Estonian economy and management in the early 1990's Üksvärav, Raoul; Nurmi, Raimo 1993 https://www.ester.ee/record=b1304443*est

How Estonian managers experienced the transformation to independence and market economy in 1990-1991 Nurmi, Raimo; Üksvärav, Raoul Management international review: journal of international business 1993 / p. 171-181 https://www.ester.ee/record=b1033254*est