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Editorial

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Welcome to the fourth issue of the third volume. This issue includes five papers in the field of export marketing and international business. The five papers are summarised in the following paragraphs. The first paper investigates the relationship between business model innovation and dynamic networking capabilities and their role in SME internationalisation. The second paper offers a systematic literature review (SLR) of the similarities and differences between the innovation systems (IS) and the entrepreneurial

ecosystem (EE) concepts in the specific context of the internationalisation of high growth firms (HGFs). The third paper, based on a structured literature analysis, highlights the key dilemmas when emerging countries adopt Western-origin talent management (TM) practices because of different national contexts including economic growth rate and organisational cultures. The fourth paper explores the effects of stereotypes in talent identification through the case of Pacific peoples in New Zealand. Finally, the fifth paper investigates the managerial perceptions towards export barriers influencing the internationalisation of micro, small and medium-sized firms (MSMEs) in an Indian perspective.

In the first paper, Asemokha, Torkkeli, Faroque and Saarenketo, used a sample of 210 internationally operating Finnish SMEs and conducted regression and mediation analysis. The study revealed that:

- a network capability predicts business model innovation in SMEs
- b business model innovation predicts higher international performance
- c business model innovation mediates the relationship between network capability and international performance.

This study contributes to the literature by establishing network capability as an antecedent of business model innovation in achieving international performance.

In the second study, Tabas, Komulainen and Arslan analyse 67 relevant peer-reviewed journal articles. Their findings suggest that, on the one hand, the EE has some similarities to IS due to their focus on the importance of the external business environment. On the other hand, EE is strongly focused on individual entrepreneurs and high growth ventures, giving less importance to the government's role, which has previously been the case in IS literature. Also, the study found that the internationalisation of HGFs is an under-researched area, which requires further empirical investigation.

In the third study, Park contributes to the literature on TM in emerging non-Western countries by providing four research propositions. First, adopting TM may not be the best strategy for emerging countries when its economic scale and growth are not large enough to pursue TM practices. Second, current best TM practices are tailored in the USA context, while the practices are new for emerging countries. Therefore, there could be a high degree of difficulty in localising and practicing effectively. Third, South Korean firms may face a practical dilemma in implementing an exclusive TM approach, as South Korean Human Resource Management (HRM) is based on an inclusive nature. Fourth, South Korean firms may experience a problem in dealing between position-focused and people-focused TM systems.

The study by Park and Hughes, based on the case of Pacific peoples in New Zealand, reveals that stereotypes negatively influence the decision-making process in identifying talented employees. Furthermore, it contributes to the establishment of diversity-oriented policies for policy makers and expanding the knowledge on the prejudicial effects of societal stereotypes in the workforce.

Finally, the study by Ghouse, based on India, reveals that export barriers were segmented into two categories, namely internal and external barriers. Internal barriers included entrepreneurial, functional, and marketing barriers, whereas external barriers included procedural, governmental and economic barriers. Furthermore, it concludes that the major barriers influencing the internationalisation of firm were export market

competition, inadequate infrastructure, export market awareness and lower export subsidies. This study contributes to the literature by adding knowledge on the internationalisation barriers facing Indian companies.

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