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1 Introduction

The research fields of intellectual capital, knowledge management and organisational learning play a pivotal role in the green and digital transitions (Anser et al., 2024; Di Vaio et al., 2024; Hoang Thanh and Truong Cong, 2024; Jirakraisiri et al., 2021). Companies, governments and citizens need a deeper understanding of the importance of knowledge-based resources and its measurement in the digital age. With the emergence of new digital technologies, the potential of intellectual capital (human capital, relational capital and structural capital) to build sustained competitive advantages for companies and nations will increase exponentially. We must grasp the potential of these knowledge-based resources and the building smart intellectual capital reports will be a key innovative tool to successfully navigate in this twin transition (Zhang et al., 2015, 2023, 2024).

2 Contents of the issue

Issue 5 of *International Journal of Learning and Intellectual Capital* presents a collection of five papers that foster dialogue on some crucial topics for competitiveness of companies and regions. It discusses innovation, green intellectual capital, human capital, intellectual capital strategies and talent management, among other topics. The innovative proposals and evidence will contribute to the advance of the field of knowledge management and intellectual capital, paving the way for a more resilient and sustainable future for all. They can contribute to the impact of UN's Sustainable Development Goals, especially to SDG 9 Industry, Innovation and Infrastructure, SDG Quality Education and SDG 8 Decent Work and Economic Growth.

The first paper of the issue, titled 'The relationship between brand equity and intellectual capital: state of the art', states that

“Branding and brand management have become important aspects of an organisational strategy, which is aligned with the crucial role intangible resources play nowadays (namely intellectual capital). This paper has two main

goals: to identify if there is a connection that is already proven or can be further studied between brand equity and intellectual capital and its dimensions and to develop a roadmap which might allow researchers to address the theme in innovative stances. An online search was conducted using the Scopus database with the following combination of topics: ‘brand equity’ AND ‘intellectual capital’ OR ‘relational capital’ OR ‘structural capital’ OR ‘human capital’ OR ‘social capital’. From the screening of the results, a total of 27 articles were retrieved and then analysed. The VOSviewer software was also used for the analysis of keywords and connections between the concepts. With this paper, a relationship between intellectual capital and brand equity was identified. Findings suggest that most articles address a relationship between brand equity and human or social capital. Surprisingly, this study did not find supportive evidence of the relationship between brand equity and relational or structural capital. The article identifies the need for more research on the relationship between brand equity and relational and structural capital.”

The paper titled ‘Predicting business resilience through talent management strategies in the banking industry’ affirms that

“The unpredictability of the business environment caused by several unforeseen circumstances has necessitated for resilience consciousness that are driven by effective talent management strategies. Thus, the aim of this study is to investigate the prediction of business resilience through talent management strategies in selected interest deposit money banks operating in the south-eastern Nigeria with human capital and resilience theories as the baseline theories. Accessible population of 20 interest deposit money banks that are licensed by the Central Bank of Nigeria constitutes the organisations under investigation. Simple random sampling technique was used to select the twenty interest deposit money banks in south-eastern parts of Nigeria. Questionnaire served as a method for data collection. Frequency distribution was used to analyse the participants’ demographic profiles while formulated research proposition was analysed with linear regression with SPSS version 25. The results of the investigation revealed talent management strategies predicted the measures of business resilience.”

The paper ‘An importance-performance matrix analysis on structural empowerment and innovative work behaviours through psychological empowerment: empirical evidence from the Indian automobile industry’ observes that

“While research on innovative work behaviour (IWB) has been well-documented in the literature, few studies have examined IWB in the Indian automobile industry. Additionally, little research has been conducted on the influence of structural empowerment on innovative work behaviours (IWBs) such as creativity and innovation capability. Based on this lacuna in the literature, a study was conducted to examine the influence of structural empowerment factors on IWBs via psychological empowerment. 680 R&D employees were surveyed using a questionnaire. The investigation revealed that opportunity and power structures have direct and indirect effects on innovative work behaviours. Furthermore, IPMA discovered that opportunity structure and power structure are crucial constructs for creativity and innovation capability respectively. This study also presents practical implications. Organisations should empower employees through professional development, resources, information, and support. By doing so, companies can foster an environment where employees feel psychologically empowered, which in turn enhances their innovative work.”

The paper ‘Green intellectual capital: a bibliometric analysis’ focuses on bibliometric analysis of green intellectual capital and presents a study that

“Encompasses an examination of papers spanning the last 15 years, employing co-citation analysis, performance analysis, scientific mapping and bibliographic coupling as key methodologies. Utilising a sample of 126 documents that has been obtained from Scopus database, this study employs performance analysis, bibliometric analysis and thematic clustering. This research search various aspects, including the paper’s scientific productivity, prolific authors identification, analysis of the most influential papers, examination of institutions and nations contributing significantly, investigation of co-citations, keywords co-occurrence, exploration of authorship, country collaborations and thematic mapping. VOS viewer serves as pivotal instrument in the investigation, facilitating thematic clustering and performance analysis. In 2023, the highest productivity was observed with a notable 60 publications, marking it as the most prolific year in green intellectual capital research’s context.”

Finally, the last paper, titled ‘Board human capital in high-tech firms: assessing the effect on financial and innovation outcomes’, presents a study that

“Examines the impact of directors’ educational level, technological background, and financial expertise on company performance, while also exploring the moderating effect of CEO firm-specific expertise. The analyses address both financial and innovation outcomes and apply OLS regression techniques on a sample of Italian medium and large high-tech companies. Findings indicate that both general and specific board human capital influence financial and innovation performance, with these effects being positively moderated by CEOs with firm-specific expertise. Additionally, they underscore that the alignment of directors’ human capital with the type of performance affects the impact of board human capital on company outcomes. The study enriches academic discourse by clarifying the distinct impacts of various types of board human capital on different dimensions of company performance, and offers a more nuanced perspective compared to previous research in dynamic and highly competitive contexts.”

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