



37th EBES CONFERENCE PROGRAM

BERLIN, GERMANY

OCTOBER 6-8, 2021

(Online/Virtual Presentation Only)

Jointly organized with



**GLOBAL
LABOR
ORGANIZATION**

An international network and virtual platform on labor

In Collaboration with



**Hochschule
für Oekonomie & Management**
University of Applied Sciences

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(Please note the sessions are in Berlin, Germany local time (GMT +2))

TRIAL SESSIONS

Monday, October 4

TRIAL SESSION FOR PARTICIPANTS
(17:00-19:00 | [Link](#))

TRIAL SESSION FOR CHAIRS/DISCUSSANTS
(19:00-20:00 | [Link](#))

Tuesday, October 5

TRIAL SESSION FOR PARTICIPANTS
(10:00-12:00 | [Link](#))

TRIAL SESSION FOR CHAIRS/DISCUSSANTS
(12:00-13:00 | [Link](#))

Trial Session Links for Participants: <https://us02web.zoom.us/j/84060987471>

Chairs/Discussants: <https://us02web.zoom.us/j/89292914801>

CONFERENCE ROOM LINKS

Wednesday, Oct 6 (Day 1)

WELCOME SPEECHES
(09:00-09:20 | [Z-Room 1](#))

OPENING LECTURE
(09:20-09:45 | [Z-Room 1](#))

SESSION I
(10:00-12:00)

Investment & Risk Management
([Z-Room 1](#))

International Trade
([Z-Room 2](#))

Marketing
([Z-Room 3](#))

NETWORKING HOUR
(12:00-13:00 | [Z-Room 1](#))

SESSION II
(13:00-15:00)

Behavioral Finance
([Z-Room 1](#))

Economics of Innovation
([Z-Room 2](#))

Growth and Development
([Z-Room 3](#))

KEYNOTE SPEECH
(15:15-16:15 | [Z-Room 1](#))

BEST PAPER AWARD CEREMONY
(16:15-16:30 | [Z-Room 1](#))

EDITORS' PANEL SESSION
(16:30-17:15 | [Z-Room 1](#))

PUBLISHER SESSION
(17:15-17:45 | [Z-Room 1](#))

Thursday, Oct 7 (Day 2)

SESSION I
(09:00-11:00)

FOM - GLO Session
([Z-Room 1](#))

Accounting/Audit
([Z-Room 2](#))

Management and Marketing
([Z-Room 3](#))

Public Economics & Regional
Studies
([Z-Room 4](#))

SESSION II
(11:15-13:15)

Human Resources & Education I
([Z-Room 1](#))

Banking
([Z-Room 2](#))

Health Economics & Inequality
([Z-Room 3](#))

Entrepreneurship
([Z-Room 4](#))

PLENARY SPEECH
(14:00-15:00 | [Z-Room 1](#))

SESSION III
(15:15-17:15)

GLO Session: Migration I
([Z-Room 1](#))

Management and Digitalization
([Z-Room 2](#))

Monetary Economics & Public
Economics
([Z-Room 3](#))

Friday, Oct 8 (Day 3)

SESSION I
(09:00-11:00)

Growth and Development &
Regional Studies
([Z-Room 1](#))

Industrial Organization and
Management
([Z-Room 2](#))

Labor Economics
([Z-Room 3](#))

SESSION II
(11:15-13:15)

Corporate Governance
([Z-Room 1](#))

Management and Tourism
([Z-Room 2](#))

Regional Studies
([Z-Room 3](#))

SESSION III
(14:15-16:15)

GLO Session: Family &
Household Economics
([Z-Room 1](#))

Empirical Studies on Emerging
Economies & Financial Crisis
([Z-Room 2](#))

Human Resources & Education II
([Z-Room 3](#))

SESSION IV
(16:30-18:30)

GLO Session: Migration II
([Z-Room 1](#))

Accounting/Audit & Finance
([Z-Room 2](#))

Management
([Z-Room 3](#))



Z-Room 1: <https://us02web.zoom.us/j/81889570901>

Z-Room 2: <https://us02web.zoom.us/j/86288635606>

Z-Room 3: <https://us02web.zoom.us/j/85011449330>

Z-Room 4: <https://us02web.zoom.us/j/85936437664>

Notes: For all three days, the links will remain the same.

CONFERENCE PROGRAM

WEDNESDAY, OCTOBER 6 (DAY 1)

WELCOME SPEECHES: 09:00-09:20

Room: [Z-Room 1](#)

Mehmet Huseyin Bilgin, *Istanbul Medeniyet University & EBES & GLO*, Turkey

Manuela Zipperling, *FOM University of Applied Sciences in Berlin & GLO*, Germany

Azita Berar Awad, *Graduate Institute of International and Development Studies, Geneva & GLO*, Switzerland

OPENING LECTURE: 09:20-09:45

The Future of Global Mobility

Room: [Z-Room 1](#)

Moderator: Mehmet Huseyin Bilgin, *Istanbul Medeniyet University & EBES & GLO*, Turkey

Speaker: Klaus F. Zimmermann, *UNU-MERIT, The Netherlands & Free University Berlin & EBES & GLO*, Germany

BREAK: 09:45-10:00

DAY 1 - SESSION I: 10:00-12:00

INVESTMENT & RISK MANAGEMENT

Chair: Ender Demir

Discussant: Taufiq Choudhry, *University of Southampton*, U.K.

Room: [Z-Room 1](#)

A Novel Approach for Trust Funds Performance Ratings by Weighted Average Selection and Timing Performance Measure

Sagi Akron, *University of Haifa*, Israel; Doron Nisani, *University of Haifa*, Israel; and Mahmoud Quadan, *University of Haifa*, Israel

Forecasting BIST100 and NASDAQ Indices with Single and Hybrid Machine Learning Algorithms

Cemile Özgür, *Istanbul University*, Turkey and Vedat Sarıkovanlık, *Istanbul University*, Turkey

Portfolio Optimization Strategies Using Performance Ratios under Systemic Risk: A Comparison among Selected European Equity Markets

Giorgio Valentinuz, *Università di Trieste*, Italy; Massimiliano Kaucic, *Università di Trieste*, Italy; and Rosario Maggistro, *Università di Trieste*, Italy

RQ-CAViAR. Realized Quantity Extended CAViAR Models and Their Application

Pit Götz, *Martin-Luther University Halle-Wittenberg*, Germany

What If Beta Is Not Stable? Applying the Kalman Filter to Risk Estimates of Top US Companies over the Long Time Horizon

Ewa Maja Feder-Sempach, *University of Lodz*, Poland; Wiesław Debski, *University of Lodz*, Poland; and Piotr Szczepocki, *University of Lodz*, Poland

Responsible Investing: ESG Ratings and the Cross-Section of International Stock Returns

Nusret Cakici, *Fordham University*, U.S.A. and Adam Zaremba, *Montpellier Business School & Poznan University of Economics and Business*, France

INTERNATIONAL TRADE

Chair: Mehmet Huseyin Bilgin

Discussant: Andrzej Cieslik, *University of Warsaw*, Poland

Room: [Z-Room 2](#)

An Assessment of the Effect of Trade and Technology on the Mexican Labor Market

Gabriela López Noria, Banco de México, Mexico

Trade Liberalization and Growth: Case Study on G7 countries

Bushra Hashmi, Hochschule Furtwangen University (Institute of Cultural Diplomacy), Germany

Industrial Firm Dynamics and Trade Policy Uncertainty

Jing Han, Fudan University, China

Trade Liberalization, Emission Control and Green Tariff-Tax Coordination

Tai-Liang Chen, Zhongnan University of Economics and Law, China and Yue Yu, Zhongnan University of Economics and Law, China

South Asian Free Trade Area and Food Trade: Implications for Regional Food Security

Hansjörg Herr, Berlin School of Economics and Law, Germany; Megan Ward, Australian Communications Consumer Action Network, Australia; and Jennifer Pédussel Wu, Berlin School of Economics and Law, Germany

A Modernization so Close Yet so Far? A Strategic Perspective on the Customs Union 2.0 Discussion between the EU and Turkey

Pauline Sophie Seyfert, Bahcesehir University, Turkey and Markus Christian Slevogt, Bahcesehir University, Turkey

MARKETING

Chair: Ghulam Mustafa

Discussant: Sungho Lee, *University of Seoul*, South Korea

Room: [Z-Room 3](#)

Influencer Marketing as an Effective Marketing Tool in the Conditions of Selected Regions of Central and Eastern Europe

Ľudovít Nastišin, Faculty of Management of University of Prešov, Slovakia; Richard Fedorko, Faculty of Management of University of Prešov, Slovakia; and Štefan Kráľ, Faculty of Management of University of Prešov, Slovakia

Personal Branding on Social Media: A Micro-Business Perspective

Dominyka Venciute, ISM University of Management and Economics, Lithuania and Vilte Auruskeviciene, ISM University of Management and Economics, Lithuania

The Meaning of Social Media in Attracting Consumers

Teuta Nexhbi Veseli-Kurtishi, South East European University, North Macedonia; Blerata Abzi-Çausi, South East European University, North Macedonia; and Enes Ljmani, South East European University, North Macedonia

E-complaint Analysis of Major E-commerce Companies in Turkey during Covid-19 Pandemic Period

Muhsin Fuat Bayik, Istanbul Medipol University, Turkey

Factors Affecting Customer Satisfaction with Mobile Food Ordering Applications MFOAs: Empirical Investigation from Morocco

Brahim Bighrissen, Ibn Zohr University, Morocco

The Influence of the Western Lifestyle on The Brand Choice in Transitional Economies

Zoran Krupka, University of Zagreb, Croatia

LUNCH: 12:00-13:00**DAY 1 - NETWORKING HOUR: 12:00-13:00**

Room: [Z-Room 1](#)

DAY 1 - SESSION II: 13:00-15:00**BEHAVIORAL FINANCE**

Chair: Hasan Fehmi Baklaci

Discussant: Adam Zaremba, *Montpellier Business School, France*

Room: [Z-Room 1](#)

A Gender-based Analysis of Migrant Decision-Making and Remittance Behavior among U.A.E. Migrants: A Multigroup Analysis Approach

Mohammed Anam Akhtar, Institute of Management Technology, Dubai, U.A.E.; Imran Khan, Arab Company for Shared Services, U.A.E.; Pankaj Kumar Tripathi, Maharaja Sayajirao University of Baroda, India; and Madhvendra Pratap Singh, KNIPSS Management Institute Sultanpur, India

Tax Disputes and Complexity of Autonomous Taxation of Companies in Portugal

Ana Arromba Dinis, Research Centre on Accounting and Taxation (CICF), IPCA, Portugal

The Power of Social Media: Effects of CEO Tweets on Stock Returns

Adeel Ali Qureshi, Poznan University of Economics and Business, Poland

Mediation Effect of Debt Behavior on Malaysian Employees' Financial Strain Moderated by Job Satisfaction

Husniyah Abdul Rahim, Universiti Putra Malaysia, Malaysia; Nurul Fardini Zakaria, Universiti Putra Malaysia, Malaysia; Amirah Shazana Magli, Universiti Putra Malaysia, Malaysia; Mohamad Fazli Sabri, Universiti Putra Malaysia, Malaysia; Zahariah Sahudin, Universiti Teknologi MARA, Malaysia; and Mohd. Amim Othman, Universiti Putra Malaysia, Malaysia

Coordinating in the Haircut: A Model of Sovereign Debt Restructuring in Secondary Markets

Adriana Jennifer Cobas, Banco Central de Chile, Chile

Market Efficiency during the COVID-19 Pandemic: A Runs Test Approach

Andreea Iordache, The Bucharest University of Economic Studies, Romania

ECONOMICS OF INNOVATION

Chair: Mehmet Huseyin Bilgin

Discussant: Dolores Añón Higón, *University of Valencia, Spain*

Room: [Z-Room 2](#)

Balanced and Combined Organizational Ambidexterity: A Synergy towards Firm Performance? Empirical Evidence from Fourteen EU Countries

Emanuele Giovannetti, Anglia Ruskin University, U.K., and James Derbyshire, Middlesex University, U.K.

Adoption Barriers and Resistance to Mobile Payment Solutions among Small Merchants in Morocco

Brahim Bighrissen, Ibn Zohr University, Morocco

The Relationship between the Italian Eco-Sustainable Contract and Sustainability

Ettore William Di Mauro, University of Rome, Italy

Development of Private Forms of Money

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

The Organization of Innovation: Incomplete Contracts and the Outsourcing Decision

Thomas Jungbauer, Cornell University, U.S.A.; Sean Nicholson, Cornell University, U.S.A.; June Pan, VISA, U.S.A.; and Michael Waldman, Cornell University, U.S.A.

Early Retired or Automatized? Evidence from the Survey of Health, Ageing and Retirement in Europe

Pablo Casas, University of Huelva, Spain and Concepción Román, University of Huelva, Spain

GROWTH AND DEVELOPMENT

Chair: Sergio Scicchitano

Discussant: Ilker Kaya, American University of Sharjah, U.A.E.

Room: [Z-Room 3](#)

Long Run Relationship between Human Capital and Economic Growth in Sub Saharan Africa Countries: An ARDL and ECM Cointegration Analysis Approach

Martha Matashu, North-West University, South Africa and Melikhaya Skhephe, North-West University, South Africa

The Roles of Renewable and Non-Renewable Energy Consumption on Economic Development of Indonesia

Utai Uprasen, Pukyong National University, South Korea

Rethinking Value - Value Circuit in a Circular Economy

Shannon Fase, University of Amsterdam, Netherlands; Andre Kruglyakov, University of Amsterdam, Netherlands; Eموke Takacs, European Research Institute, Hungary; and Toon Abcouwer, University of Amsterdam, Netherlands

Remittances and Technology Spillovers – Empirical Evidence from Developing Countries

Keerti Mallela, Birla Institute of Technology and Science, Hyderabad, India; Archana Srivastava, Birla Institute of Technology and Science, Hyderabad, India; and Sunny Kumar Singh, Birla Institute of Technology and Science, Hyderabad, India

Distributional Implications of Shadow Economy in the EU Countries

Simona-Gabriela Masca, Babeş-Bolyai University, Romania, and Diana-Maria Chis, Babeş-Bolyai University, Romania

Covid-19 in Africa: Threat to Financial and Material Households Resources

Elsa Fontainha, ISEG Universidade de Lisboa, Portugal

BREAK: 15:00-15:15

KEYNOTE SPEECH: 15:15-16:15

The Economics of Walking About and Predicting Unemployment

Room: [Z-Room 1](#)

Moderator: Matloob Piracha, University of Kent & GLO, U.K.

Speaker: David G. Blanchflower, Dartmouth College & GLO, U.S.A.

BEST PAPER AWARD CEREMONY: 16:15-16:30

Room: [Z-Room 1](#)

Presented by: Ender Demir, Reykjavik University & EBES, Iceland

EDITORS' PANEL SESSION: 16:30-17:15
How to publish in WoS journals

Room: [Z-Room 1](#)

Moderator: Klaus F. Zimmermann, Editor-in-Chief, *Journal of Population Economics* (SSCI & IF: 2.813)

Dorothea Schäfer, Editor-in-Chief, *Eurasian Economic Review* (Scopus & ESCI)

Marco Vivarelli, Editor-in-Chief, *Eurasian Business Review* (SSCI & IF: 3.500)

PUBLISHER SESSION: 17:15-17:45
How to publish with Springer



Room: [Z-Room 1](#)

Moderator:

Hakan Danis, *Managing Editor of Eurasian Economic Review* (Scopus & ESCI), U.S.A.

Speaker:

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

THURSDAY, OCTOBER 7 (DAY 2)

DAY 2 - SESSION I: 09:00-11:00

FOM - GLO SESSION

(FOM University of Applied Sciences, Cologne, Freiburg University and GLO)

Chair: Alexander Spermann, *FOM University of Applied Sciences & Freiburg University & GLO*, Germany

Room: [Z-Room 1](#)

The European Central Bank's Strategy Review and the Management of Inflation Expectations
Monika Wohlmann, FOM University of Applied Science, Germany

Retail Location Choice Models. A Comparison of Gravitation and Logit Model
Sascha Frohwerk, FOM University of Applied Sciences & Hasso-Plattner-Institute & GLO, Germany

Development of a Low Carbon Economy in Wuxi City. An Example of Climate Change Mitigation in China on the Local Level
Andreas Oberheitmann, Tsinghua University, China & FOM & GLO, Germany

Private vs. Public Financing of Sport Stadia in Germany - An Empirical Analysis.
Michael Drewes, FOM University of Applied Sciences, Germany and Luca Rebeggiani, FOM University of Applied Sciences, Germany

Evolution or Revolution: The Entry of New Company Successors in Germany
Sascha Frohwerk, FOM University of Applied Sciences & Hasso-Plattner-Institute GLO, Germany; Carsten Kruppe, FOM University of Applied Sciences, Germany; and Holger Wassermann, FOM University of Applied Sciences, Germany

Did the Refugee Crisis Cause the Rise of Right-Wing Parties? Empirical Evidence from East Germany
Kai Klotz, FOM University of Applied Sciences, Germany and Alexander Spermann, FOM University of Applied Sciences & Freiburg University & GLO, Germany

ACCOUNTING/AUDIT

Chair: Katie Landgraf

Discussant: Nives Botica Redmayne, *Massey University*, New Zealand

Room: [Z-Room 2](#)

The Use of Court-free Company Amalgamation for Internal Business Restructuring in Hong Kong
Daniel H. K. Ho, Hong Kong Baptist University, Hong Kong

The Analysis of Audit Market Concentration in Visegrad 4 countries
Michal Šindelář, Prague University of Economics and Business, Czechia

The Effects of Financial and Operating Leverage on Performance of the Saudi Cement Sector: An Empirical Study
Rawia Reda Obaid, King Abdulaziz University, Saudi Arabia

The Effectiveness of the Internal Control System in Preventing Operational Risks to Income Statement Issuance: A Practical Risk-based Internal Audit Perspective
Tamer Aksoy, Ibn Haldun University, Turkey

Corporate Taxation and Intangible Assets: A Systematic Review and Future Research Trends
Sarmad Ali, University G. d'Annunzio Chieti – Pescara, Italy

The Impact of Cargo and Ancillary Revenues on Net Profit for Full Service Carrier Airlines
Tamer Aksoy, Ibn Haldun University, Turkey and Onur Bas, Ibn Haldun University, Turkey

MANAGEMENT AND MARKETING**Chair:** Ender Demir**Room:** [Z-Room 3](#)*Internal Communication and Culture – A Theoretical Framework*

Axel Müller, FOM University, Germany and Alena Müller, Constantine the Philosopher University in Nitra, Slovakia

Competitive Advantages of the Indonesian Fashion Industry in International Trade – in Perspective Swot-Tows Analysis of E-Commerce

Sri Herliana, Bandung Institute of Technology, Indonesia and Nur Lawiyah, Bandung Institute of Technology, Indonesia

Involvement in the Agri-Food Context: Increasing the Consumption of Virgin Olive Oil

Elisa Garrido Castro, University of Jaén, Spain and Carla Marano-Marcolini, University of Jaén, Spain

Integration of AI Supported Risk Management in ERP Implementation

Petya Biolcheva, University of National and World Economy, Bulgaria and Miglena Molhova, University of National and World Economy, Bulgaria

International Foray of Karuturi Global Ltd.

Palakh Jain, Bennett University, India; Chavi Asrani, O.P. Jindal Global University, India; and Anand Nadar, Bennett University, India

Risk Evaluation in Public Spaces Evacuation

Livia Diana Iancu, Bucharest University of Economic Studies, Romania and Camelia Delcea, Bucharest University of Economic Studies, Romania

PUBLIC ECONOMICS & REGIONAL STUDIES**Chair:** Jennifer Pédussel Wu**Discussant:** Jan Jakub Michalek, *University of Warsaw*, Poland**Room:** [Z-Room 4](#)*India as a New Competitive Powerhouse in International Trade – Sources of Success and Future Prospects*

Krzysztof Falkowski, Warsaw School of Economics, Poland

Research on the Impact of Carbon Emission Trading Right Policy on Carbon Emission Reduction - Natural Experiment Based on DID Method

Xu Jianzhong, Harbin Engineering University, China and Jing Ma, Harbin Engineering University, China

Sustainable Bioeconomy at Different Speeds: Assessing Regional Performance and Innovation Type

Giani Ionel Grădinaru, The Bucharest University of Economic Studies, Romania and Bogdan Florin Matei, The Bucharest University of Economic Studies, Romania

Mapping the Heterogeneity of Third Mission Activities and Implications for an Evaluation Tool

Rebecca Spaunhorst, Harz University, Germany; Carolin Schubert, Harz University, Germany; Amelie Kornek, Harz University, Germany; Georg Westermann, Harz University, Germany; and Uwe Manschwetus, Harz University, Germany

Aspects of the Residents in Reception Facilities Concerning Counselling as a Managing Tool for the Living Conditions and Support of Integration

Maria Vlachadi, University of Crete, Greece; Venetsiana Koroneou, School of Early Childhood Education, Greece; and Christina Karetsou, Johannes Kepler University Linz, Austria

Factors Influencing Personal Carbon Footprint of the Croatian University Students

Sanja Pfeifer, Josip Juraj Strossmayer University of Osijek, Croatia and Djula Borozan, Josip Juraj Strossmayer University of Osijek, Croatia

BREAK: 11:00-11:15

DAY 2 - SESSION II: 11:15-13:15

HUMAN RESOURCES & EDUCATION I

Chair: Gokhan Karabulut

Room: [Z-Room 1](#)

Differences in Psychological Contracts in Polish Organizations of the Business Services Sector - The Role of Demographic, Contextual and Individual Work-Related Factors

Anna Rogozińska-Pawelczyk, University of Lodz, Poland

Female Well-Being: What Workplaces Enchant Female Employees?

Irene Campos García, Rey Juan Carlos University, Spain

Workforce Insights for Employers during the Pandemic Era

Bassant Adel Mostafa, The British University in Egypt, Egypt

Evaluating Student Learning Gain: What is the Impact upon Student Learning Resulting from the Move to Online Teaching During the Covid-19 Pandemic?

Martyn Polkinghorne, Bournemouth University, U.K.; Sarah Leidner, Bournemouth University, U.K.; Gelareh Roushan, Bournemouth University, U.K.; and Julia Taylor, Bournemouth University, U.K.

Covid-19 Vaccination Opinions in #Education Related Tweets

Erik-Robert Kovacs, Bucharest University of Economic Studies, Romania; Liviu-Adrian Cotfas, Bucharest University of Economic Studies, Romania; and Camelia Delcea, Bucharest University of Economic Studies, Romania

BANKING

Chair: Hooy Chee Wooi

Discussant: Gamze Ozturk Danisman, *Kadir Has University*, Turkey

Room: [Z-Room 2](#)

Banks and the Decarbonization of the Economy. A Systematic Review of Climate-Related Prudential Regulation Tools

Diego Hidalgo-Oñate, Universitat Jaume I, Spain; Iluminada Fuertes-Fuertes, Universitat Jaume I, Spain; and J. David Cabedo, Universitat Jaume I, Spain

Regional Ecosystem and Loan Default: A Survival Analysis of Public Guaranteed Loans

Lorenzo Gai, University of Florence, Italy; Federica Ielasi, University of Florence, Italy; and Monica Rossolini, University of Milano Bicocca, Italy

The Impact of Intellectual Capital on Financial Performance and Accounting Quality: Evidence from Turkish Banking Sector

Süleyman Şen, Burdur Mehmet Akif Ersoy University, Turkey and Volkan Demir, Galatasaray University, Turkey

How Do Regulation and Financial Markets Conditions Affect Interest Rate Risk Exposure: Evidence from Italian Commercial Banks

Rosa Coccozza, University of Naples Federico II, Italy; Domenico Curcio, University of Naples Federico II, Italy; Igor Gianfrancesco, University LUISS Guido Carli, Italy; and Grazia Onorato, University of Bari Aldo Moro, Italy

Measurement of Efficiency and Its Drivers in the Chilean Banking Industry

Adriana Jennifer Cobas, Banco Central de Chile, Chile; Alexandros Maziotis, Pontificia Universidad Católica de Chile, Chile; and Andrés Villegas, Universidad Santo Tomás, Chile

HEALTH ECONOMICS & INEQUALITY

Chair: Monica Violeta Achim

Discussant: Viorela Ligia Vaidean, *Babes-Bolyai University*, Romania

Room: [Z-Room 3](#)

Sleep, Worker's Health, and Social Welfare

Ken Yoshida, Chiba University, Japan

Information or Complication? Preventing Technology-Induced Medical Errors

Youssef Assal, University of Amsterdam, Netherlands; Eموke Takacs, ERI Hungary - European Research Institute, Hungary; and Toon Abcouwer, University of Amsterdam, Netherlands

What Strikes the Eye: How Point-of-Use Reminders Can Increase Compliance with COVID-19 Measures

Frauke Bieberstein, University of Bern, Switzerland and Stefanie Schumacher, University of Bern, Switzerland

The New Age of Philanthropy in Europe and Asia: Scenarios, Dangers and Opportunities

Emanuela Susca, University of Urbino, Italy

Homophily and In-Group Bias in Poverty and Pension Games

Bilge Öztürk Göktuna, Galatasaray University, Turkey and Emine Özge Yurdakurban, Yeditepe University, Turkey

Tax Revenue Reforms and Income Distribution in Developing Countries

João Jalles, University of Lisbon, Portugal

ENTREPRENEURSHIP

Chair: Imtiaz Badshah

Discussant: Susana Martinez-Rodriguez, *Universidad de Murcia*, Spain

Room: [Z-Room 4](#)

Female Entrepreneurship – Optimization of Start-Up Support at Universities in Germany

Desiree Helene Ladwig, University of Applied Sciences Lübeck, Germany and Marleen Jenny Wohlert, Technische Hochschule Lübeck, Germany

University Technology-Based Entrepreneurship: A Conceptual Approach

Michael Hernando Sarmiento-Munoz, Universidad Nacional de Colombia, Colombia; Oscar Mauricio Cruz-Sanchez, Universidad Nacional de Colombia, Colombia; and Gloria Isabel Rodríguez-Lozano, Universidad Nacional de Colombia, Colombia

Does the Gender of the Entrepreneur Matter in SMES performance? The Role of Innovations

Alfonso Exposito, University of Málaga, Spain; Amparo Sanchis-Llopis, University of Valencia and ERICES, Spain; and Juan A. Sanchis Llopis, University of Valencia and ERICES, Spain

Comparative Analysis of Students' Entrepreneurial Intentions in Latvia and Other CEE countries

Kristaps Lešinskis, BA School of Business and Finance, Latvia; Luisa Carvalho, Polytechnic Institute of Setubal & CEFAGE, Portugal; Inese Mavlutova, BA School of Business and Finance, Latvia; and Rui Dias, Polytechnic Institute of Setubal & CEFAGE, Portugal

The Role of Entrepreneurship in Development of Marinas: The Comparative Analysis of Croatian and German Model

Damir Piplica, University Department of Forensic Sciences Split, Croatia; Tihomir Luković, Aspira, Croatia; and Domagoj Hruška, University of Zagreb, Croatia

Managerial Skills and Performance of Small and Medium Enterprises – Evidence from Survey Data

Blerta Abazi Chaushi, South East European University, North Macedonia and Redina Imeri, South East European University, North Macedonia

The Challenges Faced by Zimbabwean Diasporic Small Micro and Medium Enterprises (SMME)s in South Africa's Future Economy
Medicine Magocha, Walter Sisulu University, South Africa

LUNCH: 13:15-14:00

PLENARY SPEECH JOINT WITH GLO SEMINAR: 14:00-15:00

Religion and Mental Health

Room: [Z-Room 1](#)

Moderator: Olga Popova, *Leibniz Institute for East and Southeast European Studies & CERGE-EI & GLO*, Germany

Speaker: Sriya Iyer, *University of Cambridge & GLO*, U.K.

BREAK: 15:00-15:15

DAY 2 - SESSION III: 15:15-17:15

GLO SESSION: MIGRATION I

Chair: Cynthia Bansak, *St. Lawrence University & GLO*, U.S.A.

Room: [Z-Room 1](#)

Measuring Migration

Sonia Plaza, *World Bank & GLO*, U.S.A.

Migration Determinants

Davit Adunts, *CERGE-EI, Czechia* and Mariola Pytlikova, *CERGE-EI & GLO*, Czechia

Migration and Education

Massimiliano Tani, *University of New South Wales & GLO*, Australia and Matloob Piracha, *University of Kent & GLO*, U.K.

Performance of Economic Migrants

Cinzia Rienzo, *University of Brighton & GLO*, U.K.

Immigrants and Their Effects on Labor Market Outcomes of Natives

Cynthia A. Bansak, *St. Lawrence University & GLO*, U.S.A.; Nicole Simpson, *Colgate University & GLO*, U.S.A.; and Madeline Zavodny, *University of North Florida & GLO*, U.S.A.

Immigrant Entrepreneurs

Chunbei Wang, *University of Oklahoma & GLO*, U.S.A. and Magnus Lofstrom, *Public Policy Institute of California & GLO*, U.S.A.

MANAGEMENT AND DIGITALIZATION

Chair: Evan Lau

Discussant: Virginia Bodolica, *American University of Sharjah*, U.A.E.

Room: [Z-Room 2](#)

A Case Study of Developing a Low Cost-High Flexibility Method for the Digitalization of Business Processes for SME in the Construction Industry in Germany

Zhen Cai, *Technical University of Munich*, Germany; Yun Huang, *Technical University of Munich*, Germany; Stephan Kessler, *Technical University of Munich*, Germany; and Johannes Fottner, *Technical University of Munich*, Germany

Manager Gender, Entrepreneurial Orientation and SMEs Export and Import Propensities: Evidence for Spanish Business

Alfonso Expósito García, University of Málaga, Spain; Amparo Sanchis-Llopis, University of Valencia and ERICES, Spain; and Juan A. Sanchis Llopis, University of Valencia and ERICES, Spain

Management Accounting Innovations and Institutionalization Process: A Case Study in the Public Sector
Luís Vilela Pimentel, ISCTE-IUL, Portugal and Maria Major, ISCTE-IUL, Portugal

A Systematic Literature Review on Barriers to Digital Transformation: Insights and Implications for Overcoming

Tim Varwig, Osnabrück University, Germany; Henning Brink, Osnabrück University, Germany; and Sven Packmohr, Malmö University, Sweden

The Influence of Work from Home on Customer Support Employees Productivity

Mare Kurvits, Estonian Entrepreneurship University of Applied Sciences, Estonia

Transformation to Agile Organizational and Collaboration Concepts. - On the Way to New Work/Work 4.0

Michel Eckard Domsch, Helmut Schmidt University, Germany; Andre Drews, TH Lübeck, Germany; and Desiree Helene Ladwig, University of Applied Sciences Lübeck, Germany

MONETARY ECONOMICS & PUBLIC ECONOMICS

Chair: Huseyin Kaya

Discussant: Ilker Kaya, American University of Sharjah, U.A.E.

Room: [Z-Room 3](#)

Determinants of Forced Household Savings during COVID-19 Pandemic

Jakub Borowski, Warsaw School of Economics, Poland and Krystian Jaworski, Warsaw School of Economics, Poland

The Search for the Nash Equilibrium in the Monetary and Fiscal Game

Joanna Stawska, University of Lodz, Poland; Maciej Malaczewski, University of Lodz, Poland; Paulina Malaczewska, University of Lodz, Poland; and Ewa Stawasz-Grabowska, University of Lodz, Poland

Twin Deficit or Ricardian Equivalence: The Case of CEE Countries

Jelena Raskovic, Belgrade University, Serbia

Different Policy Effects of Ramsey and Overlapping Generations Models

Masaya Yasuoka, Kwansei Gakuin University, Japan and Minoru Watanabe, Hokusei Gakuen University, Japan

Electoral Rule and Public Sector Efficiency. Some Evidence from Italian Municipalities

Marco Alberto De Benedetto, University of Calabria, Italy; Sergio Destefanis, University of Salerno, Italy; and Luigi Guadalupi, IRISS-CNR, Napoli, Italy

The Issue of Social Integration of Migrant – Refugee Students in Vocational Senior High Schools

Maria Vlachadi, University of Crete, Greece and Vassiliki Tzourmeti, EPPAIK, ASPETE, Greece

FRIDAY, OCTOBER 8 (DAY 3)**DAY 3 - SESSION I: 09:00-11:00****GROWTH AND DEVELOPMENT & REGIONAL STUDIES**

Chair: Raziye Selim

Discussant: Alfonso Expósito García, *University of Malaga, Spain*

Room: [Z-Room 1](#)

Migration and Social Capital: Effects on Growth and Development

Vladislav Voronenko, Higher School of Economics, Russia

Corruption and Gender Gap

Batuhan Ozturk, University of Mannheim, Germany and Idil Goksel, Izmir University of Economics, Turkey

Comparison of Effects of the French and Austrian Model of Economic Diplomacy Measures

Sanja Radolovic, Juraj Dobrila University of Pula, Croatia

Structural Transformation and Poverty Reduction in India

Kausik Gangopadhyay, Indian Institute of Management Kozhikode, India; Debasis Mondal, Indian Institute of Technology Delhi, India; and Thasni Thajudeen, Indian Institute of Management Kozhikode, India

Model for the Impact of Infrastructure Development on Economic Growth and Convergence

Alma Mačiulyte-Šniukienė, Vilnius Gediminas Technical University, Lithuania

Impact of Trade War on the Global Economy: Case Study of the US-China Trade War

Ritvik Bordia, Fieldston Upper School, U.S.A. and Samarth Jain, Heritage Xperiential Learning School, India

INDUSTRIAL ORGANIZATION AND MANAGEMENT

Chair: Davor Labas

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

Room: [Z-Room 2](#)

A Model of Bertrand Competition with Asymmetric Demand

Alexandra Vintila, Bucharest University of Economic Studies, Romania

Business Communication Components Generating Media Impact in Pandemic: An Application to Shopping Centres

Ana Pedreño-Santos, Universidad Complutense de Madrid, Spain

Nature of the Chinese Model featuring Support and Development of the Jewelry Industry

Sazhida Safina, St. Petersburg State University of Economy, Russia; Natalia Ermakova, St. Petersburg State University of Economy, Russia; Ludmila Demidova, St. Petersburg State University of Economy, Russia; and Viktoriya Eremizina, St. Petersburg State University of Economy, Russia

Project Management and the Usage of Discrete-Event Simulation in SIMPROCESS Software

Martina Kuncova, Prague University of Economics and Business, Czechia

The Economic Analysis of the Agricultural Industries: The Case of Indonesia

Ubaidillah Zuhdi, Universitas Nahdlatul Ulama Surabaya, Indonesia; Riyan Sisiawan Putra, Universitas Nahdlatul Ulama Surabaya, Indonesia; Aditya Narendra Wardhana, Universitas Internasional Semen Indonesia, Indonesia; Endah Tri Wahyuningtyas, Universitas Nahdlatul Ulama Surabaya, Indonesia; and Ima Kurniastuti, Universitas Nahdlatul Ulama Surabaya, Indonesia

Key Determinants that Influence the Environmental Sustainability in Higher Learning Institutions in Malaysia (A Conceptual Paper)

Padmashantini Padmanathan, Quest International University, Malaysia; Rohati Shafie, Quest International University, Malaysia; Ismail Reza Abd Rahman, Quest International University, Malaysia; Munaliza Jaimun, Quest International University, Malaysia; Anna Arokia Nathen, Quest International University, Malaysia; and Sharmila Thinagar, Quest International University, Malaysia

LABOR ECONOMICS

Chair: M. Ege Yazgan

Discussant: Aleksandar Vasilev, *University of Lincoln*, U.K.

Room: [Z-Room 3](#)

Labor Market Efficiency and Youth Unemployment: Evidence from MENA and Other Regions
Wasseem Mina, United Arab Emirates University, U.A.E.

Assessment of the Impact of the COVID-19 Pandemic on Selected Indicators of the European Labor Market using the Dynamic Time Warping

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

Occupational Shifts and Skill Mismatch in Bad Times and Worse: Implications of Covid-19 for the UK Graduate Labor Market

Catherine Robinson, University of Kent, U.K. and Michela Vecchi, Middlesex University Business School, U.K.

The Nordic Model and its Neoliberal Shadow

Atle Middtun, Norwegian Business School, Norway

Interfirm Collusion through Wage Agreements

Henrik Vetter, Royal Danish Library, Denmark

Quality of School Service Delivery, Human Capital, and Child Labor: Empirical Evidence from Indonesia

Taufiq Carnegie Dawood, Fakultas Ekonomi dan Bisnis Universitas Syiah Kuala, Indonesia and Muhammad Ilhamsyah Siregar, Fakultas Ekonomi dan Bisnis Universitas Syiah Kuala, Indonesia

BREAK: 11:00-11:15

DAY 3 - SESSION II: 11:15-13:15

CORPORATE GOVERNANCE

Chair: Adam Zaremba

Discussant: Conrado Diego García-Gómez, *University of Valladolid*, Spain

Room: [Z-Room 1](#)

Do Digitalization and Ecosystem Business Models Complement Each Other? Corporate Governance Perspective

Ilya Ivaninskiy, National Research University Higher School of Economics, Russia and Irina Ivashkovskaya, National Research University Higher School of Economics, Russia

Financial Architecture of Companies-Participants of Public-Private Partnerships in the Russian Federation

Alexey Sergeevich Kharlamov, National Research University Higher School of Economics, Russia

How Board Busyness Affects Agency Costs and Shareholder Rights?

Xuehua Shao, The Australian National University, Australia

Board Regulation Effect on Government Owned Companies Performance

Sagi Akron, University of Haifa, Israel; Daphna Brueller-Lubovsky, Bar-Ilan University, Israel; and Nir Brueller, Bar-Ilan University, Israel

Corporate Social Responsibility and Financial Performance in Family and Nonfamily Firms. The Role of Collegial Leadership

Paolo Tenuta, University of Calabria, Italy; Domenico Rocco Cambrea, Università Cattolica del Sacro Cuore, Italy; and Tonia Tassone, University of Calabria, Italy

The Role of Technological Innovation on the Relationship between ESG Strategies and Firm Performance in SMEs: A Panel Data Analysis from Vietnam

Tran Hue, Kyorin University, Japan and Miho Murashima, Rikkyo University, Japan

MANAGEMENT AND TOURISM

Chair: Evan Lau

Discussant: Hala Hattab, *The British University in Egypt*, Egypt

Room: [Z-Room 2](#)

Digital Transformation: A Study of e-Marketing Strategies in the Hotel Industry

Christina Fung Kiu Lam, Singapore Institute of Technology, Singapore

Memory Resilience and Sustainability: When Tourism and Art meet at the 'Cross' of Byzantium

Angela Besana, IULM University, Italy; Annamaria Esposito, IULM University, Italy; and Simona Moretti, IULM, Italy

Using Game Theory to Explore Dynamic Elasticity in Tourism

Xuan Tran, University of West Florida, U.S.A.

Analyzing the Impact of Dynamic Open Pricing in Hospitality Revenue Management

Hend Farahat Issa Farag, University of Rey Juan Carlos, Spain; Lydia Gonzalez González-Serrano, Universidad Rey Juan Carlos, Spain; and Pilar Talón-Ballester, University of Rey Juan Carlos, Spain

The Development of the Outsourced Facility Service Market in the EU 2008-18

Alexander Redlein, Vienna University of Technology, Austria and Eva Stopajnik, TU Wien, Austria

Evolution of Management Control in Spanish Companies in the Face of Economic Crisis Situations

Luis Ramón Yanguas, BCD Travel, U.S.A. and Angela Andrea Caviades Conde, Rey Juan Carlos University, Spain

REGIONAL STUDIES

Chair: Marco Alberto De Benedetto

Discussant: Andrzej Cieslik, *University of Warsaw*, Poland

Room: [Z-Room 3](#)

Influence of the Timing of the Real Estate Sale Offer on the Market and the Duration of the Offer

Anna Gdakowicz, University of Szczecin, Poland and Ewa Putek-Szeląg, University of Szczecin, Poland

Do Fiscal Policies Affect the Firms' Growth and Performance? Evidence from a Regional Study in the Dominican Republic

Alessandra Amendola, University of Salerno, Italy; Marinella Boccia, University of Salerno, Italy; Gianluca Mele, World Bank, U.S.A.; and Luca Sensini, University of Salerno, Italy

Environmentally Adjusted Productivity Change: Comparing Croatia with Other European Union Member States

Djula Borozan, Josip Juraj Strossmayer University of Osijek, Croatia

Macroeconomic Factors Affecting Malaysia Housing Price

Izzaamirah Ishak, UNITEN, Malaysia

Determinants of Crude Palm Oil Exports Performance in Malaysia

Anna Arokia Nathen, Quest International University, Malaysia; Sharmila Thinagar, Quest International University, Malaysia; Padmashantini Padmanathan, Quest International University, Malaysia; Rohati Shafie, Quest International University, Malaysia; Ismail Reza Abd Rahman, Quest International University, Malaysia; and Munaliza Jaimun, Quest International University, Malaysia

Financing the Social Entrepreneurship: What about the Responsible Finance Industry in Morocco? Cooperatives' Case in Souss Massa Region

Stiriba Latifa, High School of Business, Morocco and Khadija Angade, ENCG Agadir Ibn Zohr University, Morocco

LUNCH: 13:15-14:15

DAY 3 - SESSION III: 14:15-16:15

GLO SESSION: FAMILY & HOUSEHOLD ECONOMICS

Chair: Victoria Vernon, SUNY Empire State College & GLO, U.S.A.

Room: [Z-Room 1](#)

Infidelity

Effrosyni Adamopoulou, University of Mannheim & GLO, Germany

Female Genital Mutilation

Sandrine Mesplé-Somps, Université Paris-Dauphine & GLO, France

Time-Use Surveys

Juan Carlos Campaña, Antonio de Nebrija University, Spain; José Ignacio Giménez-Nadal, University of Zaragoza, Spain; and José Alberto Molina, University of Zaragoza & GLO, Spain

Household Food Expenditures and Diet Quality

Benjamin Scharadin, Colby College, U.S.A.

Child Custody Laws and Household Outcomes

Daniel Fernandez-Kranz, IE Business School, Madrid, Spain and Jennifer Roff, Queens College and the Graduate Center, CUNY, U.S.A.

Economics of Marriage Bars

Irene Mosca, Maynooth University & GLO, Ireland and Robert E. Wright, University of Glasgow & GLO, Scotland

EMPIRICAL STUDIES ON EMERGING ECONOMIES & FINANCIAL CRISIS

Chair: Ender Demir

Discussant: Conrado Diego García-Gómez, *University of Valladolid*, Spain

Room: [Z-Room 2](#)

Emerging Countries Sovereign Bond Spreads: Additional Factors Are at Play

Arjan Kadareja, University of New York, Tirana, Albania and Ardita Todri, Universitetit Aleksander Xhuvani, Albania

Households' Consumption Pattern and Saving - Evidence for the First Year of the Covid-19 Pandemic in Bulgaria

Mariella Nenova, Sofia University, Bulgaria

Are Mutual Funds the Financial Vaccine for COVID-19?

Doron Nisani, University of Haifa, Israel; Mahmoud Qadan, University of Haifa, Israel; Or David, University of Haifa, Israel; and Sagi Akron, University of Haifa, Israel

Insolvency Regulation and Pre-Crisis Alert as Self-Regulation: The Case of Italy
Alessandro Danovi, University of Bergamo, Italy

The COVID-19 Pandemic and Financial Markets in Central and Eastern Europe: Macroeconomic Measures and International Policy Spillovers

Ewa Stawasz-Grabowska, University of Lodz, Poland; Wojciech Grabowski, University of Lodz, Poland; and Jakub Janus, Cracow University of Economics, Poland

Market Crashes and Recoveries: The "Zero Risk Line" Approach

Riccardo Bramante, Università Cattolica del Sacro Cuore di Milano, Italy and Silvia Facchinetti, Università Cattolica del Sacro Cuore di Milan, Italy

HUMAN RESOURCES & EDUCATION II

Chair: Angela Besana

Discussant: Emanuele Giovannetti, *Anglia Ruskin University*, U.K.

Room: [Z-Room 3](#)

Gender Differences in Communication Styles: A Case Study of University Students in Thailand

Pichayalak Pichayakul, Chiang Mai University, Thailand

The Missing Ingredient of Organizational Culture Scale in East Asia

Quan Hoang Nguyen Tran, University of Tartu, Estonia

Factors Determining the Choice of Continuing Education Courses for Nurses in Latvia

Daina Baidekalne, Riga East University Hospital, Latvia and Daiga Behmane, Riga Stradins University, Latvia

How to Increase the Standard Employment of People with Disabilities?

Olga Rodriguez-Arnaldo, Universidad Politécnica de Cartagena, Spain and Sara Garcia-Perez, Spain

Development of the Theme of Measuring the Affective Component of "Love of Work" on the Scale of a Protean Career Attitude with NVIVO: An Analytical Tool for Qualitative Research

Levi Nilawati, Atmajaya Catholic University of Indonesia & Gadjah Mada University, Indonesia; Gugup Kismono, Gadjah Mada University, Indonesia; Hani Handoko, Gadjah Mada University, Indonesia; and Reni Rosari, Gadjah Mada University, Indonesia

Research Productivity in Economics and Business Disciplines in Emerging Economies: Insights from Kazakhstan

Diana Amirbekova, Kazakh British Technical University, Kazakhstan and Timur Narbaev, Kazakh British Technical University, Kazakhstan

BREAK: 16:15-16:30

DAY 3 - SESSION IV: 16:30-18:30

GLO SESSION: MIGRATION II

Chair: Marina Murat, University of Modena and Reggio Emilia & GLO, Italy

Room: [Z-Room 1](#)

Migrant Health and Wellbeing

Jakub Lonsky, University of Liverpool & GLO, U.K. and Osea Giuntella, University of Pittsburgh & GLO, U.S.A.

The Political Economy of Citizenship

Kusum Mundra, Rutgers University & GLO, U.S.A.

Naturalization, Citizenship, and Identity Documents

Catalina Amuedo-Dorantes, University of California & GLO, U.S.A.; Anna Marie Kietzerow, Western Michigan University, U.S.A., and Susan Pozo, Western Michigan University, U.S.A.

Brain Drain or Gain

Stefanija Veljanoska, University of Rennes, France and Frederic Docquier, LISER & GLO, Luxembourg

Time-Space Dynamics of Return and Circular Migration

Amelie Constant, Princeton University & GLO, U.S.A.

Social Remittances

Michele Tuccio, Université Paris-Dauphine & GLO, France and Jackline Wahba, University of Southampton & GLO, U.K.

ACCOUNTING/AUDIT & FINANCE

Chair: Sagi Akron

Discussant: Tony-Okeke Uchenna, *Coventry University*, U.K.

Room: [Z-Room 2](#)

The Effect of Aircraft Maintenance Scheduling on Maintenance Costs and Airline Profitability: Turkish Airlines Case

Tamer Aksoy, Ibn Haldun University, Turkey and Berkcan Okan, Ibn Haldun University, Turkey

Investors' Response to the Specific Capital Expenditure: Case Studies in The Banking Sector

Juniarti, Petra Christian University, Indonesia

Market Concentration of Audit Services Provided to Public Interest Entities: Empirical Evidence from the Czech Republic

Richard Stiebal, Prague University of Economics and Business, Czechia and Michal Šindelář, Prague University of Economics and Business, Czechia

Capital Budgeting Analysis of LPG Production Optimization Project in Indonesia – A Case Study

Robby Sukma Dharmawan, PT Badak NGL, Indonesia

Activity Based Costing Method: Cost Measurement in an Italian Service Company

Antonella Cugini, Università della Valle d'Aosta, Italy and Vanessa Caprioglio, Università della Valle d'Aosta, Italy

Predicting IPO Underpricing using Machine Learning

Răzvan Ioan Tătaru, Bucharest University of Economic Studies, Romania

MANAGEMENT

Chair: Ralph Sonenshine

Discussant: Virginia Bodolica, *American University of Sharjah*, U.A.E.

Room: [Z-Room 3](#)

Individual Factors in Electronic Negotiations - Is There an Individual X Channel Fit that Predicts Negotiation Outcomes?

Wolfram Lipp, Technical University Munich, Germany

Pathways between Dominance and Goodwill: Changing the Perspective for Successful Stakeholder Integration

Maximilian Geyr, Ludwig Maximilian University Munich, Germany

Value Creation through Public-Private Partnership in the Healthcare Sector. A Managerial Analysis of Italian Health Care Organizations during the Pandemic of SARS-CoV-2

Paola Olimpia Achard, University of L'Aquila, Italy and Chiara Bellini, University of L'Aquila, Italy

The Role of Career Counselling for Socially Vulnerable Groups

Maria Vlachadi, University of Crete, Greece and Maria Chronopoulou, MA Counselling Psychology, Greece

Learning for Radical Innovation as Accommodation Phenomenon: From University Studies Experience to Knowledge Work

Julija Kubova-Semaka, Kaunas Technology University, Lithuania and Palmira Jucevičienė, Kaunas University of Technology, Lithuania

Strategy-Formulation Applying IFE, EFE, IE, SWOT and QSPM Matrices: A Study on National Airline of Bangladesh (Biman)

Sheikh Shamim Hasnain, The British University in Egypt, Egypt

The Relationship between Family-Friendly Workplace Policies and Accountant Turnover

Katie Landgraf, University of Hawaii - West Oahu, Hawaii
