



Editorial

REBRAE is a quarterly publication of the Graduate Program in Business Administration (PPAD) at PUCPR. The journal has been published since 2008. Its purpose is to diffuse theoretical and empirical studies and/or theoretical essays on business strategies using different methodological approaches. REBRAE continues to have a firm commitment to internationalization and quality of publications, adopting the best editorial practices of international periodicals, following recommendations/norms to ensure quality. This Editorial introduces Volume 11, Number 1 of the REBRAE, referring to the special issue of human resources management and organizational behavior, with the objective of promoting a space for reflection and strengthening on the area in Brazil and abroad.

In the first article, the authors Ivana Kovačević and Jelena Anđelković Labrović analyzed the motivational goals among Serbian millennials, to understand what motivates them, what are their most important needs that have to be satisfied in work environment. They questioned 363 employees from five different companies in Serbia using three questionnaires adapted according to the self-determination theory, considering goal orientations, level of motivation and need satisfaction in the working environment.

In the second article, the authors Gabriel Nogueira Krüger, Leandro de Almeida Gonçalves, Jamerson Viegas Queiroz, Fernanda Cristina Barbosa Pereira Queiroz and Jesus Leodaly Salazar Aramayo, evaluated the employee satisfaction at a Brazilian oil company using structural equation modeling.

The purpose of the third article was understand the influence of cultural differences and multiculturalism in virtual teams as well as to identify potential cultural impacts in their work development and performance. For this, it was conducted a single case study in depth in a US multinational IT company. The work was carried out by the authors Fabrício Stocker, Gustavo Abib, Gracyele Furbringer and Mariane Lemos Lourenço.

After, the authors Kátia Regina de Melo Teixeira and Rodrigo Baroni evaluated the employees' perception of their involvement in the strategy implementation process of Companhia Energética de Minas Gerais (CEMIG). In order to understand the employees' involvement with this topic, it was analyzed the Strategy Focused Organization (SFO), an important and consolidated tool applied for 8 years to all employees.

The next article", by João Vitor Simão Renda Lanfredi and Flávia Feitosa Santana, analyzed the characteristics and, mainly, the work-related values of Brazil's Generation Y from different socioeconomic classes.

In the sixth article, the authors Ana Paula Moreno Pinho, Clayton Robson Moreira da Silva, Evalda Rodrigues da Silva de Oliveira and Laís Vieira Castro Oliveira, analyzed the relationship between Organizational Commitment and Human Resources Practices in a supermarket chain in the State of Ceará, using the three-component model proposed by Meyer and Allen. Additionally, the relationship between respondents' profile and organizational commitment was verified.

After, the authors Paulo Hayashi Jr and Juliana Guonick, elaborated of a typology of assertive leaders among young Brazilian students. For this, a quantitative research was carried out with the application of 200 questionnaires and the results were analyzed through the clusters analysis technique.

The eighth article, by Roberta Mormello and Valesca Persch Reichelt, analyzed characteristics of the workaholic behavior in the bachelors with business administration degree of Rio Grande do Sul state. In the theoretical foundation, issues such as people management, quality of life at work and workaholic behavior itself were addressed.

The ninth article, the autor Evandro Bocatto, developed a research in reaction to the issue of citizens' distrust, apathy and disengagement from representative democracy. The autor investigated democratic actions in which participation, deliberation, and political engagement take place: the participatory budgeting (PB) of municipalities.

Finally, Júlio Adriano Ferreira dos Reis and Simone Cristina Ramos, present their article entitled "Cognition of a successful professional: a study on the mental constructs of millennials", that aimed to elucidate which mental constructs represent a successful career for millennials, also known as Generation Y. The model of career anchors by Schein (1996) was used as a theoretical basis for analysis and comparison.

This is the first number of 2018 and we are very happy to inform our distinguished readers and collaborators that this is the first edition on the OJS platform. We would like to congratulate the authors and hope that readers enjoy the scientific content of this edition.

Good reading!

Alex Sandro Quadros Weymer – Executive Editor
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