

**2016 ACADEMIC OASIS/ IAABR – MIAMI BEACH
INTERNATIONAL ACADEMIC CONFERENCE
PROCEEDINGS**

EDITED BY

PROF. DR. DETELIN ELENKOV
ANGELO STATE UNIVERSITY, TEXAS, USA

PROF. DR. URSULA SCHINZEL
UNIVERSITY OF LIVERPOOL, LIVERPOOL, THE UNITED KINGDOM

© International Academy for Advancement of Business Research
© Academic Organization for Advancement of Strategic and International Studies

1000 5th Street, Miami Beach, Florida 33139 USA

Welcome to the 2016 IAABR / ACADEMIC OASIS – MIAMI BEACH Academic Conference!

Dear IAABR and Academic OASIS Conference Participants,

Welcome to the 2016 IAABR/ Academic OASIS – Miami Beach International Academic Conference! This Conference is an exciting event to you as well as to us. As we did it in the past, we are again providing an international forum for you to interact with hundreds of like-minded scholars from all continents. Enjoy this truly global and intellectually-stimulating environment, network with colleagues from many countries and sharing similar or complementary interests, immerse in the glamorous atmosphere of Miami Beach!

Throughout its existence, **the International Academy for Advancement of Business Research® (IAABR®)** and **Academic Organization for Advancement of Strategic and International Studies® (Academic OASIS®)** have offered their members flexibility and quality services, and we hope we can continue providing the same benefits in the future. We are also making every effort to improve our services, and for this purpose our two organizations have decided to pool together our resources. Therefore, most of our future initiatives and events will be announced using both organizational names and websites: www.AcademicOASIS.org and www.IAABR.com. Increasingly, though, we are going to need your help as we face the unavoidable challenges and constraints of growth. This has been the seventh year we have experimented with electronic submissions. Accordingly, we strongly encourage you to (re)visit our websites, and make full use of the facilities and options they offer. Most IAABR and Academic OASIS journals will continue to be published in **January, March, May, July, August/September and October/November** of every year. Therefore, we now encourage all year-round submissions.

To all the authors, reviewers and board members who have helped shape the current conference, we say “THANK YOU” for your dedication and for making the 2016 IAABR / Academic OASIS – MIAMI BEACH International Academic Conference a milestone in our history. To all IAABR and Academic OASIS members, we announce that we will be holding our traditional Orlando/ Cocoa Beach Conference March 9 -15; Palm Beach/ Key West Conference May 11-17; Athens, Greece Conference July 3-5, Paris, France Conference July 15-17, 2016 and Las Vegas Conference October 16-18. We urge you to submit your work soon online at our websites www.AcademicOASIS.org and www.IAABR.com.

On behalf of the Academic Boards of **the International Academy for Advancement of Business Research®** and **the Academic Organization for Advancement of Strategic and International Studies®**, as well as worldwide Members of **Academic OASIS** and **IAABR**, we highly appreciate our distinguished **Keynote Speaker**: .

Enjoy 2016 IAABR/ Academic OASIS – MIAMI BEACH Conference! Prepare for the 2016 IAABR/ Academic OASIS – ORLANDO Conference in the proximity of Disney World, Universal ORLANDO and the exotic COCOA BEACH!

Warm Regards,

Dr. Richard C. Staten, Director, Strategic Merchandising Solutions, Coca-Cola Company, CONFERENCE CHAIR

Dr. Ursula Schinzel, University of Liverpool, Liverpool, The United Kingdom, CONFERENCE PROGRAM CHAIR

2016 IAABR / Academic OASIS – MIAMI BEACH ACADEMIC CONFERENCE

2016 IAABR / ACADEMIC OASIS – MIAMI BEACH ACADEMIC CONFERENCE

PROGRAM OUTLINE

The Marriott Stanton South Beach Hotel, Miami Beach, Florida, USA
January 3rd – 5th, 2016

Sunday, January 3rd, 2016: Registrations, Welcome Reception

5:00 PM – 7:00 PM Conference Registration
5:00 PM – 7:00 PM **Welcome Reception (complimentary hors d'oeuvres/
open cash bar)**

Monday, January 4th, 2016: Registrations, Presentations and Luncheon

9:30 AM – 3:30 PM Conference Registration
10:00 AM – 12:15 PM Paper Presentations: Concurrent Sessions
Session 1) Opening Session
Session 2) **Keynote Address – Dr. Charles Wankel**
Session 3) Social Studies
12:15 PM – 1:15 PM **2016 IAABR/ Academic OASIS – Miami Beach Luncheon**
2016 IAABR/ Academic OASIS – Miami Beach Name
Badge or Ticket Required to Attend
1:15 PM – 5:30 PM Paper Presentations: Concurrent Sessions
1:15 PM – 2:45 PM Session 4) Management
2:45 PM – 3:30 PM Session 5) Psychology
3:30 PM – 3:45 PM Coffee Break
3:45 PM – 4:30 PM Session 6) Economics
4:30 PM – 5:30 PM Session 7) Advanced Technology and Innovation

Tuesday, January 5th, 2016: Registrations and Presentations

9:30 AM – 11:30 AM Conference Registration
9:45 AM – 12:30 PM Paper Presentations: Concurrent Sessions
9:45 AM – 10:30 AM Session 8) Finance & Accounting
10:30 AM – 11:30 AM Session 9) Organizational & Institutional Studies
11:30 AM – 12:30 PM Session 10) Education
12:30 PM – 1:30 PM Lunch on Your Own
1:30 PM – 3:00 PM Board of Governors Executive Meeting
3:00 PM **2016 IAABR / Academic OASIS - Miami Beach**
Conference Ends.
See you in March at the 2016 IAABR / Academic OASIS –
Orlando Conference!

Conference Organizing Committee

Dr. Richard C. Staten, Director, Strategic Merchandising Solutions, Coca-Cola Company, Atlanta, Georgia, USA,
CONFERENCE CHAIR

Dr. Ursula Schinzel, University of Liverpool, Liverpool, The United Kingdom, CONFERENCE PROGRAM CHAIR

Dr. Detelin Elenkov, Conference Organizing Committee, Angelo State University, San Angelo, Texas, USA

Dr. Cecilia Cheng, The University of Hong Kong, Hong Kong, China

Session Chairs

Dr. Richard C. Staten, Director, Strategic Merchandising Solutions, Coca-Cola Company, Atlanta, Georgia, USA

Dr. Ursula Schinzel, University of Liverpool, Liverpool, The United Kingdom

Dr. Detelin Elenkov, Angelo State University, San Angelo, Texas, USA

Dr. Zoe Hurley, Zayed University, Dubai, UAE

Dr. Carol Shepherd, National University, United States

Dr. Ahmed Said Abdelhalim, Cairo University, Riyadh, Saudi Arabia

Dr. Ann-Lorraine Edwards, State University of New York at Oswego, Oswego, New York, USA

Prof. Victoria Mattingly, Colorado State University, Fort Collins, Colorado, USA

Dr. Richard Griffith, Florida Institute of Technology, Melbourne, Florida, USA

Dr. Weichu Xu, East Stroudsburg University of Pennsylvania, East Stroudsburg, Pennsylvania, USA

Dr. Amir H. Chizari, Tehran University, Tehran, Iran

Dr. Sarawut Jasadakum, Ramkhamhaeng University, Bangkok, Thailand

Dr. Bashar Zogheib, American University of Kuwait, Kuwait City, Kuwait

Dr. Curt DeBerg, California State University, Chico, Chico, California USA

Dr. Abdullah H. A. Alfauzan, Qassim University, Al-Qassim, Saudi Arabia

Dr. Charlotte Davis, Concord University, Athens, West Virginia USA

Dr. Pericles Tadeu da Costa Bezerra, Brazilian Center for Higher Education, Brasilia, Brazil

Dr. Kathleen M. Brown, University of North Carolina, Chapel Hill, North Carolina, USA

Dr. Abdel Latif Sellami, Social & Economic Survey Research Institute (SESRI), Qatar University, Doha, Qatar

Dr. Faridah Djellal, Lille1 University, Lille, France

Dr. Paulene Naidoo, Durban University of Technology, Durban, South Africa

Sunday, January 3, 2016 5:00 PM – 7:00 PM Oceanview Terrace

Conference Registration

Sunday, January 3, 2016 5:00 PM – 7:00 PM Oceanview Terrace

**Welcome Reception!!!
(complimentary hors d'oeuvres, wine and iced tea)**

2016 IAABR & ACADEMIC OASIS CONFERENCE

Monday, January 4, 2016 9:30 AM – 3:30 PM South Pointe Ballroom Hallway

Conference Registration

Monday, January 4, 2016 10:00AM – 10:15AM South Pointe Ballroom Salon A

Session 1: Opening Session

Session Chairs:

**Dr. Richard C. Staten, Director, Strategic Merchandising Solutions, Coca-Cola Company,
Atlanta, Georgia, USA**

**Dr. Ursula Schinzel, University of Liverpool, Liverpool, The United Kingdom & United Business
Institutes, Luxemburg**

Monday, January 4, 2016 10:15AM – 11:15AM South Pointe Ballroom Salon A

Session 2: Keynote Address

Session Chair: Dr. Detelin Elenkov, Angelo State University, San Angelo, Texas, USA

**Keynote Speaker: Prof. Dr. Charles Wankel, Professor of
Management at St. John's University's Tobin College of
Business, New York**

**Keynote Topic: “Intercultural Management Skills
Development using Social Media”**

Discussant Panel:

Bin Wu, University of Missouri, Columbia, Missouri, USA

Natarajan Ranabijili, Osmania University, Hyderabad, Andhra Pradesh, India

Abass Habeeb Tomori, Zhejiang University of Technology, Hangzhou, Zhejiang Province, China

Adeleke Lukman Adewale, Anglia Ruskin University, Peterborough, United Kingdom

Adepoju Qoyum Muyiwa, Anglia Ruskin University, Peterborough, United Kingdom

Helen Davis, Jefferson Technical College, Louisville, Kentucky, USA

Olena Yakovleva, Kiev University, Kiev, Ukraine

Monday, January 4, 2016 11:15AM – 12:15PM South Pointe Ballroom Salon A

Session 3: Social Studies

Session Chairs:

Dr. Zoe Hurley, Zayed University, Dubai, UAE

Dr. Carol Shepherd, National University, United States

SOCIAL MEDIA DEPENDENCY: WHAT HAPPENS WHEN FREQUENT USERS ARE SEPARATED FROM THEIR MOBILE DEVICES

Carol Shepherd, National University, United States

Jan Parker, National University, United States

Tomas Steiner, National University, United States

“WOW! WINDOW ON THE WORLD: IPADS AND AUGMENTED REALITY FOR RICHER READINGS”

Zoe Hurley, Zayed University, Dubai, UAE

Nalan Kerr, Zayed University, Dubai, UAE

GLOBALIZATION AND THE QUEST FOR POLITICAL POWER BY NIGERIAN ELITES: THE ROLE OF THE ACADEMIA

Abimbola M. Adu, College of Education, Ikere Ekiti, Nigeria

SOCIO-ECONOMIC IMPLICATION OF MIGRATORY TRENDS AND GROWING AGE: DEMOGRAPHIC BONUS OR CHALLENGE

Shruti Shrestha, Tribhuvan University, Kathmandu, Nepal

FAITH’S CRIME INDULGING RELIGIOUS CRIME

Amer Zaib, Griffith University, Nathan, Australia

MULTIDIMENSIONAL IMPACT ON CONTRACEPTION IN PUNJAB (PAKISTAN) - USE OF MULTILEVEL APPROACH

Shahid Kamal, University of the Punjab, Lahore, Pakistan

Monday, January 4, 2016 12:15 PM – 1:15 PM Oceanview Terrace

2016 IAABR / Academic OASIS – Miami Beach Luncheon

2016 IAABR / Academic OASIS Name Badge or Ticket Required to Attend

Monday, January 4, 2016 1:15 PM – 2:45 PM South Pointe Ballroom Salon A

Session 4: Management

Session Chair:

Dr. Ahmed Said Abdelhalim, Cairo University, Riyadh, Saudi Arabia

Dr. Ann-Lorraine Edwards, State University of New York at Oswego, Oswego, New York, USA

“PROJECTION” CONCEPT: A NEW HYBRID APPROACH FOR MANAGING THE LINK BETWEEN PROJECT UNIQUENESS AND PRODUCTION REPETITIVENESS

Ahmed Said Abdelhalim, Cairo University, Riyadh, Saudi Arabia

THE ROLE OF EMPLOYEE ENGAGEMENT AND MEASUREMENT OF THE SAME IN BUSINESSES FUNCTIONING ON THE POLISH MARKET

Joanna Zukowska, Warsaw School of Economics, Warsaw, Poland

Mikolaj Pindelski, Warsaw School of Economics, Warsaw, Poland

THE “DARK SIDE” OF CHARISMATIC LEADERSHIP: AN ANALYSIS OF MISUSE OF POWER

Stephan Gerschewski, Hannam University, Linton School of Global Business, Daejeon, Korea

IMPACT OF SOCIETAL TRUST ON CEO COMPENSATION

Amin Mawani, York University, Toronto, Ontario, Canada

UNCRACKING GOOD GOVERNANCE AND THE ROLE OF AID IN PAKISTAN AND BANGLADESH

Sarah Hussain, Columbia University, New York, New York, USA

Akbar Zaidi, Columbia University, New York, New York, USA

THE MEDIATING IMPLICATION OF WORKPLACE CLIQUES ON THE ASSOCIATION BETWEEN SUCCESSION STRATEGIES AND EMPLOYEE PERCEPTIONS OF LEADER EFFECTIVENESS IN NIGERIAN MANUFACTURING COMPANIES

Edwinah Amah, University of Port Harcourt, Port Harcourt, Rivers State, Nigeria

Aborlo Gbaraka Kpakol, International Centre for Management Research and Training (CIMRAT), Port Harcourt, Rivers State, Nigeria

Monday, January 4, 2016 2:45 PM – 3:30 PM South Pointe Ballroom Salon A

Session 5: Psychology

Session Chair:

Prof. Victoria Mattingly, Colorado State University, Fort Collins, Colorado, USA

Dr. Richard Griffith, Florida Institute of Technology, Melbourne, Florida, USA

VALIDATION OF A WORKPLACE JOYFULNESS MEASURE

Victoria Mattingly, Colorado State University, Fort Collins, Colorado, USA

Reina Bach, Joie de Vivre Leadership Group, Fort Collins, Colorado, USA

Dorey Chaffee, Colorado State University, Fort Collins, Colorado, USA

RELATING SELF-DISCIPLINE IN SOCIAL NETWORKING USE TO ACADEMIC PERFORMANCE AMONG COLLEGE STUDENTS

Ann-Lorraine Edwards, State University of New York at Oswego, Oswego, New York

Barry A. Friedman, State University of New York at Oswego, Oswego, New York

Raihan Khan, State University of New York at Oswego, Oswego, New York

**INDIVIDUAL DETERMINANTS OF BEHAVIOR, DECISION PROCESS AND POST PURCHASE
DECISION: PATIENTS' PERCEPTION ON HEALTH CARE PROVIDERS**

Sharanya Paranthaman, Sri Ramachandra University, Porur, Chennai, India
S.Sheela Rani, New College Institute of Management, Royapettah, Chennai, India

**FACTORS TOWARDS COGNITIVE COMPETENCIES DEVELOPMENT ON TECHNICAL AND
SKILL AUDIT, EMOTIONAL INTELLIGENCE, AND ETHICS ATTITUDES AFFECTING THE VALUE
OF AUDIT EMPLOYEES**

Sarawut Jasadakum, Ramkhamhaeng University, Bangkok, Thailand
Napaporn Khantanapha, Ramkhamhaeng University, Bangkok, Thailand
RapepunPiriyakul, Ramkhamhaeng University, Bangkok, Thailand

Monday, January 4, 2016 3:30 PM – 3:45 PM South Pointe Ballroom Hallway

Coffee Break

Monday, January 4, 2016 3:45 PM – 4:30 PM South Pointe Ballroom Salon A

Session 6: Economics

Session Chairs:

Dr. Weichu Xu, East Stroudsburg University of Pennsylvania, East Stroudsburg, Pennsylvania,
USA

Dr. Amir H. Chizari, Tehran University, Tehran, Iran

**COMPARING IRAN AND US MARKET POWER OF PISTACHIOS EXPORT TO EUROPEAN UNION
CONCERNING TRADE STRATEGIES**

Amir H. Chizari, Tehran University, Tehran, Iran
Sohrab Sadafi A., Tehran University, Tehran, Iran

**THE RELATIONSHIP BETWEEN WAGE, PRODUCTIVITY AND UNEMPLOYMENT IN THE
BUSINESS AND THE MANUFACTURING SECTORS IN THE US**

Stefani Milovanska, University of South Florida, Tampa, Florida, USA

**TOWARDS UNDERSTANDING OF THE CROATIAN BOOK MARKET: ANALYSIS OF ECONOMIC
FACTORS AFFECTING BOOK BUYING**

Maja Martinovic, Zagreb School of Economics and Management, Zagreb, Croatia
Masa Magzan, Zagreb School of Economics and Management, Zagreb, Croatia
Ana Kustrak Korper, Zagreb School of Economics and Management, Zagreb, Croatia

**ASSESSMENT OF ECONOMICAL RELATIONSHIP IN THE POWER FIELD OF TURKEY AND
CASPIAN STATES AFTER DECLARATION OF THEIR INDEPENDENCE**

Alparslan Abdurrahman Basaran, Hacettepe University, Ankara, Turkey
Erdem Utku Eke, Hacettepe University, Ankara, Turkey
Necmiddin Bagdadioglu, Hacettepe University, Ankara, Turkey

Monday, January 4, 2016 4:30 PM – 5:30 PM South Pointe Ballroom Salon A

Session 7: Advanced Technology and Innovation

Session Chairs:

Dr. Sarawut Jasadakum, Ramkhamhaeng University, Bangkok, Thailand

Dr. Bashar Zogheib, American University of Kuwait, Kuwait City, Kuwait

SURVEY OF DIFFERENT TYPES OF BUSINESS INNOVATION IN BRAZIL

Isabella Porcu Peixoto, Pontifical Catholic University of Parana, Maringa, Parana, Brazil

HOW DOES INTERNET RECRUITMENT IMPACT ON NEW HIRE VOLUNTARY TURNOVER? A THEORETICAL STUDY

Weichu Xu, East Stroudsburg University of Pennsylvania, East Stroudsburg, Pennsylvania, USA

Jian Yu, Beijing Forestry University, Beijing, China

Chaolin Chen, Xiamen National Accounting Institute, Xiamen Fujian, China

2D FINITE ELEMENT COMPUTATIONAL ANALYSIS OF MAXIMUM BEVEL - JOINT STRENGTH OF CEMENTED CARBIDE BRAZED WITH SILVER-BASED FILLER METAL

Richard Chukwuma Meribe, Kumamoto University, Kumamoto, Japan

Kazuya Mori, Kumamoto University, Kumamoto, Japan

Kyogo Watabe, Kumamoto University, Kumamoto, Japan

Yuki Fujishita Nakayama, Seimitsu Co., Ltd Nishihara, Aso, Japan

Koji Kirihaara Nakayama, Seimitsu Co., Ltd Nishihara, Aso, Japan

Kazufumi Sakata Nakayama, Seimitsu Co., Ltd Nishihara, Aso, Japan

VARIOUS GRID GENERATION TECHNIQUES

Bashar Zogheib, American University of Kuwait, Kuwait City, Kuwait

STREAMING KILLED THE DOWNLOAD STAR! HOW THE BUSINESS MODEL OF STREAMING SERVICES REVOLUTIONIZES MUSIC DISTRIBUTION

Timm Trefzger, Friedrich-Alexander University, Erlangen-Nurnberg, Germany

Matthias Rose, Fraunhofer Institute for Integrated Circuits, Erlangen, Germany

Christian Baccarella, Friedrich-Alexander University, Erlangen, Germany

Kai-Ingo Voigt, Friedrich-Alexander University, Erlangen-Nurnberg, Germany

INSTRUCTIONAL DESIGN, DELIVERY AND EVALUATION OF INTERACTIVE CASE BASED E-CONTENTS FOR CONTINUOUS PROFESSIONAL DEVELOPMENT OF PHYSICIANS

Soheil Saadat, Tehran University of Medical Sciences, Tehran, Iran

R. Mojtahedzadeh, Tehran University of Medical Sciences, Tehran, Iran

A. Mohammadi, Tehran University of Medical Sciences, Tehran, Iran

End of Day 1 Reception!!!
(complimentary hors d'oeuvres & wine)

Tuesday, January 5, 2016 9:00 AM – 11:30 AM South Pointe Ballroom Hallway

Conference Registration

Tuesday, January 5, 2016 9:45 AM – 10:30 AM South Pointe Ballroom Salon A

Session 8: Finance & Accounting

Session Chair:

Dr. Curt DeBerg, California State University, Chico, Chico, California, USA

Dr. Abdullah H. A. Alfauzan, Qassim University, Al-Qassim, Saudi Arabia

ETHICS ON TAX AVOIDANCE: OPINIONS OF TAX PRACTITIONERS

Katherine Jane V. Abando, University of the East, Manila, Philippines

Josiah D. P. Barrameda, University of the East, Manila, Philippines

John Paul P. Concha, University of the East, Manila, Philippines

Rizza P. Nicolas, University of the East, Manila, Philippines

Hannah Jean R. Rivera, University of the East, Manila, Philippines

Jeline Louise P. Santiago, University of the East, Manila, Philippines

Brenda D. Tomas, University of the East, Manila, Philippines

Angelito C. Descalzo, University of the East, Manila, Philippines

THE IMPACT OF BANKING SECTOR E-SERVICE QUALITY ON CUSTOMER SATISFACTION

Mounir M El Khatib, Hamadan Bin Mohammad Smart University, Dubai, UAE

Mohammad Naim Chaker, Ajman University of Science and Technology, Ajman, UAE

GLOBALIZATION AND INTER-COUNTRY VARIATION IN COMMERCIAL LENDING RATES ACROSS THE GLOBE

Anisul M. Islam, University of Houston-Downtown, Houston, Texas, USA

FINANCIAL DEEPENING AND PENSIONS IN GHANA; A STRUCTURAL VECM APPROACH

Charles Mensah, Anadolu University, Eskisehir, Turkey

Francis Okyere, University of Ghana, Legon, Ghana

RATIO WITH THE TIME VALUE OF MONEY CONSIDERED

Gyutai Kim, Chosun University, Kwangju, South Korea

ACCESS TO FINANCE AND GROWTH OF SMALL AND MEDIUM ENTERPRISES IN UGANDA

Nicholas Gregory Okello, Gulu University, Gulu, Uganda

Agnes Single Layet, Gulu University, Gulu, Uganda

Kenneth Olido, Gulu University, Gulu, Uganda

Tuesday, January 5, 2016 10:30AM – 11:30AM South Pointe Ballroom Salon A

Session 9: Organizational & Institutional Studies

Session Chairs:

Dr. Charlotte Davis, Concord University, Athens, West Virginia USA

Dr. Pericles Tadeu da Costa Bezerra, Brazilian Center for Higher Education, Brasilia, Brazil

IMPACT OF INTERDEPARTMENTAL COORDINATION ON MARKET STRATEGIES

Goran Vlastic, University of Zagreb, Zagreb, Croatia

Zoran Krupka, University of Zagreb, Zagreb, Croatia

THE CONCEPT AND ANALYSIS OF TOURISM DEVELOPMENT IN THE REPUBLIC OF KAZAKHSTAN

Kala Nagima, L.N. Gumilyov Eurasian National University, Astana, Kazakhstan

ORGANIZATIONAL CLIMATE: A COMPARATIVE STUDY AMONG PUBLIC AND PRIVATE ENTITIES

Jose Luiz Barros Fernandes, Brazilian Catholic University, Brasilia, Brazil

Sandy Monise Corrêa Silva, Brazilian Catholic University, Brasilia, Brazil

Pericles Tadeu da Costa Bezerra, Brazilian Center for Higher Education, Brasilia, Brazil

Alberto Shigueru Matsumoto, Brazilian Catholic University, Brasilia, Brazil

PROFESSIONAL CAREER DEVELOPMENT: A VALUABLE STRATEGY FOR JOB CREATION, ORGANIZATIONAL AND NATIONAL EFFECTIVENESS

Mildred Daminabo Weje, Rivers State College of Arts and Science, Port Harcourt, Rivers State, Nigeria

Edwinah Amah, University of Port Harcourt, Port Harcourt, Rivers State, Nigeria

A CASE STUDY: VALIDATING THE ORGANIZATIONAL UNIVERSE MODEL (OUM®)

Gerard F. Becker, Nyack College, Nyack, New York, USA

Anne Hallcom, Nyack College, Nyack, New York, USA

Deborah Herrera, Capella University, USA

INSTITUTIONAL LOGIC AND PRACTICE VARIATION: THE CASE OF WOMEN CEOS IN LARGE CORPORATIONS

Dorota Leszczynska, IDRAC International School of Management, GREDEG-CNRS, Sophia Antipolis, France

Tuesday, January 5, 2016 11:30AM – 12:30PM South Pointe Ballroom Salon A

Session 10: Education

Session Chairs:

Dr. Kathleen M. Brown, University of North Carolina, Chapel Hill, North Carolina, USA

Dr. Abdel Latif Sellami, Qatar University, Doha, Qatar

STRUCTURAL AND INTERNAL ADAPTATION IN URBAN AND RURAL TURNAROUND SCHOOLS

Matthew T. Proto, University of North Carolina, Chapel Hill, North Carolina, USA

Kathleen M. Brown, University of North Carolina, Chapel Hill, North Carolina, USA

Bradford Walston, University of North Carolina, Chapel Hill, North Carolina, USA

K-12 REFORM IN QATAR – REALITIES AND CHALLENGES

Abdel Latif Sellami, Social & Economic Survey Research Institute (SESRI), Qatar University,
Doha, Qatar

**QUALITY MANAGEMENT SYSTEM OF THE ISO 9001: 2008 CERTIFIED PHILIPPINE
UNIVERSITIES**

Catalino N. Mendoza, University of Batangas, Batangas City, Philippines
Nestor C. Camello, University of Batangas, Batangas City, Philippines
Anthony G. Peñaverde, University of Batangas, Batangas City, Philippines

**A CULTURE OF EXCELLENCE IN PHILIPPINE UNIVERSITIES:
THE UNIVERSITY OF BATANGAS' EXPERIENCE**

Catalino N. Mendoza, University of Batangas, Batangas City, Philippines

Tuesday, January 5, 2016 12:30PM – 1:30 PM Oceanview Terrace

CLOSING LUNCHEON

Tuesday, January 5, 2016 1:30 PM – 3:00 PM Outside Location TBA

Session 11: Board of Governors Executive Meeting

Session Chairs:

Dean Dr. Faridah Djellal, Lille1 University, Lille, France

Dr. Paulene Naidoo, Durban University of Technology, Durban, South Africa

Attending:

Dr. Detelin Elenkov, Angelo State University, San Angelo, Texas, USA
Dr. Carlo Bagnoli, Ca' Foscary University of Venice, Venice, Italy
Prof. Maria Jocelyn S. Mariano, University of the East, Manila, Philippines
Dean Dr. Paula Rodrigues, Lusiada University, Porto, Portugal
Dean Dr. Karen L. Shumway, University of North Texas, Dallas, Texas, USA
Dean Dr. AbdulReda Assiri, University of Kuwait, Kuwait City, Kuwait
Dr. Cecilia Cheng, The University of Hong Kong, Hong Kong, China
Dr. Joana Pimentel Kuntz, University of Canterbury, Christchurch, New Zealand
Dr. Hui-Sung Kao, Feng Chia University, Taichung, Taiwan
Dr. Lugkana Worasinchai, Bangkok University, Bangkok, Thailand
Dr. Norma Pivetta, Universidad Catolica Argentina, Buenos Aires, Argentina
Dr. Fangfang Tang, Peking University, Beijing, China
Dr. Tom F. Badgett, Angelo State University, San Angelo, Texas, USA
Dr. Sudhir Chawla, Gulf University of Science & Technology, Hawally, Kuwait
Dr. Amy Yeo Chu May, Tungku Abdul Rahman (TAR) University College, Kuala Lumpur, Malaysia

Dr. Erez Z. Shoshani, Ruppin Academic Center, Emeq Hefer, Israel
Dr. Ekaterina Prasolova-Forland, NUST, Trondheim, Norway
Dr. Javier Rojas, Executive Office of the President of Mexico, Mexico City, Mexico
Dr. David Cawthorpe, University of Calgary, Calgary, Alberta, Canada
Dr. Marcela Ganea, Artifex University of Bucharest, Bucharest, Romania
Dr. Teodor Sedlarski, Sofia University, Sofia, Bulgaria
Dr. Michal Kavan, Czech Technical University, Prague, Czech Republic
Dr. Valbona Gjolligaj, Sports University of Tirana, Tirana, Albania

2016 IAABR / Academic OASIS - Miami Beach Conference Ends.

See you in March at the 2016 IAABR / Academic OASIS – Orlando Conference!

FUTURE CONFERENCES in 2016:

ORLANDO, Florida USA: March 9th – 12th

COCOA BEACH, Florida USA: March 13th – 15th

PALM BEACH, Florida USA: May 11th – 13th

KEY WEST, Florida USA: May 15th – 17th

ATHENS, GREECE: July 3rd – 5th

PARIS, France: July 15th – 17th

LAS VEGAS, Nevada USA: October 16th – 18th

LIST OF REPRESENTED COUNTRIES AT THE MIAMI BEACH CONFERENCE (44)

Albania -	1	Nepal -	1
Argentina -	1	New Zealand -	1
Australia -	1	Nigeria -	4
Brazil -	5	Norway -	1
Bulgaria -	1	Pakistan -	1
Canada -	2	Philippines -	12
China -	4	Poland -	2
Croatia -	5	Portugal -	1
Czech Republic -	1	Qatar -	1
France -	2	Romania -	1
Germany -	4	Saudi Arabia -	2
Ghana -	1	South Africa -	1
Hong Kong -	1	Taiwan -	1
India -	3	Thailand -	4
Iran -	5	Turkey -	4
Israel -	1	UAE -	4
Italy -	1	Uganda -	3
Japan -	6	United Kingdom -	3
Kazakhstan -	1	Ukraine -	1
Korea -	2	USA -	31
Kuwait -	3		
Luxemburg -	1		
Malaysia -	1		
Mexico -	1		

Call for Papers

2016 ACADEMIC OASIS/IAABR - ORLANDO

International Multidisciplinary Academic Conference

Theme: Promoting Global Progress and Excellence in Academia™

Sponsored by *Coca-Cola* Company

ORGANIZED by:

Academic Organization for Advancement of Strategic and International Studies® –
Academic OASIS® Jointly with
International Academy for Advancement of Business Research® - IAABR®

DATES: March 9 -12, 2016

PLACE: Orlando, Florida, USA

International Palms Resort & Conference Center, Orlando

6515 International Dr, Orlando, Florida, USA

Deeply discounted rooms are available at the International Palms Resort for the participants in the conference. Bookings can be done by using the group ID of 449089. The number for reservations is 407-351-3500. The cutoff date for reservations is FEBRUARY 15, 2016. The earlier you call in to reserve your room, the better, as the number of the pre-negotiated, deeply discounted rooms in our block is very limited!

DEADLINES:

FULL PAPERS - FEBRUARY 21, 2016. All full-paper submissions will be reviewed for publication in one of the double-blind, peer-refereed *Journals Sponsoring the 2016 ORLANDO Multidisciplinary Academic Conference* or the refereed *Conference Proceedings with ISBN number*. The authors of these articles will receive their publications in person while still attending the *Academic OASIS/ IAABR* Conference in **Orlando** (one copy per a registered participant will be provided free of charge).

ABSTRACTS - FEBRUARY 25, 2016. The authors of all accepted abstracts will have the chance to PRESENT THEIR RESEARCH IN PROGRESS at the Orlando Conference which will also give them the OPPORTUNITY to submit their **COMPLETED PAPERS** by **SEPTEMBER 15TH, 2016**, in order to be considered for a journal publication.

REGULAR REGISTRATION DEADLINE: FEBRUARY 27, 2016

Our ORLANDO Conference is for people, who want to participate in a major international forum, get published, network with colleagues from many countries and sharing similar or complementary interests, and to have fun in one of the most exciting cities in the USA, known worldwide for its Disney World parks, SeaWorld, Universal Orlando, and the nearby Atlantic Coast!

Papers related to all areas of **Accounting, Banking, Business Ethics, Communication & Media, e-Business, e-Government, e-Learning, Ecology, Economics, Education, Engineering, Environment & Life Sciences, Entrepreneurship, Finance, Gender Studies, Globalization, Human Resources, Information Technology, Innovation and Creativity, Law & Legal Studies, Leadership, Logistics, Management, Marketing, Political Science, Psychology, Security Studies, Social Sciences, Social Work, Sustainable Development, and Women Studies** are invited to this international conference, which is expected to be attended by authors from nearly all parts of the World. People without papers can also participate in this conference, and they are invited to serve as session chairs or discussants, as well as informal contributors to the academic quality of this international event.

Journals Sponsoring the 2016 ORLANDO Multidisciplinary Academic Conference:

- *Journal of Strategic and International Studies (JSIS)*
- *Journal of Organizational Advancement, Strategic and Institutional Studies (JOASIS)*
- *Journal of Academy for Advancement of Business Research (JAABR)*
- *Journal of Advancements in Economics, Finance & Accounting (JAEFA)*
- *Journal of Psychology and Social Studies (JPSS)*

The Executive Boards of Academic OASIS and IAABR are very pleased to announce that the Keynote Address at the 2016 Academic OASIS/ IAABR – Orlando International Multidisciplinary Academic Conference will be delivered by DR. URSULA SCHINZEL, who presently is doing research and teaches at the United Business Institutes in Luxembourg. Dr. Schinzel has been recognized as a leading expert in Cross-Cultural studies. She has done work together with Geert Hofstede, and is a prolific author. Most recently, Dr. Schinzel has been named “Distinguished International Fellow” by the Board of Governors of the Academic Organization for Advancement of Strategic and International Studies.

To submit your full paper or abstract, please email it as an attachment (acceptable formats are .doc and .docx;) to GLOBAL@IAABR.COM (please put “ORLANDO CONFERENCE” in the Subject line of your message). All submissions will be double blind peer-refereed by members of the Conference Review Committee. Authors will be notified of the review outcome within 3-4 weeks after the arrival of their submissions.

Authors, who could NOT travel to Orlando for visa or other reasons, may PARTICIPATE VIRTUALLY in the Academic OASIS or IAABR conference, and these authors will have the same publication opportunities, as the regular conference presenters.

The regular registration fee is \$350 (the reduced registration fee for virtual participants via Skype is \$300, and the special student fee is \$285). The regular registration fee includes: 1) the popular **Academic OASIS/ IAABR 2 FOR 1 ADVANTAGE - 2**

OPPORTUNITIES: an OPPORTUNITY to PUBLISH your accepted paper or abstract in a PEER-REFEREED PUBLICATION with ISSN or ISBN number issued by the Library of the Congress + an OPPORTUNITY to PRESENT the results of your work at an INTERNATIONAL FORUM) **for 1 LOW FEE**; 2) one printed issue of the journal or Proceedings CD containing your paper; 3) an Official Certificate for International Conference participation; 4) the Conference Luncheon, Receptions, Coffee Breaks and Keynote Address; 5) Attending all Conference sessions and symposia; 6) Attending all Social and Networking events; 7) Listing of your presentation in the Official Conference Program; 8) **Explore and Enjoy the Disney World parks, SeaWorld, Universal Orlando, and the nearby Atlantic Coast!**

For inquiries, please contact the Conference Organizing Committee via info@AcademicOASIS.org or visit our Websites: www.AcademicOASIS.org and www.IAABR.com.

Conference Chair: Dr. Tom Badgett (D.B.A. Indiana University), Professor and Chair, Angelo State University, Texas.

Call for Papers

2016 COCOA BEACH International Conference on BUSINESS, ECONOMICS, FINANCE and ACCOUNTING

Theme: Promoting Global Progress and Excellence in Academia™

Sponsored by *Coca-Cola* Company

ORGANIZED by:

International Academy for Advancement of Business Research® - IAABR®
Jointly with
Academic Organization for Advancement of Strategic and International Studies® –
Academic OASIS®

DATES: March 13-15, 2016

PLACE: Cocoa Beach, Florida, USA

International Palms Resort & Conference Center

1300 N Atlantic Avenue

**Cocoa Beach, Florida, USA (on the Atlantic Coast about 50 miles from
ORLANDO International Airport)**

Deeply discounted rooms are available at the International Palms Resort for the participants in the conference. Bookings can be done by using the group code of **AOC**. The number for reservations is 1-800-206-2747. The cutoff date for reservations is **FEBRUARY 19, 2016**. The earlier you call in to reserve your room, the better, as the number of the pre-negotiated, deeply discounted rooms in our block is very limited!

DEADLINES:

FULL PAPERS - FEBRUARY 23, 2016. All full-paper submissions will be reviewed for publication in one of the double-blind, peer-refereed **Journals Sponsoring the 2016 COCOA BEACH CONFERENCE** or the refereed **Conference Proceedings with ISBN number**. The authors of these articles will receive their publications in person while still attending the **IAABR/ Academic OASIS Conference in Cocoa Beach** (one copy per a registered participant will be provided free of charge).

ABSTRACTS - FEBRUARY 27, 2016. The authors of all accepted abstracts will have the chance to **PRESENT THEIR RESEARCH IN PROGRESS** at the Cocoa Beach Conference

which will also give them the OPPORTUNITY to submit their **COMPLETED PAPERS** by **SEPTEMBER 15TH, 2016**, in order to be considered for a journal publication.

REGULAR REGISTRATION DEADLINE: FEBRUARY 28, 2016

Our COCOA BEACH Conference is for people, who want to participate in a major international forum, get published, network with colleagues from many countries and sharing similar or complementary interests, and to have fun in one of the most exciting resorts on the beautiful Florida's Atlantic Coast!

Papers related to all areas of **Accounting, Banking, Business Ethics, Communication & Media, e-Business, e-Government, e-Learning, Ecology, Economics, Education, Environment & Life Sciences, Entrepreneurship, Finance, Gender Studies, Globalization, Human Resources, Information Technology, Innovation and Creativity, Law & Legal Studies, Leadership, Logistics, Management, Marketing, Political Science, Psychology, Security Studies, Social Sciences, and Sustainable Development** are invited the Cocoa Beach Conference, which is expected to be attended by authors from nearly all parts of the World. People without papers can also participate in this conference, and they are invited to serve as session chairs or discussants, as well as informal contributors to the academic quality of this international event.

Journals Sponsoring the 2016 COCOA BEACH CONFERENCE:

- *Journal of Academy for Advancement of Business Research (JAABR)*
- *Journal of Advancements in Economics, Finance & Accounting (JAEFA)*
- *Journal of Strategic and International Studies (JSIS)*
- *Journal of Organizational Advancement, Strategic and Institutional Studies (JOASIS)*
- *Journal of Psychology and Social Studies (JPSS)*

The Executive Boards of Academic OASIS and IAABR are very pleased to announce that the Keynote Address at the 2016 Cocoa Beach International Conference on Business, Economics, Finance and Accounting will be delivered by PROF. DR. JOACHIM SCHWALBACH (Ph.D. University of Bonn, Germany), Distinguished Chair of International Management and Director of the Institute of Management at the Faculty of Economics and Business Administration (FEBA) of Humboldt University, Berlin, Germany. Prof. Dr. Schwalbach served as the Dean of FEBA of Humboldt University. He is a permanent visiting professor at the Graduate School of Business at Stanford University and the School of Business of Sun Yat-sen University in Guangzhou, China.

To submit your full paper or abstract, please email it as an attachment (acceptable formats are .doc and .docx;) to GLOBAL@IAABR.COM (please put "COCOA BEACH CONFERENCE" in the Subject line of your message). All submissions will be double blind peer-refereed by members of the Conference Review Committee. Authors will be notified of the review outcome within 3-4 weeks after the arrival of their submissions.

Authors, who could NOT travel to Cocoa Beach for visa or other reasons, may **PARTICIPATE VIRTUALLY** in the *IAABR/ Academic OASIS* conference, and these authors will have **the same publication opportunities**, as the regular conference presenters.

The **regular registration fee** is \$350 (the **reduced registration fee** for virtual participants via Skype is \$300, and the special student fee is \$285). The regular registration fee

includes: 1) the popular **Academic OASIS/ IAABR 2 FOR 1 ADVANTAGE - 2 OPPORTUNITIES**: an OPPORTUNITY to PUBLISH your accepted paper or abstract in a PEER-REFEREED PUBLICATION with ISSN or ISBN number issued by the Library of the Congress + an OPPORTUNITY to PRESENT the results of your work at an INTERNATIONAL FORUM) **for 1 LOW FEE**; 2) one printed issue of the journal or Proceedings CD containing your paper; 3) an Official Certificate for International Conference participation; 4) the Conference Luncheon, Receptions, Coffee Breaks and Keynote Address; 5) Attending all Conference sessions and symposia; 6) Attending all Social and Networking events; 7) Listing of your presentation in the Official Conference Program; 8) **Explore the history and culture of Florida's Atlantic Coast, visit the nearby Kennedy Space Center, and regain your energy in the tropical paradise of Cocoa Beach!**

For inquiries, please contact the Conference Organizing Committee via info@IAABR.com or visit our Websites: www.IAABR.com and www.AcademicOASIS.org.

Conference Chair: Dr. Richard C. Staten, Director, Strategic Merchandising Solutions, Coca-Cola Company

Call for Papers

2016 PALM BEACH International Conference on BUSINESS, ECONOMICS, FINANCE and ACCOUNTING

Theme: Promoting Global Progress and Excellence in Academia™

Sponsored by *Coca-Cola* Company

ORGANIZED by:

International Academy for Advancement of Business Research® - IAABR®
Jointly with
Academic Organization for Advancement of Strategic and International Studies® –
Academic OASIS®

DATES: May 11-13, 2016

PLACE: Palm Beach, Florida, USA

Courtyard Marriott West Palm Beach Hotel

600 Northpoint Parkway, West Palm Beach, Florida, USA

Deeply discounted rooms are available at the Courtyard Marriott West Palm Beach Hotel for the participants in the conference. Bookings can be done by using the group ID code “Academic OASIS Conference”. The numbers for reservations is 1-800-321-2211 or 1-561-640-9000. The cutoff date for reservations is APRIL 25, 2016. The earlier you call in to reserve your room, the better, as the number of the pre-negotiated, deeply discounted rooms in our block is very limited!

DEADLINES:

FULL PAPERS - APRIL 23, 2016. All full-paper submissions will be reviewed for publication in one of the double-blind, peer-refereed *Journals Sponsoring the 2016 Palm Beach Academic Conference* or the refereed *Conference Proceedings with ISBN number*. The authors of these articles will receive their publications in person while still attending the Academic OASIS/ IAABR Conference in **Palm Beach** (one copy per a registered participant will be provided free of charge).

ABSTRACTS - APRIL 25, 2016. The authors of all accepted abstracts will have the chance to PRESENT THEIR RESEARCH IN PROGRESS at the **Palm Beach Conference** which will also give them the OPPORTUNITY to submit their **COMPLETED PAPERS** by **NOVEMBER 15TH, 2016**, in order to be considered for a journal publication.

REGULAR REGISTRATION DEADLINE: APRIL 28, 2016

Our PALM BEACH Conference is for people, who want to participate in a major international forum, get published, network with colleagues from many countries and sharing similar or complementary interests, and to have fun in one of the most exciting resort cities in SOUTH FLORIDA, USA!

Papers related to all areas of **Accounting, Banking, Business Ethics, Communication & Media, e-Business, e-Government, e-Learning, Ecology, Economics, Education, Environment & Life Sciences, Entrepreneurship, Finance, Gender Studies, Globalization, Human Resources, Information Technology, Innovation and Creativity, Law & Legal Studies, Leadership, Logistics, Management, Marketing, Political Science, Psychology, Security Studies, Social Sciences, and Sustainable Development** are invited the Palm Beach Conference, which is expected to be attended by authors from nearly all parts of the World. People without papers can also participate in this conference, and they are invited to serve as session chairs or discussants, as well as informal contributors to the academic quality of this international event.

Journals Sponsoring the 2016 PALM BEACH Academic Conference:

- *Journal of Strategic and International Studies (JSIS)*
- *Journal of Organizational Advancement, Strategic and Institutional Studies (JOASIS)*
- *Journal of Academy for Advancement of Business Research (JAABR)*
- *Journal of Advancements in Economics, Finance & Accounting (JAEFA)*
- *Journal of Psychology and Social Studies (JPSS)*

The Executive Boards of IAABR and Academic OASIS are very pleased to announce that the **Keynote Address** at the 2016 IAABR/ Academic OASIS – Palm Beach International Academic Conference on Business, Economics, Finance and Accounting will be delivered by **DR. INESSA KOROVYAKOVSKAYA**, Savannah State University, Georgia, USA.

To submit your full paper or abstract, please email it as an attachment (acceptable formats are .doc and .docx;) to **GLOBAL@IAABR.COM** (please put “PALM BEACH CONFERENCE” in the Subject line of your message). All submissions will be double blind peer-refereed by members of the Conference Review Committee. Authors will be notified of the review outcome within 3-4 weeks after the arrival of their submissions.

Authors, who could NOT travel to Palm Beach for visa or other reasons, may **PARTICIPATE VIRTUALLY** in the IAABR/ Academic OASIS conference, and these authors will have **the same publication opportunities**, as the regular conference presenters.

The **regular registration fee** is \$350 (the **reduced registration fee** for virtual participants via Skype is \$300, and the special student fee is \$285). The regular registration fee includes: 1) the popular **Academic OASIS/ IAABR 2 FOR 1 ADVANTAGE - 2 OPPORTUNITIES**: an OPPORTUNITY to PUBLISH your accepted paper or abstract in a PEER-REFEREED PUBLICATION with ISSN or ISBN number issued by the Library of the Congress + an OPPORTUNITY to PRESENT the results of your work at an INTERNATIONAL FORUM) **for 1 LOW FEE**; 2) one printed issue of the journal or Proceedings CD containing your paper; 3) an Official Certificate for International Conference participation; 4) the Conference Luncheon, Receptions, Coffee Breaks and Keynote Address; 5) Attending all Conference sessions and symposia; 6) Attending all Social and Networking events; 7) Listing of your

presentation in the Official Conference Program; 8) **Explore and Enjoy PALM BEACH and the rest of South Florida!**

For inquiries, please contact the Conference Organizing Committee via info@IAABR.com or visit our Websites: www.AcademicOASIS.org and www.IAABR.com.

Conference Chair: Dr. David Wilemon, Syracuse University, New York, New York, USA.

2016 IAABR & ACADEMIC OASIS CONFERENCE

Call for Papers

2016 ACADEMIC OASIS/IAABR – KEY WEST

International Multidisciplinary Academic Conference

Theme: Promoting Global Progress and Excellence in Academia™

Sponsored by  Company

ORGANIZED by:

Academic Organization for Advancement of Strategic and International Studies® –
Academic OASIS® Jointly with
International Academy for Advancement of Business Research® - IAABR®

DATES: May 13 -15, 2016

PLACE: Key West, Florida, USA

Key West Marriott Beachside Hotel

3841 N. Roosevelt Blvd, Key West, Florida, USA

Deeply discounted rooms are available at the Key West Marriott Beachside Hotel for the participants in the conference. Bookings can be done by using the group code of 2016 IAABR. The number for reservations is 1-866-679-5490. The cutoff date for reservations is APRIL 15, 2016. The earlier you call in to reserve your room, the better, as the number of the pre-negotiated, deeply discounted rooms in our block is very limited!

DEADLINES:

FULL PAPERS - APRIL 26, 2016. All full-paper submissions will be reviewed for publication in one of the double-blind, peer-refereed *Journals Sponsoring the 2016 KEY WEST CONFERENCE* or the refereed *Conference Proceedings with ISBN number*. The authors of these articles will receive their publications in person while still attending the Academic OASIS/ IAABR Conference in **Key West** (one copy per a registered participant will be provided free of charge).

ABSTRACTS - APRIL 28, 2016. The authors of all accepted abstracts will have the chance to PRESENT THEIR RESEARCH IN PROGRESS at the Key West Conference which will also give them the OPPORTUNITY to submit their **COMPLETED PAPERS** by **NOVEMBER 15TH, 2016**, in order to be considered for a journal publication.

REGULAR REGISTRATION DEADLINE: MAY 1, 2016

Our KEY WEST Conference is for people, who want to participate in a major international forum, get published, network with colleagues from many countries and sharing similar or complementary interests, and to have fun in KEY WEST, the pearl of the American Caribbean!

Papers related to all areas of **Accounting, Banking, Business Ethics, Communication & Media, e-Business, e-Government, e-Learning, Ecology, Economics, Education, Engineering, Environment & Life Sciences, Entrepreneurship, Finance, Gender Studies, Globalization, Human Resources, Information Technology, Innovation and Creativity, Law & Legal Studies, Leadership, Logistics, Management, Marketing, Political Science, Psychology, Security Studies, Social Sciences, Social Work, Sustainable Development, and Women Studies** are invited to this international conference, which is expected to be attended by authors from nearly all parts of the World. People without papers can also participate in this conference, and they are invited to serve as session chairs or discussants, as well as informal contributors to the academic quality of this international event.

Journals Sponsoring the 2016 KEY WEST CONFERENCE:

- *Journal of Academy for Advancement of Business Research (JAABR)*
- *Journal of Advancements in Economics, Finance & Accounting (JAEFA)*
- *Journal of Strategic and International Studies (JSIS)*
- *Journal of Organizational Advancement, Strategic and Institutional Studies (JOASIS)*
- *Journal of Psychology and Social Studies (JPSS)*

The Executive Boards of Academic OASIS and IAABR are very pleased to announce that the Keynote Address at the 2016 Key West International Academic Conference will be delivered by **DR. STEPHANIE WATTS**, Boston University School of Management, Boston, Massachusetts, USA.

To submit your full paper or abstract, please email it as an attachment (acceptable formats are .doc and .docx;) to **GLOBAL@IAABR.COM** (please put “KEY WEST CONFERENCE” in the Subject line of your message). All submissions will be double blind peer-refereed by members of the Conference Review Committee. Authors will be notified of the review outcome within 3-4 weeks after the arrival of their submissions.

Authors, who could NOT travel to Key West for visa or other reasons, may **PARTICIPATE VIRTUALLY** in the *IAABR/ Academic OASIS* conference, and these authors will have **the same publication opportunities**, as the regular conference presenters.

The **regular registration fee** is \$350 (the **reduced registration fee** for virtual participants via Skype is \$300, and the **special student fee** is \$285). The regular registration fee includes: 1) the popular ***Academic OASIS/ IAABR 2 FOR 1 ADVANTAGE - 2 OPPORTUNITIES***: an OPPORTUNITY to PUBLISH your accepted paper or abstract in a PEER-REFEREED PUBLICATION with ISSN or ISBN number issued by the Library of the Congress + an OPPORTUNITY to PRESENT the results of your work at an INTERNATIONAL FORUM) **for 1 LOW FEE**; 2) one printed issue of the journal or Proceedings CD containing your paper; 3) an Official Certificate for International Conference participation; 4) the Conference Luncheon, Receptions, Coffee Breaks and Keynote Address; 5) Attending all Conference sessions and symposia; 6) Attending all Social and Networking events; 7) Listing of your presentation in the Official Conference Program; 8) **Explore the history, culture, night life and opportunities for outdoor discoveries of KEY WEST, the pearl of the American Caribbean!**

For inquiries, please contact the Conference Organizing Committee via
info@AcademicOASIS.org or visit our Websites: www.IAABR.com and
www.AcademicOASIS.org.

**Conference Chair: Dr. Detelin Elenkov (Ph.D. MIT), Norris Family Endowed Chair
of Business and Professor, Angelo State University, Texas.**

2016 IAABR & ACADEMIC OASIS CONFERENCE

SELECTED FULL PAPERS

2D FINITE ELEMENT COMPUTATIONAL ANALYSIS OF MAXIMUM BEVEL-JOINT STRENGTH OF CEMENTED CARBIDE BRAZED WITH SILVER-BASED FILLER METAL

Richard Meribe Chukwuma Kumamoto University, Kumamoto, Japan
Kazuya Mori University, Kumamoto, Japan
Kyogo Watabe, Kumamoto University, Kumamoto, Japan
Yuki Fujishita, Nakayama Seimitsu Co., Ltd., Nishihara, Aso, Japan
Koji Kiriwara, Nakayama Seimitsu Co., Ltd., Nishihara, Aso, Japan
Kazufumi Sakata Nakayama Seimitsu Co., Ltd., Nishihara, Aso, Japan

ABSTRACT

Brazing has a wide acceptance in industries and its simplicity in variety of application attracts it more and more patronage. The strength of brazing joint determines the reliability of such brazed engineering component. So the need to ascertain the reliability or to predict its failure (without some non-destructive testing) becomes high even with a computer aided method using the Finite Element Analysis. Here, we have employed the services of FEA software, Abaqus CAE, as a tool for the computer calculation to investigate a joint case of cemented carbide brazed with silver-based filler metal. In this paper, 2D analyses have been adopted because the thickness of the material (in 2D) does not affect the final calculation results. We have applied constant loading and constant boundary condition to explore data from the elastic and plastic strain analysis through which we were able to predict the maximum joint strength with respect to the different joint beveled geometry. The pattern of the meshing was also significant. And the result could be transferable to a real-life field situation. The final results showed that there is an optimum joint bevel-cut pattern for which the strength is maximum and approximately matches the data obtained from experiment.

Keywords: Brazing, Abaqus CAE, Meshing, Finite Element Analysis, 2D analysis, Beveled geometry

1. INTRODUCTION

In manufacturing and industrial production processes, cutting tools are designed of hard materials with high quality of indentation and wear resistance. The purpose of this is to keep a longer working life span for the cutting tool. Polycrystalline diamond tool (PCD) is a very important reference in this regard with its high heat and wear resistance. As shown in Figure 1, PCD is sintered on a hard metal, cemented carbide with braze material positioned in the gap. Figure 2 (a) shows a brazed material in the gap of the chamfered joint. Previous experimental works have evaluated the strength of brazing joint with respect to the joint thickness (Watabe et al 2015). However, here, beveled joint geometry was considered in evaluating the strength of brazed joint of cemented carbide and silver braze alloy. According to results from experiment, the chamfered joint of 40×1000 was understood to record the highest joint strength. There was initial joint gap of 10µm in addition to the varying bevel-cut sizes. In this paper, the study was based on the need to explore more information about joint strength as has been obtained from previous work with FEM for strength with respect to joint thickness. Thus, the analysis of joint strength in case of beveled geometry. Different sizes of bevel were cut out from the joint to test for the highest strength.

FIGURE 1: MANUFACTURING METHOD OF POLYCRYSTALLINE DIAMOND TOOLS

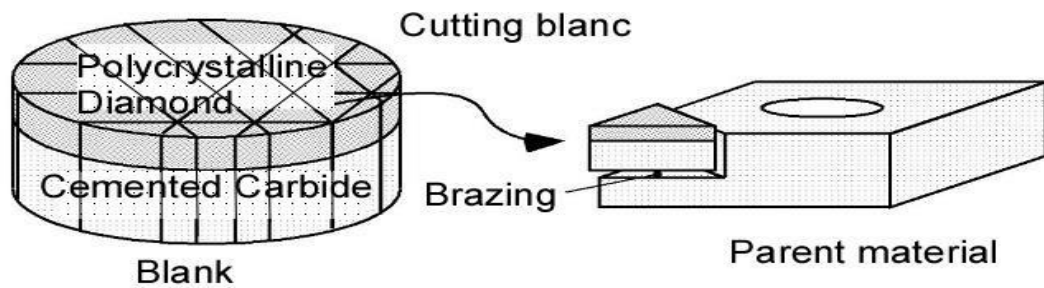
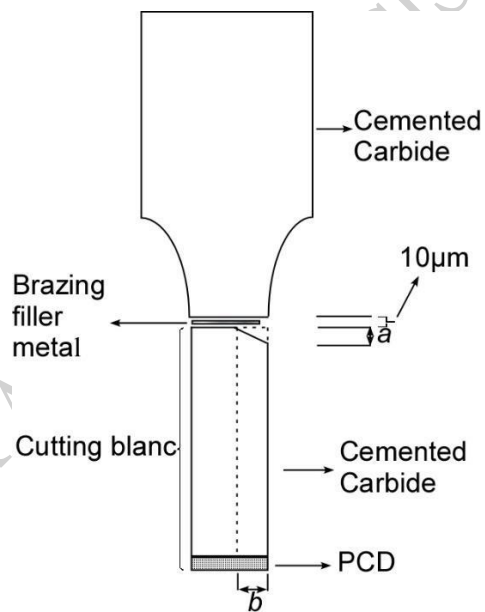
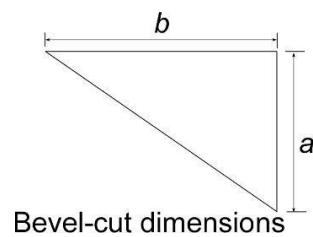


FIGURE 2: APPLICATION OF CEMENTED CARBIDE TO PUNCH

(a)



(b)



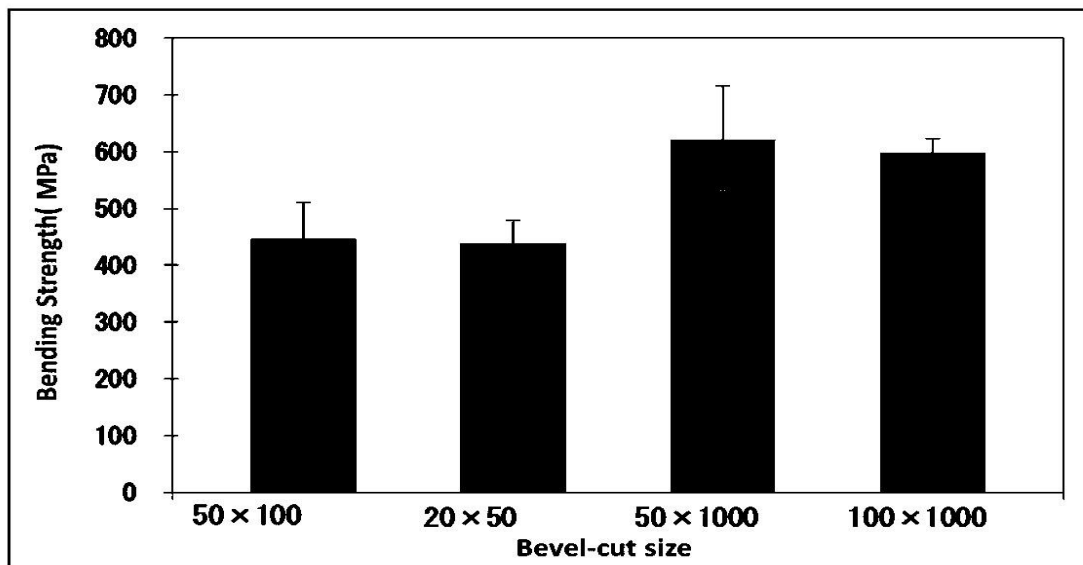
2. FINITE-ELEMENT ANALYSIS

Recently, the computational simulations have become an extremely useful tool for solving various problems in engineering. In this work, a finite-element analysis (FEA) was conducted with reference to the material which was used (as shown in Figure 5) for the experiment. The finite-element analysis model was assigned the same values of mechanical properties as that of the specimen (of cemented carbide and silver) for experiment. In the experiment, cantilever bending specimen of section dimensions of 4mm×4mm was used. Load was applied at the position of 20mm from the brazing joint. The mechanical properties of the cemented carbide and silver brazing material are as shown in Table 1. The specimen was a bending test specimen, and as such, the load and stress distribution on the finite-element model was considered hydrostatic along the whole length of the joint which created the same bending effect on the model. The emphasis was on the area of stress concentration. The authors have conducted a similar study on a plain braze joint without bevel (Meribe et al, 2015), and the data was explored from around the area of stress concentration on axial loading.

TABLE 1: TABLE 1 MECHANICAL PROPERTY OF THE BRAZING FILLER METAL AND CEMENTED CARBIDE

	Brazing filler metal	Cemented carbide
Young's modulus [GPa]	76	570
Poisson's ratio [-]	0.36	0.23
Tensile strength [MPa]	445	1270
Yield strength [MPa]	338	-

FIGURE 3: RESULT FROM EXPERIMENT



3. DISCUSSION

The chart on Figure 3 shows the data obtained from experiment, and Figure 4 is the result from finite element analysis. The strength of the joint was maximum at the joint bevel size of 50×1000, in the experiment. The result showed similar tendency in finite element analysis. However, in FEA, the bevel-cut

joint of 100×1000 bore higher strength value. This development is not too significant as the strength ranges of the two bevel-cuts sizes are not too different. The data from the FEA was obtained from an elasto-plastic analysis of the model materials of cemented carbide and brazing alloy of silver in which case the values of plastic deformation was recorded as strain. Whereas in the experiment, for specimens came with different bevel sizes (as required and provided by Nakayama Seimitsu Co., Ltd) and were tested. In the FEA analysis, more than four analyses were conducted on models of different bevel sizes. This was to make thorough the investigation of joint strength of varying bevel sizes using finite-element method of analysis. However, there were no much changes in particular as joint of chamfer size of 100×1000 and 50×1000 showed the same tendency of lowest strained which directly translates to highest strength. However, in a further FEM investigation, joint of bevel-cut size of 40×1000 recorded highest strength with lowest strain result. A number of sizes were taken. However, one of the important observations in this study with FEM is that full bevel-cut size along the whole length of the joint is recommended for achieving an improved joint strength. As in this case, the full joint length is 1000. The optimum length for a side of the bevel-cut dimension, (Figure 2 b) could not be ascertained in this study as the effect was fluctuating with no exact value to determine length with highest strength. Side *b* was confirmed 1000, the full length.

FIGURE 4: RESULT FROM FINITE-ELEMENT ANALYSIS

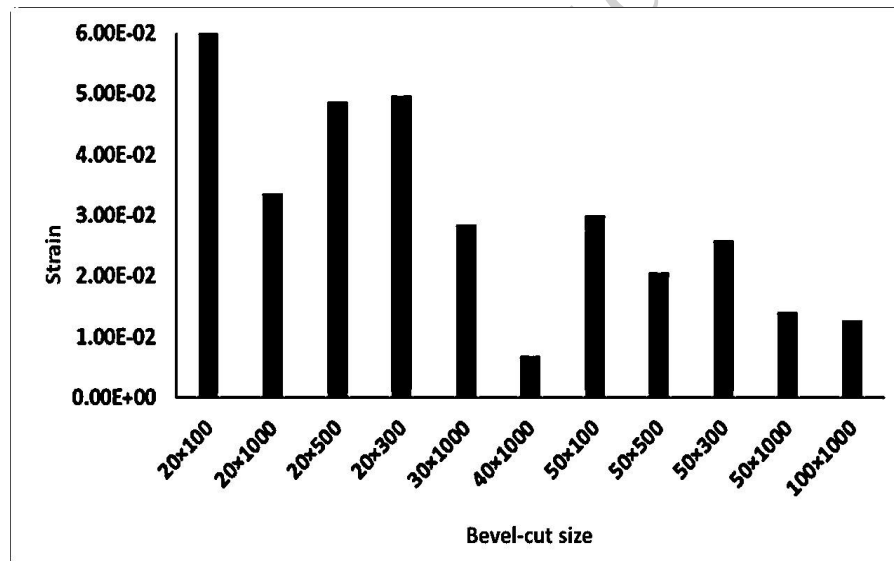


FIGURE 5: CANTILEVER BEAM SPECIMEN

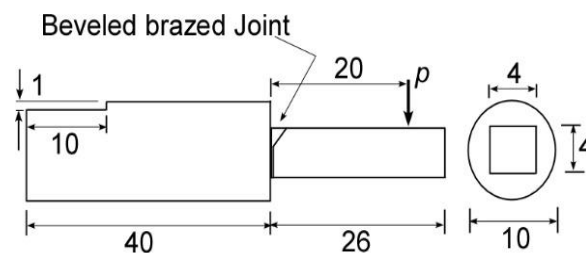
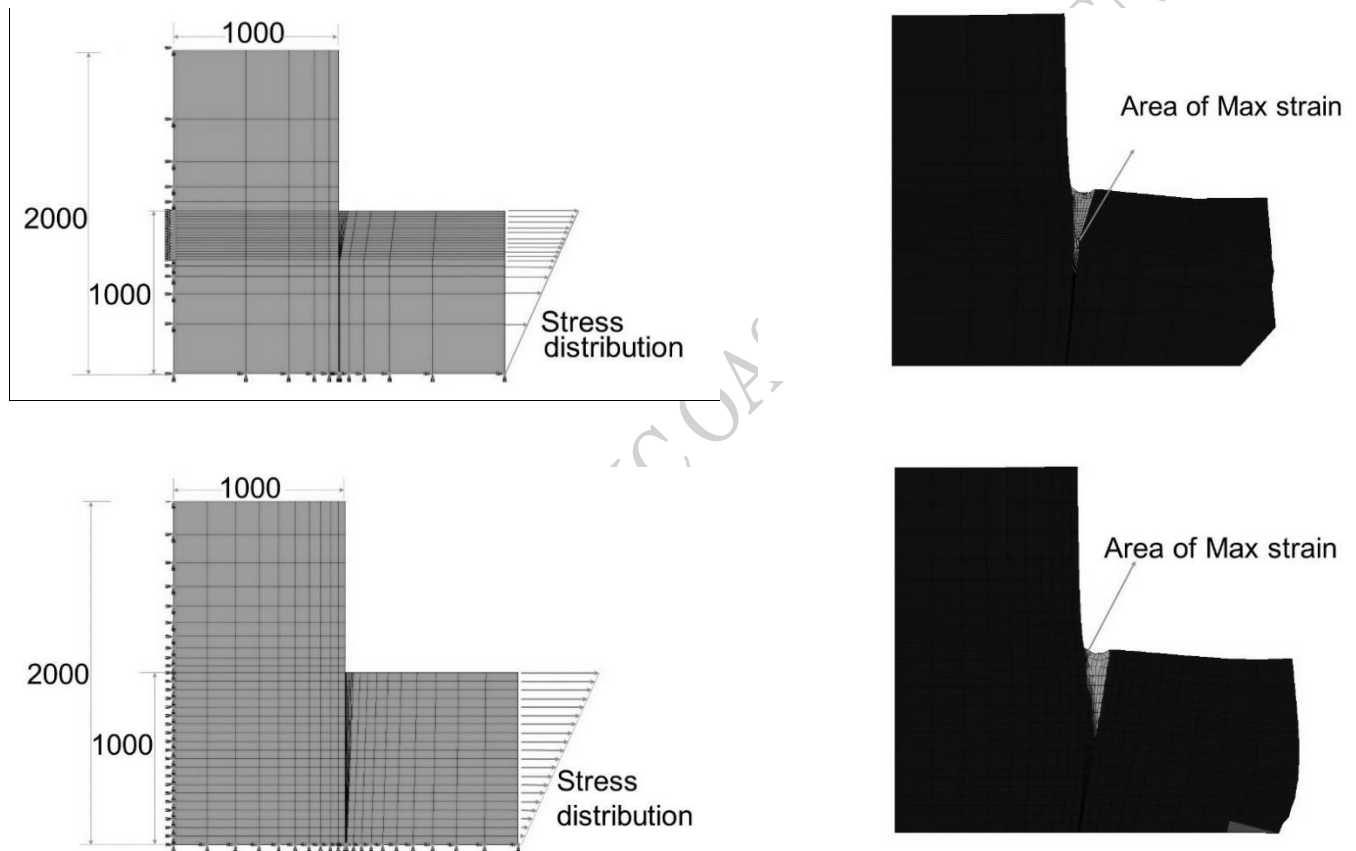


Figure 6a illustrates the mesh pattern, boundary condition, and stress and load distribution applied to all the models. The models were meshed according to the beveled joint designs. The mesh pattern is basically as shown above with the picture of deformation due to strain on the right hand side respectively.

FIGURE 6: APPLIED MESH AND BOUNDARY CONDITION (FIXED)



4. CONCLUSION/OBSERVATION

- 1) The bevel size of 100×1000 and 50×1000 bears approximately the same strength tendency as obtained in the experiment.
- 2) A full length vertical bevel-cut is observed to bear highest stress for a beveled geometry joint brazing of any size
- 3) The Finite-element analysis compliments and supports the result obtained from the experiment.

- 4) The mesh pattern and arrangement in the finite-element analysis modeling had significant influence on the result outcome.

REFERENCES

- Kyogo Watabe, Kazuya Mori, Meribe Richard, Yuki Fujishita, Takeshi Eguchi, Kazufumi Sakata- Strength of Brazed Joint and Joint Thickness for Cemented Carbide / Silver Brazing Filler Metal- Proceedings of the 3rd International Conference on Industrial Application Engineering 2015.
- Meribe Richard Chukwuma, Kazuya Mori, Kento Takenouchi, Yuki Fijishita, Takeshi Eguchi, Kazufumi Sakata- Finite Element Analysis of Brazing Joint on Cemented Carbide Alloy With Low Melting Point Silver Brazing Filler Metal- Japan Society of Mechanical Engineering, Kyushu branch office Nagasaki lecture memoirs (2015).

2016 IAABR & ACADEMIC OASIS CONFERENCE

SELECTED ABSTRACTS

HOW DOES INTERNET RECRUITMENT IMPACT ON NEW HIRE VOLUNTARY TURNOVER? A THEORETICAL STUDY

Weichu Xu, East Stroudsburg University of Pennsylvania, East Stroudsburg, Pennsylvania, USA
Jian Yu, Beijing Forestry University, Beijing, China
Chaolin Chen, Xiamen National Accounting Institute, Xiamen Fujian, China

ABSTRACT

More and more organizations depend on Internet recruitment to recruit employee. It is argued that Internet recruitment will provide many advantages to organizations but it also bring some issues such as high new hire voluntary turnover. In this paper we will discuss the relationship between Internet recruitment and how it impacts on the new hire voluntary turnover rate. To address this question, this paper first discussed the special characteristics of Internet recruitment and its effectiveness. Then we review existing hypotheses and research in the relationship of the effectiveness of recruitment source. Based on these discussions and hypotheses reviewed, we present eight propositions on the relationship of the Internet recruitment and new hire voluntary turnover. The last part of paper discusses the limitation and future research agenda.

Keywords: Internet Recruitment, New Hire Turnover, Theoretical Study

K-12 REFORM IN QATAR – REALITIES AND CHALLENGES

Abdel Latif Sellami, Social & Economic Survey Research Institute (SESRI), Qatar University, Doha, Qatar

ABSTRACT

More than ever before, modern systems of education are increasingly required to produce skilled, forward-looking and active citizens of the global village we live in to be ready to face its challenges and to respond to its exigencies. Cognizant of the role education can play as an essential pathway for building human capacities necessary for competing in a complex global economy, Qatar launched an initiative to build an effective system of education that will produce a competent and highly skilled workforce able to contribute effectively in a sustainable knowledge-based society.

Aware of the many problems that had crippled the existing education system in the country, the leadership commissioned the RAND Corporation in 1998 to assess the existing K-12 education system in Qatar and provide relevant recommendations. RAND proposed a drastic transformation of the entire education system and suggested an education reform – *Education for a New Era*. Today, however, education still faces a number of challenges despite the ambitious and comprehensive reform initiated by RAND and the significant resources that have been allocated to support the reform.

This study examines K-12 education reform implemented in Qatar and gives an overview of the broad goals of education in Qatar. The study also explores the conceptualization of the reform at policy level and examines the process of introducing and implementing the it in independent schools. Utilizing autonomy for schools, curricula build around 21st century skills and competencies, as well as integration of information technology as 'best practices', the study sheds light on the education reform and discusses the main challenges associated with it. The study concludes by trying to elicit useful implications and lessons learnt that could guide future policy and practice. It also provides relevant recommendations at the policy, school and societal levels.

IMPACT OF INTERDEPARTMENTAL COORDINATION ON MARKET STRATEGIES

Goran Vlastic, University of Zagreb, Zagreb, Croatia
Zoran Krupka, University of Zagreb, Zagreb, Croatia

ABSTRACT

This research project focuses on identifying the impact of interdepartmental coordination (in terms of communication and cooperation) between marketing and other departments (sales, R&D, operations) on the extent to which the firm implements market driving vs. market driven strategy. At department level, results indicate the importance of marketing's integration with marketing agency (as an external partner) and sales (internal). Integration with R&D exhibits negative influence implying that the traditional role of marketing (i.e. representing consumers' interests in the company) becomes accentuated in such cooperation thus diminishing its proneness to market driving strategies. However, if R&D department has a strong influence on strategy, it is able to pursue its technology push approach and thus induce market driving. Authors provide implications on company organization that stimulates market-driving strategies which are likely to lead to long-term company/project success.

Keywords: Market Driving Strategies, Market Driven Strategies, Interdepartmental Coordination

2016 IAABR & ACADEMIC OASIS CONFERENCE

“PROJECTION” CONCEPT: A NEW HYBRID APPROACH FOR MANAGING THE LINK BETWEEN PROJECT UNIQUENESS AND PRODUCTION REPETITIVENESS

Ahmed Said Abdel Halim, Cairo University and Al-Fouzan Trading and General Contracting Co., Riyadh,
Saudi Arabia

ABSTRACT

The global changes in business environment, called for design and construction firms to make better use of these changes and avoid their adverse impact through revisiting their methodologies and methods of doing things. Although, the uniqueness of construction “projects” and the repetitive nature of construction “products” it became necessary to utilize the benefits of both approaches towards improving the performance of the construction industry. Hence, this paper aims to present a new hybrid concept called “PROJECTION” to manage the link between project uniqueness and production repetitiveness. Towards achieving this aim, a research methodology was developed to accomplish three objectives. Firstly, literature review is conducted to build a comprehensive background of the characteristics and processes of project and production development. Secondly, two case studies were presented to investigate the benefits and limitations of both approaches and the way forward. Finally developing a theoretical description of the new concept and setting the strategies for its development in the construction industry.

It is not odd nowadays to innovate a new linguistic expression specially because of the huge need of change and the need to new methodologies, practically, in many fields like manufacturing, construction andetc, There is no pure “project” with its unique result and temporary nature or a pure “product” with its typical process and steps then which helped to born a new case has some of the project characteristics and some of the product outlines.

Using the expression of “project” defined as a temporary endeavor to create a unique product or service, using the expression of “Operation” defined as a repetitive process acting as ongoing actions. Operations and projects differ primarily in that operations are ongoing and repetitive while projects are temporary and unique.

The aim of this paper is to excavate a new approach on management collect the two managerial criteria “project management + production management” into a new one has “proj” from project management and “action” from production management.

The product may be an output of a project management process and the project may be a part of a production management then the project may include products (as results) and may be included in a big production process as a part of it.

Merging of the two managerial processes will develop a new methodology to manage the new projection, this projection management methodology will help us to improve new characteristic and new methods for the “projection management “which will take the advantage of both project management and the production process and to avoid or mitigate the disadvantage of them.

Keywords: Project management, operation management, production cycle, advantage & disadvantage in project management systems, advantage & disadvantage in production process

SURVEY OF DIFFERENT TYPES OF BUSINESS INNOVATION IN BRAZIL

Isabella Porcu Peixoto, Pontifical Catholic University of Parana, Maringa, Parana, Brazil

ABSTRACT

Introduction: Business innovation is increasingly gaining ground inside of the organizations, either in the form of research, as in launching new products, services or processes. It appears that without innovation it is not possible to any corporation to be competitive and able to stand out against their competitors.

Objectives: This paper has two objectives, namely: general objective and specific objective. The general objective is to understand what the most important factors that lead to the occurrence of an innovation are, and the specific refers to the issues that must be addressed in order to reach the general objective. The issues at stake are the stages of innovation, its different types and classifications.

Methods: To conduct this research a literature review of articles, books and magazines have been used.

Results: From this project it can be obtained as a result, the fact that companies treat innovation as organizational learning, so that it can be replicated in other sectors and departments. Beside that, organizations also seek to create a culture that allows that innovation to occur.

Conclusion: Through the analysis of four cases of innovation in Brazilian companies, it is concluded that most of these are influenced by the vision of the senior management and the organizational conditions found in the organization itself.

Keywords: Business Innovation, Brazilian Companies, Innovation.

VALIDATION OF A WORKPLACE JOYFULNESS MEASURE

Victoria Mattingly, Colorado State University, Fort Collins, Colorado, USA
Reina Bach, Joie de Vivre Leadership Group, Fort Collins, Colorado, USA
Dorey Chaffee, Colorado State University, Fort Collins, Colorado, USA

ABSTRACT

The pursuit of a joyful organization could provide a competitive advantage to organizations because joyfulness has been predicted to increase productivity, job satisfaction, retention, innovation, better interpersonal relationships, and improved worker health (Frawley, 2004). Leadership in particular could be a ripe application of capitalizing on joy to increase positive business outcomes. Bakke (2005) argued that joyful leaders are successful because they take personal satisfaction from their constituents themselves as opposed to the power of leadership itself. It has been found that the experience of feeling joy has been related to important leadership skills such as improving entrepreneurial decision making (Grichnik, Smeja, & Welp, 2010), increasing self-focus (Panayiotou, Brown, & Vrana, 2007), and pushing the limits and being creative (Fredrickson, 2001). Leadership coaching has much to benefit from building joy within organizational leaders if there is indeed a relationship between joy and leadership effectiveness. Without a validated measure of joyfulness, however, how can we know if executives are leading with joy or if they experience personal joy in the first place? Therefore, the purpose of this study is to operationally define workplace joyfulness to create and then validate a measure to reliably and accurately assess this construct. We defined workplace joyfulness as:

The degree to which a person consciously expresses cheerfulness and deliberately perceives the positive qualities of work experiences, with a sense of purpose and conviction and regardless of circumstances.

The present definition characterizes joy as taking on multiple forms of expression (language, behavior, and emotion) based on the ultimate criterion of sustained joyful living. The items for the Workplace Joyfulness Measure (WJM) were written in such a way as to best capture three primary dimensions of joyfulness at work: conscious positive communication (i.e., verbal expression), deliberate jovial actions (i.e., behavioral expression), and intentional perception of positivity (i.e., conscious perception). Three samples were used to validate our measure of workplace joyfulness: a convenience sample of working adults with at least one year of occupational experience ($n = 182$), an elite group of executive leaders with an average of 10-25 years of management and leadership experience ($n = 88$), and a large sample of workers with at least some managerial experience obtained using Amazon's Mechanical Turk [Note: Data collection for the Mechanical Turk sample is underway at the time of this abstract submission] ($n \approx 400$). The psychometrics properties of the WJM will be discussed, and the final scale will be presented. Future research directions will also be discussed, addressing how measuring workplace joyfulness could help facilitate organizational effectiveness.

QUALITY MANAGEMENT SYSTEM OF THE ISO 9001: 2008 CERTIFIED PHILIPPINE UNIVERSITIES

Catalino N. Mendoza, University of Batangas, Batangas City, Philippines
Nestor C. Camello, University of Batangas, Batangas City, Philippines
Anthony G. Peña Verde, University of Batangas, Batangas City, Philippines

ABSTRACT

The study was focused on the determination of the extent of implementation and impact of the Quality Management System requirements in the different ISO 9001-2008 certified Philippine Universities. Specifically, this research discussed the level of implementation of communication process, physical work environment and customer satisfaction as well as the level of impact to the members of the organizations such as psychological work environment, employee satisfaction, suitability, benefits to the organization and applicability. The findings were intended to eventually be used as bases in the development of enhancement programs that would intensify the implementation of Quality Management System requirements to respond to the customers' needs of ISO 9001:2008 certified Philippine universities.

Keywords: ISO 9001:2008, Quality Management System, Philippine Universities

A CULTURE OF EXCELLENCE IN PHILIPPINE UNIVERSITIES: THE UNIVERSITY OF BATANGAS' EXPERIENCE

Catalino N. Mendoza, University of Batangas, Batangas City, Philippines

ABSTRACT

The culture of any organization can be considered as its personality, which consists of the individual and collective assumptions, values, norms, and beliefs of its members. It is evidenced by how tasks are performed, how problems are solved, and how employees interact with one another and with others who are not members of the organization. This fact applies to all organizations including academic institutions. Therefore, it is necessary and appropriate to determine the IQ, EQ, and AQ of the faculty members because these factors lead to the creation or building of “the culture of excellence” in higher educational institutions.

This research explored the process of designing a culture of excellence in the University of Batangas through descriptive-correlational method. The study revealed that the Triangular Quotients (IQ, EQ, and AQ) positively affect the performance of the faculty members as regard to their work performance particularly in areas such as knowledge of the subject matter, effectiveness in communication, classroom management and organization, effectiveness in teaching, and interaction with the students. The research disclosed that the Triangular Quotients are interrelated because as the IQ increases its value, AQ and EQ also increase their values. This relationship means that the balanced Triangular Quotients can be used as one of the bases in the recruitment and hiring of faculty members.

Keywords: Culture of Excellence, ISO 9000:2008 Certified University, Triangular Quotients, Philippine Educational System, CNM Model

SOCIO-ECONOMIC IMPLICATION OF MIGRATORY TRENDS AND GROWING AGE: DEMOGRAPHIC BONUS OR CHALLENGE

Shruti Shrestha, Tribhuvan University, Kathmandu, Nepal

This paper discusses socio-economic impacts of migratory trends of working population leaving behind the aged population in later group countries like Nepal. Ageing is a natural phenomenon and an inevitable process. The Senior Citizens Act 2063, Nepal defines senior citizens as “people who are 60 years of age and above.” Migration alters the population pattern; the migratory trend can be seen as an interaction of increasing/decreasing ‘demands’ and/or ‘opportunity’ rates. It has been the integral part of poor people’s alternative livelihood strategies and rich people’s strategy to get inclined to better facilities. The treatment of migratory trends as bonus or challenges depends upon the ability of country in expanding its social and economic opportunities. Rising political instability, insecurity and unemployment intensified the trend of flying abroad for job opportunities among Nepalese youth. The first part of paper is engaged with the socio-economic and demographic issues related to migration with particular reference to Nepal. Demographic changes trigger socio-economic change within the country or place. The loss of working age deprives countries of their engines which we call muscle drain/brain drain. In the second part the paper analyzes demographic transition and their socio-economic implications. The extensive out-migration of young people from rural areas, to foreign and internal urban centers, coincides with a rise in the problem of older couples. The migrants’ financial and material contributions are a nominal support. The aged lonely couples are facing many psychosocial problems. Ageism, which involves stereotyping and discrimination against the elderly, leads to misconceptions about their abilities. This paper is the outcome of descriptive research carried in Thosey VDC (Village Development Committee). Thus, I believe the problem might arise in future since migration from Nepal is of temporary nature. The question is regarding the adjustment of this migrated population after they return and what they will do after exploiting their whole energy in foreign land.

Keywords: migratory trends, demographic transition, social opportunities, bonus, ageing, challenges