The aim of the *Journal of CENTRUM Cathedra (JCC): The Business and Economics Research Journal* is to become an evergreen, favorable journal through disseminating high quality scholarly research articles to the pool of knowledge seekers in the field of business and economics; as well as play a vital role as a medium of exchange for transmitting and simulating the frontiers of thought and enhancing business and economics research between Latin American and non-Latin American countries with its well-balanced research framework.

This issue of the *Journal of CENTRUM Cathedra (JCC): The Business and Economics Research Journal* includes four research articles by authors from Colombia, Peru, and Spain. It spans a spectrum of research areas such as organizational identity, high performance organizations and job satisfaction, start-up entrepreneurship and informal networks, organizational justice, quality management, health care, and the fairness heuristic theory. As always, this issue of the journal fulfills its aims.

Identity has always played an important role in the social and human sciences, which contribute to and have an effect on organizational studies; nevertheless, the definition of the term organizational identity is not complete, and the discussion on its scope and proposed models is far from closed. In the paper titled “Organizational Identity: What Is the Conversation Currently Dealing with? Paradigms, Perspectives, and Discussions,” Diego René Gonzales-Miranda, Mariano Gentilin, and Carmen Alejandra Ocampo-Salazar discuss the current state of conversations regarding organizational identity within organization studies. The authors propose a general overview of research on the issue of organizational identity in order to encourage discussion and the development of theory. The research consists of a review of 5509 papers published in 10 of the leading journals worldwide in the organizational field, between 2000 and 2011. The authors conclude that identity is not only an important perspective of study within the organizational field, but it has also become a relevant reference to bear in mind in order to understand phenomena related to organizations.

In the last few decades, the nature of work and working conditions has changed radically, and the implications of such changes to human resource management have been widely discussed in academic literature. The paper titled “An Exploration of the Relationship between High Performance Work Systems and Job Satisfaction” by Sergio Moises Afcha Chavez explores the relationship between high performance work systems (HPWSs) and employee well-being for workers from European countries. To do this, the author used variables suggested in previous literature to allow easier comparison and take previous definitions of HPWS into account. The author made use of the fifth wave of the international individual level dataset European Working Conditions Survey (EWCS) conducted in 2010, which provided a unique insight into the views of 43,246 workers. Results show that, in general, the level of involvement, the possibility of arranging time for personal and family matters, motivation, the perception of being paid well, career prospects, and the feeling of being at home in the work environment had a positive influence in the levels of job satisfaction.

The literature shows that the majority of studies on networks and entrepreneurship have implicitly or explicitly analyzed informal networks and concluded that these kinds of networks are crucial for entrepreneurs. In the paper titled “Informal Networks and Start-Up Entrepreneurs in Spain: Networking Other Entrepreneurs and Angel Investors,” Rocío Aliaga-Isla analyzes the effects of informal networks on start-up entrepreneurs in Spain. To analyze this effect, two constructs have been used as proxies of informal networks: knowing other entrepreneurs personally and having access to business angel investors. A pseudo-panel approach was used with micro data from the Spanish Global Entrepreneurship Monitor (GEM) adult population survey for the period 2006-2009. Although a Spanish sample is the basis for the findings of this article, they offer interesting insights concerning the influence of informal networks, personally knowing other entrepreneurs, and having access to business angel investors on start-up for entrepreneurs in Spain. The results show that informal networks are important for start-up entrepreneurs. The paper concludes with some implications for policy-makers.

In today’s rapidly changing environment, organizations have to be able to adapt quickly to offer services of high quality. Therefore, topics related to quality are a major concern for both practitioners and researchers. Organizational fairness, on the other hand, is a multidimensional concept; a large body of research has focused on the procedural justice (PJ) dimension or the fairness of the procedures used to determine the results allocation. In the paper titled “Perceived Procedural Organizational Justice Matters for the Success of Quality Policies,” Diana Pérez-Arrechaederra, Luis García Ortiz, and Sara Mora Simón shed light on the role of perceptions of justice and job satisfaction in the implementation of organizational changes derived from the European Foundation for Quality Management (EFQM) practice in health care services. In consequence,
within the fairness heuristic theory framework, the authors compare workers from three primary health care centers in a medium-sized urban area (Salamanca, Spain). The authors’ own assessment of the value of the study is that it improves the understanding of how quality practices and organizational changes influence workers’ perceptions and attitudes towards their work environment. Implications and limitations of the study are also addressed.

The many academics and researchers who contributed articles and the experts within the field who reviewed the articles have made this issue of the journal possible. We thank you. We further extend our gratitude to the administrative and editorial staff of *JCC: The Business and Economics Research Journal*, CENGAGE Learning, and Language Online. Special recognition goes to Professor Fernando D’Alessio, the Director General of CENTRUM Católica, and Professor Beatrice Avolio, the Deputy Director General of CENTRUM Católica, for their extensive support.

The articles published in this issue of the *JCC: The Business and Economics Research Journal* should be of considerable interest. We wish you, our readers, informative reading.

Vincent Charles