

Book Review

**ORGANIZATIONAL BEHAVIOUR AND LEADERSHIP:
CHALLENGES OF THE DIGITAL AGE**

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Many definitions, concepts, methods, and practices in the functioning of organizations have changed as a result of the industrial revolutions, starting from the first to the current fifth industrial revolution. Technology has had a significant impact on the business and operation of every organization throughout history. The book "*Organizational Behaviour and Leadership: Challenges of the Digital Age*", written by professors Jamila Jaganjac and Jelena Lukić Nikolić, is focused on the changes that have occurred in the digital age in the fields of organizational behaviour and leadership.

The book contains six logically structured chapters. A brief preface precedes each chapter, and at the end of each chapter, there are: a summary, key questions for testing knowledge, and a list of references. There is also a glossary of key terms at the end of the book.

The first chapter is devoted to organizational behaviour and the effects of digital technologies on the process of organizational digital transformation. An organization's digital transformation involves the integration of internal and external resources via information and communication technologies in order to reshape the corporate vision, strategy, organizational structure, processes, capabilities, and culture in order to adapt to the changing digital world.

The second chapter points out modern organizational structure typologies that arose as a result of work process automation and digitalization. Modern organizational structures aim to connect independent partners, adapt more quickly to changes in the environment, increase operational efficiency, and encourage innovation.

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The third chapter is focused on leadership theories and styles suitable for digital age. The key conclusion of this chapter is that analysis of leadership styles identifies the style that best stimulates innovation, which is critical for successful business in the digital age.

The fourth chapter is devoted to human resource management, which is also undergoing significant changes as a result of the digitalization and digital transformation processes. All organizations must be prepared in order to achieve organizational and individual goals through the use of tangible and intangible motivational techniques. Changes in the digital age are primarily aimed at increasing employee knowledge, designing work, and adapting to hybrid work models.

The fifth chapter is entirely dedicated to communication and conflict in the digital age. This chapter highlights the most significant changes in business communication due to modern digital information and communication technologies. New types of communication channels are discussed, along with their key characteristics, benefits, and potential negative effects. Conflicts and their key characteristics are also presented, as well as the specifics of conflict situations in the digital age.

The sixth chapter summarizes organizational challenges in the digital age. These difficulties are primarily associated with changes in the nature of jobs and careers. This chapter discusses the role of human resources experts, job insecurity, work-life balance, and the need of employees to acquire multidisciplinary knowledge and skills that are suitable for the digital age.

The book is written according to a format that corresponds to good practices in academic sphere, with numerous tables and figures, and impressive list of references. In comparison to other books in this field, the book takes a fresh and novel approach. Aside from the theoretical foundation, the book includes numerous examples from practice that can be useful for leaders, managers, entrepreneurs, and every individual interested in organizational behaviour and leadership.