

JEEMS

Journal of East European Management Studies

Editors

Thomas Steger
Rainhart Lang
Tiia Vissak

Contents

Articles

- **Lucie Depoo, Jaroslava Hyrslova**
The role of employer branding and work-life balance on virtual teams' commitment and performance
- **Mane Beglaryan, Anush Drampyan, Parandzem Sargsyan**
Government aid, financial soundness and going digital: the case of Armenian SMEs during COVID-19
- **Tin Horvatinović, Mihaela Mikić, Ivana Kovač**
An entrepreneurial way of looking at the firm-industry debate
- **Lena Grzesiak**
Workplace harassment of internal auditors – the results of a qualitative study
- **Andreea Cipriana Muntean, Carmen Adina Paștiu, Mălina Dârja, Silvia Maican, Sebastian Stepien, Jan Polcyn, Iulian Bogdan Dobra**
Exploring the factors that influence the market value of small farms in Romania
- **Melinda Timea Fülöp, Nicolae Măgdaș, Constantin Aurelian Ionescu, Dan Ioan Topor**
Exploratory study on the use of CAAT and on the work environments of small and medium audit entities
- **Aleksandra Wąsowska, Krzysztof Obłój, Dominik Kopiński**
Motives, challenges, and strategies of CEE companies in (very) distant markets.
The case of Polish firms in Sub-Saharan Africa

4 2024

Volume 29
Pages 567-738
ISSN 0949-6181



Nomos

Edition
Rainer
Hampp

Journal of East European Management Studies

Editorial Committee: **Thomas Steger** (Editor-in-chief), University of Regensburg | **Rainhart Lang**, Chemnitz University of Technology | **Tiia Vissak**, University of Tartu

Advisory Board: **Eckhard Dittrich**, Otto-von-Guericke-University of Magdeburg | **Miklós Dobák**, Corvinus University Budapest | **Ivan Nový**, University of Economics Prague | **Anna Soulsby**, Nottingham University Business School | **Dieter Wagner**, University of Potsdam

Honorary Board: **D. Catana**, Technical University of Cluj-Napoca | **Ed Clark**, Royal Holloway University of London | **Vince Edwards**, Buckinghamshire College | **J. Erpenbeck**, SIBE Herrenberg | **J. Hentze**, Technical University of Braunschweig | **N. Holden**, Skipton, UK | **Dirk Holtbrügge**, University of Erlangen-Nürnberg | **A. Ishikawa**, Chuo University | **Fred Luthans**, University of Nebraska Lincoln | **M. Malý**, University of Economics Prague | **W. Mayrhofer**, Vienna University of Economics and Business | **R. Nurmi**, Turku School of Economics | **D. Pucko**, University of Ljubljana | **Sheila M. Puffer**, Northeastern University Boston | **A. Remisova**, Comenius University Bratislava | **Irma Rybnikova**, Hochschule Hamm-Lippstadt | **Rudi Schmidt**, Friedrich-Schiller-University of Jena | **Raoul Üksvārav** †, University of Tallinn | **Hartmut Wächter** †, University of Trier | **Ingo Winkler**, University of Southern Denmark

Table of Contents

Editorial	569
-----------------	-----

Articles

Lucie Depoo, Jaroslava Hyrslova

The role of employer branding and work-life balance on virtual teams' commitment and performance	571
--	-----

Mane Beglaryan, Anush Drampyan, Parandzem Sargsyan

Government aid, financial soundness and going digital: the case of Armenian SMEs during COVID-19	599
--	-----

Tin Horvatinović, Mihaela Mikić, Ivana Kovač

An entrepreneurial way of looking at the firm-industry debate	626
---	-----

Lena Grzesiak

Workplace harassment of internal auditors – the results of a qualitative study ...	650
--	-----

Andreea Cipriana Muntean, Carmen Adina Paștiu, Mălina Dârja, Silvia Maican, Sebastian Stepien, Jan Polcyn, Iulian Bogdan Dobra

Exploring the factors that influence the market value of small farms in Romania	670
---	-----

Melinda Timea Fülöp, Nicolae Măgdaș, Constantin Aurelian Ionescu, Dan Ioan Topor

Exploratory study on the use of CAAT and on the work environments of small and medium audit entities	696
--	-----

Research Note

Aleksandra Wąsowska, Krzysztof Obłój, Dominik Kopiński
Motives, challenges, and strategies of CEE companies in (very) distant markets.
The case of Polish firms in Sub-Saharan Africa 723