



**SYNTHESIS :** The Global Journal of Strategies and Governance is pleased to announce the release of its inaugural volume. This first issue includes four interdisciplinary articles from the human resources management to economic science via international management always identifying major contemporary issues in strategies and governance in their respective field.

The first article identifies the themes of governance and privatization in the empirical analysis of time effects on the employment dynamics and falls within the dynamic effects of privatization of public enterprises on employment. These co-authors approach that relationship from three perspectives: 1 - The effect of privatization on the employment dynamic; 2 - The main factors of this dynamic; and 3 - The effect of time on the employment dynamics. The results of the empirical study of 22 Tunisian privatized firms show that privatization negatively affects employment in the short term but in the medium term privatized firms could help increase enrolment. In addition, economic growth and the buyers' nature are the most significant variables that explain employment dynamics. Finally, emerges from the study, that the further privatized company are from the date of privatization the more it increases its dynamic workforce.

The second article is about "Knowledge Transfer in Offshore Outsourcing and International Joint Ventures (IJVs): A Critical Literature Review from Cross-Cultural Context". "Knowledge transfer" or "Knowledge sharing" is considered an important strategic

issue among the partner firms in today's globalized business ventures. In a trans-border or transcontinental business relation, cultural dimensions are important factors for success or failure of these ventures. Culture plays an important role in various management issues including "Knowledge transfer" among the business partners of international ventures such as offshore outsourcing or International joint ventures. However, there is very scarce literature dealing with the organizational learning & knowledge transfer from the international and cross-cultural point of view. With the critical literature review method, this paper tries to shed light on cultural effects on knowledge transfer process, challenges and strategies of knowledge transfer in cross-cultural context.

The last article, whose theme is demographic shock and new perspectives in human resources management in the Québec: challenges in the strategies of adaptation, treats serious demographic changes, including declining birthrate and an aging workforce, disrupting the labour market in Quebec. Given the "crisis" of the workforce that already points to the horizon, it is no more possible to envisage massive retirements as before. Therefore, new strategies for managing human resources must be more devoted to overcome two major challenges: the need to combine the generational forces in workplace to mitigate the inevitable conflicts and the need to rethink the motivation of older workers to support them and be able to increase the performance of the company.

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