

Editorial

The journal Forum Scientiae Oeconomia serves as a platform for academics and practitioners to share, critique, and promote research, practices, and initiatives that foster the integration of economics and management. The title of this issue is "Engineering Management in Production and Services, Business Ethics and HRM". I would like to take this opportunity to express many thanks to all co-authors of the papers included in this edition.

In their paper *"Market structure and concentration ratio: evidence of IT companies in Hungary*, Judit Oláh, József Popp, Domicián Máté, and Yusmar Ardhi Hidayat analysed the market structure and concentration of IT companies in Hungary. The results suggest that the type of market structure of IT companies in Hungary can be categorised as an oligopoly with low concentration, and that telecommunication providers are deemed to be leaders in the IT industry in Hungary.

The paper *"Servitisation of the manufacturing industry in Japan"* by Noriyuki Shikata, Satoshi Goto and Kiminori Gemba focused on 'service innovation', namely the development of advanced service businesses utilising information technology in combination with high value-added products. This study collected and analysed data from 13,322 companies in the Japanese manufacturing industry, coming to the conclusion that servitisation contributes to their profitability.

The third paper, entitled *"Assessment of the performance of management consulting services – a correlational survey"* by Madalin Darie, Ovidiu Mocanu, Carmen Gasparotti and George Cristian Schin,

seeks to investigate the perception of people who applied for funding from different EU grants and projects regarding the quality and effectiveness of managerial consulting services. The research employs a quantitative methodological approach and aims to test correlations between the items embedded in the conceptual model, such as the usefulness of information provided by consultants, the criteria for choosing the consultant and their degree of knowledge and capacity to adapt to their clients' needs. The results prove the benefits of managerial consulting through success stories which may be shared with other people who intend to apply for EU funds.

Furthermore, Ivan Valdovinos-Hernandez, Mike Szymanski and Karina Grabowska analysed corruption, i.e. an abuse of power by a person in a position of authority in exchange for personal benefits, in their paper *"Mea culpa – the role of religion in corruption perception"*. Corruption has been studied extensively from both economic and cultural perspectives; this study confirms that one religion sets itself apart from others as a variable affecting the level of perceived corruption within a country.

The paper entitled *"The worrying trend of non-performing loans in higher education"* by Jose Joy Thoppan, Vijay Victor, Robert Jeyakumar Nathan and Maria Fekete-Farkas attempts to study the root cause of this rising crisis and subsequently develop a model utilising the variables from education loan application forms, which can be used to predict potential defaulters on higher education loans. The results from the study imply that the annual income and net worth of the loan applicant's par-

ents exhibit a significant relationship with defaulting (or not) on educational loans. This result in turn is connected with the quality of education the candidates receive and the employability of these candidates that various educational institutions produce.

Sree Lekshmi Sreekumaran Nair, John Aston and Eugene Kozlovski, in their paper *"The relationship between organisational culture and the job satisfaction levels of IT sector employees in contrasting economies"*, studied the relationship between organisational culture and the job satisfaction levels of employees working in IT companies operating in contrasting economies such as India and the UK. The results indicated that organisational culture does have an impact on the job satisfaction level of employees in the Indian IT sector, whereas no such conclusion can be drawn when it comes to UK IT employees. Moreover,

organisational culture has an impact on the job satisfaction of both middle- and lower-level employees in both economies.

The final paper in this issue is entitled *"Employee behavioural patterns in resisting the implementation of organisational innovation"* by Erika Tuperkienė, Julius Paulikas and Lilita Abele, and aims to identify the patterns of employee behaviour in resisting the implementation of organisational innovation. The heads of companies and other members of administrative staff selected the answers that had encoded the option of least resistance. Such results suggest that the heads of organisations and administrative staff are not inclined to actively and openly resist the processes of innovation implementation that they disapprove of, and that disapproval of innovation by employees who hold regular positions can be expressed in two ways, both through active resistance and through passive behaviour.

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