and strive to meet the expectations of the cultures and communities they serve. *Ethical and Social Perspectives on Global Business Interaction in Emerging Markets* compiles current research relating to business ethics within developing markets around the world. This timely publication features research on topics essential to remaining competitive in the modern global marketplace such as corporate social responsibility, corporate governance, consumer behavior, understanding, and ethical leadership, and how all of these components attribute to the decision-making process in business environments. Business executives and managers, graduate-level students, and academics will find this publication to be essential to their research, professional, and educational needs. **Management: the Essentials** Stephen Robbins, David De Cenzo, Mary Coulter, Megan Woods, 2013-08-28 Robbins Management The Essentials covers the concepts essential to management in the 21st century in a fresh, lively format that is perfectly suited to a typical university semester. The second edition features new and in-depth coverage of sustainability, ethics, and corporate social responsibility and new case studies from local and international businesses. **Contemporary Insights on Financial and Economic Performance of Companies** Piotr Łasak, 2025-01-01 Responsive and proactive market orientation and hospital financial performance: The mediating effect of service program innovativeness. **PURPOSE** The study aims to investigate the direct and indirect relationships among market orientation, service program innovativeness, and the financial performance of hospitals. Two types of market orientation, responsive and proactive, were considered along with two dimensions of service program innovativeness: meaningfulness and novelty. **METHODOLOGY** The study gathered data through a survey conducted on a random sample of 204 Polish hospitals. Structural equation modeling was used to analyze the data, test a conceptual model designed as a parallel two-mediator model, and validate the hypotheses. **FINDINGS** The work revealed both direct and indirect effects. In terms of direct effects, the study found that implementing a responsive market orientation positively influences the meaningfulness of a hospital's service program but has no impact on its novelty. Conversely, the implementation of a proactive market orientation has a positive influence on both the meaningfulness and novelty of the program. Furthermore, the

meaningfulness and novelty of the program contribute positively to the hospital's financial performance. In terms of indirect effects, the study identified mediation phenomena: a responsive market orientation positively affects a hospital's financial performance through the meaningfulness of the service program, while a proactive market orientation enhances financial performance through the novelty of the program.

IMPLICATIONS The study contributes to the current understanding, confirming the positive impact of a proactive market orientation on innovations within the organization, while contradicting the view that a responsive market orientation supports these innovations. Additionally, the results support the idea that innovations within the organization have a positive impact on its outcomes. The study also reveals specific mechanisms that influence market orientation on organizational outcomes, indicating that a responsive orientation affects a service provider's outcomes through the meaningfulness of its service program, while a proactive orientation influences outcomes through the novelty of the program. The practical recommendations for hospital managers are as follows:

- to achieve a high level of meaningfulness in the service program, it is advisable to implement both responsive and proactive market orientations;
- to attain a high level of novelty in the program, a proactive market orientation is recommended;
- to enhance the hospital's financial performance, it is suggested to develop a service program that is both meaningful and novel and to implement both responsive and proactive market orientations.

ORIGINALITY AND VALUE The study's originality and value stem from its exploration of specific direct and indirect mechanisms through which market orientation affects hospital financial performance, filling a prior research gap. By investigating these mechanisms, the study enhances the overall understanding of hospital management.

Keywords: market orientation, responsive orientation, proactive orientation, healthcare financial performance, innovativeness.

Does ESG performance have an impact on financial performance? Evidence from Turkey

PURPOSE Stakeholders such as consumers, nongovernmental organizations, and public institutions have increasingly pressured companies to adopt corporate social responsibility (CSR) policies. This trend has led to the integration of environmental, social, and governance (ESG) reporting into business strategies to achieve long-term competitive advantages and enhance financial performance. ESG reporting has become a critical tool for measuring corporate CSR efforts, contributing to the institutionalization of nonfinancial reporting standards. This study aims to determine how the adoption of ESG sub-dimensions affects the financial performance of companies in Turkey.

METHODOLOGY The study employed panel regression analysis on data from 21 companies listed in the Borsa Istanbul 100 index over the period 2011–2020 to investigate the relationship between ESG sub-dimensions and firm performance.

FINDINGS The findings indicate that adopting the environmental and governance sub-dimensions positively affects ROE and Tobin's Q. However, the adoption of the governance sub-dimension negatively impacts Tobin's Q while positively influencing ROE. No statistically significant results were found regarding the impact of ESG sub-dimensions on firms' ROA ratios.

IMPLICATIONS The results of the research, based on the example of Turkey, are important to determine how companies' social responsibility strategies in

developing countries provide them with outputs in terms of environment social and governance and whether social responsibility based activities are truly sustainable strategy for companies in developing countries The findings highlight the importance of considering the macroeconomic structure legal system and financial development of countries when evaluating CSR activities The regulatory environment plays a significant role as weaker legal protections can negatively affect the relationship between governance practices and firm performance For practitioners the insights suggest prioritizing environmental investments and carefully strategizing governance practices to align with investor expectations and regulatory frameworks ORIGINALITY AND VALUE By focusing on the BIST 100 companies this study contributes to the limited literature on the role of ESG sub dimensions in shaping financial performance in developing markets This research provides valuable insights into how environmental social and governance practices specifically impact the financial outcomes of firms in Turkey offering a nuanced understanding that can inform both academic discussions and practical strategies in similar contexts Keywords corporate social responsibility ESG performance Financial performance Panel data analysis BIST 100 The impact of strategic management on organizational creativity and its influence on the financial performance of SMEs PURPOSE This research intends to help small and medium sized enterprises SMEs in Ho Chi Minh City HCMC to understand the strategic management process The study considers an inside and an outside in perspective and the intermediary role of organizational creativity in financial performance It also aims to help SMEs achieve financial performance benchmarks and work towards sustainable development goals This research is also significant and adds value to the performance management domain Its overarching objective is to promote long term business expansion through an exploration of the strategic management process and how organizational creativity and financial performance can be supported METHODOLOGY The sample data are collected from 411 SMEs in HCMC using convenience sampling The data are rigorously screened and cleaned to select a reliable sample for analysis and Smart PLS software is employed for data analysis to achieve the study s outcomes FINDINGS Factors such as the strategic management process an inside out perspective an outside in perspective and the intermediary role of organizational creativity positively impact the financial performance of Vietnamese SMEs in HCMC IMPLICATIONS The results show that SMEs are making changes and influencing these factors to improve financial performance This research contributes value and provides a holistic perspective on the strategic management process for Vietnamese SMEs in HCMC to improve financial performance ORIGINALITY AND VALUE The study offers insight into strategic management and highlights the pivotal role of creativity in managing the financial performance of enterprises The overarching goal is to achieve sustainable development in an increasingly competitive environment The study also provides a solid foundation for SME managers to restructure their operations for enhanced financial performance It also offers valuable insights for future scholars to consider and apply in expanding available research models Keywords SME strategic management process organizational creativity financial performance sustainable development goal

Sustainability performance corporate governance and financial performance Evidence from Poland and Central European listed companies

PURPOSE Businesses are regarded as the main agents that can help achieve sustainable development Therefore more and more firms of various characteristics integrate sustainability issues into their business strategies There is ongoing debate on the relationship between sustainability engagement and firm performance with ambiguous results Our study falls into this stream of research by adding the perspective of the Central European economy The main objective of our paper is to examine the relationship between firm sustainability performance and its financial performance in the context of various corporate governance characteristics in particular board attributes and ownership structure

METHODOLOGY Our research sample covers firms listed on the Warsaw Stock Exchange representing various indexes related to their size and sectors in 2015 2021 We measure sustainability performance with our original aggregated index created by integrating key firm ESG engagement characteristics Financial performance is analyzed from two different perspectives accounting perspective illustrated by profitability of assets ROA and market perspective illustrated by market value MV BV ratio To achieve the research aims several statistical methods were employed in the study including selected descriptive statistics and panel regression models

FINDINGS Our results confirm a significant positive relationship between sustainability and financial performance as measured by ROA and MV BV ratios Additionally we observe a significant positive relationship between gender diversity on the management board the presence of women on the management board and accounting performance Our results provide an argument for firm engagement in sustainability initiatives as it may improve its profitability and market value

IMPLICATIONS for theory and practice Our study not only contributes to the corporate finance and sustainability literature by providing evidence on the relationship between sustainability performance and financial performance in the context of the Central European economy but also provides insights for corporate governance research in terms of boards attributes and different types of ownership structures The policy suggestions derived from our findings can benefit both managers and regulators focusing on the sustainable development paradigm and ultimately enhancing overall stakeholder well being

ORIGINALITY AND VALUE The originality of our research stems from investigating the relationship between sustainability performance and firm performance from both an accounting and a market perspective and using the original sustainability index developed for the purpose of the study Additionally we address potential gaps in existing research by incorporating several corporate governance characteristics to clarify their importance for a firm performance

Keywords sustainability performance firm performance ownership structure board attributes corporate governance listed companies ESG performance financial performance Firm size as a moderator of stakeholder pressure and circular economy practices Implications for economic and sustainability performance in SMEs

PURPOSE This study examines the interplay between stakeholder pressure internal and external circular economy CE practices firm size and their impact on the sustainability and economic performance of Small and Medium sized Enterprises This research underscores firm size as a

key moderator in the relationship between stakeholder pressures and CE adoption aiming to provide a comprehensive understanding of this dynamic in SMEs

METHODOLOGY Based on a cross sectional survey of 124 SMEs in Estonia Latvia and Lithuania with respondents primarily being owners and managers of firms a three step approach tested the proposed model for CE practices First Confirmatory Factor Analysis CFA was used to ensure that the observed variables represented latent constructs Second Ordinary Least Squares OLS and Weighted Least Squares WLS regression methods were used to control for factors influencing CE adoption Finally the interaction terms assessed the moderating role of firm size

FINDINGS The research shows that firm size moderates these effects with external stakeholder pressure significantly influencing CE adoption more than internal pressure These finding underscores how firm size shapes SMEs responses to stakeholder pressure when adopting CE practices

IMPLICATIONS This study provides empirical evidence that stakeholder pressure significantly influences SMEs in the Baltic States to adopt CE practices thus impacting economic and sustainability performance Smaller firms can enhance CE practices by strategically managing stakeholders whereas larger SMEs should align with external stakeholder expectations for more effective CE initiatives leading to improved organizational performance

ORIGINALITY AND VALUE This study demonstrates how stakeholder pressures drive CE practices and impact organizational sustainability and economic performance Firm size plays a crucial role as a moderator amplifying the influence of external stakeholder pressure on CE practices

Keywords Stakeholder Pressure Circular Economy Practices Small and Medium sized Enterprise Sustainability Performance Economic Performance Baltic States Capital structure specificity in knowledge intensive industries A comparative study of EU countries

PURPOSE This paper aims to examine and compare the capital structure patterns and financial decision making determinants of knowledge based firms and traditional industries in selected EU countries over the period 2000 2023 The study seeks to uncover sector specific features focusing on the unique financial behaviors of knowledge intensive enterprises compared to their traditional counterparts It also explores how factors such as asset structure profitability and growth opportunities influence capital structure decisions within these industries thus providing implications for financial management in innovation driven sectors

METHODOLOGY The methodology involves analyzing data from 12 EU countries categorized by industry sectors M and J for knowledge based firms and other sectors for traditional firms and firm size The research applies panel data modeling to evaluate the differences and influences on capital structure within these groups

FINDINGS The study reveals that knowledge based firms exhibit distinct capital structure characteristics including a higher reliance on intangible assets and lower ratios of long term debt compared to traditional firms Specifically the findings indicate that intangible assets are positively correlated with total and long term debt in knowledge based firms meaning that an increase in intangible asset value is associated with a corresponding increase in total and long term debt levels This relationship aligns with the modified pecking order theory which posits that firms prioritize funding sources based on their perceived cost and risk The determinants of capital structure such as profitability

and growth opportunities also demonstrate differing impacts revealing the unique financial strategies employed by knowledge based firms

IMPLICATIONS This research highlights the importance of adapting financial strategies to the specific needs of knowledge based firms which often face unique challenges due to their reliance on intangible assets

Policymakers can use these findings to design targeted financial policies that support the growth and sustainability of innovation driven enterprises such as by offering incentives for intangible asset financing or by reducing barriers to accessing long term debt

For practitioners the insights highlight the need to align financial decision making with sector specific characteristics to optimize capital structure and drive competitive advantage

ORIGINALITY AND VALUE This research makes a unique contribution by providing one of the first comparative analyses of capital structure determinants across knowledge based and traditional firms in multiple EU countries over an extended timeframe 2000-2023

Unlike prior studies which often focus on individual sectors or countries this study offers a comprehensive and cross sectoral perspective enriching the understanding of how financial theories operate in diverse economic and institutional contexts

By addressing the financial behaviors of knowledge intensive firms the research bridges a critical gap in the literature and informs both academia and practice

Keywords: capital structure, knowledge based firms, traditional industries, panel data, regression, EU countries, innovation driven enterprises, modified pecking order theory, sector specific analysis

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