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Organization and Planning of The Enterprises of The Future: Legal Status

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Abstract: The research is aimed at the examination of peculiarities and trends of organization and planning of the enterprises of the future through their legal status. The research is to achieve the following objectives: to outline the key legal challenges that future enterprises face in their organizational structure and planning processes; to describe the organizational and planning strategies to comply with evolving legal regulations; to reveal the roles that international law; and to investigate legal innovations. In the research, 199 participants were involved, including policymakers, business leaders, legal experts, industry representatives, academicians. The research was conducted between July and September 2022 and used in-depth interviews, focus groups, and case studies. The data analysis included thematic analysis, comparative analysis, within-case analysis, simulation and statistical methods. The study investigated the legal challenges and revealed that they included data privacy, cybersecurity, intellectual property rights, use of artificial intelligence, cross border trade, environmental regulations, taxations, digital transformations, social media presence, consumer protection and labour laws. Further, a comprehensive analysis of strategies used to comply with legal regulations was conducted. It was found that there are three main strategies, such as proactive legal activity, flexible organizational structure, and implementation of advanced technologies. Besides, the special attention was paid towards the study of legal innovations to support the sustainable development and planning of enterprises. They concern adaptive legal frameworks, digital trade regulation, anti-corruption laws, workplace flexibility laws, data protection, intellectual property reform, disaster and crisis management. Additionally, the researchers proved that legal innovations bring a number of benefits to the organization and planning of enterprises. The research outcomes can be used to design the adaptability model for organization and planning of enterprises facing crisis difficulties. Also, the implications of this research extend to the future planning of enterprises, emphasizing the need for legal amendments in organizational strategies.

Keywords: legal framework, legal innovation, international law, strategy, proactive legal activity, flexible organizational structure, advanced technologies.

Introduction

Presently, the changing economic environment has significantly affected the development of entrepreneurship and transformed the business landscape throughout the world. These changes mostly concern globalization, digitalization, and pandemic. For instance, Guedhami, Knill, Megginson, and Senbet (2022) indicate that globalization affected markets and enabled entrepreneurs to collaborate at the international level. It is obvious that globalization also intensified competition, drives innovation and contributes to the introduction of efficient business initiatives. However, globalization brings certain global risks, such as economic fluctuations and political instability (Gholipour, 2019). Digitalization is known as an important driver of the entrepreneurship as well. The spread of digital technologies transformed the ways the businesses function and apply automating processes extensively (Rachinger et al., 2019). Entrepreneurs are increasingly using advanced technologies, such as artificial intelligence (AI), big data, and cloud computing to increase the effectiveness of business operations, and create personalized customer experiences. Besides, the COVID-19 pandemic has further accelerated these trends as businesses were able to transfer to online models and integrate digital working platforms (Guedhami et al., 2022). The pandemic also emphasized the need for innovation in crisis management and enterprises are oriented towards the development of new strategies to overcome emerging challenges.

The Russian-Ukrainian war caused the significant difficulties for entrepreneurship. But it created a number of opportunities for business resilience (Syrtseva et al., 2022). Entrepreneurs in Ukraine have faced disrupted supply chains, damaged infrastructure, and shrinking domestic market that complicates their activities and makes to possess new qualities in the future. Also, the war has brought the possibilities for innovation and adaptability among Ukrainian entrepreneurs. It was found that the development of entrepreneurship in the context of war creates unique legal peculiarities that impact business significantly (Markus, 2022). One of issues faced by entrepreneurs in Ukraine is appropriate legal regulations to operate in a war zone since standard business legislations may be not effective under challenging situation. As a result, wartime conditions encourage creation of emergency legal measures. These measures must relate to such problems as reallocation of resources, taxation, and modifications to labour laws. Additionally, the conflict in the territory of Ukraine highlighted the importance of building legal frameworks that support entrepreneurship. Also, there is a necessity to consider the aspects of legal protections for businesses operating in war-affected regions. The Ukrainian government also implemented legal provisions to encourage entrepreneurship. They concern efforts oriented towards tax breaks, grants, and legal support for companies involved in reconstruction activities.

When analysing the the planning processes of the enterprise of the future, it was revealed that a forward-looking approach should be implemented. The main requirement of which is to consider emerging business trends, technological advancements, and global challenges affecting economic conditions worldwide (Matriano, 2022; Rachinger et al, 2019). Future enterprises must be designed to adapt quickly to changing market conditions and technological disruptions. In this context, strategic planning focuses on the the integration of a number of digital technologies, such as AI, blockchain, and the Internet of Things (IoT), which can enhance efficiency and decision-making processes. Besides, future enterprises need to prioritize sustainability and social responsibility, as these factors are becoming important for their long-term success. Obviously, the determination of legal status of the enterprise of the future is a complex task that requires a sophisticated analysis and insists on improving the existing legal frameworks and regulatory environments (Arsentieva & Klius, 2020). Today enterprises increasingly operate internationally. As a result, they must incorporate a number of international, national, and local laws that govern various issues, particularly data privacy, cybersecurity, intellectual property, and labour rights. The rise of decentralized and digital business models brings unique legal challenges, as the existing legal frameworks may not address effectively. It also involves the compliance with environmental regulations and social standards, which are integral to business in the face of sustainability goals. All this suggests that, as legal environments continue to change, the enterprise of the future must remain adaptable, ensuring that its legal status supports its long-term objectives and corresponds with global trends. For this reason, the analysis of the principles of organization and planning of the enterprises of the future helps develop the theoretical frameworks that explain how future enterprises can be effectively organized and planned in the conditions of uncertainty and business instability. Therefore, this examination may contribute to the creation of new models that predict the strategies of businesses adaption to technological, economic, and regulatory challenges and develop effective patterns for enterprise organization.

Research Problem

The scientific literature widely studies the principles of organization and planning of the enterprises of the future because this topic correspond with numerous areas of economic and legal investigations. Scholars increasingly focus on the problems of digitalization, globalization, and sustainability, and the ways they are reshaping business structures or planning processes (Ahmedov, 2020; Kraus et al., 2021). This research also deals with a number of economic aspects, including the optimization of organizational activity and maximization of its potentials through legislation (Hamann & Schiemann, 2021), the role of innovation in business and its representations in legal acts of different jurisdiction (Hwang, Choi, & Shin, 2019), and the impact of international laws on business operations (Gereffi, Lim, & Lee, 2021). Additionally, the studies in this field often explore the influence of economic policies and legal frameworks upon the business growth, market practices, and discuss the success of future enterprises (Alam et al., 2022; Tan et al., 2022). On the legal side, the principles of organization and planning of the enterprises of the future concern various aspects of corporate governance, labour law, and contract law, all of which are essential to the legal status of enterprises. Scholars extensively examine the peculiarities of businesses legal environment, particularly those which exist in a globalized economy (Pahlow & Teupe, 2019). Also, the research problem concerns the description of instruments of the adaptation of legal frameworks to new business models (Rachinger et al., 2019). Additionally, the research problem includes the legal mechanisms for dispute resolution (Todorović & Harges, 2021), the protection of data privacy (Ebert, Wildhaber, & Adams-Prassl, 2021), and the enforcement of international agreements (Block-Lieb, 2019).

The recent findings showed that the research works relate to a number of aspects of organization and planning of the enterprises of the future (Katuu, 2020). Channew, Nuchpiam, & Lamlert, (2022) mentioned the importance of improvement of the existing legal frameworks in order to implemnet digital and decentralized enterprises widely. Gereffi, Lim, and Lee (2021) analysed the impact of international trade laws on the planning and organization of future enterprises. At the same time, the assessment of the influence of environmental laws and sustainability standards on the organizational structure and strategic planning of future enterprises was investigated by Zhu, Liu, Dong, and Hua (2022). The special attention was paid towards corporate governance (Slomski et al., 2022). Some findings devoted to labour laws and the future changes of work, such as regulations of remote work, flexible workplace, advanced professional training, and coaching (Tanpipat, Lim, & Deng, 2021). The role of legal automation of future enterprises was studied by Murgia, Bozzon, Digennaro, Mezihorak, Mondon-Navazo, and Borghi (2020). Besides, some works revealed various legal mechanisms for resolving disputes in the enterprises operating in digital business environments (Guedhami et al., 2022), taxation and financial regulation (Rixen & Unger, 2022), and legal challenges in crisis management and business continuity during uncertainty (Boers & Henschel, 2022).

Ukrainian scholars widely researched the trends of development of Ukrainian enterprises and the problems they face. For instance, certain works outlined the findings on restructuring of enterprises in Ukraine (Mostenska et al., 2020), innovative potential and development of Ukrainian small enterprises (Syrtseva et al., 2022), and priority activities of enterprises in Ukraine (Kudelskyi & Poturniak, 2021). Besides, Bukharina, Onyshchenko, Bukharina, and Zhabytska (2022) described the methods of implementation of an appropriate organizational structure for the development of IT companies in Ukraine. These findings can be applied for the analysis of startups in the Ukrainian context. Storonyanska, Nowakowska, Benovska, and Dub (2022) revealed the risks of the regional development of Ukraine's economy under conditions of instability. A number of works are devoted to the operation of enterprises during war in Ukraine and the impact of war upon the future of business activities (Oliukha, Melnychuk, & Shepeliuk, 2022; Syrtseva et al., 2022). The peculiarities of administrative and legal regulation of business entities in Ukraine were explained by Popova (2020). Other aspects concern the organization and legal regulation of a business in Ukraine (Glinkowska & Chebotarov, 2019), the current state of legal regulation of labour relations (Bortnyk, 2022), and recent amendments to employment law in Ukraine (Kudriavtsev et al., 2021). Additionally, Portovaras (2022) analysed the risks in the activity of business entities in Ukraine and business management during crisis or challenging situation.

Research Focus

The problems of organization and planning of the enterprises of the future and their legal status are of great importance in both economic and law research because it addresses the fundamentals of the business landscape (Matriano, 2022). As economies become increasingly interconnected and digitalized, the way enterprises are organized and planned are discussed in a number of scientific works (Dickson, Yao, & Hill, 2020). The research topic is significant for economic science because it explores the orientation towards maximization of efficiency of future enterprises through legal innovations (Guedhami et al., 2022). At the same time, the understanding of legal status of these enterprises is essential for the scientific discourse since it determines their ability to operate within varying regulatory environments, manage risks, and correspond with established international standards (Pahlow & Teupe, 2019). To reveal the topic, the research must focus on the emerging legal frameworks and their impact on the organization and planning of enterprises in the future as well as the ability of enterprises to adapt their organizational and planning strategies to the existing legal regulations (Seyffarth & Kuehnel, 2020). The findings prove that, as technological advancements and globalization affect traditional business models significantly, the analysis of new legal regulations within the organizational structures and strategic planning is rather essential. Besides, it was revealed that the legal challenges facing future enterprises are integral aspect of the research because they represent the interconnections between law, technology, and business that are typical characteristics of future enterprises (Song, 2021). As companies operate in complex, digital, and globalized environments, they encounter legal issues such as data privacy, cybersecurity, intellectual property rights, contracts taxation, and environmental law. These challenges require a deep understanding adequate strategies to adapt to new business models and maintain protections for both consumers and employees.

Research Aim and Research Questions

The research is aimed at the examination of peculiarities and trends of organization and planning of the enterprises of the future through their legal status.

The study is centered around three main research questions:

1) What are the legal challenges that future enterprises will face in their organizational structure and planning processes?

2) What are strategies which the enterprises use to respond the evolving legal regulations?

3) What roles does international law play in shaping the legal status of global enterprises in the future?

4) What legal innovations are necessary to support the sustainable development and planning of enterprises in the future?

Literature Review

Currently, the findings underline that legal framework is a phenomenon that is used to maintain the organizational structure and planning processes of enterprises by establishing the juridical rules and regulations (Pahlow & Teupe, 2019). These frameworks concern a wide range of laws, including corporate governance, labour regulations, intellectual property rights, and environmental standards. They provide the legal fundamentals for businesses to structure and operate (Reems, 2021). And these regulations ensure that enterprises maintain fairness in their internal decision-making processes, which is important for investor confidence and market stability (Chen & Haga, 2021). Sánchez-Bayón (2020) indicated that labour laws are important components of any legal framework of the enterprise because they impact workforce flows and help plan business activities optimally. The author outlined the peculiarities of labour management and covered the issues such as employment contracts, workplace safety, discrimination, and employee benefits. The researches demonstrate that compliance with these regulations is essential because it helps avoid legal penalties and creates, that is even more important, a positive work environment oriented towards attraction and retention of talents. Besides, intellectual property laws (Brandl, Darendeli, & Mudambi, 2019) and environmental regulations (Zhu et al., 2022) also significantly influence the organizational planning of enterprises since they protect the innovations and creative works of businesses. Similarly, environmental regulations require all the enterprises to consider sustainability in their operations (Trevlopoulos et al., 2021).

A number of scholars admited that legal frameworks are gradually changing under the impact of technological advancements, globalization, various regional and global threats (Reier Forradellas & Garay Gallastegui, 2021). Definitely, legal systems are forced to adapt to new business models, particularly those that are based on using digital platforms, AI tools, and data-driven decision-making. Also, at present, business entities encounter diverse legal environments that require harmonization or adaptation of international laws and regulations (Harper & Zhang, 2021). They concern global trade agreements, international labour standards, and cross-border taxation. Additionally, the growing importance of environmental sustainability and social responsibility leads to the introduction of new regulations oriented towards the promotion of ethical practices within the business activities (Tamvada, 2020; Zhu et al., 2022).

According to the recent findings, the emerging legal frameworks deal with the growing impact of data privacy and cybersecurity laws (Reier Forradellas & Garay Gallastegui, 2021). It was found that the enterprises tend to collect and process vast amounts of data, making them subject to precise regulations such as the General Data Protection Regulation established in the European Union recently (Hoofnagle, van der Sloot, & Borgesius, 2019). Also, focus on sustainability within legal frameworks plays an important role in organization and planning process of the enterprises of the future (Negro, 2022). Some works (Tanpipat et al., 2021) reveal the problems related to labour management. For example, remote work and flexible work arrangements have significantly influenced legal frameworks by necessitating adaptations in labour laws, taxation policies, and employee rights regulations. As more companies adopt remote work, legal systems start to address various issues, including employer's responsibilities and the rights of remote workers. The special attention is paid towards consumer protection (Durovic, 2020). Rösner, Haucap, and Heimeshoff (2020) insist that legal frameworks must adapt to ensure that consumers are protected from unfair practices, deceptive advertising, unsafe products, and, additionally, they are guaranteed data privacy. Moreover, consumer protection requires businesses to be more transparent and accountable that impact the legal status of the enterprise as well (Durovic, 2020).

At the same time, it was found that international law is fundamental instrument for the organization and planning of global enterprises. It was explained that international law provides the legal framework that governs international business operations, international trade, and multinational activities (Chatellier, 2021). For global enterprises, international law is essential because it helps to maintain legal and ethical standards at the national and international levels. This includes adhering to international treaties, trade agreements, and regulations (Laszlo, Cooperrider, & Fry, 2020). As a result, global enterprises are required to incorporate legal expertise into their organizational planning and ensure that their operations correspond with the legal regulations of each country where they operate (Hongdao et al., 2022).

In this context, it is worth mentioning that the harmonization of legal regulations in Ukraine with EU legislation concerns the organization and planning of enterprises as well (Petrov & Holovko-Havrysheva, 2021). As Ukraine continues to integrate closer with the European Union, it is adopting EU directives and regulations that affect various aspects of business operations, including corporate governance, labour laws, environmental standards, and consumer protection (Tamburelli, 2019). This harmonization ensures that Ukrainian enterprises act under legal frameworks that are compatible with those of EU member states. As a result, this facilitates bilateral trade, investment, and cooperation with European businesses. It also enhances the competitiveness of Ukrainian enterprises in the European market (Kharazishvili et al., 2021). Additionally, the harmonization of Ukrainian legal regulations with EU legislation promotes best practices in corporate governance and sustainability (Petrov & Holovko-Havrysheva, 2021). Obviously, this process strengthens the legal status of Ukrainian enterprises, enabling them to cooperate fully with their European counterparts and extend their business activities.

Besides, a number of scientific sources devoted to explanation of notion of legal innovation and description they ways they reshape the organization and planning of enterprises (Chu, 2021). Recent legal innovations in the field of organization and planning of the enterprises reflect a dynamic response to emerging challenges and opportunities across different regions. For instance, in the United States the Corporate Transparency Act, being a recent legal innovation, mandates the increased transparency regarding the ownership structures of companies (Burnham, 2021). This innovation aims to combat money laundering and illegal financial activities providing clear data about company ownership (Smith, 2020). In the European Union, legal innovations regard the Digital Services Act and the Digital Markets Act represents. The implementation of these acts regulates the use of digital platforms and ensures fair competition (Leistner, 2021). Also, they affect the planning process of digital strategies, management of online content, and ensure the introduction of new standards for user protection in the digital environment (Cauffman & Goanta, 2021). In Asia, particularly in China, the adoption of the Data Security Law and the Personal Information Protection Law represents significant legal innovations in data protection and cybersecurity (Creemers, 2022).

Materials and Methods

To conduct research several guiding principles were followed to ensure it was comprehensive, relevant, and scientifically accurate. Firstly, the researchers used interdisciplinary approach proving the study integrated information from various fields such as law, business management, economics, and technology. This approach helped to address the multifaceted aspects of how legal frameworks affect enterprise organization and planning. Secondly, the principle of current and relevant data was applied that included analyzing recent legal innovations, emerging trends in enterprise planning, and current regulatory changes affecting organizations. Thirdly, relevant legal and economic theories were implemented to frame the research. These theories related to regulatory compliance, corporate governance, or economic impacts of legal changes. Theoretical frameworks provided a basis for the examination of the influence of legal structures upon the enterprise behavior and planning. And fourthly, given the research topic's focus on the future, a predictive analysis was introduced. It helped the researchers explore how current legal innovations and regulatory trends evolve future enterprise organization and planning.

Importantly, the research design was based on practical implications focuses on translating theoretical data into actionable recommendations for businesses and policymakers. This started with a thorough analysis of current legal frameworks and their impact on enterprise organization and planning. The research involved case studies and empirical data to examine how existing laws affect real-world business practices and strategic decision-making. Further, specific examples were evaluated; and practical challenges and opportunities that organizations face under current legal conditions were identified. This helped the researchers to understand how enterprises navigate legal requirements effectively while optimizing their organizational structures and planning processes. The design also included scenario analysis and simulation models to predict the impact of potential legal changes on future enterprise operations. The exploration of various legal scenarios enabled the researchers to assess how different regulatory environments affect business strategies and planning. The findings were then used to develop actionable guidelines and best practices for businesses to enhance their compliance, risk management, and strategic planning considering the changes of legal frameworks.

Sample and Participants

In the research, 199 participants were involved, including policymakers, business leaders, legal experts, industry representatives, academicians. This enabled to build multi-faceted research aimed at understanding how various groups influence and are affected by legal frameworks governing enterprise organization and planning. The research began with identifying key participants to gather comprehensive data through qualitative methods such as in-depth interviews, focus groups, and case studies. These methods allowed to explore the participants' experiences, expectations, and challenges legal regulations and their impact on enterprise planning. It helped to uncover diverse viewpoints on how legal status influences organizational practices and strategic planning.

The participants were selected based on their expertise, experience, and relevance to the research objectives. All of them had a direct or indirect influence on or experience with enterprise organization and planning. Additionally, they were representatives from various sectors and geographic regions to ensure a comprehensive understanding of different perspectives and legal environments since the research aimed to achieve a balanced representation of viewpoints to enrich the findings and provide a detailed analysis of the legal impacts. Ethical considerations were central to the participant selection process. Researchers ensured that participants were chosen based on relevance, avoiding any biases. Informed consent was required to provide the participants with clear information about the study's purpose, their role, and how their data will be used in the future. The participants also had the option to withdraw from the study at any time without consequence. Table 1 shows the groups of survey participants in details.

Table 1

Groups of Survey Participants

Group	Participants	Number	Percentage
Policymakers	Government policy advisor	2	1,00
	Member of national legislatures	1	0,50
	Members of regional legislatures	7	3,52
Legal professionals	Lawyer	12	6,03
	Legal advisor	9	4,52
	Expert in international business law	6	3,02
Business leaders and executives	Chief Executive Officer	5	2,51
	Chief Financial Manager	8	4,02
	Director of Personnel Department	5	2,51
	Senior manager	14	7,04
Industry experts	Industry analyst	11	5,53
	Product development manager	13	6,53
	Corporate risk manager	15	7,54
	Head of professional organization	3	1,51
Academics and researchers	Lecturer	32	16,08
	Research fellow	21	10,55
International business representatives	Export and import manager	9	4,52
	Foreign investment analyst	7	3,52
	International trade expert	7	3,52
	International business development manager	11	5,53
TOTALLY		199	100 %

Source: Author's development.

Instruments and Procedures

The research was conducted between July and September, 2022 and used in-depth interviews, focus groups, and case studies. These methods provided a comprehensive understanding of the complex legal and organizational challenges that future enterprises may face. They are qualitative research methods and allowed to explore different perspectives and real-world applications, offering valuable information how legal frameworks influence enterprise planning and organization. In-depth interviews involved one-on-one conversations with the participants. These interviews provided detailed information on individual experiences, opinions, and expertise regarding the legal status of future enterprises. In-depth interviews enabled to gather the rich, qualitative data and helped identify patterns, trends, and key issues that may not be evident through focus groups or case studies. At the same time, focus groups brought together a diverse group of participants to discuss and debate the legal aspects of enterprise organization and planning collectively. The discussions contributed to the exchange of ideas and the exploration of different perspectives on legal challenges or strategic planning. Focus groups were particularly useful for understanding how different individuals perceive the impact of legal frameworks on enterprises. Case studies involved an in-depth examination of specific enterprises or industries, focusing on how they have navigated legal challenges and adapted their organizational structures and planning processes in response to legal requirements. This method highlighted best practices, revealed the consequences of non-compliance, and illustrated the impact of legal innovations on enterprise success. The combination of in-depth interviews, focus groups, and case studies provide a detailed analysis of the legal status of future enterprises, offering both theoretical findings and practical applications.

Data Analysis

The analysis of data collected through in-depth interviews, focus groups, and case studies required systematic and accurate instruments to uncover meaningful patterns, themes, and insights. They included thematic analysis, comparative analysis, within-case analysis, simulation and statistical methods. Thematic analysis was used to identify key themes, patterns, and categories by carefully reading and coding the data. This involved labeling significant phrases that relate to the research questions, legal challenges, or organizational strategies discussed during interviews or focus groups discussions. The coded data was then organized into broader themes that reflected the main findings of the research. Researchers also performed comparative analysis to identify similarities and differences between the perspectives of different participants. In analyzing case studies, researchers used within-case analysis which involved a detailed examination of each case individually, focusing on the legal frameworks, organizational structures, and planning processes within that specific enterprise or industry. Besides, the simulation method was introduced. It concerned the creation of computational models that replicated real-world scenarios to predict the potential outcomes of different legal frameworks on enterprise organization and planning. The method is particularly applicable for describing the potential of legal innovations and describing the trends of organization and planning of enterprises in the future. The data from simulations was analyzed using statistical methods to quantify the impact of legal frameworks and to identify the most effective strategies for organizations to adapt to future legal challenges.

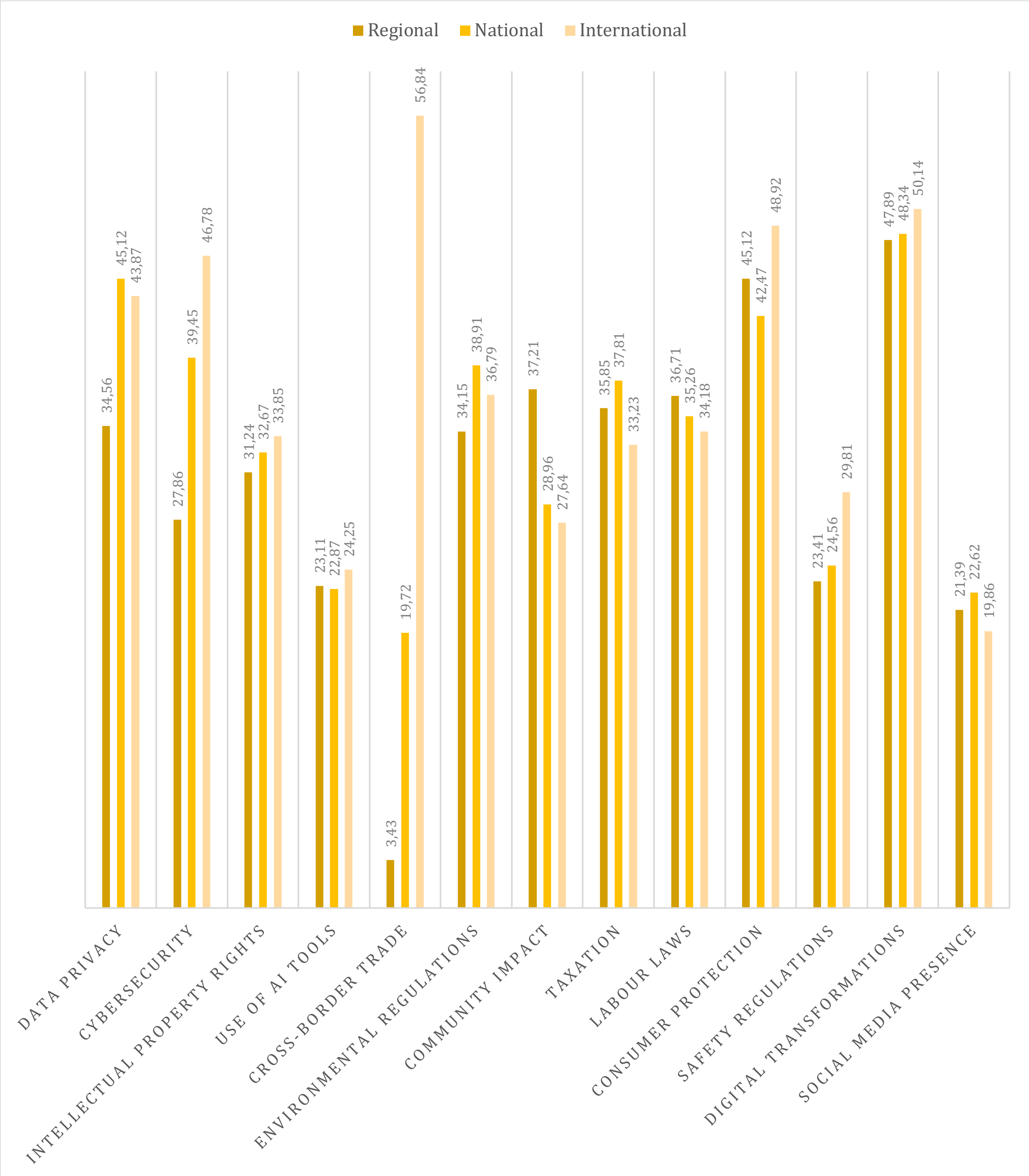
Results

What are the legal challenges that future enterprises will face in their organizational structure and planning processes?

The key legal challenges that future enterprises will face in their organizational structure and planning processes were examined at the regional, national, and international level. It was found that future enterprises will probably face numerous legal challenges in their organizational structure and planning processes due to the evolving regulatory landscape, technological advancements, and global business environments. According to the participants they included data privacy, cybersecurity, intellectual property rights, and the use of AI tools. At the same time, the respondents mentioned cross border trade, tariffs, and sanctions that impact supply chains and global market access. Other legal challenges include environmental regulations, taxations, digital transformations, social media presence, labour laws, particularly those addressing worker classification, digital economy workers, and inclusion. The participants agreed that certain challenges will be caused by the necessity to meet consumer protection laws that govern advertising, product safety, and data transparency. It was found that these challenges demonstrated the importance for future enterprises to stay informed, ensuring that their organizational structures and planning processes are ready to meet these legal demands. Figure 1 shows the key legal challenges that future enterprises will face in their organizational structure and planning processes according to the survey participants.

Figure 1

Legal Challenges that Future Enterprises will Face in the Organizational Structure and Planning Processes



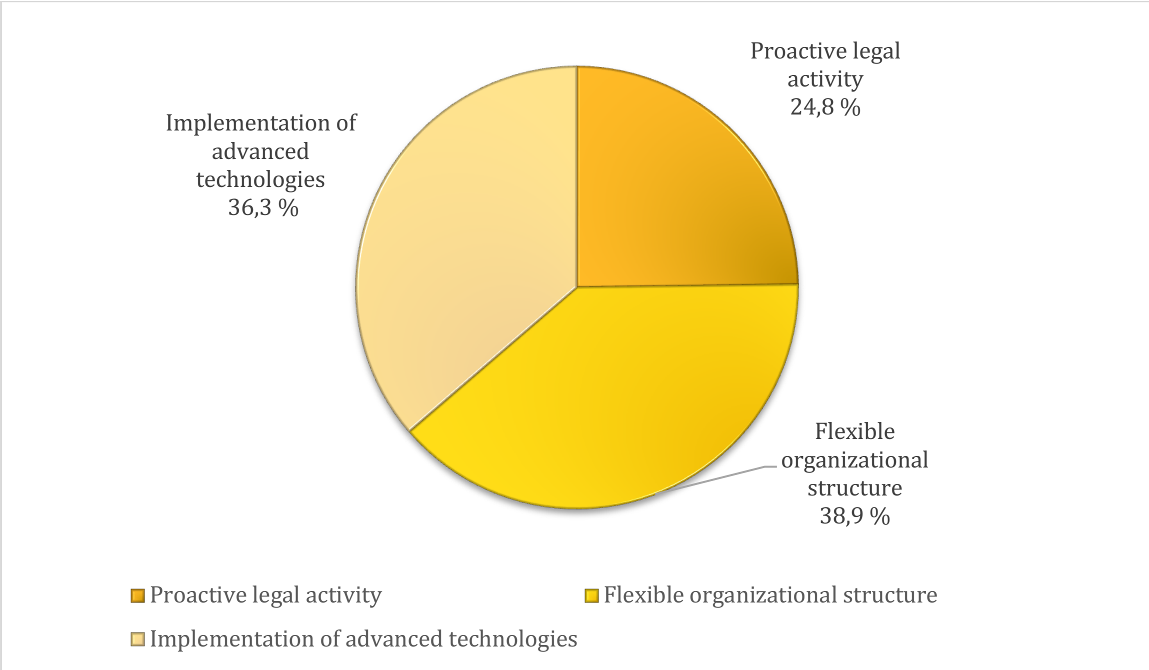
Source: Author's development.

What are strategies which the enterprises use to respond the evolving legal regulations?

To comply with evolving legal regulations related to the enterprises of the future, the participants suggested implementing three main strategies: proactive legal activity (24,8 %), flexible organizational structure (38,9 %), and implementation of advanced technologies (36,3 %) (figure 2). According to the responses, proactive legal activity deals with the fact that the enterprises establish a specific department responsible for continuously monitoring changes in laws and regulations across all jurisdictions in which they operate. This team work closely with legal advisors and regulatory bodies to stay informed about upcoming legal changes, ensuring that the organization is always ahead of compliance requirements. This strategy helps businesses prepare for regulatory changes before they come into effect, minimizing the risk of non-compliance. At the same time, the strategy can be costly, particularly for smaller enterprises, and it demands significant time and human resources.

Figure 2

Adaptation Strategies to Comply with Evolving Legal Regulations



Source: Author's development.

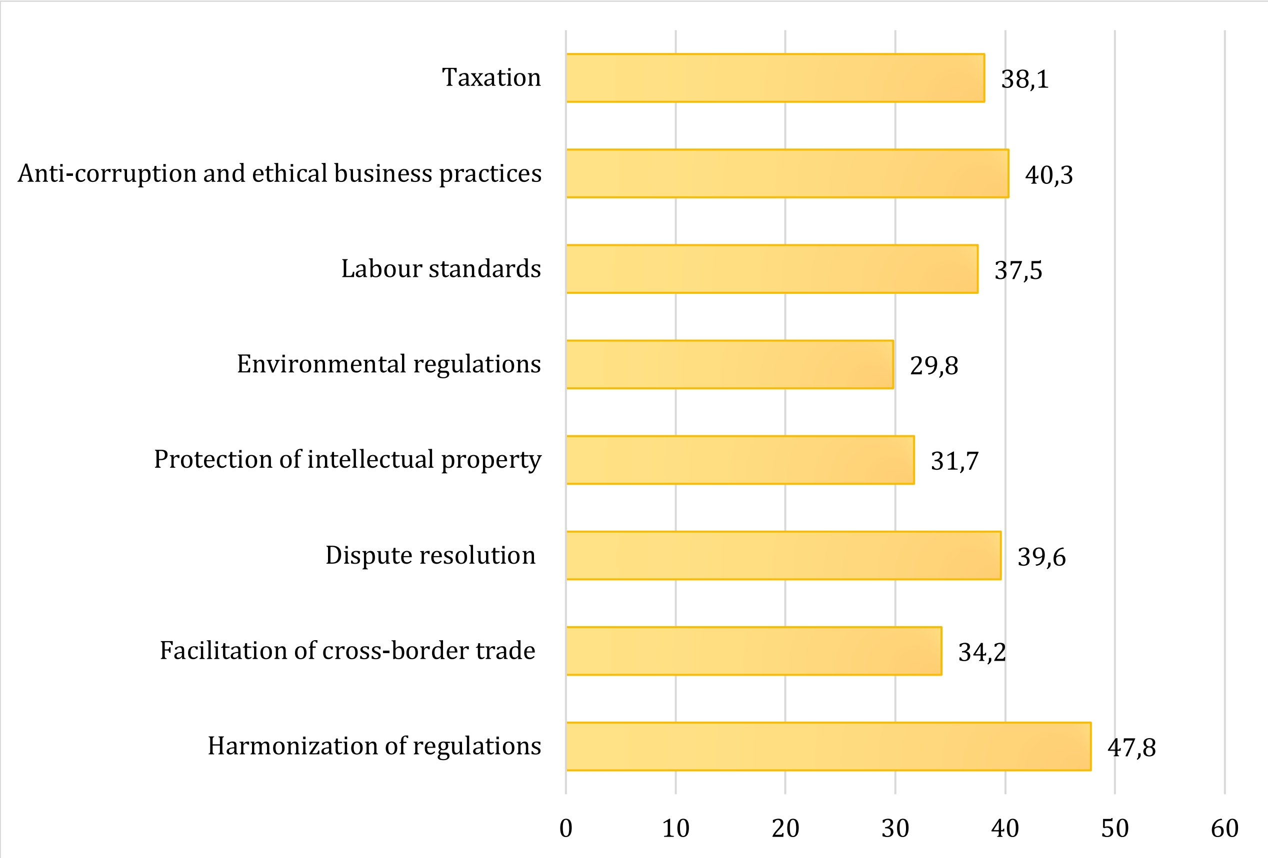
Flexible organizational structure helps the enterprises effectively respond to legal changes through the adoption of modular business units or creating cross-functional teams that can easily adjust to new legal requirements. This strategy deals with decentralizing decision-making and empowering local managers to adapt to regional regulations. Flexibility also extends to contracts, policies, and procedures, which are regularly reviewed and updated to reflect current legal standards. The participants stressed that the implementation of advanced technologies plays an important role in helping the enterprises manage compliance with evolving legal regulations. Companies invest in the software that automates the tracking and implementation of regulatory changes, reducing the burden on human resources. Additionally, it was indicated that using data analytics and AI-based tools helps identify potential risks and optimize decision-making processes. Besides, technologies are also applied to facilitate the training programs for employees to keep them informed about new legal requirements and ensure they are following best practices.

What roles does international law play in shaping the legal status of global enterprises in the future?

The participants revealed that in the future international law will play an important role in shaping the legal status of global enterprises providing a framework for regulating cross-border activities, harmonizing standards, and addressing global challenges. The survey results demonstrated that these roles are the following: (1) harmonization of regulations to operate by reducing discrepancies and legal conflicts between national laws, particularly in areas such as trade, environmental standards, and labour rights; (2) facilitation of cross-border trade through treaties and agreements; (3) dispute resolution mechanisms for resolving international legal disputes; (4) protection of intellectual property allowing global enterprises to safeguard their innovations, brands, and technologies in multiple jurisdictions; (5) environmental regulations, requiring global enterprises to adopt practices that minimize their environmental impact; (6) labour standards for ensuring that their operations and business practices respect fundamental human rights, as outlined in conventions by bodies like the International Labour Organization; (7) anti-corruption and ethical business practices; and (8) taxation including the regulation of transfer pricing to prevent tax evasion and ensure fair tax contributions by multinational corporations. The survey showed that these roles emphasize the significance of international law in creating a comprehensive legal framework that supports the operation, growth, and sustainability of global enterprises. Figure 3 presents the roles of international law in shaping the legal status of global enterprises in the future.

Figure 3

Role of International Law in Shaping the Legal Status of Global Enterprises in the Future.



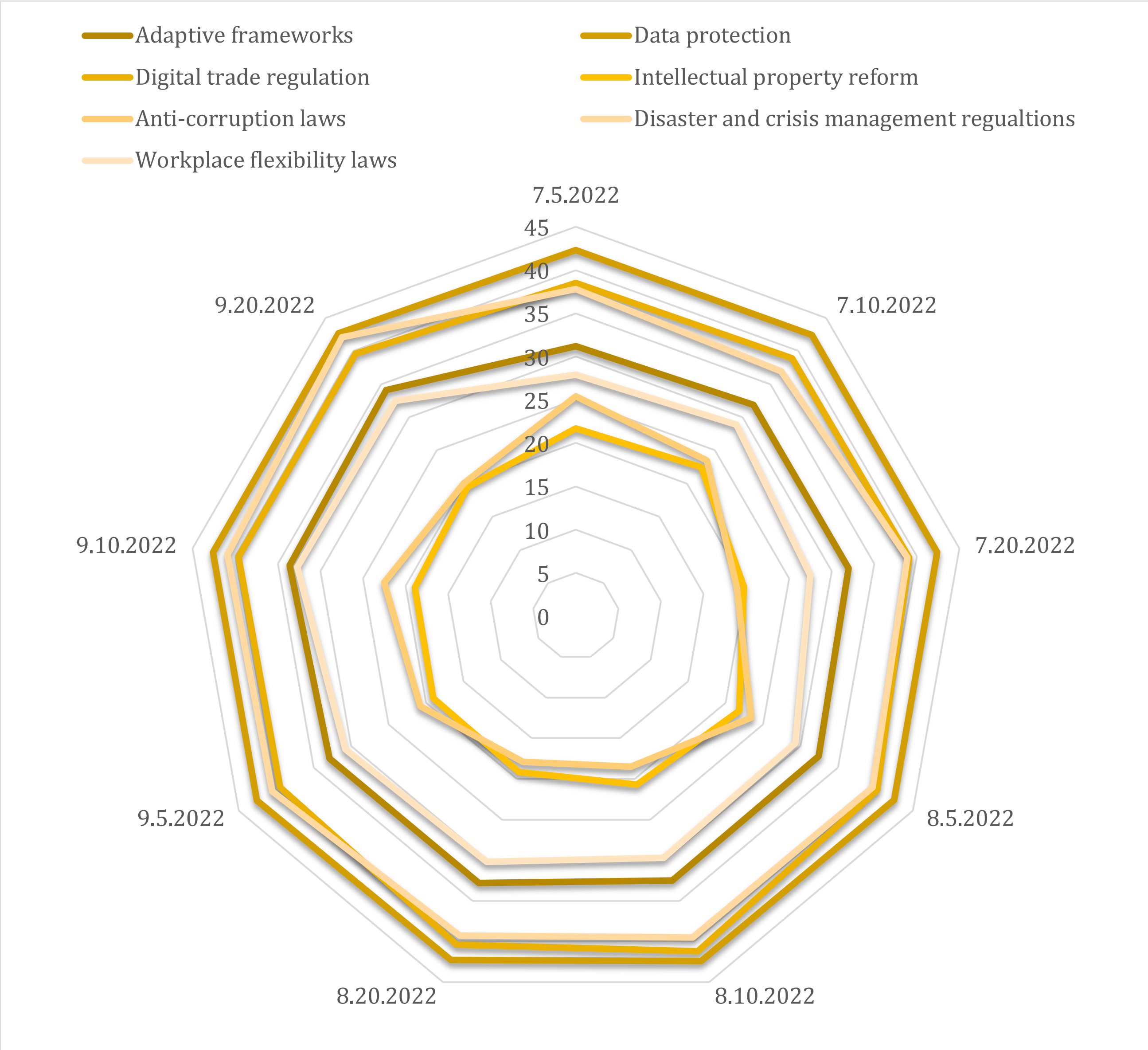
Source: Author's development.

What legal innovations are necessary to support the sustainable development and planning of enterprises in the future?

The comprehensive analysis of legal innovations used to support the sustainable development and planning process of the enterprises was conducted between July 5, 2022 and September 20, 2022 through focus groups which were organized every 10 days. Weekly assessments provided a detailed and accurate evaluation of progress, allowing researchers to monitor developments and address various challenges related to organization of planning procedures. In the context of legal innovations in the organization of enterprises, weekly discussions enabled researchers to collect the data, track the impact of new legal frameworks, and identify the emerging trends or issues. These regular interactions with survey participants ensured that the research appeared to be relevant, fostering a dynamic understanding of the peculiarities of implementation of legal innovations and their effects on enterprise organization and planning processes. The findings showed that the participants indicated seven legal innovations. They include the following: adaptive legal frameworks, digital trade regulation, anti-corruption laws, workplace flexibility laws, data protection, intellectual property reform, disaster and crisis management. Importantly, the indices for the implementation of adaptive legal frameworks, disaster and crisis management regulations, and workplace flexibility increased significantly due to the ongoing full-fledged war in Ukraine and disruptions of many business activities. At the same time, the indices for intellectual property regulation and anti-corruption laws slightly decreased. Mostly it is because business leaders and industry representatives find intellectual property protection less important in fast-paced industries where product life cycles are relatively short. Regarding anti-corruption laws, some participants argued that the provisions have been already incorporated in the existing Criminal Code of Ukraine. Figure 4 shows legal innovations to support the organization and and planning processes of enterprises.

Figure 4

Legal Innovations to Support the Organization and Planning Processes of Enterprises.



Source: Author's development.

Further, the researchers studied the benefits of legal innovations in the organization and planning of enterprises. It was found that these innovations make the activities of enterprises more flexible, transparent, and adaptive and, therefore, they help reduce risks and provide a number of business opportunities through updated legal status of enterprise. Table 2 analyzes the benefits of legal innovations considering the organization and planning of the enterprises of the future.

Table 2

The Analysis of Benefits of Legal Innovations.

Legal innovations	Benefits
Adaptive legal frameworks	1) Flexibility of new technologies, existing market conditions, and emerging challenges; 2) Encouragement of introduction of advanced technologies for business activities; 3) Implementation of risk management practices; 4) Integration of accurate sustainability criteria; 5) Global competitiveness of Ukrainian enterprises; 6) Effective strategic planning; 7) Preparation of legal frameworks of the enterprises to market dynamics and new business opportunities.
Digital trade regulation	1) Introduction of clear and consistent rules for e-commerce; 2) High standards of data security; 3) Promotion of innovations and digital transformation; 4) Fair competition; 5) Implementation of responsible digital practices; 6) International cooperation in the field of digital trade regulation; 7) Investment in digital infrastructure.
Anti-corruption laws	1) Introduction of business integrity by setting clear standards for acceptable behavior; 2) Establishing appropriate legal frameworks to reduce risks; 3) Fair competition; 4) Creating a transparent and stable business environment; 5) Strengthening corporate governance requiring enterprises to establish internal controls, audit mechanisms, and clear reporting procedures; 6) Improved public trust; 7) Implementation of global standards in the sphere of anti-corruption law.
Workplace flexibility laws	1) Increased employee productivity; 2) Talent attraction and retention; 3) Improved employee well-being and engagement; 4) Quick adaptation to disruptions such as natural disasters, health crises, or war; 5) Reduced environmental impact; 6) Encouragement of inclusive work environments; 7) Implementation of innovations and encouragement of employees' creativity; 8) Strategic business planning.
Data protection	1) Reducing risk of cyberattacks, which can result in financial losses, legal penalties, and reputational damage; 2) Efficient data management practices; 3) Support of consumer rights and privacy; 4) Enhancement of internal security and governance; 5) Sustainable business practices minimizing unnecessary data collection and storage.
Intellectual property reform	1) Encouragement of innovation and creativity; 2) Reducing legal disputes; 3) Promotion of fair competition; 4) Scientific collaboration and knowledge sharing leading to new product development; 5) Consumer protection.
Disaster and crisis management	1) Business continuity planning that helps maintain operations and recover from crises;

	2) Establishment of clear guidelines for risk management; 3) Government support during emergencies; 4) Improvement of coordination and communication between businesses, government agencies, and other stakeholders. 5) Strengthening resilience and recovery capabilities; 6) Facilitation of training and preparedness of employees; 7) Clear responsibilities and obligations of the enterprises during emergencies.

Source: Author's development.

Therefore, the examination of peculiarities and trends of organization and planning of the enterprises of the future through their legal status is significant for economic and legal science since it is oriented towards improvement of business operations through the legal status of enterprises. Besides, the findings contribute to the analysis of legal changes, ensuring compliance and strategic planning. This examination also provided the valuable information on the implementation of legal innovation in the business landscape and their benefist.

Discussion

The conducted analysis of recent literature sources showed that legal frameworks affect the organizational structure and planning processes of the enterprises and they establish the rules and regulations that govern business operations (Pahlow & Teupe, 2019). Currently, a number of works are devoted to legal challenges facing future enterprises in their organizational structure and planning processes. These challenges concern varios problems, particularly corporate governance, labour regulations (Sánchez-Bayón, 2020; Tanpipat et al., 2021), intellectual property rights (Brandl et al., 2019), and incoropartion of environmental standards in business activities (Zhu et al., 2022). Other challenges include investor confidence and maintaining market stability effectively (Chen & Haga, 2021) and innovative product development processes (Trevlopoulos et al., 2021). The special attention was paid towards the impact of technological advancements upon the changes within the business legislation and the organization of enterprise activities (Reier Forradellas & Garay Gallastegui, 2021). This demonstrated that companies have to incorporate new legal models to maintain business continuity, particularly during emergencies (Hongdao et al., 2022). According to the survey, the legal challenges that future enterprises will face in their organizational structure and planning processes are introduced at the regional, national, and international level. The findings showed that they included data privacy, cybersecurity, intellectual property rights, the use of AI tools, cross border trade, environmental regulations, taxations, digital transformations, social media presence, consumer protection laws, and labour laws. These challenges demonstrated the importance for future enterprises to develop organizational structures and planning processes in accordance with the existing legal frameworks.

Globalization, digitalization as well as the introduction of a wide range of technological advancements proved that businesses must prepare to new conditions of business landscape and numerous global risks, including economic fluctuations and political instability (Gholipour, 2019). Also, the emerging threats like pandemic or war forced to increase the introduction of innovation and increase adaptability qualities among the enterprises to adapt to new conditions and use unique legal frameworks (Markus, 2022). The literature analysis showed that the planning of the enterprise of the future involves using a forward-looking approach that considers emerging trends, technological advancements, and global challenges (Matriano, 2022; Rachinger et al, 2019). As a result, future enterprises must be designed to adapt quickly to changing conditions (Reier Forradellas & Garay Gallastegui, 2021), updated legal frameworks or regulatory environments (Arsentieva & Klius, 2020), and enhancing decentralization (Dick-Sagoe & Andraz, 2020). At the same time, the researchers conducted a comprehensive analysis of strategies used to comply with evolving legal regulations related to the enterprises of the future. They include: proactive legal activity, flexible organizational structure, and implementation of advanced technologies. The findings demonstrated that flexible organizational structure has a number of advantages and it helps the enterprises effectively respond to legal changes through the adoption of modular business units or creating cross-functional teams that can easily adjust to new legal requirements. This strategy deals with decentralizing decision-making and empowering local managers to adapt to regional regulations.

The scientific works revealed that international law is fundamental to the organization and planning of global enterprises (Chatellier, 2021). This requires business companies to adhere to international treaties, trade agreements, and regulations that govern issues such as tariffs or import/export controls (Laszlo et al., 2020). Understanding the roles international law plays in shaping the legal status of global enterprises in the future, it was discovered that they include: harmonization of legal regulations; facilitation of cross-border trade; implementation of dispute resolution mechanisms; protection of intellectual property; updating environmental regulations; introduction of labour standards; adoption of anti-corruption and ethical business practices; and improvement of taxation. These roles emphasized the significance of international law in creating a comprehensive legal framework that supports the operation, growth, and sustainability of global enterprises. Besides, the special attention was paid towards the study of legal innovations to support the sustainable development and planning of enterprises. The findings showed that they concern adaptive legal frameworks, digital trade regulation, anti-corruption laws, workplace flexibility laws, data protection, intellectual property reform, disaster and crisis management. Additionally, the researchers proved that legal innovations bring a number of benefits to the organization and planning of enterprises. More importantly, legal innovations are proved to be important for adaptation to changing regulatory environments. These innovations streamline operation processes, reduce legal risks, and provide new opportunities for competitive advantage. Additionally, it was found that the gradual implementation of legal innovations helps enterprises to be more resilient and responsive to market fluctuations in the future.

Legal frameworks concern a wide range of laws, including corporate governance, labour regulations, intellectual property rights, and environmental standards, all of which dictate how businesses must structure themselves and operate. These regulations ensure that enterprises maintain accountability and fairness in their internal decision-making processes. Currently, legal frameworks are changing under the impact of technological advancements, globalization, regional and global threats. Legal systems are forced to adapt to new business models, particularly those that involve digital platforms, AI, and data-driven decision-making. Also, business entities encounter diverse legal environments that require harmonization or adaptation of international laws and regulations. The emerging legal frameworks deals with the growing emphasis on data privacy and cybersecurity laws. Also, one of emerging trends touches upon the increasing focus on sustainability within legal frameworks. Besides, legal frameworks are to adapt to emerging labour laws, taxation policies, and employee rights regulations. Consumer protection attracts the special attention as well.

Conclusions and Implications

Technological advancements, globalization, regional and global threats have a great impact upon the existing business legislation and the organization of enterprise activities. As a result, a number of legal challenges appear, particularly data privacy, cybersecurity, intellectual property rights, the use of AI tools, cross border trade, environmental regulations, taxations, digital transformations, social media presence, consumer protection laws, and labour laws. To counteract them and to organize a successful enterprise of the future, some strategies to adapt to the evolving legal regulations must be introduced. The findings showed that there are three main strategies, such as proactive legal activity, flexible organizational structure, and implementation of advanced technologies. Besides, a number of legal innovations must be considered since they bring a number of benefits to the organization and planning of enterprises. More importantly, legal innovations are proved to be important for adaptation to changing regulatory environments. These innovations include: adaptive legal frameworks, digital trade regulation, anti-corruption laws, workplace flexibility laws, data protection, intellectual property reform, disaster and crisis management. According to the research they create a positive business environment and help enterprises to be more resilient during crisis.

The research possesses significant implications for preparing businesses to adaptation to new conditions of market and various challenges, particularly war. One of the key findings demonstrates the necessity for legal frameworks that are flexible and responsive to rapidly changing business environment. Enterprises in conflict zones or facing severe disruptions must be able to reorganize quickly, ensuring continuity of operations while complying with legal standards. This related to the possibility of research outcomes to be incorporated in the adaptability model for organization and planning of enterprises facing crisis difficulties. Besides, the study shows the importance of legal innovations that support enterprises in managing risks associated with war and other challenges. These innovations may become the basis for emergency legal provisions, temporary regulatory relaxations, or specific protections for businesses in conflict-affected areas. Such measures enable enterprises to navigate the uncertainties of war, allowing for accurate planning. Also, the implications of this research extend to the future planning of enterprises, emphasizing the need for legal amendments in organizational strategies. The findings support the legal strategies that are integrated into enterprise planning processes, ensuring that businesses are strategically positioned to overcome the unique challenges. Further, the information of the legal strategies may be implied in post-war business legislation.

Suggestions for Future Research

Future research should mainly focus on the development of an adaptability model for future enterprises that addresses the unique challenges faced during war and post-war periods. Such a model should provide the analysis of different types of businesses with a structured approach to manage the complexities related to the business operations under extreme conditions. Also, the model should be oriented towards improvement of the mechanisms which are able to build resilience and long-term sustainability of the enterprises. Firstly, future research should explore the legal procedures that can support various enterprises in maintaining their operational continuity, particularly during conflicts. This involves mainly the investigation of the peculiarities of existing legal frameworks. The conducted research proves that these frameworks should be applied to facilitate rapid organizational changes, such as restructuring, relocation, or decreasing business operations. Researchers also should study case examples of businesses that successfully navigated war-time conditions, identifying the appropriate legal strategies they employed to adapt effectively to the crisis conditions. Secondly, the investigation of post-war period should clearly present the description of a number of challenges, where enterprises must transition from a conflict-driven mode of operation to a stable, peacetime environment. Future research should focus on legal innovations and the transition of the enterprises to their full incorporation. It was found that these innovations should concern the following areas like workforce reintegration, rebuilding infrastructure, and securing new market opportunities. Additionally, future research should investigate the role of international legal standards and their influence upon the rebuilding efforts of enterprises in post-conflict settings.

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Conflict of Interest

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