

FROM THE EDITOR

Dear reader,

It is a great pleasure to introduce the second issue of the journal in 2016. For this issue, we selected six new interesting topics in the field of economics and business, provided by the authors from Malaysia and Bosnia and Herzegovina.

The first paper, ADMINISTRATION OF REWARD FOR INDIVIDUAL PERFORMANCE AS A PREDICTOR OF ORGANIZATIONAL COMMITMENT is written by two authors Azman Ismail and Anis Anisah Abdullah. The paper investigated the correlation between administration of reward for individual performance and organizational commitment. A quantitative survey method was employed to collect data from employees at fire and rescue organizations in Malaysia. The results of SmartPLS path model analysis revealed that administration of reward for individual performance was positively and significantly correlated with organizational commitment. In sum, this result demonstrates that the competence of administrators to appropriately implement communication, participation and performance appraisal in managing reward for individual performance may lead to an enhanced organizational commitment in the organizational sample. The paper provides discussion, implications, and conclusion.

The following paper by Emira Kozarević, Mirela Hodžić titled INFLUENCE OF FINANCING BY FACTORING ON COMPANY'S LIQUIDITY IN BOSNIA AND HERZEGOVINA presented the results of the analysis of the problems with the collection of accounts receivable, which made the companies in BiH turn to factoring, a modern financial tool that provides liquidity. This paper aims to establish the importance of factoring as a modern financing tool in keeping liquidity, competitiveness, and export capacities of small and medium-sized enterprises in BiH and to indicate advantages and disadvantages of factoring as a modern form of financing compared to traditional financing forms. Financing by factoring is directly related to the subjects in factoring activities, factoring item as well as to the costs, elements, and risks of factoring. It is therefore very important to accentuate the differences between financing by factoring and by short-term loans.

The next paper THE ANALYSIS OF THE INFLUENCE OF NON-TARIFF BARRIERS ON BOSNIA AND HERZEGOVINA TRADE WITHIN CEFTA 2006 is written by Senija Nuhanović and Mirnesa Baraković Nurikić. The starting point in this work was the study of the impact of non-tariff barriers on the size of Bosnia and Herzegovina import/export within the Central European Free Trade Agreement (CEFTA 2006). This paper presents the research results obtained on the basis of processing the secondary data sources by using quantitative and qualitative methods. To check the main and supporting hypotheses, the authors used the Spearman's correlation coefficient. Based on the analysis, it was found that there is a significant correlation between the non-tariff barriers and BiH import/export during this period. Although the tariffs in the trade among inter-CEFTA countries were abolished, the existence of a large number of non-tariff barriers is evident, which significantly hampers most economic and trade relations in particular, within the mentioned regional group.

The following paper by Ognjen Ridić, Adnan Avdibegović, and Senad Bušatlić titled ANALYSIS OF RELATIONSHIP BETWEEN FLEXIBLE WORK ARRANGEMENTS, WORKLIFE BALANCE AND EMPLOYEES' EFFICIENCY: EVIDENCE FROM BOSNIA AND HERZEGOVINA presented the results

of the work-life balance and factors of success at workplace. This study analyzed the impact of flexible work arrangements on employees' work-life balance and efficiency, using a non-random convenience sample selected from BiH's IT employees. The study was conducted in a cross-sectional time manner in the period June-July 2016. A modified, 18 questions, primary quantitative survey instrument with a 5-point Likert scale was conducted on 503 Bosnian IT employees. The study aims to test if there is a significant relationship between flexible work arrangements, work-life balance, and employee efficiency with respect to their gender, age, time they travel to work etc. The results indicate that flexible work time and location can have a positive impact on employee work life balance and this opinion is shared by all the employees surveyed.

The next paper COMPARATIVE ANALYSIS OF FINANCIAL INCLUSION IN DEVELOPING REGIONS AROUND THE WORLD is written by Meldina Kokorović Jukan and Amra Softić. This paper investigates the extent of financial inclusion in different developing regions around the world. The paper is divided into three parts. The first part of the paper provides theoretical background on financial inclusion. The second part of the paper summarizes previous researches on financial inclusion. In the third part of the paper the comparative analysis of financial inclusion in developing regions is presented. The paper investigates developing regions because the population of these regions is at the highest risk of financial exclusion. Using data from the Global Findex data base, this paper shows low levels of financial inclusion in developing regions.

The last paper, AN APPLICATION OF UTAUT2 MODEL IN EXPLORING THE IMPACT OF QUALITY OF TECHNOLOGY ON MOBILE INTERNET is oriented to exploring the adoption of mobile Internet in a developing country. In this paper the authors, Amra Kraljić and Almir Peštek, presented an application of the Extended Unified Theory of Acceptance and Use of Technology (UTAUT2) model. The aim of this study was to find out what impact the Quality of Technology has on the use of mobile Internet moderated by Gender, Age and Experience. The research was conducted in two phases: a pilot study and a quantitative survey. The pilot study was aimed to test the validity and reliability of the questionnaire. The sample consisted of 562 respondents who were mobile Internet users. Structural Equation Model was used for analysis: confirmatory factor analysis, path analysis, partial least squares analysis and modelling latent variables. The results confirmed that the Quality of Technology has a significant impact on the use of mobile Internet. The research will fill a gap in the theory of user acceptance of technology, especially because models of user acceptance of technology have not so far treated the Quality of Technology.

Editor:

Zijad Džafić, Ph.D

Full professor

University of Tuzla, Faculty of Economics