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

ebes@ebesweb.org
www.ebesweb.org

(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]

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**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)

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**Trial Session Links for Participants:** [https://us02web.zoom.us/j/88091492494](https://us02web.zoom.us/j/88091492494)

**Chairs/Discussants:** [https://us02web.zoom.us/j/84474559037](https://us02web.zoom.us/j/84474559037)

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**Z-Room 1:** [https://us02web.zoom.us/j/84047985912](https://us02web.zoom.us/j/84047985912)

**Z-Room 2:** [https://us02web.zoom.us/j/89979983578](https://us02web.zoom.us/j/89979983578)

**Z-Room 3:** [https://us02web.zoom.us/j/81692674611](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 Peksevim, 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 Fazlıoğlu, TOBB University of Economics and Technology, Turkey; Basak Dalgıç, Hacettepe University, Turkey; and Aysegül Aytaç 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 Ludvīga, RISEBA University of Applied Sciences, Latvia; and Maija Zakrīzevska-Belogrudova, RISEBA University of Applied Sciences, Latvia

Income and Social Capital towards Women’s Socioeconomic Well-Being: The Mediating Role of Self-Efficacy
Yusrinadini Zahrah 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 Uthamputhran, 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)

Ngée 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

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 Pimpawatin, 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 Veganzones Varoudakis, CNRS, CERDI-UMR 6587, Universités 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 Bakhouche, 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 Martinez-Rodriguez, 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 Ariffin, 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 Paduszyńska, 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 Babeș-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
Igors 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
Xinnong 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 Albulescu, 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 Sisdjiatmo 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 Bykowa, 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 Principism 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

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 Jasinska, 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 Michalek, University of Warsaw, Poland; and Krzysztof Szczysielski, 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

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**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 Daila 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 Lusiada 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 Tomić, 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: Surereya Burcu Avci
Discussant: Adam Zaremba, Montpellier Business School, France
Room: Z-Room 3

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
ECHONOMICS
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 Súveges, 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
Foroogh 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 Ali-e-Raza Rizvi, Université Clermont Auvergne (UCA), France

Macropрудential, 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

Relation 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 Stacherek, Wrocław University of Environmental and Life Sciences, Poland

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