



51st EBES CONFERENCE - ROME

CONFERENCE PROGRAM

ROME, ITALY

APRIL 11-13, 2025

(HYBRID with both in-person and online paper presentation)

Hosted by



**JOHN CABOT
UNIVERSITY**

ebes@ebesweb.org

www.ebesweb.org

(Please note the sessions are in Rome, Italian local time)

TRIAL SESSIONS**Friday, April 4****TRIAL SESSION FOR PARTICIPANTS**(09:00-09:40 | [Link](#))**TRIAL SESSION FOR CHAIRS/DISCUSSANTS**(09:40-10:00 | [Link](#))Trial Session Links for Participants: <https://us06web.zoom.us/j/89433953185>Chairs/Discussants: <https://us06web.zoom.us/j/81072479952>**PROGRAM OUTLINE****Friday, April 11 (Day 1)****WELCOME SPEECHES**(08:30-09:00 | Aula Magna Regina & [Z-Room 1](#))**SESSION I (09:00-11:00)**Entrepreneurship I (Guarini Board Room & [Z-Room 1](#))Labor Economics I (GK11 & [Z-Room 2](#))

Growth and Development I

(GK12 & [Z-Room 3](#))Corporate Finance I (GK13 & [Z-Room 4](#))

Banking & Monetary Economics

(G11 & [Z-Room 5](#))**COFFEE BREAK (11:00-11:10)****BEST PAPER AWARD**(11:10-11:20 | Aula Magna Regina & [Z-Room 1](#))**SEMINAR SESSION ON PUBLISHING**(11:20-12:00 | Aula Magna Regina & [Z-Room 1](#))**LUNCH BREAK (12:00-13:00)****SESSION II (13:00-15:00)**Growth and Development II (Guarini Board Room & [Z-Room 1](#))Labor Economics II (GK11 & [Z-Room 2](#))

Entrepreneurship II

(GK12 & [Z-Room 3](#))Corporate Finance I (GK13 & [Z-Room 4](#))FDI and Sustainability (G11 & [Z-Room 5](#))**COFFEE BREAK (15:00-15:10)****KEYNOTE SESSION**(15:10-16:00 | Aula Magna Regina & [Z-Room 1](#))**SESSION III (16:00-18:00)**Adapting to Change: AI, Sustainability, and Economic Decision-Making across Industries (Guarini Board Room & [Z-Room 1](#))Economics of Innovation I (GK11 & [Z-Room 2](#))Education and HRM (GK12 & [Z-Room 3](#))

ES in Economics and Finance I

(GK13 & [Z-Room 4](#))Corporate Governance (G11 & [Z-Room 5](#))**WELCOME COCKTAIL (18:00-18:45)****Saturday, April 12 (Day 2)****SESSION I (09:00-11:00)**Accounting/Audit and Corporate Governance (Guarini Board Room & [Z-Room 1](#))Behavioral Finance (GK11 & [Z-Room 2](#))

Political Economy and Public Economics

(GK12 & [Z-Room 3](#))

Management and Marketing

(GK13 & [Z-Room 4](#))**COFFEE BREAK (11:00-11:10)****SESSION II (11:10-13:10)**International Trade I (Guarini Board Room & [Z-Room 1](#))Management I (GK11 & [Z-Room 2](#))Investment I (GK12 & [Z-Room 3](#))

Tourism and Marketing

(GK13 & [Z-Room 4](#))

ES in Economics and Finance II

(G11 & [Z-Room 5](#))**LUNCH BREAK (13:10-14:00)****SESSION III (14:00-16:00)**

Corporate Governance & ESG

[\(Z-Room 1\)](#)Entrepreneurship & SMEs [\(Z-Room 2\)](#)Growth and Development III [\(Z-Room 3\)](#)Management II [\(Z-Room 4\)](#)

Macroeconomic Policy and Public

Economics [\(Z-Room 5\)](#)**Sunday, April 13 (Day 3)****SESSION I (09:00-11:00)**Applied Finance [\(Z-Room 1\)](#)Economics of Innovation II [\(Z-Room 2\)](#)International Trade II [\(Z-Room 3\)](#)

Labor Economics and Education

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

Foreign Investment, Development, and

Financial Inclusion [\(Z-Room 5\)](#)**COFFEE BREAK (11:00-11:10)****SESSION II (11:10-13:10)**Political Economy [\(Z-Room 1\)](#)Marketing [\(Z-Room 2\)](#)Sustainability and Innovation [\(Z-Room 3\)](#)Risk Management [\(Z-Room 4\)](#)Applied Economics [\(Z-Room 5\)](#)**LUNCH BREAK (13:10-13:40)****SESSION III (13:40-15:40)**Investment II [\(Z-Room 1\)](#)

Human Resources Management

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

ES in Management and Finance

[\(Z-Room 3\)](#)Regional Studies [\(Z-Room 4\)](#)AI and the Future of Work [\(Z-Room 5\)](#)Z-Room 1: <https://us06web.zoom.us/j/85982320974>Z-Room 2: <https://us06web.zoom.us/j/81438634088>Z-Room 3: <https://us06web.zoom.us/j/83920757733>Z-Room 4: <https://us06web.zoom.us/j/87002462058>Z-Room 5: <https://us06web.zoom.us/j/87022470521>**Note:** The links remain the same throughout the conference.

CONFERENCE PROGRAM

FRIDAY, APRIL 11 (DAY 1)

WELCOME SPEECHES: 08:30-09:00

Room: Aula Magna Regina & [Zoom Room 1](#) (in-person)

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

Silvia Pulino, Director, *School of Business, John Cabot University*, Italy

Sergio Scicchitano, Chair, *Department of Economics, John Cabot University*, Italy

DAY 1 - SESSION I: 09:00-11:00

ENTREPRENEURSHIP I

Chair & Discussant: Husam Arman, *Kuwait Institute for Scientific Research*, Kuwait

Room: Guarini Board Room & [Zoom Room 1](#) (in-person)

Emerging AI Entrepreneurship Ecosystems in Europe: Are They Geographically Unbounded?

Alina Sorgner, *John Cabot University*, Rome, Italy

Assessing the Role of Firm Attributes and Finances on Young Firms' Survival in India

Isha Ramawat, *Indian Institute of Technology Kharagpur*, India and **Narayan Chandra Nayak**, *Indian Institute of Technology Kharagpur*, India

Economic Motivation and Future Intention: Mediating Role of Behavioral Control in Informal Entrepreneurial Transitioning

Adebanji Adejuwon William Ayeni, *North West University*, South Africa

Empowering Women in Business: Socio-Economic Barriers and Opportunities for Female Entrepreneurs in Arab Countries

Michel Domsch, *Helmut-Schmidt-University Hamburg*, Germany; Ola Ali Gamil, *Helwan University*, Egypt; and **Désirée Ladwig**, *Technical University Lübeck*, Germany

Barriers and Opportunities for Ukrainian Refugee Entrepreneurship in Vienna – A Social Capital Perspective

Maria Jell-Ojobor, *John Cabot University*, Rome, Italy; **Joanna-Maria Böckeler**, *University of Vienna*, Austria; and **Josef Windsperger**, *University of Vienna*, Austria

Identification of Investment-Ready SMEs: A Machine Learning Framework to Enhance Equity Access and Economic Growth

Andreas Kontos, *Democritus University of Thrace*, Greece

LABOR ECONOMICS I

Chair & Discussant: Piero Esposito, *University of Cassino and Southern Lazio*, Italy

Room: GK11 & [Zoom Room 2](#) (in-person)

Visa Liberalization and Its Impact on the Labor Market and the Country's Economy: A Challenge or An Opportunity for Kosovo

Behije Ibrahim, *Dardania College*, Kosovo

AI Exposure and Job Satisfaction in Italy

Piero Esposito, *University of Cassino and Southern Lazio*, Italy; **Marina De Angelis**, *John Cabot University*, Rome, Italy; and **Sergio Scicchitano**, *John Cabot University*, Rome, Italy

Digital Technologies and Firms' Employment and Training

Mauro Caselli, University of Trento, Italy; Edwin Fourrier-Nicolai, University of Trento, Italy; Andrea Fracasso, University of Trento, Italy; and **Sergio Sicchitano**, John Cabot University, Rome, Italy

Remote Work vs Part-Time Employment: A New Work-Family Balance?

Thea Jansen, Gran Sasso Science Institute (GSSI), Italy and Marina De Angelis, Istituto nazionale per l'analisi delle politiche pubbliche (INAPP), Italy

Brain-Drain and Skill Mismatch: Can Higher and Vocational Education Bridge the Gap?

Predrag Trpeski, Faculty of Economics - Skopje, Ss. Cyril and Methodius University in Skopje, North Macedonia; **Violeta Cvetkoska**, Faculty of Economics - Skopje, Ss. Cyril and Methodius University in Skopje, North Macedonia; Igor Ivanovski, Faculty of Economics - Skopje, Ss. Cyril and Methodius University in Skopje, North Macedonia; Filip Peovski, Faculty of Economics - Skopje, Ss. Cyril and Methodius University in Skopje, North Macedonia; Bojan Kitanovikj, Faculty of Economics - Skopje, Ss. Cyril and Methodius University in Skopje, North Macedonia; Fekede Tuli Gameda, Kotebe University of Education, Ethiopia; Ephrem Tekle Yacob, Kotebe University of Education, Ethiopia; Adula Bekele Hunde, Kotebe University of Education, Ethiopia; Sergii Melnyk, State Scientific Institution "Institute of Educational Analytics", Ukraine; Andrii Lytvynchuk, State Scientific Institution "Institute of Educational Analytics", Ukraine; and Hanna Tereshchenko, State Scientific Institution "Institute of Educational Analytics", Ukraine

The Conundrum between COVID-19, Cash Transfer, and Hunger: An Inter-State Analysis for the Indian Economy

Neha Kumari Mishra, Indian Institute of Technology Kharagpur, India and Prantik Bagch, Indian Institute of Technology Kharagpur, India

The Impact of Heat Waves on Employment Transitions in Italy: Evidence from Quarterly Survey Microdata

Valerio Intraligi, IRCCS-INRCA, Italy and **Marco Biagetti**, John Cabot University, Rome, Italy

GROWTH AND DEVELOPMENT I

Chair & Discussant: Utai Uprasen, Pukyong National University, South Korea

Room: GK12 & [Zoom Room 3](#) (in-person)

High or Low General Trust in a Society – An Exploration of a Possible Recipe Using a Novel Method

Anneli Kaasa, University of Tartu, Estonia

Exploring the Nexus between Official Development Assistance, Human Capital, and Environmental Quality in Cambodia

Utai Uprasen, Pukyong National University, South Korea

Sustainable Development and Economic Disasters

Bruno Ćorić, University of Split, Faculty of Economics, Business and Tourism, Croatia and Lena Malešević Perović, University of Split, Faculty of Economics, Business and Tourism, Croatia

Borrowing Constraints, North-South Trade and Sustainable Current Accounts in Neoclassical Growth

Selen Andic, Middle East Technical University, Türkiye

Economic Freedom, Education, and Environmental Sustainability: Unveiling the Hidden Connections

Monica Auteri, Roma Tre University, Italy; **Tulia Gattone**, John Cabot University, Rome, Italy; and Cosimo Magazzino, Roma Tre University, Italy

The Relationship between Environmental Kuznets Curve and Net Plastic Waste Export: An Empirical Panel Data Analysis

Cenap Mengü Tunçay, HBV University, Türkiye

CORPORATE FINANCE I

Chair & Discussant: Magnanelli Barbara Sveva, *John Cabot University*, Rome, Italy
Room: GK13 & [Zoom Room 4](#) (in-person)

FinTech Adaption in Kuwait

Yousef Mohammad Abdulrazzaq, Gulf University for Science and Technology, Kuwait

Navigating the Green Path: Unveiling the Financial Impact of Green Management

Niaz Bashiri Behmiri, Free University of Bolzano, Italy and **Banovsha Ibishova**, University of Stavanger, Norway

Sectoral and Regional Differences in the Financial Impact of GHG Emissions Reductions

Marco Aurelio Hernandez Vega, Banco de Mexico, Mexico

Exploring the Determinants of Green Bond Issuance: Implications for Sustainable Development Goals in the EU

Algirdas Justinas Staugaitis, Kauno Kolegija Higher Education Institution, Lithuania and Vilma Kazlauskienė, Kauno Kolegija Higher Education Institution, Lithuania

Exploring Corporate Boards Gender Diversity and Its Role in Shaping M&A Decisions. Evidence from Italy

Magnanelli Barbara Sveva, John Cabot University, Rome, Italy; Pirolo Luca, Luiss Business School, Rome, Italy; and Raoli Elisa, Università Cattolica del Sacro Cuore, Milan, Italy

BANKING & MONETARY ECONOMICS

Chair & Discussant: Paola Paiardini, *Sapienza University of Rome*, Italy

Room: G11 & [Zoom Room 5](#) (in-person)

The Role of Information in Shaping Inflation Expectations and Perceptions: A Survey Experiment

Ardash Kilejian, Central Bank of Armenia, Armenia and **Anahit Matinyan**, Central Bank of Armenia, Armenia

Visual vs. Textual Communication: Impact on Firms' Inflation Expectations and Central Bank Credibility

Miguel Martin Mello Costa, Central Bank of Uruguay, Uruguay

Dynamic Modelling of Shocks to Credit Spread Risk in Banking Book

Alper Kirik, Nottingham Trent University, U.K.; **Yaman Erzurumlu**, Illinois State University, U.S.A.; and Tunc Oygur, KPMG, Türkiye

The Impact of Bank Income Diversification on Stock Market Value: Evidence from Jordanian Commercial Banks

Wasfi Aref Al Salamat, The Hashemite University, Jordan

Strengthening Financial Resilience in a Transforming Banking Sector

Paola Paiardini, Sapienza University of Rome, Italy

COFFEE BREAK: 11:00-11:10

BEST PAPER AWARD CEREMONY: 11:10-11:20

Room: Aula Magna Regina & [Zoom Room 1](#) (in-person)

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

**EFFECTIVE STRATEGIES AND INSIGHTS INTO PUBLISHING IN SSCI JOURNALS:
11:20-12:00**

Room: Aula Magna Regina & [Zoom Room 1](#)

Speaker: Jonathan Batten, *RMIT University*, Australia

Chief Editor, Finance Research Letters (SSCI)

Senior Editor, Journal of International Financial Markets, Institutions and Money (SSCI)

Senior Editor, Emerging Markets Review (SSCI)

LUNCH BREAK: 12:10-13:00

DAY 1 - SESSION II: 13:00-15:00

GROWTH AND DEVELOPMENT II

Chair & Discussant: Walid Abdmoula, *Arab Planning Institute*, Kuwait

Room: Guarini Board Room & [Zoom Room 1](#) (in-person)

The Role of Digitalization in Economic Growth: Comparative Analysis of Selected Factors and Methods
Julia Domańska, Nicolaus Copernicus University in Torun, Poland

Exploring Sovereign Wealth Funds: A Focus on Development-Oriented Strategies

Husam Arman, Kuwait Institute for Scientific Research, Kuwait; Shaikha Al-Fulaij, Kuwait Institute for Scientific Research, Kuwait; Behbehani Mariam, Kuwait Institute for Scientific Research, Kuwait; and Bashayer Dashti, Kuwait Institute for Scientific Research, Kuwait

The Heterogeneity of Middle-Income Countries: How Different Are They?

Ana Lúcia Luís, ISG – Business & Economics School and CIGEST & ISEG - Lisbon School of Economics and Management, and CESA, Portugal

Left-Behind Areas in Capital Regions. Cohesion Policy-Based Responses

Daniela Luminita Constantin, Bucharest University of Economic Studies, Romania

Finance-Growth Nexus: New Evidence from Dynamic Threshold GMM

Walid Abdmoula, Arab Planning Institute, Kuwait

Testing Tourism Led Growth Hypothesis - Case of Ex-Yugoslavia Countries

Branislava Hristov Stancic, University of Belgrade, Serbia; **Aleksandra Anic**, University of Belgrade, Serbia; and Jelena Raskovic, University of Belgrade, Serbia

LABOR ECONOMICS II

Chair & Discussant: Sergio Scicchitano, *John Cabot University*, Rome, Italy

Room: GK11 & [Zoom Room 2](#) (in-person)

Educational Mismatch, Migration Patterns, and Firm Characteristics: Analyzing Returns to Education

Diana Binti Abdul Wahab, Universiti Malaya, Malaysia

Labour Productivity in the EU and Portugal: The Impact of Digitalization, Flexibility, and Sustainability

Tetiana Kornieieva, Centre for Management Research (CIGEST) - Instituto Superior de Gestão - Business & Economics School, Portugal

Original Results on the Relationship between Unemployment and Emissions of CO2: A Reconsideration of the Environmental Phillips Curve from the Statistical-Mathematical Point of View

Rosa Ferrentino, University of Salerno, Italy and Luca Vota, Institute for Studies on the Mediterranean of the National Research Council of Italy, Italy

The Role of Informal Networks in Finding Occupation among Natives, Migrants and Second Generations. A Generalized Propensity Score Approach

Marina De Angelis, INAPP, Italy; Sergio Scicchitano, John Cabot University, Rome, Italy; and Pierre Van Wolleghem, University of Bergen, Norway

New Answers to Old Questions: The Effects of the Minimum Wage Hike in Spain in 2019

Michael Christl, Universidad Loyola Andalucia, Spain; Andrea Cubells Enguidanos, European Commission, Belgium; and Filippo di Pietro, University of Sevilla, Spain

Working Conditions and Macroeconomic Factors: A New Measure of Job Insecurity. Time Series Evidence from the Euromed Area

Luca Vota, Institute for Studies on the Mediterranean of the National Research Council of Italy, Italy and Luisa Errichiello, Institute for Studies on the Mediterranean of the National Research Council of Italy, Italy

ENTREPRENEURSHIP II

Chair & Discussant: Alina Sorgner, John Cabot University, Rome, Italy

Room: GK12 & [Zoom Room 3](#) (in-person)

Interference in Children's Affairs - The Role of Self-Employed Parents

Stefan Roland Schneck, Institut für Mittelstandsforschung (IfM) Bonn, Germany

Bridging the Gap - Analysis of German Universities Support Concepts for Female Founders

Désirée Ladwig, Technical University Lübeck, Germany and Jennifer Marleen Wohler, Technical University Lübeck, Germany

Bridging Gender Gaps in Entrepreneurship: A Study of Female Students' Intentions through Education

Mohd Rashan Shah Robuan, Universiti Kebangsaan Malaysia, Malaysia

Do Tax Integration Matters for Entrepreneurship?

Jean Sepulveda Umanzor, Universidad del Desarrollo, Chile

Exploring Signaling Theory in Lending-Based Prosocial Crowdfunding Campaigns: How Narratives, Fundraising Models, and Borrower Numbers Influence Crowdfunding Success

Riccardo Maiolini, John Cabot University, Rome, Italy; Francesco Cappa, Roma Tre University, Rome, Italy; Dimitrija Kalanowski, University of Manchester, UK; and Giovanni Raimondo Quarantino, European Central Bank, Italy

Startups and Talents: How Access to University Talent Shapes the Startup Performance of European Cities

Zoltán Cséfalvay, Mathias Corvinus Collegium, Hungary and **Zalán Horlik**, Mathias Corvinus Collegium, Hungary

CORPORATE FINANCE II

Chair & Discussant: Mohammed Hossain, Gulf University for Science and Technology, Kuwait

Room: GK13 & [Zoom Room 4](#) (in-person)

Estimation of the Distortion Parameter in the Premium Implicitly Recharged. Application of the Central Limit Theorem and Makeham's First Law

Montserrat Hernandez Solis, UNED, Spain

The Impact of Managerial Ability on Firm Performance and Stock Price Crash Risk in Emerging Markets: Evidence from India

Monika Sharma, Indian Institute of Technology Kharagpur, India and Chandra Sekhar Mishra, Indian Institute of Technology Kharagpur, India

The Impact of Ownership Structure on Firm Performance: Evidence from South Africa

Delane Naidu, University of Witwatersrand, South Africa; Kerry-Ann McCullough, University of KwaZulu Natal, South Africa; and Faezah Peerbhai, University of Cape Town, South Africa

Liquidity Landscape: Factors Shaping Cash Holdings in Dynamic SMEs

Tarek Miloud, INSEEC Business School, France and Mathieu Cabrol, IREGÉ, Université Savoie Mont-Blanc, France

Impacts of Financial Openness on Financial Position on Firms

Nihal Bayraktar, Penn State University, U.S.A.

How Do Credit Constraints Affect Investment of Indian MSMEs and Exporting Firms?

Lilu Bhoi, Indian Institute of Technology Kharagpur, India

FDI AND SUSTAINABILITY

Chair & Discussant: Lena Malesevic Perovic, *University of Split*, Croatia

Room: G11 & [Zoom Room 5](#) (in-person)

Catching Up with the Rich: Foreign Investment, Bargaining Power, and Economic Convergence

Emin Gahramanov, American University of Sharjah, U.A.E.; Ching-jen Sun, Deakin University, Australia; Xueli Tang, Deakin University, Australia; and Xing Xu, Shanghai Institute of Technology, China

Mapping Indirect FDI and Its Global Rent Appropriation

Sangjun Jeong, Mokpo National University, South Korea

Home-Country Responsibility: Foreign Direct Investors in Less and Least Developed Countries

Johannes Florian Stephan, TU Bergakademie Freiberg, Germany

The Impact of Economic Disasters on Multidimensional Sustainability: Evidence from Cross-Country Data

Lena Malesevic Perovic, Faculty of Economics, Business and Tourism Split, University of Split, Croatia

Digital Governance for Corruption Mitigation: A Cross-Country Perspective

Sandeep Kumar, Indian Institute of Technology Kharagpur, India; Nirupam Mukhopadhyay, IIT Kharagpur, India; and Narayan Chandra Nayak, Indian Institute of Technology Kharagpur, India

Assessing and Forecasting the Growth of the Wellness Economy Market

Daiva Labanauskaite, Klaipeda University, Lithuania and **Lina Nosevič**, Klaipeda University, Lithuania

COFFEE BREAK: 15:00-15:10

KEYNOTE SESSION: 15:10-16:00
AI and Its Labor Market Implications

Room: Aula Magna Regina & [Zoom Room 1](#) (in-person)

Moderator: Valeria Costantini, *Roma Tre University*, Italy

Speakers:

Giovanni Dosi, *Scuola Superiore Sant'Anna*, Italy

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

DAY 1 - SESSION III: 16:00-18:00**ORGANIZED SESSION: ADAPTING TO CHANGE: AI, SUSTAINABILITY, AND ECONOMIC
DECISION-MAKING ACROSS INDUSTRIES**

Chair & Discussant: Zuzana Tučková, *Tomas Bata University in Zlín, Czech Republic*

Room: Guarini Board Room & [Zoom Room 1](#) (in-person)

AI and the Destruction of the Labor Market: Industry Adaptation and Economic Implications

Martin Mikeska, *Tomas Bata University in Zlín, Czech Republic*

The Role of Dynamic Perception of Sustainability in Driving Circular Principles in Hotels

Zuzana Vaculčíková, *Tomas Bata University in Zlín, Czech Republic*

The Relationship between Costs and Healthcare Quality: An Analysis of Hospital Employees' Perspectives

Sarka Papadaki, *Tomas Bata University in Zlín, Czech Republic*

Budgetary Decision-Making: Challenges and Opportunities at the Local Level

Daniel Melicharek, *Tomas Bata University in Zlín, Czech Republic*

Who Joins and Who Avoids? Generation Z's Perception of Coworking Spaces

Lenka Smékalová, *Tomas Bata University in Zlín, Czech Republic*

ECONOMICS OF INNOVATION I

Chair & Discussant: Stefan Roland Schneck, *Institut für Mittelstandsforschung (IfM) Bonn, Germany*

Room: GK11 & [Zoom Room 2](#) (in-person)

Global Value Chains and Industrial Innovation in Europe

Petros Dimas, *National Technical University of Athens, Greece*; **Dimitrios Stamopoulos**, *National Technical University of Athens, Greece*; **Alexandra Kontolaimou**, *Centre of Planning and Economic Research (KEPE), Greece*; **Panagiotis Panagiotopoulos**, *National Technical University of Athens, Greece*; and **Aimilia Protogerou**, *National Technical University of Athens, Greece*

The Robotics Revolution in the Automotive Industry: Growth, Global Trends, Key Factors and Future Challenges

György Szabolcs Papp, *Mathias Corvinus Collegium, Hungary*

Innovative Approaches to Algae Resource Utilization in Latvia: Economic Potential and Challenges

Gunta Grinberga-Zalite, *Latvia University of Life Sciences and Technologies, Latvia*

Power Law Distribution in Europe: Which Scaleup Cities Dominate, and Which Struggle to Grow in Europe?

Szabolcs Dudás, *Centre for Next Technological Futures, Mathias Corvinus Collegium, Hungary*

Blockchain, Trust, and Organizations: Implications for Economic Coordination

Angelo Murano, *University of Salerno, Italy*

Assessing the Impact of Political Regimes on Innovation in Communist Economies: Case Studies of China and Vietnam

Thi-Ly Nguyen, *Corvinus University of Budapest, Hungary* and **Norbert Szijarto**, *Corvinus University of Budapest, Hungary*

EDUCATION AND HUMAN RESOURCES MANAGEMENT

Chair & Discussant: Rose Sebastianelli, *University of Scranton*, U.S.A.

Room: GK12 & [Zoom Room 3](#) (in-person)

Assessment of Quality and Efficiency in Higher Education System. Empirical Study for the EU Countries
Ioana Alexandra Ralea, Doctoral School of Economics and Business Administration, Alexandru Ioan Cuza University of Iași, Romania; and Carmen Pintilescu, Alexandru Ioan Cuza University of Iasi, Romania

Future Competencies as a Key Direction of Action in the Context of the Global Pursuit of Sustainable Development on the Example of Selected Countries of Central and Eastern Europe

Anna Drab-Kurowska, University of Szczecin, Poland and Agnieszka Budziewicz-Guźlecka, University of Szczecin, Poland

Exploring Dimension of Six Sigma in Higher Education: Critical Success Factor of Productivity and Competitiveness

Fitty Valdi Arie, Debrecen University, Hungary

Out of Office: A Diary Study on How Remote Work Shapes Well-being through Psychological Needs

Tobias Greitemeyer, University of Innsbruck, Austria

Green Advantage: Leveraging Sustainability in Higher Education Institution Branding

Helen O'Sullivan, Bournemouth University, U.K.

How Can Employees Overcome Frustration and a Perception of an Unfulfilled Psychological Contract? Examining the Moderating Role of a Climate of Empowerment

Hanan AlMazrouei, United Arab Emirates University, U.A.E.

EMPIRICAL STUDIES IN ECONOMICS AND FINANCE I

Chair & Discussant: Yaman Erzurumlu, *Illinois State University*, U.S.A.

Room: GK13 & [Zoom Room 4](#) (in-person)

The Tone of Risk-Related Analyst Questions and Credit Default Swaps

Yahya Yilmaz, University of Münster, Germany

How Macroeconomic Indicators Drive Credit Default Swap Dynamics in the Eurozone: Insights from Panel ARDL Analysis

Utku Altunöz, Sinop University, Türkiye

The Impact of Venture Capital on the Post-IPO Performance of Firms in India

Bhuyashi Talukdar, Indian Institute of Technology (IIT) Kharagpur, India and Rudra Prakash Pradhan, Indian Institute of Technology (IIT) Kharagpur, India

Analysis of the Interaction of Monetary and Macro-Prudential Policies: An Empirical View in the Case of the Western Balkan Countries

Gerti Shijaku, Bank of Albania, Albania; Altin Tanku, Bank of Albania, Albania; and Gerti Shijaku, Bank of Albania, Albania

Which Nexus between Prices, Export and Productivity? An SVAR Analysis for Euro Area Countries

Sascha Keil, Chemnitz University of Technology, Germany and **Walter Paternesi Meloni**, Sapienza University of Rome and John Cabot University, Italy

Energy Prices and Inflation Forecasts in OPEC Economies: New Evidence from Feasible Quasi Generalized Least Squares

Ismail Olaleke Fasanya, University of the Witwatersrand, Johannesburg, South Africa

CORPORATE GOVERNANCE

Chair & Discussant: Magnanelli Barbara Sveva, *John Cabot University*, Rome, Italy

Room: G11 & [Zoom Room 5](#) (in-person)

Social Activism's Impact on Organizational Policy Changes: The Case of the Black Lives Matter Campaign in the Context of Social Justice

Mohammed Hossain, Gulf University for Science and Technology, Kuwait

Corporate Governance Mechanisms and Corporate Investment Inefficiency: A Multi-Country Perspective

Jawahar Kumar, IIT Kharagpur, India

French Universities in the Light of Responsible Digital Transformation

Souhir Khemir, Haute-Alsace University – Crego, Mulhouse, France and Sophie Wodociag, Haute-Alsace University – Crego, Mulhouse, France

Family Business, ESG, and Firm age in the GCC Corporations: Building on the Socioemotional Wealth (SEW) Model

Khalil Nimer, Gulf University for Science and Technology, Kuwait; Naser Abu Ghazaleh, Gulf University for Science and Technology, Kuwait; Yasean Tahat, Gulf University for Science and Technology, Kuwait; and Mohammed Hussain, Gulf University for Science and Technology, Kuwait

WELCOME COCKTAIL: 18:00-18:45

SATURDAY, APRIL 12 (DAY 2)**DAY 2 - SESSION I: 09:00-11:00****ACCOUNTING/AUDIT AND CORPORATE GOVERNANCE**

Chair & Discussant: Tarek Miloud, *INSEEC Business School, France*

Room: Guarini Board Room & [Zoom Room 1](#) (in-person)

How Does a Government Change Influence Earnings Management Practices? Evidence from NonListed Companies in Colombia

Tahani Ali Hakami, Jazan University, Saudi Arabia

How Does a Government Change Influence Earnings Management Practices? Evidence from Non-Listed Companies in Colombia

Mateo Toro, Universidad de Antioquia, Colombia; Lina Mari Muñoz, Univeridad de Antioquia, Colombia; and Carlos Eduardo Castaño, Universidad de Antioquia, Colombia

Using Customer-Based Inventory Turnover as a Sustainability Tool: A Garment Producer Case

Çağla Demir Pali, Yeditepe University, Türkiye

Digital-Related Capabilities, Performance Measurement Systems and Organizational Performance: Evidence from China

Ruzita Jusoh, Universiti Malaya, Malaysia

Stakeholder Management Practices in Sustainability Activities of Banks in Turkiye: Differences and Strategies

Ozan Ozdemir, Suleyman Demirel University, Türkiye

Regulatory Reporting Risk for Banks: Mitigation through Digital and Governance Solutions

Edward Bace, Middlesex University, U.K.

BEHAVIORAL FINANCE

Chair & Discussant: Annarita Colasante, *Unitelma Sapienza, Italy*

Room: GK11 & [Zoom Room 2](#) (in-person)

A Multi-Metric Approach to Market Efficiency: Evidence from 100 U.S. Stocks

Handro Ovidiu Paul, West University of Timisoara, Romania

The Impact of News Agency Narratives on European Stock Indices

Joanna Michalak, Nicolaus Copernicus University in Torun, Poland

Cognitive Dissonance and Information Avoidance in Sustainable Investing

Eleonora Staffieri, Unitelma Sapienza, Italy; **Annarita Colasante**, Unitelma Sapienza, Italy; and Piergiuseppe Morone, Unitelma Sapienza, Italy

COVID-19 as a Financial Opportunity for the Millennials

Sharon Garyn-Tal, Yezreel Valley College, Israel

Is Generation Z More Willing than the Silver Generation to Share Information online with Insurers in Dynamic Life Insurance Underwriting? – Case of Poland

Ilona Kwiecień, Wrocław University of Economics and Business, Poland; Anna Jędrzychowska, Wrocław University of Economics and Business, Poland; and Michał Popielas, Wrocław University of Economics and Business, Poland

POLITICAL ECONOMY AND PUBLIC ECONOMICS

Chair & Discussant: Mohammad Arzaghi, American University of Sharjah, U.A.E.

Room: GK12 & [Zoom Room 3](#) (in-person)

Political-Economic Ideological Roots of Moral Disengagement and Eroding Civic Solidarity in the European Refugee Crisis

Severin Hornung, University of Innsbruck, Austria; Christine Unterrainer, University of Innsbruck, Austria; and Thomas Höge, University of Innsbruck, Austria

The Economic Impact of Industrial Policy on the Global Semiconductor Supply Chain: An Event Study of the CHIPS and Science Act Passing Through the U.S. House of Representatives

Marcell Kovács, Mathias Corvinus Collegium, Hungary

Revisiting Public Investment Multipliers: Nonlinear Effects of the Business Cycle, Fiscal Space, Capital Stock and Efficiency

Amat Adarov, World Bank, U.S.A.; Benedict Clements, Universidad de Las Américas, Ecuador; and **João Jalles**, University of Lisbon, Portugal

Healthcare Financing Gap for Older People in European Countries

Patrycja Kowalczyk-Rólczyńska, Wrocław University of Economics and Business, Poland and Marta Borda, Wrocław University of Economics and Business, Poland

The Impact of an Aging Population on the Finances of Lithuanian Municipalities

Vilma Kazlauskienė, Vytautas Magnus University, Lithuania and **Dalia Rudyte**, Vytautas Magnus University, Lithuania

Navigating the Role of Geopolitical Risks on Sustainable Development in MENA Countries: A Panel Data Analysis Under Novel Load Capacity Curve Framework

Gizem Uzuner, New Uzbekistan University, Uzbekistan

MANAGEMENT AND MARKETING

Chair & Discussant: Zoltán Cséfalvay, Mathias Corvinus Collegium, Hungary

Room: GK13 & [Zoom Room 4](#) (in-person)

Digital Literacy and Consumer Engagement with Sustainable Products

Michal Kubovics, FMK UCM Trnava, Slovakia

Same Price as In-Store: Pricing Disclosure on Delivery Platforms

Samir Mamadehussene, University of Texas at Dallas, U.S.A. and Ehsan Saremi, University of Texas at Dallas, U.S.A.

From Intentions to Actions: Unraveling the Psychological and Behavioral Factors behind Households' Food Waste in Malaysia

Ah Suat Lee, Universiti Tunku Abdul Rahman, Malaysia; Nurul Afidah Mohamad Yusof, Universiti Tunku Abdul Rahman, Malaysia; Saw Chin Khor, Universiti Tunku Abdul Rahman, Malaysia; Yen Hong Ng, Universiti Tunku Abdul Rahman, Malaysia; Suet Ling Ching, Universiti Tunku Abdul Rahman, Malaysia; and **Lin Sea Lau**, Universiti Tunku Abdul Rahman, Malaysia

Developing a Framework for Enhancing Organizational Performance through Soft Power Strategies

Tariq ALshikhy, Bournemouth University, U.K.; H. O'Sullivan, Bournemouth University, U.K.; M. Polkinghorne, Bournemouth University, U.K.; and E. Gennings, Bournemouth University, U.K.

Climate Change Policies and Local Strategies of Antalya and Isparta

Ahmet Özasan, Süleyman Demirel University, Türkiye; Hüseyin Gül, Süleyman Demirel University, Türkiye; and Songül Sallan Gül, Süleyman Demirel University, Türkiye

Addressing the Trade-Off between Practicality and Rigor in Managerial and Academic Research in Management

Anna Fiorentino, John Cabot University, Rome, Italy

COFFEE BREAK: 11:00-11:10**DAY 2 - SESSION II: 11:10-13:10****INTERNATIONAL TRADE I**

Chair & Discussant: Johannes Florian Stephan, *TU Bergakademie Freiberg*, Germany

Room: Guarini Board Room & [Zoom Room 1](#) (in-person)

Action and Reaction in the United States–China Trade War: An Analysis of Impulse Response
Osvaldo Becerril, Autonomous University of Mexico State, Mexico; Gabriela Munguía Vázquez, Autonomous University of Mexico State, Mexico; and **Justyna Wieloch**, University of Lodz, Poland

Developing the Philippine Supply Pressure Index
Justin Jerome Geraldez Valle, Bangko Sentral ng Pilipinas, Philippines

The Impact of Sanctions on Global Trade and Inflation
Paulina Kašėtienė, Kaunas University of Technology, Lithuania

What Drives Participation and Positioning in Global Value Chains in the EU?
Petros Dimas, National Technical University of Athens, Greece; **Dimitrios Stamopoulos**, National Technical University of Athens, Greece; Alexandra Kontolaimou, Centre of Planning and Economic Research (KEPE), Greece; Panagiotis Panagiotopoulos, National Technical University of Athens, Greece; and Aimilia Protogerou, National Technical University of Athens, Greece

Geopolitics and Trade in the Euro Area and the United States: De-Risking Of Import Supplies?
Ivelina Ilkova, European Central Bank, Germany; Laura Lebastard, European Central Bank, Germany; **Roberta Serafini**, John Cabot University and European Central Bank, Italy

MANAGEMENT I

Chair & Discussant: Ruzita Jusoh, *Universiti Malaya*, Malaysia

Room: GK11 & [Zoom Room 2](#) (in-person)

The Strategic Role of It in Digital Transformation
Melita Draganić, Faculty of Organization and Informatics, Croatia

Innovation in Logistics Services of Bulgarian Logistics Service Providers (3PL, 4PL) - Selected Results of a Delphi Study
Iwona Wasielewska-Marszałkowska, Nicolaus Copernicus University in Torun, Poland

Between Value Creation and Margin Erosion: AI as a Threat to Professional Service Firms' Business Models
Christian Johannes Pfaff, Catholic University of Eichstätt-Ingolstadt, Germany and Max Overbeck, Catholic University of Eichstätt Ingolstadt, Germany

Global Workspace Leadership: A Model of Guided Sensemaking and Organizational Effectiveness
Alessandro D'Amico, Università degli Studi di Bergamo, Italy and Alessandro Danovi, University of Bergamo, Italy

Effects of Ergonomic Improvements in the Production System. A Case Study
Cristina Veres, G.E.Palade UMPHST of Targu Mures, Romania

Producing AI Innovation and Its Value Implications
Ali Ahmadi, Schulich School of Business, York University, Canada; **Ambrus Kecskes**, Schulich School of Business, York University, Canada; Roni Michaely, University of Hong Kong Faculty of Business and Economics & and ECGI, Hong Kong; and Phuong-Anh Nguyen, School of Administrative Studies, York University, Canada

INVESTMENT I

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

Room: GK12 & [Zoom Room 3](#) (in-person)

The More, the Better? Local versus Global Data in Stock Return Prediction

Nusret Cakici, Fordham University, USA and **Adam Zaremba**, Montpellier Business School & Poznan University of Economics and Business, France

ESG Scores and Value Chain Engagement on Climate Change

Rose Sebastianelli, University of Scranton, U.S.A. and Nabil Tamimi, University of Scranton, U.S.A.

Cryptocurrencies: Unveiling the Seductive Realm of Private Digital Currencies

Gustavo Iamin, University of Lisbon/ISEG, Portugal; Pedro Rino Vieira, University of Lisbon/ISEG, Portugal; and Nuno Fernandes Crespo, University of Lisbon/ISEG, Portugal

The Impacts of Monetary Policy Uncertainty and Geopolitical Risk on the Returns of Gold and Stock Market in Türkiye?

Bilge Canbaloglu, Ankara Yıldırım Beyazıt University, Türkiye

ETFs, Term Structure of Interest Rates and Dynamic Asset Allocation: Some Indications from Capital Market Trends of the Past Two Decades

Alessandro R. Antonelli, John Cabot University, Rome, Italy and Alessandro G. Caporale, UK

Do Economic Indicators Affect Industry Returns in Kosovo? An Empirical Investigation

Mahdy F. Elhusseiny, California State University, Bakersfield, U.S.A.; Artor Nuhiu, University of Prishtina, Kosovo; and Mariam Alyammahi, University of Fujairah, U.A.E.

TOURISM AND MARKETING

Chair & Discussant: Subrahmanian Muthuraman, *Arab Open University*, Oman

Room: GK13 & [Zoom Room 4](#) (in-person)

Which Economic Promotion is More Effective in Mobile Applications?

Álvaro Garrido-Morgado, Universidad de Salamanca, Spain and Georgina Gonzales-Baspineiro, Universidad de Salamanca, Spain

Examining the Significance of Smart Applications in Oman's Tourism Sector – Moving Forward towards Oman Vision 2040

Subrahmanian Muthuraman, Arab Open University, Oman

Profiling Eudaimonic Tourism Experience Seekers

Daniela Soldić Frleta, Faculty of Tourism and Hospitality Management, University of Rijeka, Croatia; Jelena Đurkin Badurina, Faculty of Tourism and Hospitality Management, University of Rijeka, Croatia; and Claudia Melis, Liverpool John Moores University, U.K.

The Use of the Discourse of "Goodness" in the Sustainability Communication of Brands

Sefika Ozdemir, Suleyman Demirel University, Türkiye

Adopting Generative Artificial Intelligence for Customer Engagement Marketing: Insights from a Pilot Study in Hospitality and Tourism

Katarzyna Żyminkowska, University of Bielsko Biala, Poland and Edyta Zachurzok-Srebrny, University of Bielsko-Biala, Poland

Embracing Consumer Minimalism: The Path to Sustainable Consumer Behavior among Adolescents

Marija Ježović, The Institute of Economics, Zagreb, Croatia and Andrea Lučić, Faculty of Economics and Business, University of Zagreb, Croatia

EMPIRICAL STUDIES IN ECONOMICS AND FINANCE II**Chair & Discussant:** Selen Andic, *Middle East Technical University, Türkiye***Room:** G11 & [Zoom Room 5](#) (in-person)*What Determines Apartment Rents in Dubai: Microdata Analysis***Mohammad Arzaghi**, American University of Sharjah, U.A.E. and Khusrav Gaibulloev, American University of Sharjah, U.A.E.*Impact of U.S. Insurance Policy Reform on Healthcare Business and Entrepreneurship: The Case of Autism Spectrum Disorder (ASD) in Mental Health Industry***Iris Xiaohong Quan**, San Jose State University, U.S.A.; Sharon Qi, San Jose State University, U.S.A.; and Kelly Tianqin Shi, San Jose State University, U.S.A.*Network Analysis of International Electricity Trade as a CBAM-Regulated Product***Behzat Ecem Koc**, Samsun University, Türkiye and Selahattin Kaynak, Samsun University, Türkiye*Enhancing Energy Efficiency in the Residential Sector*Alesia Gerassimenko, Vrije Universiteit Brussel, Belgium; **Lieven De Moor**, Vrije Universiteit Brussel, Belgium; and Laurens Defau, Johannes Kepler Universität Linz, Germany*Energizing the EU: Mapping the Rise of Energy Scaleups in European Cities***David Tibor Nagy**, Mathias Corvinus Collegium, Hungary*Advancing Sustainability in the Textile Industry: Developing a Shared KPI Framework for Digital Integration and Collaborative Impact***Maria Elena Nenni**, John Cabot University, Rome, Italy; Serena Strazzullo, University of Napoli Federico II, Italy; Lucia Acampora, University of Napoli Federico II, Italy; Livio Cricelli, University of Napoli Federico II, Italy; and Antonella Petrillo, University of Napoli Parthenope, Italy**LUNCH: 13:10-14:00****DAY 2 - SESSION III: 14:00-16:00****CORPORATE GOVERNANCE & ESG****Chair:** Daniele Monteforte**Discussant:** Conrado Diego Garcia-Gomez, *University of Valladolid, Spain***Room:** [Zoom Room 1](#)*Linking Audit Mechanisms to National Environmental Outcomes: An ESG Perspective on the EU's Ecological Footprint***Beyza Gürel**, Izmir University of Economics, Türkiye*The Impact of Corporate Social Responsibility on CEO Compensation: The Moderating Role of Family Status***Daniele Monteforte**, University of Calabria, Italy; Santo Monaco, University of Calabria, Italy; and Fabiana Reda, Italy*Audit Committee and Earnings Management: Evidence from Morocco*Mohammed Ibrahimi, Hassan II University of Casablanca, Morocco; **Aymane Chemmaa**, ENCG Casa, Morocco; and Mohammed Amine, Hassan II University of Casablanca, Morocco*The Effects of Activist Board Representation on Targets' Performance in Japan***Fumiko Takeda**, Keio University, Japan*How to Incentivize CEOs to Boost Payouts? The Role of Inside Debt***Artem Anilov**, National Research University Higher School of Economics, Russia and Irina Ivashkovskaya, National Research University Higher School of Economics, Russia

ESG Scores and Gender Diversity on the Board of Directors: Is There a Limit?

Daniel Amo, King Juan Carlos University, Spain

ENTREPRENEURSHIP & SMEs

Chair: Anastassia Zannoni

Discussant: Ouidad Yousfi, Montpellier University, France

Room: [Zoom Room 2](#)

Decoding Venture Choices: The Impact of Opportunity Framing and Entrepreneur's Personality Traits

Ramesh R. Menon, Christ University, India

Leadership Emergence in Research-Based Spin-Offs

Antonella Monda, Tor Vergata University of Rome, Italy and **Anastassia Zannoni**, University of Rome Tor Vergata, Italy

Commercialisation Competences of Nascent Entrepreneurs

Marzena Walasik, Łukasiewicz – Institute for Sustainable Technologies, Poland

AI-Enabled Accounting for SMEs: Innovations, Challenges, and Future Prospects

Binbin Cui, Carleton University, Canada

How Data Asset Accounting Enhances Inclusive Finance: An Evolutionary Analysis Using Signaling Game Models

Yuhao Cheng, Guangzhou College of Technology and Business, China and **Zheng Nan**, International Christian University, Japan

Exploring Barriers to Circular Economy adoption in Manufacturing Sector in a Developing Country Context

Irena Nikolovska, University of Doha for Science and Technology, Doha, Qatar; Ljupcho Efremov, American University of the Middle East, Kuwait; and Leonid Nakov, Ss Cyril and Methodius, Republic of North Macedonia

GROWTH AND DEVELOPMENT III

Chair: Chu-Ping Lo

Discussant: Charbel Bassil, Qatar University, Qatar

Room: [Zoom Room 3](#)

The European Recovery and Resilience Facility: Between Financing Methods and Impact at European Level

Victor Negrescu, National University of Political Studies and Public Administration, Romania

Industrialization and Deindustrialization in the Global Economy

Chu-Ping Lo, National Taiwan University, Taiwan

Sustainable Network Threat Analysis: Empowering Organizations with Advanced Cybersecurity Solutions

Rachel John Robinson, IU Hochschule, Germany

The Role of Financial Development Features Assessed Through the Lens of an Ant Colony Optimization Approach

Elena-Alexandra Sinoi, West University of Timisoara, Romania; Bogdan Dima, West University of Timisoara, Romania; and Roxana Ioan, West University of Timisoara, Romania

How Do Severe Rainfall Shocks Affect Rural Indebtedness in India?

Partho Sen, Azim Premji University, India

Financial Renaissance amidst Warfare: Establishing an Economic Foundation for Recovery
 Zoriana Lutsyshyn, Kyiv National Economic University named after Vadym Hetman, Ukraine; **Olena Katrych**, Kyiv National Economic University named after Vadym Hetman, Ukraine; Valeriia Khlopchyk, TU Dresden, Germany; and Nina Yuzhanina, Kyiv National Economic University named after Vadym Hetman, Ukraine

MANAGEMENT II

Chair: Chiara Barchielli

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

Room: [Zoom Room 4](#)

The Role of Innovation Strategies in Achieving Competitive Advantage: The Case Study of Corning Inc.
Roland Schmuck, University of Pécs, Hungary and Mariann Benke, University of Pécs, Hungary

When and How Organizational Wrongdoing Proliferates among Mindful Actors
Kenji Matsuo, Osaka Metropolitan University, Japan

Capturing Organizational and Strategic Phenomena Using Computer-aided Text Analysis: Towards a Typology of Measure Development Approaches
Dmitry Kabanov, HSE University, Russia and Mikhail Komarov, HSE University, Russia

The Roles of Organizational Culture, Organizational Structure, and Leadership Support towards Glass Ceiling Effect on Women Career Advancement
Intan Suryadi, Swiss German University, Indonesia and Soebowo Musa, Swiss German University, Indonesia

The Role of AI Adoption in Employee Innovative Practices: The Mediating Influence of Employee Engagement and the Moderating Role of Digital Readiness
Susan Zeidan, Zayed University, U.A.E. and Amna Darwish Alblooshi, Zayed University, U.A.E.

Factors Influencing Technological Opportunism and Its Impacts on Innovation Performance in Manufacturing Supply Chain
Thoa Xuan Thi Pham, Faculty of Business, FPT University, Hanoi, Vietnam; Nguyen Ngoc Anh, Faculty of Economics and Management, International School, Vietnam National University Hanoi, Hanoi, Vietnam; Nguyen Thu Hien, Faculty of Business, FPT University, Hanoi, Vietnam; Trinh Thi Khanh Linh, Faculty of Business, FPT University, Hanoi, Vietnam; Tran Huyen Anh, Faculty of Business, FPT University, Hanoi, Vietnam; Pham Minh Ngoc, Faculty of Business, FPT University, Hanoi, Vietnam; and Nguyen Thanh Mai, Faculty of Business, FPT University, Hanoi, Vietnam

MACROECONOMIC POLICY AND PUBLIC ECONOMICS

Chair: Mihails Hazans

Discussant: Nihal Bayraktar, Penn State University, U.S.A.

Room: [Zoom Room 5](#)

Inflation and Pandemic in Spain
Leonardo Tariffi, Pompeu Fabra University, Spain

A Brief Monetary Policy Analysis to Determine the Effect on Türkiye's EU Accession through a New Keynesian Lens
M. Hakan Keskin, Istanbul Kent University, Türkiye; Adnan Güzel, University of Turkish Aeronautical Association, Türkiye; and Ercan Kaya, Association for Research and Diplomacy, Türkiye

Intra-European Remittances, Naturalization, and the Childcare Costs
 Luca Alferi, University of Tartu, Estonia and **Mihails Hazans**, University of Latvia and BICEPS, Latvia

The Financial Crisis of Local Authorities in Italy: Causes and Implications
 Eveny Ciurleo, Università della Calabria, Italy; Ubaldo Comite, Università telematica Giustino Fortunato, Italy; Alba Maria Gallo, Università telematica Giustino Fortunato, Italy; and **Maria Carmela Serluca**, Università Giustino Fortunato, Italy

Sensitivity of Fluctuations in National Finance for Business Cycle

Donghun Yoon, South Korea

Investigating Tax Evasion Emergence Using Dual Large Language Model and Deep Reinforcement Learning Powered Agent-Based Simulation

Labib Shami, Western Galilee College, Israel and Teddy Lazebnik, Ariel University, Israel

SUNDAY, APRIL 13 (DAY 3)**DAY 3 - SESSION I: 09:00-11:00****APPLIED FINANCE****Chair:** Mehmet Hüseyin Bilgin**Room:** [Zoom Room 1](#)*The Paradox of Bias: How the Adoption of AI Tools in Decision-Making Reinforces Biases among Investors***Sougata Banerjee**, Indian Institute of Management, Ranchi, India*Rumors in Financial Markets***Fan Chen**, Pacific University, U.S.A.; Scott C. Linn, University of Oklahoma, U.S.A.; and Lawrence A. Berger, New School for Social Research, U.S.A.*Automation Cost Flexibility and Firm Value*Baris Ince, University College Dublin, Ireland and **Cansu Iskenderoglu**, Ozyegin University, Türkiye*Dual Performance of Corporate Social Responsibility under the Principal-Agent Problem***Fan Chen**, Pacific University, U.S.A.; Yangshu Liu, School of Management, Xiamen University, China; and Wei Wu, California State Polytechnic University, Pomona, U.S.A.*Stock Lead Lag Time within and between Sectors***Bing Anderson**, California Polytechnic State University, U.S.A. and Cyrus Ramezani, California Polytechnic State University, U.S.A.*Constrained Borrowing and Living Standard: Optimal Consumption/Savings and Investment Policies*Chanwool Kim, University of Chicago, U.S.A.; **Seyoung Park**, University of Nottingham, U.K.; and Yong Hyun Shin, Sookmyung Women's University, South Korea**ECONOMICS OF INNOVATION II****Chair:** Roland Schmuck**Discussant:** Emanuele Giovannetti. *Anglia Ruskin University*, U.K.**Room:** [Zoom Room 2](#)*Environmental Sustainability and Waste Management: The Impact of Education and Innovation within Italian Regions*Luca Esposito, University of Foggia, Italy and **Anna Parziale**, University of Salerno, Italy*The Role of Digital Leadership, Digital Capabilities, and Digital Innovation towards Digital Ecosystems and Digital Transformation in Indonesian SOE'S***Andi Sofia Karina**, Swiss German University, Indonesia and Soebowo Musa, Swiss German University, Indonesia*Analysis of the Creation of a Venture Capital Fund in Healthtech According to the Actor-Network Theory*
Sandra Montchaud, Sciences Po Aix, France and **Roland Rizoulières**, INSERM and Sciences Po Aix, France*The Role of Innovation in Finding Balance: Economic Growth and Sustainability***Márk Gyula Tóth**, Budapest University of Technology and Economics, Hungary and Elvira Dr. Böcskei, Budapest University of Technology and Economics, Hungary*Social Innovation in the Context of the V4 Countries – An Assessment of Need-Based Well-Being***Gabriella Metszósy**, University of Miskolc, Hungary

INTERNATIONAL TRADE II

Chair: Manuel Verdú Henares

Discussant: Gulin Vardar, *Izmir University of Economics*, Turkey

Room: [Zoom Room 3](#)

On the Relationship between ESG and Opportunities of Arbitrage in Rights Offerings

Manuel Verdú Henares, University of Valencia, Spain; Oscar Carchano, University of Valencia, Spain; and Sergio Belza, Deusto University, Spain

India-Middle East-Europe Economic Corridor: A New Eurasian Connectivity

Andrea Perrone, Link Campus University, Italy

Ricardo's Four Magic Numbers: Magic or Illusion?

Gianluca Piero Maria Virgilio, Universidad Católica Sedes Sapientiae, Peru and Jhanely Marlit Dávila Rivera, Universidad Católica Sedes Sapientiae, Peru

Exploring the Effects of the IUU Yellow Card on Vietnam's Seafood Trade with the EU

Nguyen Quoc Viet, Vietnam Institute for Economic and Policy Research (VEPR), VNU Hanoi, Vietnam; Do Thi Hong Tham, Academy of Policy and Development, Vietnam; Nguyen Thi Thoan, Vietnam Institute for Economic and Policy Research (VEPR), VNU Hanoi, Vietnam; Hoang Thi Hang, Vietnam Institute for Economic and Policy Research (VEPR), VNU Hanoi, Vietnam; Hoang Yen Binh, Vietnam Institute for Economic and Policy Research (VEPR), VNU Hanoi, Vietnam; and Nguyen Thi Hong Tram, Vietnam Institute for Economic and Policy Research (VEPR), VNU Hanoi, Vietnam

Economic Study of Saudi Demand for Potatoes Using the Almost Ideal Demand System (AIDS)

Yosef Alamri, King Saud University, Saudi Arabia; **Abdullah Aldakhil**, King Abdulaziz City for Science and Technology, Saudi Arabia; Jawad Alhashim, King Saud University, Saudi Arabia; Alaa Kotb, King Saud University, Saudi Arabia; Khaled Alkhorayef, Saudi Arabia; and Khalid Alkhamis, King Saud University, Saudi Arabia

Ricardo's Theory of Comparative Advantage Revisited

Gianluca Piero Maria Virgilio, Universidad Católica Sedes Sapientiae, Peru and Jhanely Marlit Dávila Rivera, Universidad Católica Sedes Sapientiae, Peru

LABOR ECONOMICS AND EDUCATION

Chair: Akiko Sakanishi

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

Room: [Zoom Room 4](#)

Who Lives Closer to Work? Employment and Household Factors in Residential Location Choices

Akiko Sakanishi, Ritsumeikan University, Japan

The Impact of Agricultural Income Shocks on Child Labour

Danilo Cavapozzi, Ca' Foscari University of Venice, Italy; **Enrico Fornasiero**, Parthenope University of Naples, Italy; and Teresa Randazzo, Parthenope University of Naples, Italy

Rethinking Higher Education in Türkiye: Skill Mismatches, Wage Disparities, and Policy Implications

Ozlem Inanc, Isik University, Türkiye

Inequalities in Access to Higher Education: Empirical Evidence from India

Pratheeksha Gopinath, BITS Pilani, Hyderabad Campus, India; Rishi Kumar, BITS Pilani, Hyderabad Campus, India; and Sudatta Banerjee, BITS Pilani, Hyderabad Campus, India

Assessment of Creativity in Technical Vocational Subjects: A Comparative Study of Tools Used in Different Educational Systems

Miroslav Reiter, DTI University, Slovakia

Flexible Working Arrangements and Employment Sustainability For Women in the Healthcare Sector
Naglaa Fathy El Dessouky, University of Bahrain, Bahrain and Manar Zaki Albaharinah, University of Bahrain, Bahrain

FOREIGN INVESTMENT, DEVELOPMENT, AND FINANCIAL INCLUSION

Chair: Konrad Sobanski

Discussant: Ata Assaf, *University of Balamand*, Lebanon

Room: [Zoom Room 5](#)

Shadows of the Past: How Colonial Legacies Shape MENA's Outbound FDI Activity

Mohammed Amine, Hassan II University of Casablanca, Morocco; Mohammed Ibrahim, Hassan II University of Casablanca, Morocco; and Abdulkader Aljandali, University of Gloucestershire, U.K.

Catalyzing the Carbon Emission: The Interplay of Innovation and Foreign Investment in Asia-Pacific Economies

Thy Bao Le, Ton Duc Thang University, Vietnam; Phú Gia Cao, Ton Duc Thang University, Vietnam; and Tuấn Anh Đào, Ton Duc Thang University, Vietnam

Common Correlated Effects Estimation of the Relationship between Income Inequality and Foreign Direct Investment: A Case Study of Tax Havens in Europe

Ozge Onkan, Sinop University, Türkiye and **Yagmur Saglam**, Sinop University, Türkiye

Lending in the Age of Cyber Threats: How do Lenders Price Loans?

Zheyu Qi, University of South Carolina, U.S.A.

Bank Proximity and Financial Inclusion: Evidence from Ethiopia

Abreham Adera, Università degli Studi di Brescia, Italy and **Roberto Melis**, Università degli Studi di Bergamo, Italy

Effect of Institutional Quality on the Foreign Direct Investment Inflows in South East Europe: A GMM Approach to Causality

Anera Musliu, University "Ukshin Hoti" Prizren, Kosovo

COFFEE BREAK: 11:00-11:10

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

POLITICAL ECONOMY

Chair: Angela Besana

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

Room: [Zoom Room 1](#)

Happiness, Democracy, and Economic Disparities: A Longitudinal Analysis of Well-Being

Merve Nazife Hamzaoglu, *İstanbul Kültür University*, Türkiye

Corruption and Competition: A Strange Feeling

Saverio Di Giorno, Università di Napoli Parthenope, Italy

Forgiveness and Crime Dynamics: Empirical Insights from the Catholic Jubilee Year Custom

Yulia Neleptchenko, University of Haifa, Israel

On Samuelson's International Trade Theory

Gianluca Piero Maria Virgilio, Universidad Católica Sedes Sapientiae, Peru

Austerity Reexamined: Uncovering the Role of the Shadow Economy

Khalil Bechchani, University of Sherbrooke, Canada

Electric Vehicles and Infrastructure: EU's Journey to Carbon Neutrality by 2035

Stephan Filser, Germany

MARKETING

Chair: Sofia Daskou

Discussant: Amélia Brandao, *University of Porto and CEF.UP*, Portugal

Room: [Zoom Room 2](#)

The Impact of Revealed Scandal of J-POP Agency on the Market Value of Sponsoring Companies

Fumiko Takeda, Keio University, Japan

Understanding Consumer Perceptions of Energy Labels and Energy Efficiency: A Qualitative Study

Mutlu Önen, TED University, Türkiye and Ozlem Ozdemir, Middle East Technical University, Türkiye

Greenwashing in Academic Literature and Global Perspective: A Bibliometric Analysis

Ayca Can Kırğız Özer, İstanbul Kent University, Türkiye and Arif Yıldız, Malatya Turgut Özal University, Türkiye

Digital Transformation in the Tourism Industry for Value Co-Creation: Conceptualization and Concerns

Sofia Daskou, Neapolis University Pafos, Cyprus; Georgios Deirmentzoglou, Neapolis University Pafos, Cyprus; and Eirini Vlasi, University of the Aegean, Greece

The Role of Virtual Influencers' Social Interactions in Consumer Relationships with Promoted Fashion Brands

Julia Nurul Alifah, Universitas Gadjah Mada, Indonesia and Sahid Susilo Nugroho, Gadjah Mada University, Indonesia

Unveiling the Role of Technological Usage in Improving Relationship Performance: Evidence from Vietnamese Supply Chain

Thoa Xuan Thi Pham, FPT University, Vietnam; Anh Ngoc Nguyen, Vietnam National University, Hanoi, Vietnam; Ngo Van Sam, FPT University, Vietnam; Ly Thu Thao, FPT University, Vietnam; Nguyen Thi Minh Phuong, FPT University, Vietnam; and Dinh Thi Cam Ly, FPT University, Vietnam

Cultural Heritage and Sustainable Development through Sports Tourism: Evidence from the Ovidio Running Event in Italy and Romania

Genni Perlangeli, Universita' Bocconi, Italy; **Alessio Di Leo**, Luiss University, Italy; and Razvan-Ionut Druga, Ovidius University of Constanta, Romania

SUSTAINABILITY AND INNOVATION

Chair: Ender Demir

Room: [Zoom Room 3](#)

Family Business Sustainability: A Strategic and Theoretical Perspective

Ana Filipa Roque, Polytechnic University of Coimbra - CBS | NECE, Portugal

Entrepreneurship and Renewable Energy in Oman: Unlocking Sustainable Opportunities

Ali AlBolushi, Majan University College, Oman; Bushra Mohammed Al-Hasani, Majan University College, Oman; and Mohammed Ibrahim Hussein, Majan University College, Oman

Measuring the Sustainability of Firms' Trade: A Review of the Methods and an Application to the COVID-19 Crisis

Maria Laura Pupo, Politecnico di Torino, Italy; Anna D'Ambrosio, Polytechnic of Turin, Italy; Luigi Benfratello, IRCRES- CNR, Italy; Greta Falavigna, IRCRES-CNR, Italy; and Alessandro Manello, IRCRES-CNR, Italy

Sustainable Development of the Religious Tourism

Daniela Gračan, University of Rijeka, Croatia; Tomislav Korov, Faculty of Tourism and Hospitality Management, Croatia; and Nikolina Šerić Honović, Faculty of Tourism and Hospitality Management, Croatia

Examining Supply Chains in Manufacturing Companies - A Case Study for the 21st Century's Challenges

Faludi Tamás, University of Miskolc, Hungary

Management Control Systems for Highly Intensive Sports Organizations: A First Application of an Innovative Framework

Raffaele Trequattrini, University of Cassino and Southern Lazio, Italy; Alessandra Lardo, Parthenope University of Naples, Italy; Benedetta Cuozzo, University of Cassino and Southern Lazio, Italy; **Alberto Manzari**, Link Campus University, Italy; and Maria Schimperna, Sapienza University of Rome, Italy

RISK MANAGEMENT

Chair: Sawssen Araichi

Discussant: Szabolcs Blazsek, Mercer University, U.S.A.

Room: [Zoom Room 4](#)

EPU and Financial Market Risk - Case of the United States

Anca-Adriana Saraolu (Ionascuti), Doctoral School of Economics, West University of Timisoara, Romania

Do Precious Metals Glitter the Best? Analyzing the Connectedness, Hedge Ratios and Potential Impact on Investment Portfolios of Commodities

Nilotpal Sarma, Indian Institute of Technology Kharagpur, India; Parama Barai, Indian Institute of Technology Kharagpur, India; and Prabina Rajib, Indian Institute of Technology Kharagpur, India

Moderating Effects of Media Coverage on CSR Risk

Martin Cernek, European Research University, Czech Republic

Hybrid Modeling for Accurate Insurance Reserve Prediction: Integrating Machine Learning and Vine Copulas

Sawssen Araichi, King Faisal University, Saudi Arabia & LaREMFiq, IHEC, University of Sousse, Tunisia

Computation of Premium and Refund Levels for Cloud Outages under the Poisson Model

Raj Bahl, Ramjas College, University Enclave, India

APPLIED ECONOMICS

Chair: Öykü Yücel

Discussant: Nouredine Benlagha, Qatar University, Qatar

Room: [Zoom Room 5](#)

Market Power and Dynamic Efficiency of Investment: The Case of Kazakhstan

David R. DeRemer, Nazarbayev University, Kazakhstan and Aigerim Yergabulova, Nazarbayev University, Kazakhstan

The Impact of Economic Policy Uncertainty on Household Consumption

Han Mo, University of Macau, Macao

Renewable Energy Forecast Errors in Turkey's Balancing Market

Öykü Yücel, OSTİM Technical University, Türkiye

Governance Framework of Energy Transition in Uzbekistan

Anastasia Salnikova, New Uzbekistan University, Uzbekistan

Analysing Efficiency Methods in the Health Sector

Mihalik-Kucsma Daniella, University of Miskolc, Hungary

LUNCH BREAK: 13:10-13:40

DAY 3 - SESSION III: 13:40-15:40**INVESTMENT II****Chair:** Wei Gao**Discussant:** Hasan Fehmi Baklaci, Yaşar University, Türkiye**Room:** [Zoom Room 1](#)*Score-Driven Expected Return and Volatility Spillovers between the Indian and United States Stock Markets***Szabolcs Blazsek**, Mercer University, U.S.A.; Vijaya Subrahmanyam, Mercer University, U.S.A.; and Astrid Ayala, Mercer University, U.S.A.*Startup Robo Advisors vs. Robo Advisors Affiliated with Traditional Investment Banks***Wei Gao**, Widener University, U.S.A.; Ming Ju, Louisiana Tech University, U.S.A.; and Shane Landue, Widener University, U.S.A.*Time-Variation in Sector Investing***Stefano Gubellini**, San Diego State University, U.S.A.*Following Insiders to Outperform the Market***Jan Schroeder**, TU Dortmund, Germany; Alexander Krause, TU Dortmund, Germany; and Peter Posch, TU Dortmund, Germany*Relationship between Green Bonds and Financial and Environmental Variables***Ayşe Nur Şahinler**, Ankara Yıldırım Beyazıt University, Türkiye; Fatih Cemil Ozbugday, Ankara Yıldırım Beyazıt University, Türkiye; and Tolga Omay, Atılım University, Türkiye*Strategic Resilience: A Capability to Reduce Volatility in Returns of Investment Funds?***Tim Colberg**, BA School of Business and Finance, Latvia and Tatjana Volkova, BA School of Business and Finance, Latvia**HUMAN RESOURCES MANAGEMENT****Chair:** Ashok Kumar Srivastava**Discussant:** Susan Zeidan, Zayed University, U.A.E.**Room:** [Zoom Room 2](#)*Depersonalization and Professionalization in IT&C: How Remote Work and Human Resource Volatility Affect Organizational Social Capital Creation*Sorin Dan, School of Management, University of Vaasa, Finland; Tudor Irimiaş, Faculty of Economics and Business Administration, Babeş-Bolyai University, Romania; **Diana Ivana**, Faculty of Economics and Business Administration, Babeş-Bolyai University, Romania; Diana Pitic, Faculty of Economics and Business Administration, Babeş-Bolyai University, Romania; and Daniel Metz, Faculty of Law and Social Sciences, 1 Decembrie 1918 University Alba-Iulia, Romania*Retention of Nurses through HR Engineering: A Cross-Fertilization Strategy in Nursing***Chiara Barchielli**, Scuola Superiore Sant'Anna, Italy; Alessandra Benucci, AUSL Toscana Centro, Italy; Umbretta Costa, AUSL Toscana Centro, Italy; Monica Della Fonte, AUSL Toscana Centro, Italy; Dorella Donati, AUSL Toscana Centro, Italy; Gianluca Galeotti, AUSL Toscana Centro, Italy; Enrico Ricci, AUSL Toscana Centro, Italy; and Paolo Zoppi, AUSL Toscana Centro, Italy*Human Resource Competences as a Determinant of Project Management Maturity***Beata Poteralska**, Jan Kochanowski University of Kielce, Poland*The Relationship of Perceived Leadership Support, Organizational Climate, Work-Life Balance, Quiet Quitting and Innovative Work Behavior in Healthcare Services***Putri Indes Oktabriani**, Swiss German University, Indonesia and **Soebowo Musa**, Swiss German University, Indonesia

Significance of Mindfulness in Improving Managerial Effectiveness

Ashok Kumar Srivastava, American University of Malta, Malta

Segmented Analysis of Employee Satisfaction with Lifelong Learning Opportunities in Croatian Financial Institutions

Mihael Plećaš, Libertas International University, Croatia; **Sara Soldo**, Libertas International University, Croatia & Lee University, U.S.A.; and Natalia Tutek, Effectus University, Croatia

Sexual Harassment at Workplace – Lessons from the Story of Kichaka in Mahabharata

Subbarao Venkata Jayanti, U.S.A.

EMPIRICAL STUDIES IN MANAGEMENT AND FINANCE

Chair: Aigerim Yergabulova

Discussant: Sorin Gabriel Anton, Alexandru Ioan Cuza University of Iasi, Romania

Room: [Zoom Room 3](#)

Innovative SMEs, SDGs-Oriented Practices and Financial Performance

Maria Cristina Arcuri, Università degli studi di Parma, Italy and **Valeria Vannoni**, University of Urbino, Italy

Empowering Women Entrepreneurs: Elucidating the Effect of Financial Technology, Financial Literacy, and Financial Inclusion on SME Performance in Indonesia

Elissa Dwi Lestari, Universitas Multimedia Nusantara, Indonesia

The Evolution of Market Power in Kazakhstan: Firm-Level Evidence

David R. DeRemer, Nazarbayev University, Kazakhstan; Jozef Konings, Nazarbayev University, Kazakhstan; and **Aigerim Yergabulova**, Nazarbayev University, Kazakhstan

Disclosure Requirements and Compliance Quality for Financial Reporting of Business Combinations in China

Huifang Li, Paris Dauphine University - PSL, France and Yuri Biondi, Labex ReFi - ESCP Europe, France

Resilience Development and Its Impact on Supply Chain Performance: An Empirical Study in Vietnamese Firms

Thoa Xuan Thi Pham, FPT University, Vietnam; Nguyen Ngoc Anh, Vietnam National University, Vietnam; Trinh Minh Quan, FPT University, Vietnam; Vu Ba Hoang, FPT University, Vietnam; Tran Hoang Dang, FPT University, Vietnam; Nguyen Thanh Trung, FPT University, Vietnam; and Do Minh Chien, FPT University, Vietnam

An Investigation of Brand Anthropomorphism Cues on Consumer-brand Relationships and Engagement

Amélia Brandao, University of Porto and CEF.UP, Portugal; Paolo Popoli, University of Naples Parthenope, Italy; and Cristiana Magalhaes Oliveira, University of Porto and CEF.UP, Portugal

REGIONAL STUDIES

Chair: Mehmet Hüseyin Bilgin

Room: [Zoom Room 4](#)

Demographic and Environmental Aspects of the Development of Regions in Bulgaria

Julia Doitchinova, University of National and World Economy, Bulgaria and Zornitsa Stoyanova, University of National and World Economy, Bulgaria

Fiscal Policy in Latin America and the Caribbean: An Analysis of Fiscal Rules and Public Expenditure

Ronald Miranda Lescano, Facultad de Ciencias Económicas y de Administración (UdelaR), Uruguay

What Drives Trends in Employment and Hours Worked per Worker? A Cross Country Analysis

Brendan Epstein, University of Massachusetts, Lowell, U.S.A.; Alan Finkelstein Shapiro, Tufts University, U.S.A.; Rahul Mukherjee, University of Nottingham, U.K.; and Shanthi Ramnath, Federal Reserve Bank of Chicago, U.S.A.

Healthcare Factors as Predictors of Healthcare Quality Perception in the Republic of North Macedonia
Ljupcho Efremov, American University of the Middle East Kuwait, Kuwait; Vera Dimitrievska, University of American College Skopje, North Macedonia; Aneta Petrussevska, MIT University Skopje, North Macedonia; Irena Nikolovska, University of Doha for Science and Technology, Qatar; Dance Gudeva-Nikovska, University of Ss. Cyril and Methodius Skopje, North Macedonia

Factors Determining Changes in the Level of Income in EU Countries Influenced by External Economic Shocks

Jurate Aksomitiene, Utena University of Applied Sciences, Lithuania; Daiva Burksaitiene, Vilnius Gediminas Technical University, Lithuania; and **Vytautas Snieska**, Utena University of Applied Sciences, Lithuania

The Interaction between FDI and Tourism Industry

Stavros G. Efthimiou, University of Piraeus, Greece

ARTIFICIAL INTELLIGENCE AND THE FUTURE OF WORK

Chair: Ender Demir

Room: [Zoom Room 5](#)

The Impact of AI Tools on the Corporate Gender Gap

Maria Teresa Bianchi, Sapienza University of Rome, Italy; **Raffaele de Socio**, Sapienza University of Rome, Italy; and Sabrina Ricco, Sapienza University of Rome, Italy

Integrating Artificial Intelligence to Enhance Human Resource Management: Review and Way Forward

Hamsa Sarhan, Australian University – Kuwait, Kuwait; Upamali Amarakoon, Central Queensland University, Australia; Fariza Sabrina, Central Queensland University, Australia; and Rupali Bhagat, Australian University, Australia

Artificial Intelligence (AI) Agents are Transforming Customer Journey and Consumer Purchasing Behaviors: A Look at What That Means for Brands

Steliana Vasileva, D. A. Tsenov Academy of Economics, Bulgaria

Integration of the Virtual Consultant in the Organization to Form a Creative Solution in the Context of the Organizational Reflex

Palmira Papsiene, Vytautas Magnus University Agriculture Academy, Lithuania

Examining the Impact of Human Capital on the Intention to Work Extra Hours

Vo Thanh Tam, University of Economics Ho Chi Minh City, Vietnam

The Impact of Digitalization on Employment Opportunities for Young Workers in Turkey

Hakan Muhammed Yorulmuş, Istanbul Technical University, Türkiye and Ayse Aylin Bayar, ITU Management Faculty, Türkiye