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### Editorial

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Welcome to this issue of the Australian Academy of Business and Economics Review (AABER). This issue of the AABER features five papers chosen based on their conceptual merits each offering interesting insights into an unexplored issue in the world of business and management.

In the first paper, Sudiro and Sudjatno (2017) examine organizational learning as a fundamental factor to achieve global competitiveness (employees' engagement, satisfaction, and positive attitudes). This study explores organizational learning as a key concept to win the business competition. The finding of the study is that organizational learning has relationship (as cause) to satisfaction and satisfaction impacts on employees' engagement, organizational learning (as main cause), satisfaction (as the main causes) to positive attitudes, organizational learning (as the main causes) to positive attitudes, and positive attitudes have cause and effect to organizational learning.

In the second paper, Rofiaty (2017) examines the influence of leadership competencies, organizational culture, employee motivation, and performance. The results show that there is no significant direct influence between leadership competencies and organizational culture on employee performance, but there is an influence of leadership competencies and organizational culture on employee motivation and also there is a significant influence of motivation on employee performance.

The research findings indicate that the motivation variable has a full mediating role on the relationship between leadership competencies and organizational culture on employee performance. It means that the performance of employees must be attached with high motivation to improve employee performance.

The third paper by Alase (2017) presents the emerging leadership conceptualization using the complexity leadership theory. This paper looks at leadership concept from a complexity perspective. Although complexity theory has been attributed to many disciplines, its origin and original concept were first theorized in the physical science disciplines as a theory that tries to understand the complexity of nature as it is known and studied in the scientific world. As concepts, these conceptualized system and theory have been described as the emergence of system and theory with capacities that arises through the interactions of the system's interdependent components (agents).

The fourth paper by Nekomahmud et al. (2017) examines generation Y consumer's attitude toward the uses of smartphone in northern area of Bangladesh. The study has been intended to know the generation Y consumer's attitude toward the uses of smartphone in Bangladesh on the basis of different features. It also reveals which attributes are most important considerable for using a smartphone. Using both primary and secondary data, it is found that gender, occupation, education, and income level of consumer have a strongly significant influence on attitudes toward the usage of smartphone in Bangladesh. Functional features and apps, power supply, compatibility, and reasonable price are very important factors for choosing the smartphone by both male and female young consumers. The last paper by Sultana and Farhana et al. (2017) presents factors affecting the attitude toward online shopping as a case study on urban youth in Bangladesh. The aim of this research is to assess the factors that have an influential effect on the attitude toward online shopping in Bangladesh. This has been achieved by highlighting convenience, price, trust, and experience as the deciding elements for online purchase attitudes. The study reveals price as the most influential factor impacting online shopping attitude, but the online sellers can benefit from the convenience seeking and busy youth, with innovative and informative business offers.