

From the Editors

The first article aims to examine whether inflows of foreign direct investment (FDI) enhanced export performance in European transition countries during the period 2000 to 2015. The study suggests that European countries in transition develop strategies that improve the level of infrastructure, human resources and governance, and the business environment. The results suggest that government policymakers should pursue a course of action that leads to institutional improvements, provides more incentives for foreign companies and implements new and appropriate reforms to attract more FDI inflows, which in turn leads to higher export growth.

The second article explores the relationships between work-related psychosocial risk factors and the mental health of care workers. The results show that the work environment influences the mental health of care workers. Psychosocial hazards, such as low quality of management, lack of staff, role conflicts, low dedication among workers, physically and mentally challenging work and stress at work are prevalent in the healthcare sector. The study suggests that the management of safety issues should be proactive and oriented towards preserving the health of the employees and offering patient-centred services.

The aim of the third article is to review entrepreneurship education projects and their impact based on Gibb's entrepreneurship education framework including entrepreneurial behaviours, attributes and skills (BAS) and using a large questionnaire survey, interviews and workshops with project participants. The article contributes to providing a methodology for the systematic evaluation of EE based on the BAS framework, creating a systematic EE path for different school levels and offering recommendations for teacher training.

The aim of the fourth article is to identify the activities and roles of HR managers in Estonian organizations based on Ulrich's HR model, and analyze the determinants influencing HRM practices in organizations in strategic and operational terms, and the people and process-oriented dimensions. The results of the study reveal that the role of HR managers and their activities depends on the size of the organization, the people who are responsible for HR activities and the attitudes of top managers towards HRM. The results provide theoretical implications for the context-bound understanding of HR managerial roles and activities and offers practical guidelines for developing effective HR strategies and practices within the organization.

In this issue, the rate of acceptance for submissions was 45%. We are grateful to all the authors who submitted papers to our journal, and we are very thankful to the external reviewers for their kind assistance to the Editorial Board in the paper review process.

On behalf of the Editorial Board,

Urve Venesaar
Editor-in-Chief

Aaro Hazak
Managing Editor