

Guest Editor's Introduction to the Thematic Issue

In the global economy, organizations most likely to succeed should be, at the same time, big and strong as well as small and flexible. Managers of organizations are constantly innovating with their use of available management tools and business practices. Some tools, like strategic planning, leadership, customer segmentation and supply chain management, have gained global acceptance while others are less universal. In this issue we seek answers to the following questions: The variety of organizations and contingencies is immense; is it therefore possible to determine only some dimensions and generic solutions?

This thematic issue begins with a paper written by Elżbieta Wrońska-Bukalska who examines how share repurchase activities are associated with employee compensation plans and firm performance. In the second paper, Daiga Ergle presents a viewpoint on the fostering employee engagement through gamification. In the third paper, Sławomir Jarka in Maciej Ruciński examine the culture as a moderator in high commitment management. In the fourth paper, Eva Gatarik investigates how skilful performance enacts the organizational knowledge. In the last – fifth paper, Binod Timilsina argues that in order to gain and sustain superior business performance, a firm's sustainable competitive advantage is not enough, its operations also needs to be competitively distinct.

We are grateful to the organizers of the MIC 2015 International Conference 'Managing Sustainable Growth,' which was held in Portorož, Slovenia between 28 and 30 May 2015. All papers were refereed through a double-blind peer review process and five papers have been accepted for this thematic issue. A special thanks go to the writers of these papers.

Klemen Kavčič
University of Primorska, Slovenia