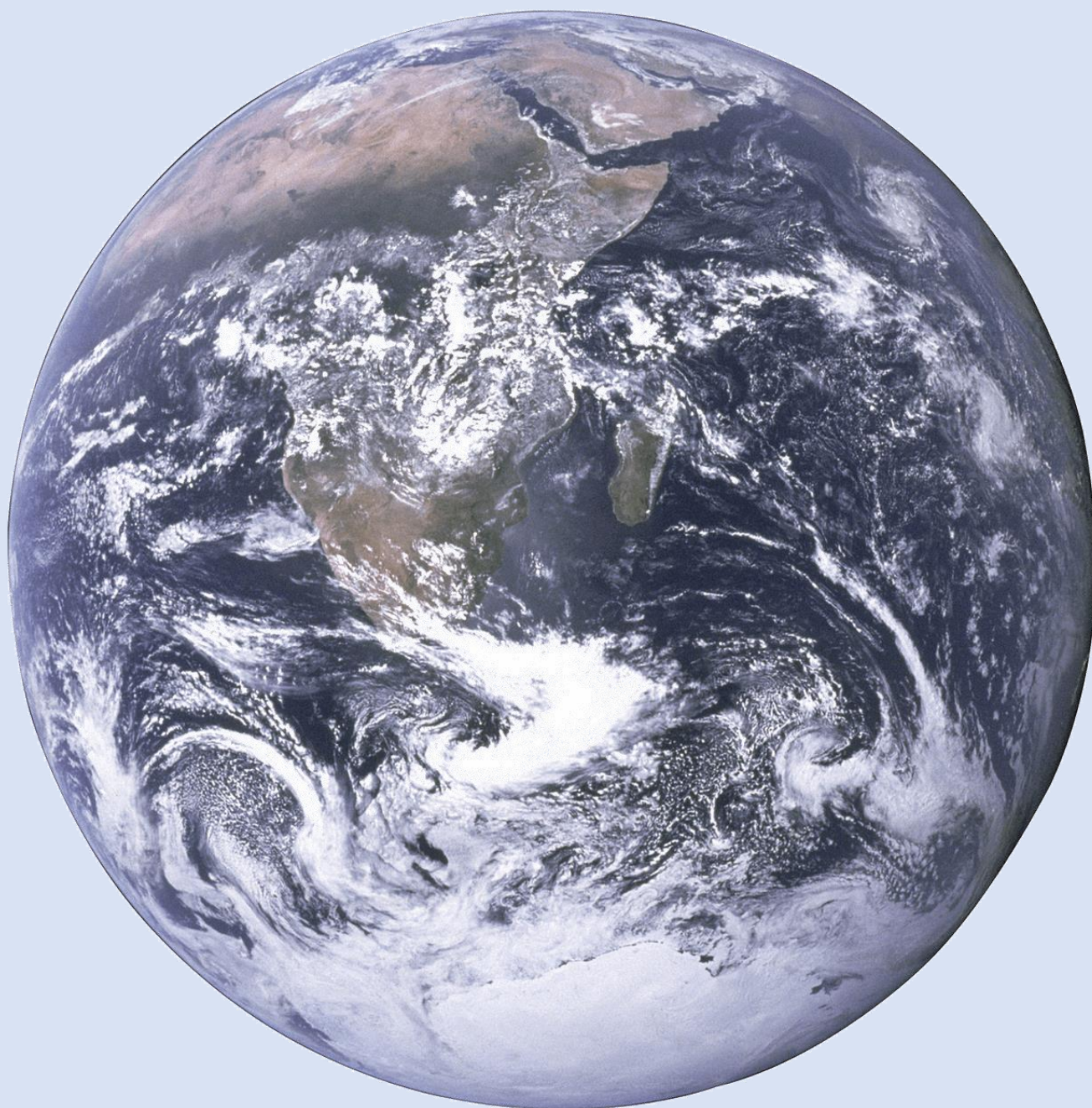


# International Journal of Management Cases

ISSN 1741-6264



# International Journal of Management Cases

ISSN 1741-6264

Volume 26, Issue 3, 18<sup>th</sup> December 2024

**Editors in Chief** Nikola Draskovic, Algebra University, Croatia  
Atila Yüksel, Adnan Menderes University, Turkey  
Syahida Binti Abdullah, Universiti Malaysia Terengganu, Malaysia

**Technical Editor** Mario Fraculj, Algebra University, Croatia

#### Associate editors

*Rest of the World* Gianpaolo Vignali, Manchester Metropolitan University, UK

*Western Europe* John-Paul Okeke, University of Sunderland, UK

*Eastern Europe* Edyta Rudawska, University of Szczecin, Poland

*Southeast Europe* Jamila Jaganjac, University of Vitez, Bosnia and Herzegovina

*Africa* Dinesh Vallabh, Walter Sisulu University, South Africa

*Middle East* Fatma Taher, Zayed University, Dubai, UAE

*Asia* Mitsunori Hirogaki, Kyushu University, Japan

#### International Editorial Board

Mohamed El-Ansari, Claudio Vignali, Mirko Palic, Jasminka Samardzija, Leo Dana, Barry J. Davies, Alberto Mattiacci, Hans-Rüdiger Kaufmann, Jürgen Polke, Carlo A. Pratesi, Ulrich Scholz, Vitor Ambrosio, Bernd Britzelmaier, Gianpaolo Basile, Carmen Rodriguez Santos, Razaq Raj, Darko Tipuric, Gianpaolo Vignali, Robin Carey, Ameer Al-Nemrat, Louise Reid, Vanja Vejzagic

All papers are double-blind reviewed. IJMC follows the comprehensive core practices established by COPE, which include guidelines on handling misconduct, ensuring ethical oversight, managing conflicts of interest, maintaining transparency in peer review processes, and fostering integrity in data and reproducibility. All content published in the Journal is immediately accessible upon publication, free of charge to both individual and institutional users. Users are permitted to read, download, copy, distribute, print, or link to the full texts of the articles housed in the journal's open-access repository, without needing prior permission from the publisher or author, in accordance with the Creative Commons CC BY-ND license (available at: <http://creativecommons.org/licenses/by-nd/4.0/>).

Published by:  
**Circle International**  
Mayfair Point  
34 South Molton Street  
London W1K 5RG, UK

