



35th EBES CONFERENCE PROGRAM

ROME, ITALY

APRIL 7-9, 2021

(Online/Virtual Presentation Only)

Jointly organized with

**The Faculty of Economics
Sapienza University of Rome**



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UNIVERSITÀ DI ROMA

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(Please note the sessions are in Rome, Italy local time (GMT +2))

TRIAL SESSIONS

Monday, April 5

TRIAL SESSION FOR PARTICIPANTS
(09:00-12:00 | [Link](#))

TRIAL SESSION FOR CHAIRS/DISCUSSANTS
(18:00-19:00 | [Link](#))

Tuesday, April 6

TRIAL SESSION FOR CHAIRS/DISCUSSANTS
(09:00-10:00 | [Link](#))

TRIAL SESSION FOR PARTICIPANTS
(15:00-18:00 | [Link](#))

Trial Session Links for Participants: <https://us02web.zoom.us/j/88091492494>

Chairs/Discussants: <https://us02web.zoom.us/j/84474559037>

CONFERENCE ROOM LINKS

(For all three days, the links will remain the same)

Wednesday, April 7 (Day 1)

OPENING SPEECH
(10:00-10:30 | [Z-Room 1](#))

SESSION I
(10:30-13:00)

Human Resources Management I
([Z-Room 1](#))
Empirical Studies on Emerging
Countries ([Z-Room 2](#))
SMEs & Entrepreneurship ([Z-Room 3](#))

NETWORKING HOUR
(13:00-14:00)

Economics ([Z-Room 1](#))
Finance ([Z-Room 2](#))
Business & Management ([Z-Room 3](#))

**BEST PAPER AWARD
CEREMONY**
(14:00-14:15 | [Z-Room 1](#))

PUBLISHER SESSION
(14:15-15:00 | [Z-Room 1](#))

EDITORS' PANEL SESSION
(15:00-16:30 | [Z-Room 1](#))

Thursday, April 8 (Day 2)

SESSION I
(09:00-11:00)

Marketing I ([Z-Room 1](#))
Health Economics ([Z-Room 2](#))
Management I ([Z-Room 3](#))

SESSION II
(11:10-13:10)

FDI & International Trade ([Z-Room 1](#))
Banking ([Z-Room 2](#))
Management II ([Z-Room 3](#))

NETWORKING HOUR
(13:10-13:40)

Economics ([Z-Room 1](#))
Finance ([Z-Room 2](#))
Business & Management ([Z-Room 3](#))

SESSION III
(13:40-15:40)

Marketing II ([Z-Room 1](#))
Management and Industrial
Organization ([Z-Room 2](#))
Regional Studies and Political
Economy ([Z-Room 3](#))

SESSION IV
(15:50-17:50)

Management III ([Z-Room 1](#))
Labor Economics and Growth &
Development ([Z-Room 2](#))
Financial Economics ([Z-Room 3](#))

Friday, April 9 (Day 3)

SESSION I
(09:00-11:00)

Corporate Governance
([Z-Room 1](#))
Education ([Z-Room 2](#))
Economics of Innovation
([Z-Room 3](#))

SESSION II
(11:10-13:10)

Entrepreneurship ([Z-Room 1](#))
Human Resources
Management II ([Z-Room 2](#))
Corporate Finance ([Z-Room 3](#))

NETWORKING HOUR
(13:10-13:40)

Economics ([Z-Room 1](#))
Finance ([Z-Room 2](#))
Business & Management
([Z-Room 3](#))

SESSION III
(13:40-15:40)

Accounting/Audit ([Z-Room 1](#))
Energy Studies ([Z-Room 2](#))
Growth & Development and
Inequality ([Z-Room 3](#))



Z-Room 1: <https://us02web.zoom.us/j/84047985912>

Z-Room 2: <https://us02web.zoom.us/j/89979983578>

Z-Room 3: <https://us02web.zoom.us/j/81692674611>

CONFERENCE PROGRAM

WEDNESDAY, APRIL 7 (DAY 1)

OPENING SPEECH: 10:00-10:30

Room: [Z-Room 1](#)

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

Fabrizio D'Ascenzo, Dean, *Faculty of Economics of Sapienza University of Rome*, Italy

Klaus F. Zimmermann, President, *EBES & GLO*, Germany

DAY 1 - SESSION I: 10:30-13:00

HUMAN RESOURCES MANAGEMENT I

Chair: Davor Labas

Discussant: Imtiaz Badshah, Østfold University College, Norway

Room: [Z-Room 1](#)

The Sales Organization's Market-Oriented Culture, Capabilities, and Performance Based on the Salesforce's Perception

SungHo Lee, University of Seoul, South Korea and Byung-gi Park, Wooseok University, South Korea

Workaholism vs. Work-Engagement: Insights from the Big-Two Personality Perspective

Izlem Emine Gozukara, Istanbul Arel University, Turkey; Pelin Buruk, Istanbul Rumeli University, Turkey; and Omer Faruk Simsek, Istanbul Rumeli University, Turkey

Staffing Practices that Facilitate Workforce Diversity in Public Sector Organizations: A Review of Empirical Evidence

Marie-France Waxin, American University of Sharjah, UAE; Fang Zhao, Staffordshire Business School, Staffordshire University, UK; and Angela Zacharias, American University of Sharjah, UAE

From the Church to the World: The Relationship between Religious Participation and Social Capital. A Study on Italian Reality

Rosamaria D'Amore, University of Salerno, Italy; Maria Rosaria Garofalo, University of Salerno, Italy; and Roberto Iorio, University of Salerno, Italy

Teaching and Telecommuting in Times of Pandemic: Gender Gap in Job Satisfaction

Elsa Fontainha, ISEG Universidade de Lisboa, Portugal and Sara Pato, ISEG Universidade de Lisboa, Portugal

Practice the Purpose Preach: Experimental Evidence on the Effect of Corporate Purpose on Workers' Willingness to Go the Extra Mile

Nikolai Brosch, Technical University of Munich - TUM School of Management, Germany

EMPIRICAL STUDIES ON EMERGING COUNTRIES

Chair: Evan Lau

Discussant: M. Ege Yazgan, Istanbul Bilgi University, Turkey

Room: [Z-Room 2](#)

The Impact of Pension Funds on Stock Market Liquidity: Lessons from EM Countries

Seda Peksevrim, Bogazici University, Turkey

On the Relationship between Macroeconomic Factors and S&P BSE Auto Index: An ARDL Approach

Rhoda Alexander, University of Stirling, UAE and Husam-Aldin Al-Malkawi, The British University in Dubai, UAE

Does Dual Class Share Structure Promote Corporate Innovation? Evidence from China

Jiqiao Gao, Fudan University, China and Qing Yang, Fudan University, China

The "Good" Change in Development Economics: A Unique Model Empirical Study in India and Africa

Emanuele C. Francia, China Agricultural University, China; Giorgia Gambini, Interlife, Italy; and Cecilia Di Francescomarino, Interlife, Italy

Insider Trading in Turkey

Sureyya Burcu Avci, Sabanci University, Turkey

The Impact of Broadband Adoption on Firm Productivity: Evidence from Turkish Firms

Burcu Fazlioglu, TOBB University of Economics and Technology, Turkey; Basak Dalgic, Hacettepe University, Turkey; and Aysegul Aytac Emin, Ankara Social Sciences University, Turkey

SMEs & ENTREPRENEURSHIP

Chair: Liza Rybina

Discussant: Ender Demir, Istanbul Medeniyet University, Turkey

Room: [Z-Room 3](#)

Analysis of the Relationship between Strategic Networking and Performance among Croatian Service Sector SMEs

Bojan Morić Milovanović, Institute of Public Finance, Croatia; Zorica Krželj-Čolović, University of Dubrovnik, Croatia; and Zoran Bubaš, Institute of Public Finance, Croatia

How does Management Accounting Training Impact UK Small Sized Enterprises Using Relevant Theoretical Frameworks?

Paul Caulfield, Birmingham City University, UK

Georgian SME's Amidst the Covid-19 Crisis: Evaluating the Impact and Policy Implications

Anna Ābeltiņa, EKA University of Applied Science, Latvia and Ketevan Rizhamadze, Turiba University, Latvia

Quadruple Helix as a Network for Value Creation

Zane Rascevska, RISEBA University of Applied Sciences, Latvia; Iveta Ludviga, RISEBA University of Applied Sciences, Latvia; and Maija Zakrizevska-Belogrudova, RISEBA University of Applied Sciences, Latvia

Income and Social Capital towards Women's Socioeconomic Well-Being: The Mediating Role of Self-Efficacy

Yusrinadini Zahirah Md Isa Yusuff, Universiti Malaysia Kelantan, Malaysia; Nurul Izyan Mat Daud, Universiti Malaysia Kelantan, Malaysia; Nur Ain Ayunni Sabri, Universiti Malaysia Kelantan, Malaysia; Noor Raihani Zainol, Universiti Malaysia Kelantan, Malaysia; Sathiswaran Uthamaputhran, Universiti Malaysia Kelantan, Malaysia; and Mohd Ikhwan Aziz, Universiti Malaysia Kelantan, Malaysia

Poetry in Action: From the Gift Economy to Corporate Philanthropists

Lorenzo Gelmini, University of Eastern Piedmont, Italy

DAY 1 - NETWORKING HOUR: 13:00-14:00

ECONOMICS

Room: [Z-Room 1](#)

FINANCE

Room: [Z-Room 2](#)

BUSINESS & MANAGEMENT

Room: [Z-Room 3](#)

BEST PAPER AWARD CEREMONY: 14:00-14:15

Room: [Z-Room 1](#)

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

PUBLISHER SESSION: 14:15-15:00
How to publish with Springer



Room: [Z-Room 1](#)

Moderator: Hakan Danis, *Vice President of EBES and Managing Editor of Eurasian Economic Review (Scopus & ESCI)*

Speaker: Barbara Fess, *Senior Editor at Springer in Heidelberg, Germany*

EDITORS' PANEL SESSION: 15:00-16:30
How to publish in WoS journals

Room: [Z-Room 1](#)

Moderator: Dorothea Schäfer, *Editor, Eurasian Economic Review (Scopus & ESCI)*

Ngee Choon Chia, Co-Editor, Singapore Economic Review (SSCI)

M. Kabir Hassan, Editor, International Journal of Islamic and Middle Eastern Finance and Management (SSCI)

THURSDAY, APRIL 8 (DAY 2)**DAY 2 - SESSION I: 09:00-11:00****MARKETING I**

Chair: Ender Demir

Room: [Z-Room 1](#)

Neuromarketing: An Evaluation Regarding Marketing Field
Cem Karayalcin, Antalya Bilim University, Turkey

Understanding Vintage Shopping Motives: Antecedents and Consequences
Burcu Canse Bayrak, Istanbul Bilgi University, Turkey and Nesenur Altinigne, Istanbul Bilgi University, Turkey

Sports Sponsorship as a CSR Tool and Its Impact on the Sponsor Attitude and the Intention to Purchase on the Consumer
María de la Soledad Zapata Agüera, Universidad Politécnica de Cartagena, Spain and Laura Martínez Caro, Universidad Politécnica de Cartagena, Spain

Factors that Determine Online Purchase Behavior: A Cross-Generational Approach. The Influence of COVID-19
Coloma Álvarez Santamaría, Universidad de La Rioja, Spain and Arkaitz Bañuelos Campo, Universidad de La Rioja, Spain

Retailers... Why Don't You Start Seducing Omni-Shoppers?
Nuria Viejo-Fernández, University of Oviedo, Spain

HEALTH ECONOMICS

Chair: Sofia de Sousa Vale

Discussant: Monica Violeta Achim, Babes-Bolyai University, Romania

Room: [Z-Room 2](#)

Effect of Covid-19 Policies and Lockdown Policies over Mental Health
Cristina Vilaplana-Prieto, Universidad de Murcia, Spain and Joan Costa-Font, London School of Economics, CESIFo & IZA, UK

The German Healthcare System and its Answer to Cope with the COVID-19 Crisis
Benito Cadenas Noreña, King Juan Carlos University, Spain

Direct and Indirect Effects of Parenthood on Later-Life Happiness: Evidence from Older Adults in Thailand
Pachara Pimpawatit, Chulalongkorn University, Thailand

Prioritization of Hierarchical Medical Care System strategies using the AHP analysis: the case of Taiwan
Wei-Wei Hsia, Taipei City United Hospital, Taiwan and Leelien Ken Huang, Feng Chia University, Taiwan

Cooperation for Development: Old and New Donors' Response to the COVID-19 Pandemic
Maria Beletskaya, Institute for US and Canadian Studies, Russian Academy of Sciences, Russia

MANAGEMENT I**Chair:** Iffat Sabir Chaudhry**Discussant:** Virginia Bodolica, American University of Sharjah, UAE**Room:** [Z-Room 3](#)*Institutional Entrepreneurship and Change: The Relevance of Collective Action*

Luís Vilela Pimentel, ISCTE-IUL, Portugal and Maria Major, ISCTE-IUL, Portugal

Using Artificial Intelligence for Business Process Optimization

Aleksandr Z. Koberidze, RUDN University, Russia

Purpose Internalization Matters! Evidence from a Longitudinal Study on Corporate Purpose and Employee-Level Outcomes

Nikolai Brosch, Technical University of Munich - TUM School of Management, Germany

Hidden Champions in Latvia: Insights from Small Open Economy

Irina Sennikova, RISEBA University, Latvia and Galina Zilgalve, RISEBA University, Latvia

The Balanced Scorecard in Italy: Use and Connection with Factors Internal and External to Companies

Clementina Bruno, Università del Piemonte Orientale, Italy; Antonella Cugini, Università della Valle d'Aosta, Italy and Teresa Ferrara, Italy

BREAK: 11:00-11:10**DAY 2 - SESSION II: 11:10-13:10****FDI & INTERNATIONAL TRADE****Chair:** Ender Demir**Discussant:** Andrzej Cieslik, University of Warsaw, Poland**Room:** [Z-Room 1](#)*Political Steps to Enhance Foreign Direct Investment Inflow in Oman*

Cuneyt M. Yenigun, Sultan Qaboos University, Oman; Hani Albasoos, Joaan Bin Jassim Joint Command and Staff College, Qatar; and Ahmed Al-Khamisi, Sultan Qaboos University, Oman

Country-Level Sustainability and Cross-Border Banking Flows

Sureyya Burcu Avci, Sabanci University, Turkey and Gözde Esen, Ozyegin University, Turkey

Fifty Years of Research on Foreign Direct Investment by Multinational Corporations in Emerging Economies: A Bibliometric Review

Ahmed Nazzal, Universitat Rovira i Virgili, Spain; Angels Niñerola, Rovira i Virgili University, Spain; and Maria-Victoria Sánchez-Rebull, Rovira i Virgili University, Spain

The Potential Use of Blockchain Technology for Data Collection and Measurement of Trade in Services

Selahattin Armağan Vurdu, Istanbul Minerals and Metals Exporters' Association, Turkey

The Effects of Mutual Recognition Agreements on Firm-Level International Trade

Thomas Prayer, University of Cambridge, UK

Economic, Social, and Institutional Determinants of Domestic Conflict in Fragile States

Marie-Ange Véganzones Varoudakis, CNRS, CERDI-UMR 6587, Université d'Auvergne, France and Syed Muhammad Ali-e-Raza Rizvi, Université Clermont Auvergne (UCA), France

BANKING**Chair:** Mehmet Huseyin Bilgin**Discussant:** Conrado Diego García-Gómez, University of Valladolid, Spain**Room:** [Z-Room 2](#)*Technical Efficiency and Total Factor Productivity Analysis of United Arab Emirates Banks: A Three Stage Approach*

Welcome Sibanda, Higher Colleges of Technology, UAE; Abderazak Bakhouché, Higher Colleges of Technology, UAE; Mercy Chaita, Higher Colleges of Technology, UAE; Anca Bocanet, Higher Colleges of Technology, UAE; and Abdelghani Echchabi, Higher Colleges of Technology, UAE

Gender Differential and Financial Inclusion in Spain: Female Shareholders of Banco Hispano Americano (1922-1935)

Susana Martínez-Rodríguez, Universidad de Murcia, Spain

SPACs focused on the Chinese Market: An Empirical Analysis

Gimede Gigante, Bocconi University, Italy and Giovanni Guidotti, Barclays, Italy

Analyzing Bank Entry Competition on Bank Integration Episode in ASEAN

Yayan Satyakti, Universitas Padjadjaran, Indonesia; Sofi Suryasnia, Universitas Padjadjaran, Indonesia; and Zainal Arifin, Universitas Padjadjaran, Indonesia

Banking in the Central and Eastern Europe region - historical outline and implication of cluster analysis

Magdalena Lesiak, University of Lodz, Poland and Marta Padászyńska, University of Lodz, Poland

Towards a market for Non-Performing Loans: An empirical analysis of the Italian scenario

Alessandro Danovi, Università degli Studi di Bergamo, Italy; Jessica Tanghetti, Università degli Studi di Bergamo, Italy; and Alessandro D'Amico, Università degli Studi di Bergamo, Italy

MANAGEMENT II**Chair:** Emanuele Francia**Discussant:** Victoria Bellou, University of Thessaly, Greece**Room:** [Z-Room 3](#)*Reactions of State-Owned Companies to the Crisis Caused by COVID-19 - Study from Poland*

Tomasz Gigol, SGH Warsaw School of Economics, Poland and Katarzyna Kreczmańska-Gigol, SGH Warsaw School of Economics, Poland

Responses of Kuwait-based organizations to the pandemic

Dusana Alshatti Schmidt, Comenius University in Bratislava, Slovakia and Nino Nutsubidze, Georgian Technical University, Georgia

Balanced Scorecard and Business Intelligence in Management Control Systems: A Government Agency Approach

Daniel Magueta, University of Aveiro, Portugal; Luís Vilela Pimentel, ISCTE-IUL, Portugal; Raquel Reis Soares, Universidade Europeia, Portugal; and Elisabete Vaz, Universidade Europeia, Portugal

The Effectiveness of the Process of Introducing Automation on the Non-Bank Lending Sector in Latvia

Vita Zarina, EKA University of Applied Science, Latvia and Sintija Ribicka, EKA University of Applied Science, Latvia

Political Knowledge Management. A Case Study about the German Parliament

René Marcel Mittelstädt, University of Finance and Administration, Czechia

ESG, Sharing Economy, Covid-19 and the Fashion Industry in Europe: Can be the Circular Economy Model the White Knight?

María Jose Alvarez Gil, Universidad Carlos III de Madrid, Spain

DAY 2 - NETWORKING HOUR: 13:10-13:40**ECONOMICS****Room:** [Z-Room 1](#)**FINANCE****Room:** [Z-Room 2](#)**BUSINESS & MANAGEMENT****Room:** [Z-Room 3](#)**DAY 2 - SESSION III: 13:40-15:40****MARKETING II****Chair:** Ender Demir**Discussant:** Ralph Sonenshine, American University, USA**Room:** [Z-Room 1](#)*Branding Vertical Product Line Extensions*

Thomas Jungbauer, Cornell University, USA and Christian Schmid, University of Vienna, Austria

The Impact of Crowdfunding on Pricing Decisions

Peter Konhäusner, Universitatea Babeş-Bolyai, Romania and Sharon-Maria Semmerau, HTW Berlin, Germany

Innovative Financial Indicators - from ROI to Marketing ROI

Katalin Lipták, University of Miskolc, Hungary; Noemi Hajdu, University of Miskolc, Hungary; Klára Szűcsné Markovics, University of Miskolc, Hungary; and Zoltán Musinszki, University of Miskolc, Hungary

Multi-Channel Media Consumption Behavior: Psychological and Socio-cognitive Correlates of Media Multitasking

Elif Ozkaya, California State Polytechnic University, Pomona, USA and Hayri Erkan Ozkaya, California State Polytechnic University, USA

Factors Affecting Online Media Streaming Service Subscriptions Behaviors during the COVID-19 Pandemic in Thailand

Naratthawan Threechownon, College of Management Mahidol University, Thailand

MANAGEMENT AND INDUSTRIAL ORGANIZATION**Chair:** Fang Zhao**Discussant:** Ghulam Mustafa, Norwegian University of Science and Technology, Norway**Room:** [Z-Room 2](#)*Release of Imported Movies and Box Office Performance in the Chinese Motion Pictures Industry*

Paolo Di Giannatale, University of Nottingham Ningbo China, China and Paolo Bianchi, NUBS China, University of Nottingham Ningbo China, China

Dynamics of Persistent and Transient Technical Efficiency in Indian Manufacturing

Pankaj Singh Rawat, IIT DELHI, India and Seema Sharma, IIT DELHI, India

Firm Growth, Age and the Intensity of International Trade

Segundo Camino-Mogro, Universidad Complutense de Madrid, Spain

Factors Impacting Intention to Adopt E-Procurement: The Case of the Health Care Sector in Morocco

Wafa ElGarah, Al Akhawayn University in Ifrane, Morocco

A Journey towards Lean: The Case of a Small and Medium-Sized Enterprise (SME)
Luís Vilela Pimentel, ISCTE-IUL, Portugal and Miguel Mendes, ISCTE-IUL, Portugal

Strategy Implementation in a Large Telecommunication Organization (Etisalat) in the UAE: A Factor-Analytic Investigation
Syed Aziz Anwar, Hamdan Bin Mohammed Smart University, UAE

REGIONAL STUDIES AND POLITICAL ECONOMY

Chair: Roberto Iorio

Discussant: Jan Jakub Michalek, University of Warsaw, Poland

Room: [Z-Room 3](#)

Influence on National Security of the Suddenness Factor in the Process of Criminal Investigation
Igor Trofimovs, Daugavpils University, Latvia

The Role of Penta-Helix Model in the Case of Smart Cities
Dora Szendi, University of Miskolc, Hungary

The Impact of Negative Links: Theory and Evidence
Xiannong Zhang, Washington University in St. Louis, USA

Political Economy of Fiscal Reforms. The case of European Monetary Union
Theodore Chatziapostolou, University of Athens, Greece

Application of the Classical Free Market Theory To Model Modern Externality-driven Economies
Andrius Montrimas, Kaunas University of Technology, Lithuania; Šarūnas Mikalonis, Kaunas University of Technology, Lithuania; Jurgita Bruneckienė, Kaunas University of Technology, Lithuania; and Vaidas Gaidelys, Kaunas University of Technology, Lithuania

Digitalization as a Determinant of the Tax Mix: A Panel Data Analysis of OECD Countries
David Hanrahan, EIIW/University Wuppertal, Germany

Economic Policy Uncertainty and Tourism: Evidence from Croatia
Ender Demir, Istanbul Medeniyet University, Turkey; Gokhan Karabulut, Istanbul University, Turkey; Mehmet Huseyin Bilgin, Istanbul Medeniyet University, Turkey; and Asli Cansin Doker, Erzincan Binali Yildirim University, Turkey

BREAK: 15:40-15:50

DAY 2 - SESSION IV: 15:50-17:50

MANAGEMENT III

Chair: Ender Demir

Room: [Z-Room 1](#)

Employee 50+ in the Organization. Diversity Management from the Perspective of Age Management
Ewa Mazur-Wierzbicka, University of Szczecin, Poland

Immunization against Covid-19: Innovation as a Management Strategy for Spanish Companies
Coloma Álvarez Santamaría, Universidad de La Rioja, Spain and Arkaitz Bañuelos Campo, Universidad de La Rioja, Spain

Drivers and Challenges to Environmental Management Systems Implementation in Public Organizations: A Review of Empirical Evidence
Marie-France Waxin, American University of Sharjah, UAE; Aaron Bartholomew, American University of Sharjah, UAE; Fang Zhao, Staffordshire Business School, Staffordshire University, UK; and Areej Makda, American University of Sharjah, UAE

Total Factor Productivity and Firm Size in the German Energy Industry: Evidence from Symbolic Transfer Entropy Panel Causality Test

Claudiu Tiberiu Albuлесcu, Politehnica University of Timisoara, Romania; Ahdi Noomen Ajmi, Université de la Manouba, Tunisia; and Serban Miclea, Politehnica University of Timisoara, Romania

Dealer Site Location Selection Problem with Analytic Hierarchy Process (Case Study: Avara Custom)

Fauzan Adhi Rachman, Bandung Institute of Technology, Indonesia and Sisdijatmo K. Widhaningrat, Institut Teknologi Bandung, Indonesia

LABOR ECONOMICS AND GROWTH & DEVELOPMENT

Chair: Gokhan Karabulut

Discussant: Ilker Kaya, American University of Sharjah, UAE

Room: [Z-Room 2](#)

4.0 GCI Improvements and New Ranking of Competitive Economies

Magdalena Olczyk, Gdańsk University of Technology, Poland and Marta Kuc-Czarnecka, Gdańsk University of Technology, Poland

The Situation of Foreigners on the Labor Market in Poland

Maria Heldak, Wrocław University of Environmental and Life Sciences, Poland; Katarzyna Przybyła, Wrocław University of Environmental and Life Sciences, Poland; and Elena Bykova, Saint Petersburg Mining University, Russia

An Empirical Analysis of the Determinants of Labor Mobility in the European Union

Ekaterina Sprenger, ZBW - Leibniz Information Centre for Economics, Germany

Regular Employment and Intergenerational Income Mobility in Japan

Zhi-xiao Jia, Tohoku University, Japan

The Principlism Method Applied Utilitarian in Mathematical Calculations for an Ethical Decision

Stoica Liviu Adrian, Bucharest University of Economic Studies, Romania and Turcescu Alina Elena, Bucharest University of Philosophy, Romania

Socio Demographic Characteristics and Awareness and Adoption Level of Financial Inclusion Schemes among Indian Youth

Bhavna Sharma, BPS Women University, India and Kirti, BPS Women University, India

FINANCIAL ECONOMICS

Chair: Omid Ardakani

Discussant: Taufiq Choudhry, University of Southampton, UK

Room: [Z-Room 3](#)

Transfer Learning and Macroeconomics

Rafael Guimaraes, Banco Central do Brasil, Brazil; Sergio Monteiro, Federal University of Rio Grande do Sul (UFRGS), Brazil; and Marcelle Chauvet, University of California Riverside (UCR), USA

Asymmetric Effects of Exchange Rates on the Real Economy: Evidence from Sectoral Stock Indices in Turkey

Mustafa Cakir, Istanbul Sabahattin Zaim University, Turkey

Nonparametric Seasonal Cointegration Tests

Burak Alparslan Eroglu, Istanbul Bilgi University, Turkey

Employee Sentiment Index: Predicting Stock Returns with Online Employee Data

Panagiotis Stamolampros, University of Leeds, UK

Gender Differences in Dishonesty

Adrián Muñoz García, Universidad Autónoma de Madrid, Spain and David Pascual-Ezama, UCM, Spain

Warnings about Future Jumps: Properties of the Exponential Hawkes Model

Rachele Foschi, University of Pisa, Italy; Francesca Lilla, Bank of Italy, Italy; and Cecilia Mancini, University of Verona, Italy

False Discoveries in the Anomaly Research: New Insights from the Stock Exchange of Melbourne (1927-1987)

Nusret Cakici, Fordham University, USA; Adam Zaremba, Montpellier Business School, France; Robert Bianchi, Griffith University, Australia; and Nga Pham, Monash University, Australia

FRIDAY, APRIL 9 (DAY 3)**DAY 3 - SESSION I: 09:00-11:00****CORPORATE GOVERNANCE****Chair:** Fikret Kartal**Discussant:** Conrado Diego García Gómez, University of Valladolid, Spain**Room:** [Z-Room 1](#)*Framework for Integrating CSR in the Supply Chain to Mitigate Climate Change*

Rene Paquibut, Al Ain University, UAE; Michael Legion, University of Technology and Applied Sciences, Oman; Abureza Islam, Al Ain University, UAE; and Iffat Sabir Chaudhry, Al Ain University, UAE

The Characteristics of Non-State Social Protection: A Critical Literature Review

Richmond Baah, RISEBA University of Applied Sciences, Latvia and Tatjana Volkova, BA School of Business and Finance, Latvia

Measuring Corporate Social Responsibility by Constructing Index: Empirical Evidence from Oman

Afshan Younas, Arab Open University, Oman and Aza Azlina Md Kassim, Xiamen Malaysia University, Malaysia

Role of Audit Committee in Mitigating Earnings Management in Russian Public Companies

Egor Nikulin, Graduate School of Management, Saint Petersburg University, Russia and Marat Smirnov, St. Petersburg State University, Russia

Impact of Board Gender Diversity on Firm Financial Performance - Evidence from Latvia

Olga Dzene, RISEBA University, Latvia and Irina Sennikova, RISEBA University, Latvia

Effects of Management and Media Disclosures of Corporate Tax Evasion on Investor Judgments

William E. Shafer, Lingnan University, Hong Kong and Gabriel Chua, Lingnan University, Hong Kong

EDUCATION**Chair:** Susana Martinez-Rodriguez**Discussant:** Leszek Wincenciak, University of Warsaw, Poland**Room:** [Z-Room 2](#)*Student Perceptions of and Performance on On-Line Assessments during the COVID-19 Pandemic*

Lela Dale Pumphrey, The British University in Egypt, Egypt and Wafaa Salah, The British University in Egypt, Egypt

How Hybrid Learning can Enhance Student Experience and Teaching Outcomes in the Wake of Covid-19 - A Case Study of a Business School in the UK

Fang Zhao, Staffordshire University, UK; Olushola Fashola, Staffordshire University, UK; Tolulope Olarewaju, Staffordshire University, UK; Fatimah Moran, Staffordshire University, UK; Paul Dobson, Staffordshire University, UK; Kathryn Mitchel, Staffordshire University, UK; Ijeoma Onwumere, Staffordshire University, UK; Marzena Reszka, Staffordshire University, UK

A Critical Review of Economic Teaching at German Universities - An Analysis of Major Introductory Textbooks of Micro- and Macroeconomics and Economic Policy at German Universities

Christian Rebhan, University of Siegen, Germany and Helge Peukert, University of Siegen, Germany

Developing FinTech Curriculum

Faisal Abdullah Al Hudithi, Imam Abdulrahman bin Faisal University, Saudi Arabia

Measuring Sustainability Performance in Higher Education Institutions in Emerging Economies: Challenges in the Arab World

Ahmed Abdelkader, Arab Open University, Kuwait and Hend Hassan, Arab Open University, Kuwait

Marketisation and the Challenge of Funding in Public Universities in Nigeria
Gloria Amuche Omeje, University of South Wales, UK

ECONOMICS OF INNOVATION

Chair: Hala W. Hattab

Discussant: Dolores Añón Higón, University of Valencia, Spain

Room: [Z-Room 3](#)

Innovation in the Financial Sector

Agnieszka Wójcik-Czerniawska, Warsaw School of Economics, Poland; Krzysztof Marecki, Warsaw School of Economics, Poland; Zbigniew Grzymała, Warsaw School of Economics, Poland; and Maria Jasińska, SWPS University, Poland

The Changing and Time-Varying Impact of Indirect Network Externalities on the Diffusion of Mobile Social Networking

Emanuele Giovannetti, Anglia Ruskin University, UK and Mohsen Hamoudia, Prendiconsult, France

The Technological Impact in Finance: A Bibliometric Study of FinTech Research

Mamadou Dosso, Hamad bin Khalifa University, Qatar

Market Choice, Innovation Performance, and Business Group Membership: Firm-Level Evidence from Poland

Andrzej Cieslik, University of Warsaw, Poland; Jan Jakub Michałek, University of Warsaw, Poland; and Krzysztof Szczygielski, University of Warsaw, Poland

Blockchain Technology in the Wine Industry

Ettore William Di Mauro, University of Rome, Italy

The Global Auto Industry: Self-Driving, Artificial Intelligence and Autonomous Vehicles

Tarek Hassan Selim, American University in Cairo and World Economic Forum, Egypt

The Role of University Justice in Choosing Between Technology Transfer Channels by Spanish Academics

Francisco Miranda Gonzalez, University of Extremadura, Spain and Francisco Isidoro Vega-Gomez, Universidad de Extremadura, Spain

BREAK: 11:00-11:10

DAY 3 - SESSION II: 11:10-13:10

ENTREPRENEURSHIP

Chair: Emanuele Giovannetti

Discussant: Ghulam Mustafa, Norwegian University of Science and Technology, Norway

Room: [Z-Room 1](#)

Entrepreneurship Education through Sustainable Value Creation - Exploring Role of Mentoring in an Entrepreneurship Course

Judit J. Bragelien, Western Norway University of Applied Sciences, Norway and Kari Håvåg Voldsund, Western Norway University of Applied Sciences, Norway

Hawkers' Attitude on Environmentally-Friendly Food Packaging Practices in Night Market

Nur Dalila binti Mat Yusoff, Universiti Malaysia Kelantan, Malaysia; Hamrila binti Abdul Latip, Universiti Malaysia Sarawak, Malaysia; Norizan binti Jaafar, Universiti Malaysia Sarawak, Malaysia; Noor Raihani binti Zainol, Universiti Malaysia Kelantan, Malaysia; and Nurul Izyan Mat Daud, Universiti Malaysia Kelantan, Malaysia

Why Immigrant Entrepreneurs Are More Prone to Exit Than Non-Immigrant Entrepreneurs?

Fang Zhao, Staffordshire University, UK; Tenghao Zhang, Edith Cowan University, Australia; and Marie-France Waxin, American University of Sharjah, UAE

Does Entrepreneurship Education Impact the Construction of Entrepreneurial identity of University Students in Egypt? Application on the British university in Egypt

Hala W. Hattab, The British University in Egypt, Egypt and Omar Abdelsalam, The British University in Egypt, Egypt

Sustainability of Telework: Study on the application of the techniques of telework in the Portuguese Business Association

António Cardoso, University Fernando Pessoa, Portugal; Paulo Vaz, CEVAL, Portugal; Manuel Sousa Pereira, Polytechnic Institute of Viana do Castelo, Portugal; Jorge Figueiredo, North Lusitana University, Portugal; and Frederico d'Orey, Portucalense University, Portugal

HUMAN RESOURCES MANAGEMENT II

Chair: Veljko Mijuskovic

Discussant: Virginia Bodolica, American University of Sharjah, UAE

Room: [Z-Room 2](#)

Authoritarian Leadership Styles and Performance. A Systematic Literature Review and Research Agenda

Elia Pizzolitto, University G. D'Annunzio - Chieti-Pescara, Italy; Ida Verna, University G. D'Annunzio - Chieti-Pescara, Italy; and Michelina Venditti, University G. D'Annunzio - Chieti-Pescara, Italy

Socially Responsible Human Resources Management and Improved Work Engagement: Organizational Support and Affective Commitment's Sequential Mediation

Sara Pimenta, ISCTE - Instituto Universitário de Lisboa, Portugal; Ana Patricia Duarte, ISCTE - Instituto Universitário de Lisboa, Portugal; and Eduardo Simões, ISCTE - Instituto Universitário de Lisboa, Portugal

A Nexus of Viability Theory & Affective Events Theory for Understanding Affective Work Environment Holistically

Iffat Sabir Chaudhry, Al Ain University, UAE

Skills Shortages in Post-Transition Economies: Recent Evidence from CEE and CIS Countries

Valerija Botric, The Institute of Economics, Zagreb, Croatia; Ljiljana Božić, The Institute of Economics, Zagreb, Croatia; and Iva Tomic, Croatian Employers' Association, Croatia

How Universal is WMS? A Contextual Analysis of the Relationship between People Management Practices and Labor Productivity

Eda Aral Kilic, University of Groningen, Netherlands

Innovation and Creativity among Individuals in Work Environments: The Effect of Personality, Motivation, Psychological, and Task-Oriented Factors

Basil John Thomas, Sur University College, Oman

CORPORATE FINANCE

Chair: Sureyya Burcu Avci

Discussant: Adam Zaremba, Montpellier Business School, France

Room: [Z-Room 3](#)

The Impact of Capital Structure and Provincial Institutional Quality on Firm Efficiency in Vietnam: The Fixed Effects Quantile Regression Approach

Huy Phuoc Tran, National Economics University, Vietnam

Climate Risk and Financial Performance of Energy Firms: International Evidence

Yilmaz Yildiz, University of Huddersfield, UK

The Factors Determining the Specific Nature of Formation of the Capital Structure in the Maritime Sector's Business Companies

Kristina Puleikiene, Lithuania Business University of Applied Sciences, Lithuania and Dalia Rudyte, Institute of Regional Development of Vilnius University Siauliai Academy, Lithuania

The Impacts of the Political Factors on the Stock Market Index

Mohamad Youness, The Bucharest University of Economic Studies, Romania

What Affects Quality of Financial Reports? Experience of European Capital Markets

Joanna Lizińska, Poznan University of Economics and Business, Poland; Leszek Czapiewski, Poznan University of Economics and Business, Poland; and Jaroslaw Kubiak, Poznan University of Economics and Business, Poland

The Conceptual Foundations of Social Protection

Richmond Baah, RISEBA University of Applied Sciences, Latvia and Tatjana Volkova, BA School of Business and Finance, Latvia

DAY 3 - NETWORKING HOUR: 13:10-13:40

ECONOMICS

Room: [Z-Room 1](#)

FINANCE

Room: [Z-Room 2](#)

BUSINESS & MANAGEMENT

Room: [Z-Room 3](#)

DAY 3 - SESSION III: 13:40-15:40

ACCOUNTING/AUDIT

Chair: Lela Dale Pumphrey

Discussant: Uchenna Tony-Okeke, Coventry University, UK

Room: [Z-Room 1](#)

The Effect of Sustainability Disclosure, Governance Mechanisms and Governmental Procedures on Stock Behavior during COVID- 19 Crisis

Ramadan Aref Ramadan, South Valley University, Egypt and Salwa Nasr Ali, South Valley University, Egypt

Sustainability Disclosures of Takeda Pharmaceutical Company Limited

Holly Lauren Braverman, Stockton University, USA; Barry Richard Palatnik, Stockton University, USA; and Zlatinka N. Blaber, Salem State University, USA

Possibilities of Analyzing the Structure of Owner's Equity and Liabilities of Companies - Focusing on District Heat Suppliers in Hungary

Gábor Béla Süveges, University of Miskolc, Hungary

Dual 8-K Filings and Auditor Downward Switches

Stephanie Monteiro Miller, Quinnipiac University, USA

Institutional Isomorphism and Legitimacy. Can Brexit Metaphors From Society And UK Retailers' Annual Reports Reframe Discourse?

Olushola Ibikunle Fashola, Staffordshire University, UK and Syed M. T. Zaidi, Staffordshire University, UK

Does Accounting Practices Affect the Financial Sustainability Measures of Portuguese Local Governments?

Paula Gomes dos Santos, ISCAL/Instituto Politécnico de Lisboa, Portugal; Carla Martinho, ISCAL/Instituto Politécnico de Lisboa, Portugal; and Fábio Albuquerque, ISCAL/Instituto Politécnico de Lisboa, Portugal

ENERGY STUDIES

Chair: Sofia de Sousa Vale

Discussant: Andrzej Cieslik, University of Warsaw, Poland

Room: [Z-Room 2](#)

How Does the Oil Price Specifications Affect Bond Market

Hongjie Zhao, University of Aberdeen, Scotland

The Effect of the European Emissions Trading System (EU ETS) on Air Passenger Numbers: A Gravity Model Approach

Katrin Oesingmann, Technical University of Munich, Germany

Three Decades on Renewable Climate Policy: A Bibliometric Analysis

Valeria Annibaldi, University of L'Aquila, Italy; Federica Cucchiella, University of L'Aquila, Italy; and Marianna Rotilio, University of L'Aquila, Italy

Distributing the European Union Greenhouse Gas Emission 2030

Feroogh Salekpay, Universitat Rovira i Virgili, Spain

An Alternative Approach to Estimating the Effects of Oil Price Fluctuations on the Macroeconomy

Omid Ardakani, Georgia Southern University, USA; Ali Kiani, Bushehr Province Customs, USA; and Yassi Saadatmand, Georgia Southern University, USA

A Smart and Innovative Panel for the Circular Economy

Marianna Rotilio, University of L'Aquila, Italy; Federica Cucchiella, University of L'Aquila, Italy; Vincenzo Stornelli, University of L'Aquila, Italy; Luciano Mastrodicasa, Pack System S.R.L., Italy; and Tullio Gabriele, 2BITE S.R.L., Italy

GROWTH & DEVELOPMENT AND INEQUALITY

Chair: Nihal Bayraktar

Discussant: Raziye Selim, Istanbul Technical University, Turkey

Room: [Z-Room 3](#)

Conflict, Growth and Human Development: An Empirical Analysis of Pakistan

Marie-Ange Veganzones Varoudakis, CNRS, CERDI-UMR 6587, Université d'Auvergne, France and Syed Muhammad All-e-Raza Rizvi, Université Clermont Auvergne (UCA), France

Macprudential, Monetary, and Fiscal Policies and Their Impacts on Growth

Nihal Bayraktar, Penn State University, USA

China's Provincial Ecological Well-Being Performance

Meifen Chu, Kyushu University, Japan

On Envy-Free Outcomes in the Random Assignment Problem

Ozgun Ekici, Ozyegin University, Turkey

Relationship of Poverty and Income Inequality in the European Union with Economic Growth

Monika Moraliyska, University of National and World Economy, Bulgaria

The Position of Agricultural Land Transaction Prices at the Background of Property Intended for Investment Purposes in Poland

Maria Heldak, Wrocław University of Environmental and Life Sciences, Poland; Katarzyna Przybyła, Wrocław University of Environmental and Life Sciences, Poland; and Agnieszka Stacherzak, Wrocław University of Environmental and Life Sciences, Poland

Financial Inclusion, Credit Risk and Social Planner Financial Policy
Talnan Aboulaye Toure, Kobe University, Japan
