Editorial

This final issue (Number 4) for 2008 of Volume 3 of the *Journal of Business Systems, Governance and Ethics* contains a range of articles from Australia, Sweden, USA, Malaysia and the United Arab Emirates.

In the first article: The Importance of Data Warehousing for Community Development Organisations: The Impact on Iraqi Victims of the Explosive Remnants of War, Ahmed Hassin discusses the importance of data warehousing for development organisations. He describes how it is a great asset for planning and prioritising interventions for helping victims of war remnants. The article shows how information should be of high quality and accounted for well, and that information extracted from data warehouses can be used to show the impact of intervention on beneficiaries. The example given from Iraq shows how Iraqi Health and Social Care Organisation used a data warehouse to identify needs, plan projects and raise funds for survivors of explosive remnants of war.

In the next article: *Global Is Local: Recycling Familiar Components*, Rolf Solli and Peter Demediuk note that although management strategies change places and sometimes proceed in the opposite direction in different locations, the ideas appear to be represented throughout many organisations. They claim that what are normally refer to as global ideas actually represent the local recycling of old ideas. Their study, which has been carried out over ten years, summarises their experiences from a comparative study of the development of reforms in Australian and Swedish municipalities.

Mik Kim and Wusheng Zhang then describe their research into: *Paths to Knowledge Management in Small and Medium-Sized Hotels*. They investigate the paths that can facilitate small and medium-sized hotels' knowledge management, and look at how these can be realised. Their study undertook an empirical investigation into the status and practice of knowledge management in small and medium-sized hotels, performed through face-to-face in-depth interviews with owners and managers. It was found that there were four broad approaches to knowledge management which they call Match, Combination, Divergence, and Specialisation. By understanding the different options, hotels will be able to make better decisions in the choice of their suitable paths to knowledge management.

The fourth article: *Ethical Imperatives of CEOs: Creating the Virtuous Corporation*, by Hershey H. Friedman, Linda W. Friedman and Frimette Kass-Shraibman argues that companies that are going to thrive must have a 'soul', and that those companies that are concerned only with maximising shareholder wealth or profit will not succeed. They argue that CEOs will have to lead the revolution and should be the ones exhorting executives to make spiritual values or virtue, not just profit, the core values of a firm. The paper shows how a firm can acquire a soul and even be profitable doing it.

In the fifth article: *Religiosity as a Predictor of Consumer Ethical Behaviour: Some Evidence from Young Consumers from Malaysia*, Zulkufly Ramly, Lau Teck Chai and Choe Kum Lung note that the population of the young consumers group has been growing in Malaysia, and is increasingly cosmopolitan in its outlook and preferences, as well as highly exposed to various media and advertising tactics. With Malaysia rapidly moving towards industrialised and a modern economy, changing socio-economic factors, growing affluence and declining moral and religious standards, can play an important role in shaping the ethical orientation of young consumers. This research examined the role of religiosity in determining the ethical attitudes of young consumer groups in Malaysia and found limited evidence to support the hypothesis that religiosity was a positive determinant of young consumers' ethical beliefs in Malaysia.

In the final article, Kasim Randeree investigates: *Organisational Justice: Migrant Worker Perceptions in Organisations in the United Arab Emirates*. The article describes how a justice framework can be used to understand how individuals within organisations respond to a variety of human resource

practices and also can be used prescriptively in designing the procedures and enactment of human resource practices. The paper examines the impact of the perception of organisational justice on job satisfaction of unskilled workers in the city of Dubai in the United Arab Emirates. Key findings revealed Dubai as having the largest proportion of expatriate workers globally and that these employees present a high level of grievance towards their employers. Major issues highlighted by the survey include pay, workload, job responsibilities, bias, and employer injustice.

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Editor