



# **32nd EBES CONFERENCE PROGRAM**

**ISTANBUL, TURKEY**

**AUGUST 5-7, 2020**

**(Online/Virtual Presentation Only)**

**[ebes@ebesweb.org](mailto:ebes@ebesweb.org)**

**[www.ebesweb.org](http://www.ebesweb.org)**

**(Please note the sessions are in Istanbul, Turkey local time (GMT +3))**

**CONFERENCE PROGRAM****WEDNESDAY, AUGUST 5 (DAY 1)****OPENING SPEECH: 10:00-10:10**

**Room:** Z-Room 1

Mehmet Huseyin Bilgin, Vice President, *EBES & Istanbul Medeniyet University*, Turkey

Klaus F. Zimmermann, *EBES, GLO, UNU-MERIT & Maastricht University*, The Netherlands

**KEYNOTE SESSION: 10:10-11:30****How COVID-19 can help us build a better society**

**Room:** Z-Room 1

**Moderator:** Jonathan Batten, *RMIT University*, Australia

Klaus F. Zimmermann, *EBES, GLO, UNU-MERIT & Maastricht University*, The Netherlands

Marco Vivarelli, *Universita Cattolica del Sacro Cuore in Milano*, Italy

Dorothea Schäfer, *DIW Berlin, GLO, & Jönköping University*, Sweden

**BEST PAPER AWARD CEREMONY: 11:30-11:40**

**Room:** Z-Room 1

**Presented by:** Ender Demir, *EBES & Istanbul Medeniyet University*, Turkey

**BREAK: 11:40-12:00****DAY 1 - SESSION I: 12:00-14:00****BEHAVIORAL FINANCE & INVESTMENT**

**Chair:** Jonathan Batten

**Room:** Z-Room 1

*Price Discovery in Emerging Market ETFs*

Yigit Atilgan, Sabanci University, Turkey; K. Ozgur Demirtas, Sabanci University, Turkey; Doruk Gunaydin, Sabanci University, Turkey; and Mustafa Oztekin, Sabanci University, Turkey

*Summer Vacation and Cross-Sectional Stock Returns*

F.Y. Eric C. Lam, Hong Kong Monetary Authority, Hong Kong; Ya Li, The Open University of Hong Kong, Hong Kong; Ryan Wai Cheong Shum, The Open University of Hong Kong, Hong Kong; and Gordon Y.N. Tang, Hong Kong Baptist University, Hong Kong

*The Effect of Personality Traits on Credit Score using BMTI Personality Types*

Adnan Veysel Ertemel, Istanbul Commerce University, Turkey and Gokhan Çaylak, Bahcesehir University, Turkey

*Insider Trading and Stock Market Behavior*

Ruxandra Trifan, The Bucharest University of Economic Studies, Romania

*Testing the Price Efficiency of Leading Cryptocurrencies*

Flavia Barna, West University of Timisoara, Romania; Raluca Popa, West University of Timisoara, Romania; Laura Milos, West University of Timisoara, Romania; Claudiu Botoc, West University of Timisoara, Romania; and Marius Milos, West University of Timisoara, Romania

*Is Bitcoin a Hedge or Safe Haven in times of Economic Policy Uncertainty? A Country Level Study*

Teo Geldner, University of Greifswald, Germany and Jan Wuestenfeld, Ruhr University of Bochum, Germany

**HUMAN RESOURCES**

**Chair:** Ender Demir

**Room:** Z-Room 2

*Can High Performance Work Practices Serve As a Buffer of Negative Outcomes of Employee Over-Qualification: A Cross-Country Study*

Aleksandar Nikolovski, Faculty of Economics of Ljubljana, Slovenia and Robert Kaše, Faculty of Economics of Ljubljana, Slovenia

*Enhancing Employee Loyalty in the Context of Organizational Culture of Lithuanian Companies*

Sonata Staniulienė, Vytautas Magnus University, Lithuania and Evelina Gavėnaitė, Lithuania

*Towards A Theoretical Model to Explore the Moderating Role of Occupational Socialization in the Relationship between Psychological Capital and Intention to Quit Work among the Occupational Health/Safety Workers in Istanbul during the COVID19 Pandemic Period*

Zeynep Hale Oner, Gedik University, Turkey and Senay Kececi, Gedik University, Turkey

*The Mediating Role of Emotional Stability between Emotional Intelligence and Overwork Behavior*

Ajtene Avdullahi, University of Mitrovica, Kosovo and Osman Yildirim, Istanbul Arel University, Turkey

*The Human Side of Employee Work Performance: Examining the Effects of Perceived Support and Psychological Safety*

Safak Oz Aktepe, Bahcesehir University, Turkey

*Ethical Leadership, Job Satisfaction, Organizational Identification and Work Engagement*

Tomasz Gigol, SGH Warsaw School of Economics, Poland

**ENTREPRENEURSHIP & ECONOMICS OF INNOVATION**

**Chair:** Marco Vivarelli

**Room:** Z-Room 3

*Banking Ecosystems and its Modeling: Russian Evidence*

Alexander M. Karminsky, Higher School of Economics, Russia and Nikolay Voytov, MGIMO/HSE, Russia

*Consequences of Technological Development on the Manifestation of the Rebound Effect Phenomenon*

Giani Ionel Gradinaru, The Bucharest University of Economic Studies, Institute of National Economy, Romania

*The Potential Use of Cryptocurrencies in Finance and Investment Sector*

Krzysztof Marecki, Warsaw School of Economics, Poland and Agnieszka Wójcik-Czerniawska, Warsaw School of Economics, Poland

*The Effect of Place-Specific Features to the Relationship between Regional Entrepreneurship and Economic Performance*

Xiaoyan Huang, City University of Macau, Macau

*Predevelopment Activities of the Innovation Process: Key Factors*

Alexander Vélez, University of the Basque Country, Spain; Jose M. Barrutia, University of the Basque Country, Spain; and Carmen Echebarria, University of the Basque Country, Spain

*Model for Development of Innovative ICT Products at High-growth Potential Start-ups*

Didzis Rutitis, BA School of Business and Finance, Latvia and Tatjana Volkova, BA School of Business and Finance, Latvia

**BREAK: 14:00-14:10**

**DAY 1 - SESSION II: 14:10-16:10**

**CORPORATE FINANCE**

**Chair:** Dorothea Schäfer

**Room:** Z-Room 1

*Revisiting Dividend Policy Theories for EU-28 Countries*

Marilen Gabriel Pirtea, West University of Timisoara, Romania; Eugen Axel Mihancea, West University of Timisoara, Romania; and Claudiu Botoc, West University of Timisoara, Romania

*The Impact of Economic Policy Uncertainty on Corporate Investment Decisions: Evidence from Turkey*

Gunes Topcu, Canakkale On Sekiz Mart University, Turkey and Jale Sozer Oran, Marmara University, Turkey

*Equity Issuance of Distressed Firms: Debt Overhang or Agency Problems?*

James Park, Korea University, South Korea

*Optimization of Shareholder and Corporate Wealth Analysis: Effectiveness Comparative Evaluation of SVA, EVA and MVA*

Lukman Ayinde Olorogun, Istanbul Gelisim University, Turkey and Monsurat Ayojimi Salami, International Islamic University Malaysia, Malaysia

*The Black-Scholes Model vs. predictive Genetic Algorithms - NASDAQ options case study*

Jorge Eduardo Vila Biglieri, The Vigo University, Spain and Joanna Malecka, The Poznań University of Technology, Poland

*Consequences of Exits from Political Unions on Leverage: The Case of Sudan Split*

Mohamad Youness, The Bucharest University of Economic Studies, Romania

**TOURISM**

**Chair:** Ender Demir

**Room:** Z-Room 2

*ICT and Social Media Influence on the MICE Market and the Event Management*

Igor Kovacevic, Faculty of Economics University of Belgrade, Serbia; Bojan Zečević, Faculty of Economics University of Belgrade, Serbia; and Branislava Hristov Stancic, Faculty of Economics University of Belgrade, Serbia

*Authenticity through the Eyes of the Host: The Complication of Presenting Culture as Commodity*

Yodmanee Tepanon, Kasetsart University, Thailand; Thanwa Benjawan, Payap University, Thailand; and Chawan Maleehom, Payap University, Thailand

*The Role of State Policy in Crisis Management of Destinations (the Case of Georgia)*

Nana Katsitadze, Ivane Javakhishvili Tbilisi State University, Georgia; Tamar Atanelishvili, Ivane Javakhishvili Tbilisi State University, Georgia; Mariam Kutateladze, Ivane Javakhishvili Tbilisi State University, Georgia; and Aleksandre Tushishvili, Georgian Technical University, Georgia

*Sustainable Tourism: Practices in Izmir and Kusadasi*

Shenaj Hadzimustafa, SouthEast European University, Macedonia; Raifcan Simsir, SouthEast European University, Macedonia; Shpresa Sylja, SouthEast European University, Macedonia; and Teuta Veseli-Kurtishi, SouthEast European University, Macedonia

*Timeshare Business: A Success or a Failure?*

Daniela Penela, ISCTE-IUL, Portugal

*The Role of Federal Reserve's Monetary Policy on International Tourist Flows: Evidence from Continental Panels*

Ayhan Tecel, Eastern Mediterranean University, North Cyprus; Salih Turan Katircioglu, Eastern Mediterranean University, North Cyprus; and Turgay Avci, Eastern Mediterranean University, North Cyprus

**MARKETING & MANAGEMENT**

**Chair:** Gokhan Karabulut

**Room:** Z-Room 3

*Top Management Team's Heterogeneity as An Antecedence of Organizational Sustainability*

Doane Shichen Ye, Newcastle University, United Kingdom

*How Vulnerable vs. Non-vulnerable Consumers May Self-regulate Their Post-Covid Consumptions?*

Elif Karaosmanoglu, Istanbul Technical University, Turkey; Mehmet Okan, Artvin Coruh University, Turkey; Nesenur Altinigne, Istanbul Bilgi University, Turkey; Didem Gamze Isiksal, Istanbul Technical University, Turkey; Ozge Demir, Istanbul Technical University, Turkey; and Elif Idemen Okan, Istanbul Technical University, Turkey

*The Market and Customer Orientation - Performance Relationship*

Maria Gracner, University of Ljubljana, Slovenia

*"Hey Google, text Mum I'll be there in 10 minutes": Measuring the Drivers behind Usage Habits for Voice Assistants*

Fulya Acikgoz, Bahcesehir University, Turkey and Rodrigo Perez-Vega, University of Reading, United Kingdom

*Systems for Analyzing the Performance of Political Party Activity Management - Balance Scorecard for Political Organizations*

Ecaterina Cornelia Ungureanu, Dunarea de Jos University of Galati, Romania; Liliana Mihaela Moga, Dunarea de Jos University of Galati, Romania; and Andi Mihalache, Dunarea de Jos University of Galati, Romania

*The Role of Perceived Risk in the Relationship between Consumer Trust and Mobile Banking Usage Intention*

Halil Erdogan, Eskisehir Osmangazi University, Turkey and Halil Semih Kimzan, Eskisehir Osmangazi University, Turkey

**EBES FELLOW: 16:10-17:10**

**Room:** Z-Room 1

**Presented by:** Dorothea Schäfer, DIW Berlin, GLO, & Jönköping University, Sweden

*The Sooner, the Better: The Early Economic Impact of Non-Pharmaceutical Interventions during the COVID-19 Pandemic*

Dr. Asli Demircug-Kunt, Chief Economist, Europe and Central Asia Region, *The World Bank*, U.S.A.

## THURSDAY, AUGUST 6 (DAY 2)

### DAY 2 - SESSION I: 08:30-10:30

#### LABOR ECONOMICS

**Chair:** Mehmet Huseyin Bilgin

**Room:** Z-Room 1

*Beauty Premium through Cosmetic Surgery for Prisoners: Choice Experiment with Asymmetric Information*

Taksaorn Phuchongpravech, Chulalongkorn University, Thailand and Thanee Chaiwat, Chulalongkorn University, Thailand

*The Impact of Immigration on Workers Protection*

Adam Levai, Université catholique de Louvain, Belgium and Riccardo Turati, Université Catholique de Louvain, Belgium

*The Determinants of Unemployment: A Case of South Africa*

Priyanka Patel, North West University, South Africa and Ireen Choga, North West University, South Africa

*The Impact of Weakening Civil Liberties on Outflows of International Students*

Murat Demirci, Koc University, Turkey

*Covid-19 Crises and Segmented Labor Markets: The Case of Southern Italy*

Gustavo Di Santo, University of Calabria, Italy and Salvatore Perri, University of Magna Graecia, Italy

#### MARKETING I

**Chair:** Ender Demir

**Room:** Z-Room 2

*Online Shopping Drivers and Barriers in the time of COVID-19 for Turkish Young and Older Adults*

Muge Akkor Koktekin, Yeditepe University, Turkey

*Impact of Perceived Uncertainty towards Personal Values: Moderating Roles of Frugality and Conspicuous Consumption Motive*

Evi Rinawati Simanjuntak, Bina Nusantara University, Indonesia and Ifa Riefanti Nabila, Bina Nusantara University, Indonesia

*The Impact of Sense of Belonging and Hospitality Culture on the Intention to Participate in Ridesharing: A Comparison of Turkey and USA*

Hasan Teyfik Senli, Ufuk University, Turkey and Niray Tuncel, Hacettepe University, Turkey

*Luxury Goods and the Country-of-origin-effect: A Literature Review and Co-citation Analysis*

Katharina Stolz, University of Stuttgart, Germany

*Exploring the Dimensions forming the HEIs Image for the Current International Students: Context of Malaysia*

Shamima Raihan Manzoor, Multimedia University, Malaysia; Chinnasamy Malarvizhi, Multimedia University, Malaysia; and Junainah Binti Mohd Mahdee, Multimedia University, Malaysia

*Consumer Sentiments about Robot Servers in Tourism and Hospitality Industry*

Ady Milman, University of Central Florida, U.S.A.; Ttucuf Zhang, University of Central Florida, U.S.A.; Asli Tasci, University of Central Florida, U.S.A.; and Fulya Acikgoz, Bahcesehir University, Turkey

**MANAGEMENT I****Chair:** Virginia Bodolica**Room:** Z-Room 3*Innovation Capability and Logistics Service Quality in Improving the Performance of Malaysian 3pl Service Providers*

Siti Nur 'Atikah Zulkiffli, Universiti Malaysia Terengganu, Malaysia; Maisarah Sebadak, Universiti Malaysia Terengganu, Malaysia; Siti Falindah Padlee, Universiti Malaysia Terengganu, Malaysia; and Juhaizi Mohd Yusof, Universiti Malaysia Terengganu, Malaysia

*The E-Commerce in Republic of North Macedonia before and During Covid-19*

Shpresa Sylva, SouthEast European University, Macedonia; Shenaj Hadzimustafa, SouthEast European University, Macedonia; Marijana Tusheva, State Statistical Office of RNM, Macedonia; and Selami Sula, UBT Prishtina, Macedonia

*Identifying Barriers to Digital Transformation for Digital Native Companies in Turkey - A Research Approach Using Propositions*

Mehmet Fatih Ustdag, Bahcesehir University, Turkey and Sven Packmohr, Malmö University, Sweden

*"I agree to being socially quantified": A Socio-Technical Perspective on Digitally-Provided Consent*

David Jamieson, Northumbria University, United Kingdom; Rob Wilson, Northumbria University, United Kingdom; and Mike Martin, Northumbria University, United Kingdom

*The Importance of Internationalization Strategy for Innovation in Portuguese Firms*

Mónica Isabel Lopes Azevedo, Universidade Portucalense Infante D. Henrique, Portugal; Carla Azevedo Lobo, Universidade Portucalense, Portugal; Carla Santos, Universidade Portucalense Infante D. Henrique, Portugal; Natércia Durão, Universidade Portucalense Infante D. Henrique, Portugal; and Isabel Maldonado, Universidade Portucalense, Portugal

*Firm Growth and ICT Adoption in Greek SMEs: A Quantile Approach*

Ioannis Giotopoulos, University of Peloponnese, Greece; Alexandra Kontolaimou, KEPE (Centre for Planning and Economic Research), Greece; Konstantinos Marinopoulos, University of Peloponnese, Greece; and Aggelos Tsakanikas, National Technical University of Athens, Greece

**BREAK: 10:30-10:40****DAY 2 - SESSION II: 10:40-12:40****BANKING I****Chair:** Irwan Trinugroho**Room:** Z-Room 1*Rethinking the Role of Credit Unions in the European Social Economy*

Ana Ivanisevic Hernaus, University of Zagreb, Croatia and Ivana Biondic, The Institute for Development and International Relations, Croatia

*Does Efficiency Affect Business Model Evolution in the Banking Industry: Empirical Evidence from the ASEAN Banking Sector*

Oktofa Yudha Sudrajad, Institut Teknologi Bandung (ITB), Indonesia and Georges Hübner, University of Liège, Belgium

*Credit Lending and Housing Prices from the Eurozone and the GIIPS Perspective*

Sariye Belgin Akcay, Ankara University, Turkey

*Empirical Modeling of International Banks' Credit Risk: Assessment and Comparison of Credit Ratings*

Alexander M. Karminsky, National Research University Higher School of Economics, MGIMO-University, Russia; Ella Khromova, National Research University Higher School of Economics, Russia; and Roman Kudrov, National Research University Higher School of Economics, Russia

*Bank Lending Under Interest-On-Excess-Reserves (IOER)*

Irem Erten, Warwick Business School, United Kingdom

*Inter-Firm Relationships and the Special Role of Common Banks*

Emanuela Giacomini, University of Macerata, Italy; Nitish Kumar, University of Florida, U.S.A.; and Andy Naranjo, University of Florida, U.S.A.

**MARKETING II****Chair:** Ender Demir**Room:** Z-Room 2*Social Media Influence on Saudi Women Offline Visible Identities*

Aous Osamah Balelah, University of East Anglia, United Kingdom; Nick K. T. Yip, University of East Anglia, United Kingdom; and Usha Sundaram, University of East Anglia, United Kingdom

*Exploring Mediating Effects of Perceived Authenticity and Brand Attitude in the Social Media Influencer Marketing*

Sabina Levitan, University of Westminster London, United Kingdom

*Level up, Love and Loyalty: Empirical research in Gamification Marketing in E-marketplace App*

Evi Rinawati Simanjuntak, Bina Nusantara University, Indonesia and Kathleen Renatha Wiryaatmaja, Bina Nusantara University, Indonesia

*Customer Experience Quality (CXQ) Scale - Item Development and Scale Purification*

Elif Karaosmanoglu, Istanbul Technical University, Turkey and Ozge Demir, Istanbul Technical University, Turkey

*Sharing Economy in Practice: Intrinsic Motivation towards the Intention to Participate with Empirical Evidence from Vietnam*

Hang Thu Hoang, University of Economics Ho Chi Minh City, Vietnam; Tran Quy Bao Bui, University of Economics Ho Chi Minh City, Vietnam; Mai Thi Thanh Doan, University of Economics Ho Chi Minh City, Vietnam; Thy Phuong Le, University of Economics Ho Chi Minh City, Vietnam; Nhi Le Thao Phan, University of Economics Ho Chi Minh City, Vietnam; and Quynh Nhu Vo, University of Economics Ho Chi Minh City, Vietnam

*Towards a Business Model for University Spin-offs*

Michael Hernando Sarmiento Munoz, Universidad Nacional de Colombia, Colombia; Oscar Mauricio Cruz, Universidad Central de Colombia, Colombia; and Diana Jimenez, Fundación Universitaria Los Libertadores, Colombia

**MANAGEMENT & EDUCATION****Chair:** Virginia Bodolica**Room:** Z-Room 3*Possibilities of Virtual Job Design in Lithuanian Companies*

Sonata Staniulienė, Vytautas Magnus University, Lithuania and Justinė Jurova, Lithuania

*Work from Home during Covid-19: Understanding the Gender Role Norm in Hong Kong*

Mei Ling Wong, Lingnan University, Hong Kong

*The State and Problems of Talent Management in Business Entities of the Slovak Republic*

Daniela Bertová, Faculty of Management, Slovakia and Ladislav Sojka, Faculty of Management, Slovakia

*Validity and Reliability of the Flipped Learning Scale*

Osman Yildirim, Istanbul Arel University, Turkey; Olha Ilyash, National Technical University of Ukraine "Igor Sikorsky Kyiv Polytechnic Institute", Ukraine; Liubov Smoliar, National Technical University of Ukraine "Igor Sikorsky Kyiv Polytechnic Institute", Ukraine; and Dariia Doroshkevych, National Technical University of Ukraine "Igor Sikorsky Kyiv Polytechnic Institute", Ukraine



*Financial Efficiency Index for Higher Education Institutions*

Jekaterina Kuzmina, BA School of Business and Finance, Latvia; Andris Sarnovics, BA School of Business and Finance, Latvia; Andris Natrins, BA School of Business and Finance, Latvia; Anda Ziemele, BA School of Business and Finance, Latvia; and Ennata Kivrina, BA School of Business and Finance, Latvia

*Triple Helix as a Tool for Knowledge Management, Transfer and Entrepreneurial Outcomes on a European Scale: A Case Study of the Rage Project*

Paul Cowley, University of Bolton, United Kingdom; Denis Hyam-Ssekasi, University of Bolton, United Kingdom; and Paul Hollins, University of Bolton, United Kingdom

**BREAK: 12:40-13:00**

**DAY 2 - SESSION III: 13:00-15:00**

**CORPORATE GOVERNANCE**

**Chair:** Mehmet Huseyin Bilgin

**Room:** Z-Room 1

*Investors' Reaction to the Single Supervisory Mechanism in Europe: An Agency Focus*

Myriam García-Olalla, University of Cantabria, Spain and Manuel Luna, University of Cantabria, Spain

*The Moderating Role of Corporate Governance on the Effect of Covid-19 Pandemic on the Saudi Corporate Profitability*

Raed Reda Obaid, King Abdulaziz University, Saudi Arabia and Rawia Reda Obaid, King Abdulaziz University, Saudi Arabia

*Are the CEOs Rewarded or Punished for Luck on the Interaction of Corporate Governance Factors?*

Mehtap Aldogan Eklund, University of Wisconsin la Crosse, U.S.A.

*Corporate Ownership Structure and Stakeholder Relationship: Evidence from BIST 100 Companies*

Fetullah Evliyaoglu, Ankara University, Turkey and M. Arcan Tuzcu, Ankara University, Turkey

*IFRS Adoption, Board Structure and Stock Price Informativeness: Evidence from an Emerging Market*

Yilmaz Yildiz, University of Huddersfield, United Kingdom

**MARKETING III**

**Chair:** Ender Demir

**Room:** Z-Room 2

*Growing Couch Potatoes? The Impact of COVID-19 on Food Consumption and Training Habits. A Hungarian Case Study*

Zsófia Benedek, Institute of Economics, Centre for Economic and Regional Studies, Hungary; Imre Ferto, Agricultural Economics and Rural Development, Hungary; and Viktória Szente, Kaposvár University, Hungary

*The Moderating Role of Crisis Perception in the Impact of Overall Brand Equity, Brand Trust and Price Consciousness on Purchase Intent: A Comparative Study of Purchase Intent of Turkish and Greek Consumers in Shampoo and Furniture Sectors*

Deniz Muezzinoglu, Bahcesehir University, Turkey

*Aggregated Customer Experience Scale Development and Validation*

Elif Karaosmanoglu, Istanbul Technical University, Turkey and Ozge Demir, Istanbul Technical University, Turkey

*Using Marketing Automation Platforms to Enhance Customer Experience during his Buying Journey*

Diana Mariana Dinu, The Bucharest University of Economic Studies, Romania; Anamaria-Cătălina Radu, Romanian Academy, Institute of National Economy, Bucharest, Romania; Loredana Văduva (ENE), Romanian Academy, Institute of National Economy, Bucharest, Romania

*The Role of Customer Trust in the Relationship between Commercial Friendship and Customer Satisfaction*

Mirwais Follad, Eskisehir Osmangazi University, Turkey and Halil Semih Kimzan, Eskisehir Osmangazi University, Turkey

*Humor in Advertising: Selling the Emotion or Logic?*

Farkhod Pulatovich Karimov, Westminster International University in Tashkent, Uzbekistan

**BANKING & FINANCIAL CRISIS**

**Chair:** Gokhan Karabulut

**Room:** Z-Room 3

*The Impact of Market Structure on Performance of Islamic and Conventional Banks in Qatar, Saudi Arabia and UAE*

Henda El-Amri, University of Sousse, Tunisia and Taher Hamza, University of Carthage, Tunisia & VALLOREM Laboratory, University of 'Orléans, France

*Survival Analysis in Assessment of Influence of the SARS-CoV-2 Pandemic on Probability and Intensity of Decline in the Value of Stock Indices*

Beata Bieszk-Stolorz, University of Szczecin, Poland and Krzysztof Dmytrów, University of Szczecin, Poland

*Nowcasting US GDP Using Gated Recurrent Units*

Baris Soybilgen, Istanbul Bilgi University, Turkey

*A Prudential Paradox: The Signal in (not) Restricting Bank Dividends*

Levent Guntay, Ozyegin University, Turkey; Stefan Jacewitz, Federal Deposit Insurance Corporation, U.S.A.; and Jonathan Pogach, Federal Deposit Insurance Corporation, U.S.A.

*Distribution of Credit Risk Concentration in Particular Economy Sectors and Economic Capital*

Natalia Nehrebecka, Warsaw University, Poland

*Bank Lending and Small and Medium Sized Enterprises' Access to Finance - Effects of Macroprudential Policies*

Aida Cehajic, University of Sarajevo and University of Ljubljana, Slovenia and Marko Košak, University of Ljubljana, Slovenia

**BREAK: 15:00-15:10**

**DAY 2 - SESSION IV: 15:10-17:10**

**INTERNATIONAL TRADE & FDI**

**Chair:** Irwan Trinugroho

**Room:** Z-Room 1

*Econometric Modeling of Determinants of High Value Added Services Sector Export of Republic of Croatia on to the European Union Market*

Zrinka Lacković Vincek, University of Zagreb, Croatia; Vlatka Bilas, University of Zagreb, Croatia; and Mile Bošnjak, University of Zagreb, Croatia

*Investment Home Bias in the European Union*

Antonio Cardoso Martins, ISEG, Portugal

*Trade Credit, Trade Income Elasticity and the International Transmission of Shocks*

Anna Maria Watson, University of Cambridge, United Kingdom

*Investigation of the Effects of Non-Macroeconomic Indicators on the Exports of Goods and Services in the OECD Member Countries*

Sevgi Sezer, University of Balikesir, Turkey

*Turkey Direct Investments in Latvian Business: Agenda for Research*  
Andrejs Limanskis, RISEBA University, Latvia

*Institutional Determinants of Emerging Market Returns, Flows, and Risk Premiums*  
Ralph Sonenshine, American University, U.S.A. and Bradley Erickson, American University, U.S.A.

*The Role of Government in the Emergence of the Chinese Automobile Industry since 1949*  
Zhaotao Tan, University of Central Lancashire, United Kingdom

#### MARKETING IV

**Chair:** Ender Demir  
**Room:** Z-Room 2

*Marketing Plans in an Introductory Marketing Course at a Norwegian University: Success or Failure*  
Jokull Johannesson, University of Agder, Norway

*A Mixed Study of the Impact of Digital Brand Strategy on Customer Brand Loyalty*  
Rui Liu, Newcastle University, United Kingdom

*Maximizing Customer Experience Using Display Retargeting*  
Denis Hyams Ssekasi, University of Bolton, United Kingdom; David Bamber, University of Bolton, United Kingdom; and Roshan Panditharathna, OLC-Europe LTD, United Kingdom

*Dynamic and Co-creation Capabilities as Coping Mechanisms for Service SMEs during Post-Pandemic Era*  
Mehmet Okan, Artvin Coruh University, Turkey; Ozge Demir, Istanbul Technical University, Turkey; Elif Karaosmanoglu, Istanbul Technical University, Turkey; Nesener Altinigne, Istanbul Bilgi University, Turkey; Didem Gamze Isiksal, Istanbul Technical University, Turkey; and Elif Idemen Okan, Istanbul Technical University, Turkey

*Social Media Usage of NGOs for Cause Marketing: A Charity Run Analysis*  
Muhsin Fuat Bayik, Istanbul Medipol University, Turkey and Sultan Begum Ata, Beykent University, Turkey

*Management Model and Dynamic Capabilities: Approaches to Knowledge Intensive Business Services in Emerging Economies*  
Diana Jimenez, Fundación Universitaria Los Libertadores, Colombia; Oscar Mauricio Cruz, Universidad Central de Colombia, Colombia; and Oscar Fernando Castellanos, Universidad Nacional, Colombia

#### GROWTH AND DEVELOPMENT

**Chair:** Gokhan Karabulut  
**Room:** Z-Room 3

*Gender Biases in Businesses and Financial Markets: An Empirical Study*  
Nihal Bayraktar, Penn State University, U.S.A.

*Economic Growth and Female Labor Market Participation in European Countries*  
Paula Gomes dos Santos, ISCAL/IPL, Portugal; Carla Martinho, ISCAL/IPL, Portugal; and Ana Rita Martins, Brunel University, United Kingdom

*Examining the Interactive Growth Effect of Development Aid and Institutional Quality in Sub-Saharan Africa*  
Berkan Tokar, Eastern Mediterranean University, North Cyprus

*The Estimation of Substitution Possibilities between Human and Physical Capital in Turkey using Penalized Estimators*  
Huseyin Guler, Cukurova University, Turkey and Ebru Ozgur Guler, Cukurova University, Turkey

*Economic Development and Nationalism: In the Cases of Scotland and Catalonia*  
Yusuf Omur Yilmaz, Mardin Artuklu Univeristy, Turkey

*The Determinant Factors of Foreign Direct Investment in Qatar*  
Ozcan Ozturk, Hamad bin Khalifa University, Qatar and Reem AlHababi, Hamad bin Khalifa University, Qatar

*Financial Inclusion and Welfare: New Evidence from the Role of Government*  
Talnan Aboulaye Toure, Kobe University, Japan and Nakamura Tamotsu, Kobe University, Japan

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## FRIDAY, AUGUST 7 (DAY 3)

### DAY 3 - SESSION I: 08:30-10:30

#### ACCOUNTING/AUDIT I

**Chair:** Irwan Trinugroho

**Room:** Z-Room 1

*Antecedents and Consequences of Ethical Climate Perceptions among Independent Auditors in China*  
William E. Shafer, Lingnan University, Hong Kong and Dean Tjosvold, Lingnan University, Hong Kong

*The Effect of Country-By-Country Reporting on Tax Aggressiveness in the Banking Sector*  
Svetlana Sabljic, University of Banja Luka, Bosnia and Herzegovina

*Government Grants and Government Assistance: The European Regulations and the Philosophy of the International Financial Reporting Standards*  
Hristina Oreshkova, University of National and World Economy, Bulgaria

*The Evolution of Tax Burden and Tax Effort in the OECD between 2000 and 2015*  
Paulo Dias, ISCTE-IUL, Portugal and Maria Cavadas, ISCTE-IUL, Portugal

*The Effects of the Internal Control System on Crisis Management Skills in Case of Disasters in Organizations with Corporate Governance: Example of IBB Fire Department*  
Murat Saglam, Ibn Haldun University, Turkey and Tamer Aksoy, Ibn Haldun University, Turkey

*Big Data Analytics in Business: Evolving Knowledge, Skills and Roles of Accounting and Finance Professionals*  
Eley Suzana Kasim, Universiti Teknologi Mara, Malaysia; Noryati Md Noor, Universiti Teknologi MARA, Malaysia; Norlaila Md Zin, Universiti Teknologi MARA, Malaysia; and Noor Sufiawati Khairani, Universiti Teknologi MARA, Malaysia

#### ENTREPRENEURSHIP & SMEs

**Chair:** Ender Demir

**Room:** Z-Room 2

*Fostering Open Innovation by linking Entrepreneurial Leadership and Knowledge Management: An Empirical Study in the Tunisian Context*  
Samah Chemli Horchani, Tunis El-Manar University, FSEGT, Tunisia and Mahmoud Zouaoui, Business School of Tunis, Compus La Manouba, Tunisia

*The Impact of Entrepreneurial Leadership on Supply Chain Innovation and Adaptability: Evidence from Japan, Sudan and China*  
Sara Siddig Ali Abdalla, Osaka University, Japan and Koichi Nakagawa, Osaka University, Japan

*The Effect of Entrepreneurship Education, Entrepreneurial Environment, Subjective Norm and Entrepreneurial Attitude on Entrepreneurial Intentions*  
Budi Eko Soetjipto, Universitas Negeri Malang, Indonesia; Dwi Hasmidyani, Sriwijaya University, Indonesia; Wahjoedi, Universitas Negeri Malang, Indonesia; and Hari Wahyono, Universitas Negeri Malang, Indonesia

*Banyan Roots and Garden Ivy: A Systematic Literature Review of Embeddedness in Immigrant Entrepreneurship*  
Ugur Yetkin, Istanbul Technical University, Turkey and Deniz Tuncalp, Istanbul Technical University, Turkey

*The Impact of the Different Actions Included in the Entrepreneurship Support Programs in Women's Empowerment*

Cristina Mora Rodriguez, Miguel Hernandez University, Spain; José María Gómez Gras, Miguel Hernandez University, Spain; Antonio J. Verdu, Miguel Hernández University, Spain; and M<sup>a</sup> Jose Alarcon, Miguel Hernández University, Spain

*Entrepreneurship for Economic Diversification of Qatar*

Evren Tok, Qatar Faculty of Islamic Studies, Qatar and Ozcan Ozturk, Hamad bin Khalifa University, Qatar

## MANAGEMENT II

**Chair:** Veljko Mijušković

**Room:** Z-Room 3

*Application of the Multiple-Criteria Decision Making Methods in Order-Picking in the High Storage Warehouse*

Krzysztof Dmytrów, University of Szczecin, Poland

*Offshore Outsourcing in Fast Fashion Companies: a Dual Strategy of Global and Local Sourcing?*

Elisa Arrigo, University of Milan-Bicocca, Italy

*Efficiency and Effectiveness Attribute Valuation of Cultural Goods: Focusing on Performance Evaluation Index for Performing Art Centers*

Eunyoung Yang, POSTECH, South Korea and Dohyeon Lee, POSTECH, South Korea

*Which Kind of Value Orientation Results Supervisor Support? The Role of Influence Tactics of Subordinates*

Aygul Donmez Turan, Yildiz Technical University, Turkey

*Essential Leadership Qualities for High Performing Virtual Teams*

Huseyin Cirpan, Istanbul Medipol University, Turkey and Dilek Yomralioglu, Istanbul Medipol University, Turkey

*Adoption of IoT technology among Aged NCD Patients in Malaysia: A Conceptual Study based on the Theory of Planned behavior*

Chinnasamy Agamudai Nambhi Malarvizhi, Multimedia University, Malaysia; Srinivasan Jayashree, Multimedia University, Malaysia; and Shamima Raihan Manzoor, Multimedia University, Malaysia

**BREAK: 10:30-10:40**

**DAY 3 - SESSION II: 10:40-12:40**

## ACCOUNTING/AUDIT II

**Chair:** Irwan Trinugroho

**Room:** Z-Room 1

*The Impact of Sars-Cov-2 on Accounting Students, a Test for Social Responsibility*

Mihaela Luminita Dumitrascu, Bucharest University of Economic Studies, Romania and Liliana Feleagă, Bucharest University of Economic Studies, Romania

*Reporting Expenses from the Standpoint of Accounting and Taxation Requirements*

Nexhmie Berisha Vokshi, University of Prishtina, Kosova and Florentina Xhelili Krasniqi, University of Prishtina, Kosova

*Measuring the Effectiveness of Internal Control Systems of Ghanaian Listed Banks Considering Control Environment, Risk Assessment and Monitoring Activities Components of COSO's Framework*

Abdullahi Mohammed, Ibn Haldun University, Turkey and Tamer Aksoy, Ibn Haldun University, Turkey

*All We Need Are Taxes: A Systematic Review on Tax Avoidance*

Andreia Magalhães, ISCTE-IUL, Portugal; Rogério Serrasqueiro, ISCTE-IUL, Portugal; and Paulo Dias, ISCTE-IUL, Portugal

*Empirical Research on Book-Tax Differences*

Paulo Dias, ISCTE-IUL, Portugal and Britânico Pires, ISCTE-IUL, Portugal

*The Analysis of the Relationship between Key Audit Matters (KAM) and Firm Characteristics: The Case of Turkey*

Basak Erdem, Istanbul Commerce University, Turkey

**MANAGEMENT III**

**Chair:** Ender Demir

**Room:** Z-Room 2

*Chinese Hospital Executive Professional Management Competency, Role Pressures, Personal and Organizational Performance: A Qualitative Study*

Xia Yang, Shenkang Hospital Management Group, China; Ana Margarida Simaens, Instituto Universitário de Lisboa (ISCTE-IUL), Portugal; Weidong Xia, Florida International University, U.S.A.; and Ge Shi, Xinhua hospital affiliated to Shanghai Jiaotong University Medical School, China

*A Conceptual Framework for Leadership Research Derived from Texts of Philosophy, Religion and Psychology*

Huseyin Cirpan, Istanbul Medipol University, Turkey

*Leadership and Gender*

Kezban Talak, Yeditepe University, Turkey

*The Concepts of Logistics 4.0 within International Logistics Management*

Slobodan Acimovic, University of Belgrade, Serbia; Veljko Mijušković, University of Belgrade, Serbia; and Dušan Marković, University of Belgrade, Serbia

*Defining a Storage Policy when There Are Handling Constraints: A Case Study Analysis*

Maria Alice Trindade, Católica Porto Business School, Universidade Católica Portuguesa, Portugal; Paulo S. A. Sousa, Universidade do Porto, Portugal; and Maria do Rosário Alves Moreira, Universidade do Porto, Portugal

*Analysis of Personality Traits in Purchasing and Supply Management with a Focus on Innovation*

Volker Koch, Graz University of Technology, Austria and Bernd Markus Zunk, Graz University of Technology, Austria

**CENTRAL BANKING & EXCHANGE RATES**

**Chair:** Gokhan Karabulut

**Room:** Z-Room 3

*Uncertainty and Exchange Rates: Global Dynamics (Well, I Don't Quite Know Anymore)*

Jing Lian Suah, Central Bank of Malaysia, Malaysia

*A Threshold Autoregression Model of Exchange Rate pass-through in Turkey*

Mehmet Fatih Ekinci, Atılım University, Turkey

*Effective Exchange Rates and Trade Balance Dynamics: A Quantile Regression Analysis*

Teo Geldner, University of Greifswald, Germany

*Determinants of External Debt in Indonesia: Evidence from ARDL approach*

Basyah Said Nazamuddin, Universitas Syiah Kuala, Indonesia and Sri Sukma Wahyuni, Universitas Syiah Kuala, Indonesia

*The Effectiveness of the Taylor Rule for Optimal Policy: Empirical Evidence from Turkey*  
Lamiha Ozturk, Hasan Kalyoncu University, Turkey and Dilek Tokel, Marmara University, Turkey

*Perspective of Monetary Integration from the Fiscal and Monetary View*  
Branka Topic Pavkovic, Faculty of Economics, University of Banja Luka, Bosnia and Herzegovina

**BREAK: 12:40-13:00**

**DAY 3 - SESSION III: 13:00-15:00**

### **RISK MANAGEMENT**

**Chair:** Mehmet Huseyin Bilgin

**Room:** Z-Room 1

*Credit Driven Household Demand Channel and Real Economic Activity with Macroprudential Policy*  
Talnan Aboulaye Toure, Kobe University, Japan and Nakamura Tamotsu, Kobe University, Japan

*Value at Risk Estimation of Sector Index Futures: Evidence from Thailand Futures Exchange*  
Woradee Jongadsayakul, Kasetsart University, Thailand

*Risk Analysis and How to Select the Options for Adapting and Mitigating Changes Climate: An Instrument for Planning Climate Change Measures*

Candoi Savu Robert Adrian, Bucharest University of Economic Studies, Romania and Stoica Liviu Adrian, Bucharest University of Economic Studies, Romania

*Risks and Exploits Exposed by GDPR*

Stoica Liviu Adrian, Bucharest University of Economic Studies, Romania and Candoi Savu Robert Adrian, Bucharest University of Economic Studies, Romania

*Volatility Smile in Currency Options: Comparative Evidence from Developed and Emerging Markets*  
Emrah Ahi, Ozyegin University, Turkey; Muzaffer Akat, Ozyegin University, Turkey; and Levent Guntay, Ozyegin University, Turkey

*Risk of the Christmas Tree Options Strategy*

Ewa Dziawgo, Kazimierz Wielki University, Poland

*The Effect of Gender in the Diasporic Phenomenon in Greek Minorities Reality*

Maria Vlachadi, University of Nicosia-Cyprus, Greece; Georgia Koufioti, University of Western Attica, Greece; and Athanasios Kounios, University of Western Attica, Greece

### **ACCOUNTING/AUDIT III**

**Chair:** Ender Demir

**Room:** Z-Room 2

*How and Why Does the Disclosure of EDGAR Filings Differ among U.S. - Listed Firms? An Empirical Investigation*

Michael Thomas Dimmer, Friedrich-Alexander University Erlangen-Nuremberg, Germany

*Experiences of Auditors and Tax Advisors with Accounting Errors: Empirical Evidence from the Czech Republic*

Marie Paseková, Tomas Bata University in Zlín, Czech Republic; Miroslava Dolejšová, Tomas Bata University in Zlín, Czech Republic; Jana Helová, Tomas Bata University in Zlín, Czech Republic; and Michal Šindelář, Tomas Bata University in Zlín, Czech Republic

*Quality of Goodwill Impairment Test with the Evidence from Borsa Istanbul*

Cemal Ibis, Isik University, Turkey and Caner Akbaba, Mugla Sitki Kocman University, Turkey

*Accounting Ethics and Organizational Culture: A Study of the Points of Contention and Similarities*

Nida Turegun, Ozyegin University, Turkey



*The Degree of Franchising Effect on Earnings Management*

Paulo Dias, ISCTE-IUL, Portugal and Daniela Penela, ISCTE-IUL, Portugal

*115/5000 The Influence of Taxation on Accounting from the Judgment of Portuguese Chartered Accountants*

Sofia Pereira, Instituto Politécnico de Lisboa, Portugal and Fábio Albuquerque, Instituto Politécnico de Lisboa, Portugal

**Special Session**  
**Sustainable and Innovative Finance:**  
**Fintech, Insurtech, Regtech and Technology-driven Innovations**

*Organized by:* Laura Grassi, Politecnico di Milano, Italy

**Chair:** Laura Grassi**Room:** Z-Room 3*The Role of Innovation in Insurance and its Response to Covid-19 Pandemic Emergency*

Davide Lanfranchi, Politecnico di Milano, Italy; Marco Giorgino, Politecnico di Milano, Italy; and Laura Grassi, Politecnico di Milano, Italy

*RegTech: Case Studies in Switzerland*

Luca Federico Battanta, Politecnico di Milano, Italy; Laura Grassi, Politecnico di Milano, Italy; and Marco Giorgino, Politecnico di Milano, Italy

*Stochastic Frontier Analysis of Efficiency of U.S. Public P&L Insurance companies*

Davide Lanfranchi, Politecnico di Milano, Italy; Laura Grassi, Politecnico di Milano, Italy; and Marco Giorgino, Politecnico di Milano, Italy

*Insurtech and New Technologies Effect on the Relationship between Insurance and Prevention: A Systematic Literature Review*

Davide Lanfranchi, Politecnico di Milano, Italy; Marco Giorgino, Politecnico di Milano, Italy; and Laura Grassi, Politecnico di Milano, Italy

*Open Finance: A Framework for Analysis and Implementation*

Alessandro Faes, Politecnico di Milano, Italy; Laura Grassi, Politecnico di Milano, Italy; Davide Lanfranchi, Politecnico di Milano, Italy; and Filippo Renga, Politecnico di Milano, Italy

*RegTech: a Comprehensive View from Academics, Authorities and Practitioners*

Alessandro Faes, Politecnico di Milano, Italy; Laura Grassi, Politecnico di Milano, Italy; and Davide Lanfranchi, Politecnico di Milano, Italy

**BREAK: 15:00-15:10**

**DAY 3 - SESSION IV: 15:10-17:10**

**EMPIRICAL STUDIES ON EMERGING ECONOMIES & ENERGY STUDIES**

**Chair:** Mehmet Huseyin Bilgin**Room:** Z-Room 1*The Spillover Effects of FED's Policies on Fragile Five Countries: Modeling with Panel VAR Approach*

Saltuk Agiralioğlu, Hasan Kalyoncu University, Turkey and Server Demirci, Marmara University, Turkey

*Income Distribution, Unemployment and Crime Relationship: Turkey Case*

Haluk Yergin, Van Yuzuncu Yil University, Turkey and Mustafa Torusdag, Van Yuzuncu Yil University, Turkey

*Impact of the COVID-19 Virus on Stock Market Returns; Do Market Overreact?*

Wiku Suryomurti, University of Glasgow, United Kingdom

*Renewable Energy Use and Sustainable Competitiveness: A Panel Data Analysis*

Gonca Yilmaz, Istanbul Gelisim University, Turkey and Esat Dasdemir, Istanbul Gelisim University, Turkey

*Do Environmental Commitment and Climate-Risk Disclosure Determine Firms' Performance? Evidence from Sectorial Micro-Data*

Gianni Guastella, Università Cattolica, Italy; Matteo Mazzarano, Università Cattolica del Sacro Cuore, Italy; Stefano Pareglio, Catholic University of the Sacred Heart, Italy; and Riccardo Christopher Spani, Fondazione Eni Enrico Mattei, Italy

*The Electricity Market during the 2020 crisis*

Joao Esteveao, ISEG, Portugal and Daniela Penela, ISCTE-IUL, Portugal

*Analysis of Cointegration and Causality Relationship between Gold Prices and Selected Financial Indicators: Empirical Evidence from Turkey*

Zehra Vildan Serin, Hasan Kalyoncu University, Turkey and Enez Kan, Hasan Kalyoncu University, Turkey

**REGIONAL STUDIES**

**Chair:** Ender Demir

**Room:** Z-Room 2

*Selected Aspects of Nature Conservation Management at Local Level on the Example of Communes in Poland*

Jacek Witkowski, Lublin University of Technology, Poland

*Covid-19 Pandemic and Practices of Support in Turkish Film Industry: A Case Study of Cinema & Broadcasting Union, Netflix and IKS*

Hakan Erkilic, Mersin University, Turkey; Senem Duruel Erkilic, Mersin University, Turkey; and Suleyman Degirmen, Konya Food and Agriculture University, Turkey

*The Influence of the European H2020 Program on the Development of Regions: The Multiplier Impact of EU Funding in the Regions under Horizon 2020 in NUT III - Algarve - Portugal*

Natacha Silva, Universidade Portucalense Infante D. Henrique, Portugal; Ribeiro Diamantino, Universidade Portucalense Infante D. Henrique, Portugal; and Ribeiro João, Universidade Portucalense Infante D. Henrique, Portugal

*Regional Convergence and Functional Incomes in Turkey*

Raziye Selim, Istanbul Technical University, Turkey; Suat Kucukcifci, Istanbul Technical University, Turkey; and Gizem Kaya, Istanbul Technical University, Turkey

*Major Influence Factors for Portuguese Municipal Transparency Index (2013 to 2017)*

Paula Gomes dos Santos, ISCAL/IPL, Portugal and Carla Martinho, ISCAL/IPL, Portugal

*May Hot Spots Shape Ghettos and Gated Communities: Management and Administration in Migration Crisis*

Maria Vlachadi, University of Nicosia-Cyprus, Greece; Georgia Koufioti, University of Western Attica, Greece; and Athanasios Kounios, University of Western Attica, Greece

*The Analysis of the Pension System in Slovakia in Correlation with Population Curve*

Daniela Majercakova, Comenius University in Bratislava, Slovakia

## **PUBLIC ECONOMICS & HEALTH ECONOMICS**

**Chair:** Gokhan Karabulut

**Room:** Z-Room 3

*Crowd-powered Medical Diagnosis: The Potential of Crowdsourcing for Patients with Rare Diseases*  
Stefan Arnold, Friedrich-Alexander-University Erlangen-Nuremberg, Germany; Josephine Fischer, Friedrich-Alexander-University Erlangen-Nuremberg, Germany; and Dilara Yesilbas, Friedrich-Alexander-University Erlangen-Nuremberg, Germany

*The Governments' Responses to COVID-19 Outbreak around the World and the Flattening of the Curve*  
Damiano Bruno Silipo, University of Calabria, Italy and Sinem Sonmez, Fordham University, U.S.A

*Conceptual Framework for Attracting Foreign Patients to Health Care Services*  
Daiga Behmane, Riga Stradins University, Latvia; Didzis Rutitis, BA School of Business and Finance, Latvia; and Anda Batraga, University of Latvia, Latvia

*Health Risk Management: Risk Management and Insurance Coverage in Italian Welfare*  
Ubaldo Comite, University of Calabria, Italy

*A Valuation of Lobbying: Enhancing Democratic Governance via Private Merit Service*  
Samuel Louis Oswald, Georgetown University, U.S.A

*Price Elasticity of Fertilizer Demand and Farmers Reaction to Fertilizer Tax Addressing Nitrogen Pollution*  
Ausra Nausediene, Vytautas Magnus University Agriculture Academy, Lithuania and Astrida Miceikiene, Vytautas Magnus University Agriculture Academy, Lithuania

*New Policies of Migration Crisis Management and Leadership in Greece*  
Maria Vlachadi, University of Nicosia-Cyprus, Greece; Georgia Koufioti, University of Western Attica, Greece; and Athanasios Kounios, University of Western Attica, Greece

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