

# Strategic HR: Enhancing Organizational Success through Effective Human Resource Management



# Strategic Leadership For Sustainable Personal And Organizational Success

**Nedelko, Zlatko, Brzozowski, Maciej**



## **Strategic Leadership For Sustainable Personal And Organizational Success:**

**Strategic Leadership for Sustainable Personal and Organizational Success** Dr. Mason Oghenejobo, 2014-11-26

Given a world characterized by complexity conflict chaos competition selective inclusions exclusions change ambiguity paradox perplexity temptation imperfections irony and invisible spiritual battles what can individuals and organizations do to survive and flourish The author argues that strategic leadership is the answer that understanding and practicing strategic leadership as a life skill will enable individuals and organizations to flourish in our increasingly interdependent global village This book provides deep insight into strategic leadership leadership theories models constructs and practices that are required for ethical character formation and impactful leadership The concept of personal leadership poverty that can enable persons and organizations overcome the practices of failed leaders is elaborated It also emphasizes the development of leaders as stewards in contrast to being agents Moreover it provides tips on how to rise from personal and organizational failures Key topics include Strategic Leadership Overview Personal Leadership Poverty The Leader as Light A Concept for Developing Global Leaders Leadership Theories and Practices Power and Influence Trust and Trust Building Coaching Mentoring and Discipling Organizational Theories and Practices Personal and Organizational Renewal *Strategic*

*Leadership for Sustainable Personal and Organizational Success* Dr. Mason Oghenejobo, 2014-11-26 Given a world characterized by complexity conflict chaos competition selective inclusions exclusions change ambiguity paradox perplexity temptation imperfections irony and invisible spiritual battles what can individuals and organizations do to survive and flourish The author argues that strategic leadership is the answer that understanding and practicing strategic leadership as a life skill will enable individuals and organizations to flourish in our increasingly interdependent global village This book provides deep insight into strategic leadership leadership theories models constructs and practices that are required for ethical character formation and impactful leadership The concept of personal leadership poverty that can enable persons and organizations overcome the practices of failed leaders is elaborated It also emphasizes the development of leaders as stewards in contrast to being agents Moreover it provides tips on how to rise from personal and organizational failures Key topics include Strategic Leadership Overview Personal Leadership Poverty The Leader as Light A Concept for Developing Global Leaders Leadership Theories and Practices Power and Influence Trust and Trust Building Coaching Mentoring and Discipling Organizational Theories and Practices Personal and Organizational Renewal **Strategic Leadership:**

**Navigating Organizational Success** Dr. Bhumika Achhnani, 2021-12-20 Learn how to navigate organizational success with strategic leadership principles This book provides insights and practical advice for leaders aiming to drive performance and innovation within their teams and organizations **Evaluating Healthcare Leadership (HCL) Effectiveness: A**

**Comprehensive Approach for Organizational Success** Almomani, Hesham, Al-Momani, Ahmad, Al-Momani, Marya, 2025-09-08 Evaluating healthcare leadership effectiveness in hospitals ensures high quality patient care operational

efficiency and employee satisfaction Effective leadership influences clinical outcomes organizational culture and the ability to adapt to changing healthcare environments With increasing demands on healthcare systems hospital leaders must demonstrate clinical and administrative skills as well as strategy emotional intelligence and interdisciplinary collaboration This evaluation process involves both qualitative and quantitative measures offering insights into leadership practices that drive positive outcomes and highlighting areas for improvement to enhance hospital performance Evaluating Healthcare Leadership Effectiveness in Hospitals evaluates the effectiveness of healthcare leadership focusing on its pivotal role in organizational performance It explores how leadership influences employees attitudes capabilities and the achievement of organizational goals investigating the competencies and factors that contribute to successful leadership in both public and private hospitals This book covers topics such as industrial engineering medical technologies and healthcare systems and is a useful resource for business owners hospital administrators medical and healthcare professionals academicians researchers and scientists

Global Master of Strategic Leadership Administration & Management Dr MD USMAN CMgr DBA PhD MBA MSc LLM ITC, level-7, SLM level 7 & 8. PgDPR, PgDHE,2025-06-22 Global Master of Strategic Leadership Administration Management A comprehensive professional practical guide to leadership to become a top tier leadership professional covering all diploma levels 3 4 5 7 8 and Q A with samples Assignment Self Study Handbook for Managers Directors Leaders keywords Strategic Leadership Global Business Leadership Development Innovation Digital Leadership Cultural Dynamics High Performance Teams Business Strategy Conflict Management Financial Management Personal Branding Succession Planning Organizational Growth Professional Networks Data Analytics GLOBAL STRATEGIC LEADERSHIP MANAGEMENT is designed for a wide range of individuals striving to excel in leadership roles within the global business environment This includes Students Seeking to understand the foundations of strategic leadership and management Teachers Looking to enrich their curriculum with practical insights into contemporary leadership challenges Junior Managers Eager to develop leadership skills and advance within their organisations Senior Managers Including C suite Officers CEO CFO CTO who need to refine their strategic vision and decision making Ministers Involved in government and policy making focusing on strategic leadership in public and private sectors alike Whether you re just beginning your career journey or aiming to enhance your strategic capabilities at the highest organisational levels this book provides essential guidance and actionable strategies to succeed in today s complex global landscape Additionally GLOBAL STRATEGIC LEADERSHIP MANAGEMENT is invaluable for Consultants Providing strategic advice and solutions to diverse organisations Entrepreneurs Seeking to navigate global markets and innovate effectively Leadership Coaches Helping individuals and teams achieve peak performance HR Professionals Enhancing leadership development programmes and talent management strategies Policy Makers Focusing on strategic direction and governance in the public and private sectors This comprehensive resource caters to anyone interested in mastering the art of strategic leadership regardless of their specific industry or organisational role Who will benefit from

reading this book Also this book covers all Ofqual and EQUA qualifications and diplomas from levels 2 3 4 5 6 7 and 8 in the EU UK and the rest of the world GLOBAL STRATEGIC LEADERSHIP MANAGEMENT offers significant benefits to a wide range of individuals and professionals Leadership Aspirants Those aspiring to advance into leadership roles will gain essential knowledge and skills to excel in strategic management Current Leaders Executives and managers at various levels will refine their strategic thinking and leadership practices to drive organisational success Educators and Trainers This book serves as a valuable resource for educators and trainers looking to enhance leadership development programmes and curricula HR and Talent Development Professionals Individuals responsible for talent management and leadership development within organisations will find practical insights to nurture future leaders Consultants and Advisors Professionals offering strategic guidance and consultancy services will benefit from the book s comprehensive approach to strategic management Regarding qualifications and diplomas GLOBAL STRATEGIC LEADERSHIP MANAGEMENT aligns with Ofqual and EQUA qualifications ranging from levels 2 to 8 This ensures relevance and applicability across various educational frameworks in the EU UK and globally making it an essential resource for anyone pursuing or supporting these qualifications

*Philosophy and Management* Łukasz Sułkowski,Zdzisława Dacko-Pikiewicz,Katarzyna

Szczepańska-Woszczyzna,2025-07-31 This book invites readers on an intellectual journey where the great minds of philosophy intersect with contemporary organizational challenges With classical and modern philosophical thought as its backbone Philosophy and Management Great Minds and Organizational Ideas demonstrates that the most renowned thinkers in human history such as Aristotle Confucius and Nietzsche provide timeless wisdom for navigating the complexity of today s business environments Combining theoretical insights with practical applications this book presents philosophical frameworks as robust foundations for decision making conflict resolution and leadership strategies It explores crucial areas such as strategic management human resources ethics corporate governance and innovation challenging readers to explore management from a reflective and ethical perspective and shows how philosophy equips leaders to build resilient and morally responsible organizations which are essential in an age dominated by technological advancement and rapid societal changes The book fills a significant gap in management literature which often lacks deep philosophical reflection on organizational practices It draws on ancient modern and postmodern thought connecting these insights to current management theories thus making it an invaluable resource for both practitioners and scholars The Open Access version of this book available at <http://www.taylorfrancis.com> has been made available under a Creative Commons Attribution Non Commercial No Derivatives CC BY NC ND 4 0 license **Sustainable Human Resource Management** Sita Vanka,Madasu Bhaskara Rao,Swati Singh,Mallika Rao Pulaparthi,2020-08-13 This book provides a multi stakeholder perspective on sustainable HRM for the policymakers managers and academics addressing issues approaches research studies frameworks and emerging patterns relating to the subject It discusses various aspects of sustainability such as making HR more responsible for ensuring

sustainability focusing on the triple bottom line characteristics of sustainable HRM psychological contracts emotional intelligence and psychological capital The book also explores organizational citizenship behavior employment relations employee engagement sustainable leadership disruptive HR practices sustaining employee motivation educational sustainability sustainable career management sustainable environment employer and employee branding sustainable organizations organization culture training for sustainability sustainable employee performance business sustainability and sustainable employability It provides an update on the concept processes issues and emerging paradigms from multidimensional and cross country perspectives to showcase sustainable HR practices and appeals to the academics practitioners and policymakers in the area of HRM

Becoming a Strategic Leader Richard L. Hughes, Katherine M. Beatty, 2011-01-11 Today's organizations face difficult challenges in order to remain competitive the quickening pace of change increasing uncertainty growing ambiguity and complexity To meet these challenges organizations must broaden the scope of leadership responsibility for strategic leadership and engage more people in the process of leadership In *Becoming a Strategic Leader* Rich Hughes and Kate Beatty from the Center for Creative Leadership CCL offer executives and managers a handbook for implementing a strategic leadership process that reaches leaders at all levels of organizations Based on CCL's successful Developing the Strategic Leader Program this book outlines the framework of strategic leadership and contains practical suggestions on how to develop the individual team and organizational skills needed for institutions to become more adaptable flexible and resilient The authors also show how individual managers can exercise effective strategic leadership through their distinctive and systemic approach thinking acting and influencing

**Strategic Intellectual Capital Management in Multinational Organizations: Sustainability and Successful Implications** O'Sullivan, Kevin, 2009-07-31 This book highlights areas of concern in management of intellectual capital and demonstrates opportunities for the successful use of these tactics Provided by publisher

**On Strategic Leadership** Stephen Rush, 2011-10 Today's turbulent business environment requires strategic leadership that is systemic focused on the future and oriented toward change Leaders who can foster greater strategic clarity make stronger connections between strategy and tactics and broaden their own and others perspectives will contribute to the enduring success of their organizations This collection of sixteen pieces explores the important and fascinating topic of strategic leadership from a number of angles Readers will come away with newly formed thoughts on what strategic leadership is and how they might develop it in themselves and others

Education Criteria for Performance Excellence (2009-10) Harry S. Hertz, 2010-03 Will help org respond to the diverse needs of students the need for enhanced curriculum and educ delivery methods changing regulatory require demanding accreditation require and the growing role of the Internet Whether your org is small or large is involved in K 12 or higher educ or has one facility or multiple sites these Criteria provide a valuable framework that can help you plan in an uncertain environment Use the Criteria to assess performance on a range of key indicators student learning student

and stakeholder satisfaction educ design and delivery financial faculty and staff development and well being and operations Can help you align resources improve commun productivity and effectiveness and achieve strategic goals Illus

**Proceedings in Finance and Risk Perspectives '12 ,** Self-Protective Leadership and Organizational Effectiveness David Kelvin Amoo-Osae, Jr, 2024-12-13 This book investigates and explores the impact of a self protective leadership SPL style on the organizational effectiveness of start up businesses within Africa focusing on Ghana and Kenya Self protective leadership is defined as a leadership style that focuses on ensuring the safety and security of individuals and groups through status enhancing and face saving tactics A typical self protective leader can make decisions and is free from political influences but tends to be selfish ritualistic and self centered The author s study presented in this book demonstrates a surprisingly high preference for SPL among Confucian Asian Latin American Middle Eastern and Sub Saharan African nations all of which have a history of colonialism If this is true then SPL could be better suited to the business environment in Africa but particularly amongst start up enterprises Examining this phenomenon and using an explorative analysis of business and culture the book investigates the extent to which the various dimensions or demonstrations of SPL impact organizational effectiveness in African start up businesses A valuable contribution to literature and research on African leadership styles this is an ideal resource for students and researchers interested in leadership and organizational effectiveness within the African context

**Digital Transformation, Strategic Resilience, Cyber Security and Risk Management** Simon Grima, Eleftherios I. Thalassinou, Mirela Cristea, Marta Kadlubek, Dimitrios Maditinou, Līga Peiseniece, 2023-09-28 Contemporary Studies in Economic and Financial Analysis publishes a series of current and relevant themed volumes within the fields of economics and finance Leadership in Organizations: Concepts and Practices, 2024-10-26 Designed for professionals students and enthusiasts alike our comprehensive books empower you to stay ahead in a rapidly evolving digital world Expert Insights Our books provide deep actionable insights that bridge the gap between theory and practical application Up to Date Content Stay current with the latest advancements trends and best practices in IT AI Cybersecurity Business Economics and Science Each guide is regularly updated to reflect the newest developments and challenges Comprehensive Coverage Whether you re a beginner or an advanced learner Cybellium books cover a wide range of topics from foundational principles to specialized knowledge tailored to your level of expertise Become part of a global network of learners and professionals who trust Cybellium to guide their educational journey [www cybellium com](http://www.cybellium.com)

**Sustainable Human Resource Management** Mariusz Sołtysik, Małgorzata Tyrańska, Katarzyna Piwowar-Sulej, Tri Siwi Agustina, 2024-08-22 Global trends favor balanced development integrating socio economic and environmental aspects Sustainable development emphasized by international organizations and the UN s Sustainable Development Goals has evolved into Industry 5 0 Unlike Industry 4 0 Industry 5 0 prioritizes social justice and sustainable development focusing on human centricity ecological balance and resilience It advocates for circular processes reduced waste and lowered

environmental impact The transition to a green economy requires bottom up efforts from eco entrepreneurs In the era of knowledge based economies enterprises emphasize sustainable development including the transition to Sustainable Human Resource Management SHRM SHRM combines sustainability with a soft approach to human resources fostering trust teamwork and employee commitment However literature on SHRM lacks a universally accepted definition This monograph aims to bridge gaps through theoretical and empirical examinations of connections between sustainable HR practices and Industry 5 0 identifying competencies needed for effective implementation within this framework The study contributes to the understanding of the evolving relationship between Industry 5 0 and sustainable HR practices setting the stage for further research

Recent Advances in the Roles of Cultural and Personal Values in Organizational Behavior Nedelko, Zlatko, Brzozowski, Maciej, 2019-09-06 The complete understanding of organizational culture and personal values is fundamental for running and improving modern organizations By identifying the underlying building blocks for behavior strategy and actions of organizations and their members companies and researchers may discover innovative techniques to encourage productive and satisfying working environments Recent Advances in the Roles of Cultural and Personal Values in Organizational Behavior is a collection of innovative research on how culture and personal values shape and influence leadership styles decision making processes innovativeness and other management practices While highlighting topics including employee motivation leadership style and organizational culture this book is ideally designed for managers executives human resources professionals recruiters researchers academics educators and students seeking current research on cultural backgrounds and personal values for organizations

**Exploring Management** John R. Schermerhorn, Jr., Daniel G. Bachrach, 2020-12-22 Exploring Management 7th Edition supports teaching and learning of core management concepts by presenting material in a straightforward conversational style with a strong emphasis on application With a focus on currency high interest examples and pedagogy that encourages critical thinking and personal reflection Exploring Management 7th Edition is the perfect balance between what students need and what instructors want Organized by study objectives and broken up into more manageable sections of material the Seventh Edition supports better student comprehension and mastery of concepts And features like skill builders active learning activities and team projects give students frequent opportunities to apply management concepts Class activities provide opportunities for discussion and debate Students can build solid management skills with self assessments class exercises and team projects

Sustainability for Healthcare Management Carrie R. Rich, J. Knox Singleton, Seema S. Wadhwa, 2018-03-08 Sustainability is not unique to health yet sustainability is a unique vehicle for promoting healthy values This book challenges healthcare leaders to think through the implications of our decisions from fiscal societal and environmental perspectives It links health values with sustainability drivers in order to enlighten leadership about the value of sustainability as we move toward a new paradigm of health Fully updated for the second edition the book now includes case studies about Waste disposal and cost Chemicals of

concern Cost of water Green building ratings This book is a unique resource for researchers students and professionals working in health and healthcare management because the book connects key concepts of environmental sustainability with healthcare operations Readers will gain an appreciation for translating leadership priorities into sustainability tactics with beneficial operational outcomes

**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 a to achieve a high level of meaningfulness in the service program it is advisable to implement both responsive and proactive market orientations b to attain a high level of novelty in the program a proactive market orientation is recommended c 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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