

From the Editor

Dear Readers,

I am deeply grateful for the opportunity to serve as the Editor-in-Chief of a prestigious journal such as *Management: Journal of Sustainable Business and Management Solutions in Emerging Economies*. It is a great honour to continue the editorial work of my esteemed colleague, Prof. Mladen Čudanov, who, together with the editorial team, led significant advancements in the journal for two consecutive mandates. It is a privilege to collaborate with a wonderful and energetic team, along with our readers, authors, and reviewers in striving to achieve future goals. In the opening paper of this issue, the authors explore the impact of servant leadership on job satisfaction and organizational commitment. Their findings reveal that servant leadership has a stronger positive effect on job satisfaction than on organizational commitment. The second paper examines the engagement of various stakeholders in the process of Lean transformation. The results indicate that the involvement of management has a greater impact on achieving the company's Lean transformation goals. The authors conclude that while an adequate management system is essential for a successful Lean transformation, changing the corporate culture to ensure employee engagement is equally important. The next paper focuses on the competitiveness of urban tourist destinations. The study identifies dimensions of urban destination attractiveness that most significantly affect visitor satisfaction, thereby contributing to the destination's competitiveness. The fifth paper investigates how individual leadership dimensions influence PR department work quality dimensions, such as ethical and responsible action, proactive and quality performance, strategic and effective action, media relations, and internal public relations. The study also explores moderating factors, such as the leader's gender and age. The next paper examines the communication system's elements within the digitalization process of the national testing system in the Republic of Serbia, with a particular focus on ensuring effectiveness and transparency in national testing. The sixth paper addresses the identification of intellectual capital components and examines how they relate to the financial performance of commercial banks in Serbia. The next paper, also within the banking sector, investigates the effects of specific bank-related, industry-specific, and macroeconomic factors on profitability indicators such as ROA, ROE, and NIM in Serbian banks.



Yours Faithfully,
Velimir Štavljanin, PhD

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