

## EDITORIAL

A total of four original scientific papers and two review papers, as well as the Letter of Appreciation to the Reviewers of the manuscripts submitted to the Journal's Editorial Board in 2020, are published in the Issue 2 Volume 23 Year 2021 of the *Economic Horizons* scientific journal.

Considering the relevance of economic growth and the key factors determining that growth, the author *Lilianne Isabel Pavón Cuéllar* indicates the importance of the financial inclusion that enables economic entities to solve liquidity limitation problems more successfully, on the one hand, and direct savings towards more productive investing, on the other. Based upon the conducted empirical research studies, the hypothesis that economic growth does not only depend on forming physical and human capital and the sustainable utilization of its natural resources, but also on financial inclusion, is tested. The research study has shown that financial inclusion does not only represent the desired results expressed through the economic growth rate, but also that it is the basic component of the sustainability of economic growth and development at the same time.

In compliance with the attitude that knowledge workers are the core of the modern organization, the authoress *Anna Pietruszka-Ortyl* analyzes knowledge worker cooperation culture on the example of the information-technological sector in Poland. Respecting the specificities of the mentioned sector, the author indicates the fact that the knowledge workers working in its enterprises are also specially positioned, which reflects on the incentive system and the formal influence managers exert on

their activities. Identifying knowledge workers' preferences for organizational culture, the author concludes that providing support to organizational culture is of crucial significance when the motivation of the knowledge workers who should make their own contributions inside the organization itself with their own competencies is concerned.

Based on the data obtained from the 77 nonfinancial firms listed on the Nigerian Stock Exchange for the period from 2013 to 2019, *Ochuko Benedict Emudainohwo* tests the attitude that managers' incentives are brought into connection with salary management. With respect to the effect of salary management, the author concludes that a firm's profitability and size make a strong positive influence, whereas non-debt tax shield and operational cash flows have a strong negative influence on salary management. Pursuant to the mentioned conclusion, the author suggests that external interest groups should observe those factors that influence the assets, the non-debt tax shield and operational cash flows, and when expanding firms are in question, the same should focus their attention to the factors influencing salary management.

Respecting the attitude that the quality financial reporting based on the contemporary achievements made in accounting regulations and practice implies, inter alia, the application of the international financial reporting standards (IFRS) as well, the coauthors *Dejan Spasic, Mutaz A. Abouagla* and *Vojislav Sekerez* test the thesis that the mentioned standards are unacceptable in a developing country with a specific business culture on the example of Sudan. Examining accountants' attitudes in the industry sector towards the barriers to the introduction of and the possible benefits of introducing IFRS in Sudan, the coauthors have shown that Sudanese accountants are highly

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aware of the need for and the benefit of adopting the IFRS. The research study has, however, shown that accountants in Sudan simultaneously also demonstrate a high degree of skepticism given the numerous limits which they consider would make the introduction of the IFRS more difficult.

Starting from the attitude that the employees of an enterprise may be satisfied with communication as one of the processes performed inside the enterprise to a greater or lesser extent, the coauthors *Biljana Djordjevic, Sandra Milanovic* and *Jelena Stankovic* do research in its implications for employees' satisfaction with the job they are doing. Given the fact that job satisfaction may initiate employees' numerous other positive consequences with respect to their attitudes and behavior, the coauthors consider that an increase in employees' satisfaction with internal communication is one of the ways to achieve greater job satisfaction. The results of the empirical research study carried out in the Republic of Serbia's enterprises on a sample of 202 employees show that there is a bivariate positive correlation between communication satisfaction and job satisfaction. Pursuant to the results obtained in the research study, it is recommended that human resource managers should respect the attitude that employees will be satisfied with their job if their communication with their superiors is open and sincere.

By doing research in the effect of structural disturbances in the Nigerian economy, the coauthors *Adedayo Emmanuel Longe, Caleb Olugbenga Soyemi, David Adeiza Agbanuji, Oladayo Omitogun* and *Idowu*

*Jacob Adekomi* explain both asymmetry and the period of the analyzed disturbances yet placing an emphasis on the oil price asymmetry. They also emphasize the fact that both positive and negative changes in the oil price and energy use have a negative significant influence on Nigeria's economic growth in the short run. On the other hand, however, the consumer price index has a positive and significant influence on economic growth in the short run. The study concludes that, irrespective of changes in the crude oil price, it still has an equal influence on Nigerian economic growth.

On behalf of the Editorial Board and on my own behalf, I hereby express my gratitude to the authors of the contributions published in this Issue of the Journal and to the reviewers whose critical comments and suggestions made to the authors have significantly contributed to the improvement of the submitted manuscripts.

Issue 2 Volume 23 Year 2021 contains the Letter of Appreciation to the Reviewers of the manuscripts submitted to the Editorial Board of the Journal in the year 2020, of which those that had positively been rated in the double-blind peer-review process were published as original scientific and review papers in the Issues 1, 2 and 3 Volume 22 Year 2020 of the Journal.

The publication of the *Economic Horizons* journal is supported by the Ministry of Education, Science and Technological Development of the Republic of Serbia, Decision No. 451-03-73/2021-14/2 as of 19<sup>th</sup> May 2021.

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