



## Special issue on

### Strategic, Organizational, and Social Issues of Digital Transformation in Organizations

#### Tharwa Najjar

Associate Professor in Information Systems Management, RIGUEUR LABORATORY, Gafsa University, Tunisia. E-mail: [tharoua.najjer@isaeg.u-gafsa.tn](mailto:tharoua.najjer@isaeg.u-gafsa.tn)

#### Ibticem Ben Zammel

Associate Professor in Information Systems Management, RIGUEUR LABORATORY, Manouba University, Tunisia. E-mail: [ibticembenzammel@gmail.com](mailto:ibticembenzammel@gmail.com)

#### Samiha Gharbi

Associate Professor in Management, Director of RIGUEUR LABORATORY, Manouba University, Tunisia. E-mail: [samiha.gharbi@isca.e.uma.tn](mailto:samiha.gharbi@isca.e.uma.tn)

#### Slim Hadoussa

Professor in Management Information Systems, LEGO LABORATORY, University of Western Brittany, France; Dean of the Faculty, Brest Business School, France. E-mail: [Slim.hadoussa@brest-bs.com](mailto:Slim.hadoussa@brest-bs.com)

## Editorial

The special issue on "Strategic, Organizational, and Social Issues of Digital Transformation in Organizations" provides an opportunity to engage and appreciate diverse thoughts on several topics focusing on Digital Transformation (DT) through the lenses of strategic, organizational, and social perspectives. The special issue combines academics, business management professionals, and experts from different disciplines to investigate these topics and debate their contributions to 4.0 future organizations. The target would be to reach the most effective organizational management practices by optimizing DT initiatives and processes.

The editors are aware of the challenging debate about the impact of emerging technology adoption within organizations in different sectors (e.g., finance and healthcare). Therefore, various topics were selected to reflect the multidisciplinary nature of the concept. A diverse

collection of papers that collectively explore the multifaceted impact of DT on organizations and their management. These papers comprehensively examine how digitalization, big data, artificial intelligence (AI), generative AI, and emerging technologies are reshaping organizational practices, decision-making processes, and social dynamics within organizations.

The DT as a process is fueled by external (risk management) and internal (knowledge sharing) factors to be achieved. The reexamination of the most common models (De Lone and McLean) and practices is recommended to adapt to the current situation by proposing novel conceptual frameworks and managerial visions and methods.

The systematic literature review is highly recommended in the case of an infantile phase of such a topic. Three papers tried to unveil the emerging themes of the DT. It explores the transformative potential of artificial intelligence in organizations, providing insights into how AI and quantum computing can drive digital transformation and improve organizational efficiency and effectiveness in several sectors.

Moreover, the use of digital devices in the workplace impacts human resources management practices. As an initial insight, the special issue explores the evolving relationship between employability and digitalization and the need for organizations to adapt workforce strategies to remain competitive. In the same vein, it highlights the role of big data quality components and generative AI in enhancing HRM practices and improving workplace decision-making processes.

These papers offer a rich and nuanced exploration of the strategic, organizational, and social issues associated with DT in organizations. They provide valuable insights for researchers and practitioners in the field of technology management, highlighting the critical role of digitalization, data quality, AI, and emerging technologies in shaping the future of managerial practices and organizational performance.