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/ Coca 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:.


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 Jasadamuk, 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
Conference Registration

Welcome Reception!!!
(complimentary hors d’oeuvres, wine and iced tea)
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, Peterbought, United Kingdom
Adepoju Qoyum Muyiwa, Anglia Ruskin University, Peterbought, 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

“PROJACTION” 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

UNCRAKKING 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, 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, 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, Aso, Japan
Koji Kirihara Nakayama, Seimitsu Co., Ltd, Aso, Japan
Kazufumi Sakata Nakayama, Seimitsu Co., Ltd, 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-Nürnberg, Germany
Matthias Rose, Fraunhofer Institute for Integrated Circuits, Erlangen, Germany
Christian Bacarella, Friedrich-Alexander University, Erlangen, Germany
Kai-Ingo Voigt, Friedrich-Alexander University, Erlangen-Nürnberg, 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 Vlasic, 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 1:30PM – 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, Lusia 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
Dean Dr. Abdul Reda Assiri, University of Kuwait, Kuwait City, Kuwait
Dean 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 Gjoligaj, 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)

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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:
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- 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.

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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®

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)

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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 to 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.

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- 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.

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

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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.

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- 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.

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

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**Conference Chair: Dr. David Wilemon, Syracuse University, New York, New York, USA.**
Call for Papers

2016 ACADEMIC OASIS/IAABR – KEY WEST
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®

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:
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- Journal of Advancements in Economics, Finance & Accounting (JAEFA)
- Journal of Strategic and International Studies (JSIS)
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- 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.

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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.
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 Kirihara, 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
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.

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<th>TABLE 1: TABLE 1 MECHANICAL PROPERTY OF THE BRAZING FILLER METAL AND CEMENTED CARBIDE</th>
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<td>Young’s modulus [GPa]</td>
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<td>Poisson’s ratio [-]</td>
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<td>Tensile strength [MPa]</td>
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<td>Yield strength [MPa]</td>
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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 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


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

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

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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 “PROJACTION” 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 and .......etc. 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 projaction, this projaction management methodology will help us to improve new characteristic and new methods for the “projaction 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
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 for 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 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

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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, & Welpe, 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

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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

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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

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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