



THE ATHENS INSTITUTE FOR EDUCATION AND RESEARCH

Abstract Book

13th Annual International Conference on
Global Studies: Business, Economic,
Political, Social and Cultural Aspects
19-22 December 2019, Athens, Greece

Edited by
Gregory T. Papanikos

2019

Abstracts

13th Annual International
Conference on Global Studies:
Business, Economic, Political,
Social and Cultural Aspects
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Greece

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Preface

This book includes the abstracts of all the papers presented at the 13th *Annual International Conference on Global Studies: Business, Economic, Political, Social and Cultural Aspects (19-22 December 2019)*, organized by the Athens Institute for Education and Research (ATINER).

In total 37 papers were submitted by 43 presenters, coming from 19 different countries (Australia, Austria, Canada, China, Hungary, Ireland, Italy, Mexico, Norway, Romania, South Africa, Spain, Sweden, The Netherlands, Tunisia, Turkey, UAE, UK, and USA). The conference was organized into 11 sessions that included a variety of topic areas such as Migration, Education and Teaching, Business and Economics, Local and Regional Development, Finance and Accounting, Health, Law, Tourism and other. A full conference program can be found before the relevant abstracts. In accordance with ATINER's Publication Policy, the papers presented during this conference will be considered for inclusion in one of ATINER's many publications.

The purpose of this abstract book is to provide members of ATINER and other academics around the world with a resource through which to discover colleagues and additional research relevant to their own work. This purpose is in congruence with the overall mission of the association. ATINER was established in 1995 as an independent academic organization with the mission to become a forum where academics and researchers from all over the world could meet to exchange ideas on their research and consider the future developments of their fields of study.

It is our hope that through ATINER's conferences and publications, Athens will become a place where academics and researchers from all over the world regularly meet to discuss the developments of their discipline and present their work. Since 1995, ATINER has organized more than 400 international conferences and has published nearly 200 books. Academically, the institute is organized into 6 divisions and 37 units. Each unit organizes at least one annual conference and undertakes various small and large research projects.

For each of these events, the involvement of multiple parties is crucial. I would like to thank all the participants, the members of the organizing and academic committees, and most importantly the administration staff of ATINER for putting this conference and its subsequent publications together. Specific individuals are listed on the following page.

Gregory T. Papanikos
President

**13th Annual International Conference on Global Studies:
Business, Economic, Political, Social and Cultural Aspects
19-22 December 2019, Athens, Greece**

Scientific Committee

All ATINER's conferences are organized by the [Academic Council](#). This conference has been organized with the assistance of the following academic members of ATINER, who contributed by chairing the conference sessions and/or by reviewing the submitted abstracts and papers:

1. Gregory T. Papanikos, President, ATINER & Honorary Professor, University of Stirling, U.K.
2. Steven Oberhelman, Vice President of International Programs, ATINER & Professor of Classics, Holder of the George Sumey Jr Endowed Professorship of Liberal Arts, and Associate Dean, Texas A&M University, USA.
3. Valia Kasimati, Head, Tourism, Leisure & Recreation Unit, ATINER & Researcher, Department of Economic Analysis & Research, Central Bank of Greece, Greece.
4. Peter Koveos, Head, Accounting and Finance Unit, ATINER & Professor of Finance, Syracuse University, USA.
5. Panagiotis Petratos, Vice-President of Information Communications Technology, ATINER & Fellow, Institution of Engineering and Technology & Professor, Department of Computer Information Systems, California State University, Stanislaus, USA.
6. Christos Sakellariou, Vice President of Finance, ATINER & Associate Professor of Economics, Nanyang Technological University, Singapore.
7. Yannis Stivachtis, Associate Professor, Jean Monnet Chair & Director of International Studies Program, Virginia Tech - Virginia Polytechnic Institute & State University, USA.
8. Theodore Trafalis, Director, Engineering & Architecture Research Division, ATINER, Professor of Industrial & Systems Engineering and Director, Optimization & Intelligent Systems Laboratory, The University of Oklahoma, USA.
9. Cleopatra Veloutsou, Head, Marketing Unit, ATINER & Professor of Brand Management, University of Glasgow, U.K.
10. George Priovolos, Director, Center for Small and Medium-Sized Enterprises (CSME) & Professor, Iona College, USA.
11. Zoi Apostolia Philippakos, Co-Editor, Athens Journal of Education, ATINER & Assistant Professor, University of Tennessee, Knoxville, USA.

12. Gerhard Speckbacher, Academic Member, ATINER & Professor, Head of Department, WU Vienna University of Economics and Business, Austria.
13. George Angelopulo, Academic Member, ATINER & Professor, University of South Africa, South Africa. Urban Development: An Inclusive View from Africa.
14. Nathalie Homlong, Professor, Volda University College, Norway.
15. Peter Harris, Professor, New York Institute of Technology (NYIT), USA.
16. Dien Phan, Professor, St. Cloud State University, USA.
17. Ying Zhang, Academic Member, ATINER & Professor, School of Economics & Management, Beijing Forestry University, China.
18. Angelos A. Tsaklagkanos, Professor, Neapolis University Pafos, Cyprus.
19. Mihalis Kuyucu, Academic Member, ATINER & Associate Professor, Istanbul Aydın University, Turkey.
20. George Joseph, Associate Professor, University of Massachusetts Lowell, USA.
21. Gyula Laszlo Florian, Academic Member, ATINER & Assistant Professor, Partium Christian University, Romania. Economic Development, Smart City.
22. Seda Durguner, Assistant Professor, University of Southern California, USA.
23. Sena Durguner, Assistant Professor, University of Southern California, USA.
24. Georgios Zouridakis, Lecturer, University of Essex, UK.
25. Thomas Papanikos, President, Institute of Local Development (ITAP).
26. Neslihan Kahyalar, Academic Member, ATINER & Lecturer, De Montfort University, UK.

FINAL CONFERENCE PROGRAM
**13th Annual International Conference on Global Studies: Business,
Economic, Political, Social and Cultural Aspects**
19-22 December 2019, Athens, Greece

PROGRAM

Conference Venue: Cultural Center of Athens - 50 Akadimias Street

Thursday 19 December 2019

08:00-08:30: Registration and Refreshments

08:30-09:00: [Welcome & Opening Address](#) by Gregory T. Papanikos, President, ATINER.

09:00-10:30

Session I: Education and Teaching in a Cosmopolitan World

Chair: Steven Oberhelman, Vice President of International Programs, ATINER & Professor of Classics, Holder of the George Sumey Jr Endowed Professorship of Liberal Arts, and Associate Dean, Texas A&M University, USA.

1. **Bernard Badiali**, Professor, Penn State University, USA & **Intesar Ambusaidi**, PhD Candidate, Penn State University, USA. Examining How Biology Curriculum Developers and Teachers' Pedagogical Beliefs Shape the Implementation of the Omani Reform-Oriented Curriculum.
2. **Eric Grunwald**, Lecturer II and Language Coordinator, English Language Studies Group, Massachusetts Institute of Technology, USA. Personal Narrative in L2 Composition Classes: Claiming the Writer's Voice for International Students in the U.S.
3. **Zara Khan**, Programme Co-ordinator, Sleep Wake Awareness Program, Canada. Integrating Independence and Interdependence: Education beyond Dualism.
4. **Yan Li**, Professor, People's Public Security University of China, China. Basic Schemes of Police Colleges on the Cultivation of Excellent Chinese Traditional Culture.

10:30-12:00

Session II: Business and Economics I

Chair: George Joseph, Associate Professor, University of Massachusetts Lowell, USA.

1. **Gerhard Speckbacher**, Professor, Head of Department, WU Vienna University of Economics and Business, Austria. Managing the Trade-off between Delegation and Task Interdependence in Creative Teams: The Role of Personnel and Cultural Controls.
2. **Sonia Benito-Hernandez**, Professor, Universidad Politécnica de Madrid, Spain. Technological Alliances in Family Controlled Firms.
3. **Nathalie Homlong**, Professor, Volda University College, Norway & **Elisabeth Springler**, Professor, Study Program Director, University of Applied Sciences BFI Vienna, Austria. An Analysis of Challenges Connected to Female Labor Market Participation in India.
4. **Mihalıs Kuyucu**, Associate Professor, Istanbul Aydın University, Turkey. Trust Problematic in Print Media: A Study on Newspaper Readers' Confidence for Newspapers Published in Turkey.

12:00-13:30

Session III: Local and Regional Development

Chair: Thomas Papanikos, President, Institute of Local Development
(www.itap.gr/eng/)

1. **George Angelopulo**, Professor, University of South Africa, South Africa. Urban Development: An Inclusive View from Africa.
2. **Gyula Laszlo Florian**, Assistant Professor, Partium Christian University, Romania. Economic Development, Smart City.
3. **Harsha Sarvaiya**, Lecturer, Griffith University, Australia. Public-Private Partnership in Municipal Solid Waste Management in India: The Good, the Bad and the Ugly.
4. **Maria Eugenia Elizundia**, Teacher/Researcher, Universidad Anáhuac México Campus Norte, Mexico & **Maria Salamanca**, Teacher/Researcher, Universidad Anáhuac México Campus Norte, Mexico. Entrepreneurship and Cultural Factors. Differences among Countries within the Same and Different Regions.

13:30-15:00

Session IV: Migration Themes

Chair: Nathalie Homlong, Professor, Volda University College, Norway.

1. **Solomon Afework**, Lecturer, University of Sunderland in London, UK. The Migration Impasse: A Challenge of the Past, the Present and the Future.
2. **Eleni Eleanna Nemesis Piteli**, Lecturer, University of Sussex, UK. Determinants of Migrant Remittances: The Role of Home-Country Culture, Institutions and Foreign Capital Inflows.
3. **Aideen Elliott**, PhD Researcher, Maynooth University, Ireland. Behind The Borders: EU Migration Policy Makers and the Landscape they Navigate.
4. **Sinem Bagce**, PhD Candidate, Yildiz Technical University, Turkey & **Ensar Yilmaz**, Professor, Yildiz Technical University, Turkey. Impact of Integration Process on Economic Outcomes: Refugees in Istanbul.

15:00-16:30 Lunch

16:30-17:30

Session V: Health

Chair: Peter Harris, Professor, New York Institute of Technology (NYIT), USA.

1. **Steven Oberhelman**, Professor and Associate Dean, Texas A&M University, USA. Δέν μπορείς να κάνης τόν γιατρόν χωρίς να είσαι γιατρός: The Conflict between Diplomat Doctors and Practical Doctors in Early 20th-Century Greece.
2. **Andreasz Kosztopulosz**, Associate Professor, University of Szeged, Hungary, **Eszter Megyeri**, Adjunct Professor, University of Szeged, Hungary & **Gabriella Kispalné Szamfira**, PhD Student, University of Szeged, Hungary. Pathways to Operationally Progress in the Hungarian Health Care System.

17:30-19:00

Session VI: Finance and Accounting I

Chair: Gerhard Speckbacher, Professor, Head of Department, WU Vienna University of Economics and Business, Austria.

1. **Peter Harris**, Professor, New York Institute of Technology (NYIT), USA. A Case Study of the Financial Statement Effects of the New Lease Rules.
2. **George Joseph**, Associate Professor, University of Massachusetts Lowell, USA & **Amit Deokar**, Assistant Professor, University of Massachusetts Lowell, USA. "Onboarding" Third Parties and Risk Management in Financial Institutions.
3. **Maha Khemakhem Jardak**, Vice Dean IHEC, University of Sfax, Tunisia & **Hamadi Matoussi**, University of Manouba, Tunisia. The Effectiveness of Insider Trading Disclosure Policies: US and EU Comparison.
4. **Jing Shen**, Master Student, North China Electric Power University, China & **Shuo Yang**, Master Student, North China Electric Power University, China. A Study of the Investor Shareholding Level and Financing Methods of Listed Companies.

20:30-22:00 Greek Night

Friday 20 December 2019

07:45-11:00

Session VII: An Educational Urban Walk in Modern and Ancient Athens

Group Discussion on Ancient and Modern Athens.

Visit to the Most Important Historical and Cultural Monuments of the City (be prepared to walk and talk as in the ancient peripatetic school of Aristotle).

11:15-13:30

Session VIII: Business and Economics II

Chair: Seda Durguner, Assistant Professor, University of Southern California, USA.

1. **Alinda Kokkinou**, Senior Lecturer, AVANS University of Applied Sciences, The Netherlands & **Ton van Kollenburg**, Professor, AVANS University of Applied Sciences, The Netherlands. Perspectives on Critical Success Factors of Continuous Improvement Initiatives.
2. **Noel Murray**, Associate Professor, Chapman University, USA. A Multimodal Analysis Using an Exemplar from Japanese Television Advertising.
3. **Amani Omer**, Assistant Professor, Khalifa University, UAE & **Albert Wijeweera**, Associate Professor, Khalifa University, UAE. Bilateral Elasticity of Demand for Sudanese Exports: A Time Series Analysis.
4. **Maria Fregidou-Malama**, Assistant Professor, University of Gävle Sweden & **Akmal S. Hyder**, Professor University of Gävle Sweden. Does National Culture Influence Organizational Culture Across Contexts? Elekta in Greece.
5. **Dien Phan**, Professor, St. Cloud State University, USA. Project Methodologies from an Ecological Perspective.

13:30-15:00

Session IX: Finance and Accounting II

Chair: Sena Durguner, Assistant Professor, University of Southern California, USA.

1. **Albert Wijeweera**, Associate Professor, Khalifa University, UAE. Stock Market Volatility and Terrorist Events.
2. **Crina Pungulescu**, Lecturer, John Cabot University, Italy. A Gravity Model for Bilateral Home Bias: Beyond Distance.

15:00-16:00 Lunch

16:00-17:30

Session X: Law

Chair: Georgios Zouridakis, Lecturer, University of Essex, UK.

1. **Iyad Jadalhaq**, Professor, Zayed University, UAE. Civil Liability of Omission – Legal Analytical Study.
2. **Man Baker**, Associate Professor, Zayed University, UAE. Wergild (Blood-Money) in the Emirati Law & Islamic Jurisprudence.
3. **Peter Clutterbuck**, Lecturer, University of Queensland, Australia. Australia's Controversial New Encryption Law – A Critical Discourse Analysis.
4. **Hua Xiong**, Associate Professor, People's Public Security University of China, China. Police Education in China: The Perspective of Administrative Ethics.

17:30-19:00

Session XI: Tourism, Education and Other Themes

Chair: Dien Phan, Professor, St. Cloud State University, USA.

1. **Dogan Gursoy**, Distinguished Professor, Washington State University, USA & **Christina G. Chi**, Professor, Washington State University, USA. A Multi-Faceted and Hybrid Examination of Quality, Tourist Satisfaction and Destination Loyalty.
2. **Ioannis Galanopoulos-Papavasileiou**, Assistant Professor, Zayed University, UAE & RMIT University, Australia. Views from Expatria; Photographing Place and the Self in Transience.
3. **Mingliang Zhuo**, Lecturer, People's Public Security University of China, China. Main School-running Characteristics of Socialist Police University with Chinese Characteristics.
4. **Sophia Pandi**, PhD Candidate, University of Sunderland, UK & **Derek Watson**, Associate Professor, University of Sunderland, UK. Measuring and Enhancing the Food Safety Culture in Five All Inclusive Hotels in Greece: A Case Study.

20:00-21:30 Dinner

Saturday 21 December 2019
Educational Island Tour

Sunday 22 December 2019
Delphi Visit

Solomon Afework

Lecturer, University of Sunderland in London, UK

The Migration Impasse: A Challenge of the Past, the Present and the Future

Migrants quest for a safe place has created unrepresented challenges for themselves, for the nations they use for transition and the accepting nations. While for migrants the expectation is to get a protected spot for themselves and their families, it has an alternate turn for the nations they use as a transit and the receiving nations. Experiences has shown that individuals travel to western countries illicitly through various passages: some travel for days and months crossing national boundaries (this for the most part alludes to African, Asian and the Latin American migrants who crossed multiple countries to arrive at South Africa, Western Europe and the US respectively) while others travel to war torn nations to exploit unsteadiness of that country to arrive to their destinations (it again refers to African and Asian migrants who travel to Somalia, Yemen and Libya to arrive Western Europe). There are also others who utilise the 'legitimate ways' (getting entry visa through different means) and try to reach their destinations.

This paper will examine the challenges of migration by means of Mediterranean Sea from three perspectives: The challenges that migrants face, the challenges of the nations that migrants use for transition and the challenges of the receiving countries. In doing so the paper will attempt to answer the following questions:

1. What were the past challenges that each actor (migrants, countries serving as a transit and receiving countries) experienced?
2. Do we observe similar pattern at present?
3. What challenges would we be able to expect in the future and in what manner would it be a good idea to manage it?

Bernard Badiali

Associate Professor, The Pennsylvania State University, USA

&

Intesar Ambusaidi

PhD Candidate, The Pennsylvania State University, USA

Examining How Biology Curriculum Developers and Teachers' Pedagogical Beliefs Shape the Implementation of the Omani Reform-Oriented Curriculum

Research on science-education reform affirms the importance of taking into consideration teachers' pedagogical beliefs in light of the constructivist perspective to ensure successful implementation of the reform-oriented curriculum. In addition, prominent research pinpoint that teachers should have pedagogical content knowledge to adapt the reform science curriculum to meet students' understandings and interests. This study focused on the science reform-oriented curricula in Oman and in particular grade 12 biology curriculum. The new biology curriculum lays emphasis on constructivism and encourages student-centered instruction, inquiry-based learning, cooperative learning, problem solving, and critical thinking. However, since its implementation in 2008, some obstacles and challenges have been reported by curriculum developers and teachers regarding mismatch between the planned curriculum and the implemented curriculum. This mismatch was attributed to teachers lack the necessary motivation and pedagogical content knowledge to change their practice.

Consequently, the purpose of the study was to understand how teachers' pedagogical beliefs about student-centered learning have shaped their implementation of the curriculum. Also, to identify how biology teachers perceive the relationship between their pedagogical content knowledge and their decisions about their instructional approaches. Further, to examine how curriculum developers' pedagogical beliefs align with the constructivist perspective. This ethnography study affirms that teachers' beliefs and PCK shape the implementation of reform-oriented curriculum by influencing conceptualization of the curriculum; identification of misconceptions; decisions about classroom teaching practices; and level of students' engagement. It also stresses that inconsistency within a policy poses barriers to teachers' agency and hence contributes to the lack of congruence between teachers espoused pedagogical beliefs and classroom practices.

George Angelopulo

Professor, University of South Africa, South Africa

Urban Development: An Inclusive View from Africa

The demography, economies and social evolution of Africa's states are increasingly defined by two factors - population growth and urbanization. No continent other than Africa has a population growing at more than 1.5% per annum; Africa's current rate of growth is 2.5%. Africa's population forms 17% of the global population today - this will reach 25% by 2050 and 40% by 2100. While it is the least urbanized, it also has the swiftest rate of urbanization, moving from the current figure of 43% to projections of 50% by 2030. It is now widely recognized that swift urbanization, such as that which is evident in the countries of Africa, holds great promise, but it is also recognized that swift urbanization has the potential to diminish the prospects of expanding numbers living in cities and towns. While it is not definitive, the current trajectory suggests that growth in urban African populations is tilting ominously in the direction of the latter, with increasing urbanization appearing to coincide with increasing poverty, slum conditions and limited economic and social prospects. A solution has been proposed in what could be considered the panacea of 'inclusive urbanization', a concept that is embraced across the range of political and economic views, but in ways that do not always coincide. This paper considers the concept of inclusive urbanization and its relevance to Africa's urban growth. It addresses four concerns in the urban contexts of Africa. It considers whether inclusive urbanization is a valid framework for assessing the quality of life in Africa's swiftly transforming cities. It reviews an instrument developed to measure Africa's inclusive urban growth and development in comparison with global growth and development. It assesses the predictability of the instrument, and finally it considers improvements to the instrument.

Sinem Bagce

PhD Candidate, Yildiz Technical University, Turkey

&

Ensar Yilmaz

Professor, Yildiz Technical University, Turkey

Impact of Integration Process on Economic Outcomes: Refugees in Istanbul

Ethnosizer is a scale determined by commitments of immigrants to home and host societies in five aspects, such as language, culture, social interaction, year of migration, and self-definition. It defines immigrants in four processes, (i) integration, (ii) assimilation, (iii) separation, and (iv) marginalization. The article seeks to identify the integration process of the refugees in Istanbul who came with the mass migration wave in the recent decade. Based on a field research survey in Istanbul, the Ethnosizer showed that ethnic background is a predominant explanatory for integration rather than human capital endowments. In the second part of the article, the empirical results indicate the impact of the integration on labor market outcomes, such as annual income, and wage differentiation. The estimations proved that wage discrimination occurs mainly based on the ethnic background rather than human capital endowments. A significant majority of the refugees are in separation. Turkmens and Kirgiz are the closest ethnic identities to Turkish society. Being Afghan, Arab, and Pakistani is significant in integration and separation. The highest marginalization is in the Afghan and Pakistani refugees. Although being Kurdish is significant only in separation, they are the second-closest ethnic identity to Turkish society. Georgians are determined as the third closest ethnicity to Turkish society. In contrast, they suffer the largest wage gap and are exposed to the highest discrimination in the job market, like Afghan and Pakistani refugees. Although more than half of the Arabs are labeled as separated, they have the lowest wage gap results and highest annual income. And on the contrary to the popular thought, most of them declared not to be exposed to discrimination at all.

Man Baker

Associate Professor, Zayed University, UAE

Wergild (Blood-Money) in the Emirati Law & Islamic Jurisprudence

Crimes in Islamic Sharia are divided aligned with the seriousness of the punishment imposed on the offenders into doctrinal crimes, punitive and blood crimes, and chastisement crimes. First, doctrinal crimes those of punishment estimated legally and not subject to change or elimination; examples are crimes of adultery or theft. Second, punitive and blood crimes are punished by frontier or blood money (Diya), that is by a punishment estimated legally, without the possibility of variation or change, but may be eliminated by the victim, such as intentional crimes or accidental homicide and assault crimes that are less serious than killing intentionally or accidentally. The third kind is chastisement crimes, which are punishable by chastisement, that is, by a punishment not estimated by Sharia; consequently, they are subject to discretionary authority of the judge. This kind of crime, unlike the other two kinds, is unlimited and may include crimes of trust, abuse, and bribery.

The Emirate legislator adopted the above division of crimes. Article (26) of the Penal Code No. (3) of 1978 stipulated that crimes are divided into: 1. doctrinal crimes. 2. punitive and blood crimes, and 3. chastisement crimes.

Thus, blood money is a punishment estimated by the law as a limited amount of money the offender or his male blood relativesⁱ should pay to the victim, if the damages befell on his body, or to the victim's heirs if the assault led to death. Furthermore, the law, and Shai'ah as well, requires the assault to be unintentional (Diya), and in the case of deliberate assault, the judge should implement (Qisas) unless the victim or his heirs pardon the perpetrator and ask for (Diya) in lieu.

Research Questions: This paper will explore the law and Sharia view with respect to the issuance of blood money (Diya), determining if it a compensation or a punishment. If it is a punishment, how much is it? If it is not an indemnity, is it possible or not to combine the Wergild with the indemnity?

To deliver these outlines, this paper tracked the legal restrictions determined by the law, then compared them with those in the Fiqh discourse, in terms of: the amount of wergild, the consideration of fallacy as a must to pay wergild, the legitimacy of obliging the offender to pay wergild. Finally, this article addressed the legitimacy of obliging the wrongdoer to pay both: legal compensation and Diya and tried to answer core questions by referring to attitudes of the Dubai Court of Cassation and the Federal Supreme Court.

Sonia Benito-Hernandez

Professor, Universidad Politécnica de Madrid, Spain

Technological Alliances in Family Controlled Firms

Given the fact that family firms are the backbone of many economies around the world, it is of interest to analyze their cooperation behavior concerning innovation. For this reason, the aim of this paper is to study whether differences exist between these types of businesses and their non-family counterparts when making decisions about developing technological alliances with different external partners. Particularly, three main research objectives are suggested: Firstly, to identify if there are significant differences between family and non-family firms when developing technological innovation, distinguishing between product and process innovation. Secondly, to identify if there are major differences between family and non-family firms when setting up technological alliances. Thirdly, to analyze if technological alliances in family firms depend on the chosen partner (suppliers, customers, competitors, and universities or research institutes). The empirical research has been conducted with a sample of 1,848 firms of the manufacturing sector in Spain, of which 828 are family firms. Results show important differences between family and non-family firms in relation to technological cooperation. Specifically, econometric analysis provides significant evidence linking technological cooperation and the family character, and more in particular in their relationships with suppliers and customers.

Peter Clutterbuck

Lecturer, University of Queensland, Australia

Australia's Controversial New Encryption Law - A Critical Discourse Analysis

The Australian government has passed a world-first new security law. The Access and Assistance Bill gives Australian authorities the power to intercept encrypted communications and obtain evidence from a communications device via a warrant for a company to help decrypt that device. Proponents of the new law say it will keep Australians safe by countering terrorism, organised crime and child predators. There are, however, many critics. Human rights advocates suggest that the new law will weaken Australians' privacy, potentially risking cyber hacking, and the advent of a Big Brother-style police state. Legal professionals assert that the legislation is out of touch compared to the new surveillance and privacy legislation in Europe and is lacking in judicial oversight and warrant-based control. Technical groups warn that the legislation may introduce systemic weaknesses that place Australians' data security at risk. It would seem that this new law fits within the "right to privacy versus national security" discourse.

Clearly, the concept of online security is multidimensional and has many distinctive stakeholders. Given this diversity, the challenges for effective online security public policy-making are self-evident. This paper investigates the politics of online security in Australia during 2018, focusing particularly on the way in which it is defined in the various discourses of the various stakeholders. Norman Fairclough's approach to discourse analysis (Critical Discourse Analysis) has been identified as the principal research methodology. Fairclough's approach avoids the assumption that public policy exists independently of the way it is framed within our society. CDA links the social theoretical concerns of Michel Foucault with the micro level concerns of linguistics. It also provides a means for taking online security policy analysis in directions that have attracted relatively limited attraction, namely the detailed analysis of the ideological effects of language within the Australian online security debate.

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Entrepreneurship and Cultural Factors. Differences among Countries within the Same and Different Regions

The globalization of the world economy is providing companies with many new business opportunities. On the other hand,

high volatility of market conditions influences the growth in the risk of running the business. Therefore, it is very important to consider new risk management methods and instruments, whose professional application influences to improvement of financial results. Financial markets offer many financial instruments. However, before using them, should take into account not only the investment opportunity but also the risk that these instruments can generate. So, these researches are very important to the development of the new methods of risk management.

An iron condor belongs to a group of option strategies and is created by selling bear call spread and bull put spread. Options used to construction this strategy are on the same underlying instrument and on the same expiration time.

The objective of the paper is analysis of the risk of the iron condor strategy. This study presents the properties of the iron condor strategy: construction strategy, pay-off function, pricing model and analysis of the impact of the price of the underlying instrument and the expiration time on the value of the strategy and on the value of the delta, gamma, vega, theta and rho coefficient. These coefficients are the sensitivity measures of the option risk. They indicate the impact of risk factors on the option price.

The empirical illustration are concern with the pricing simulations of the currency option on EUR/USD.

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Behind The Borders: EU Migration Policy Makers and the Landscape they Navigate

A rich body of scholarly work addresses questions of why migrants leave, their experiences in transit and what life is like on arrival in Europe. But what of the motivations and logic of those on the other side of the border who shape and in ways control the migration experience – the policy makers? EU Member states' responses to arrivals of more migrants on their territories were to impact deeply on the very fabric of the EU. In the summer of 2015 a number of member states closed their borders and there were real fears that the Schengen system was at risk of collapse thus suggesting that the migration crisis is a greater challenge to the EU than even the Eurozone crisis (Dinan et al, 2017). When the mandate of the European Parliament came to an end in 2019, four years of negotiations to reform the Common European Asylum System had failed. The challenge of migration flows in the Mediterranean has clearly impacted the EU, and on the other side of that coin, the EU's policy stagnation has prolonged the challenge in the Mediterranean, and some would argue in fact created it (Den Heijer et al 2016).

This paper is based on data from my qualitative interviews with MEPs, senior officials in the European Commission, European Council, permanent representations of member states to the EU, and EU agencies. I use over one year of fieldwork in Brussels to examine the policy making landscape. Policy makers emphasized that they must consider a wide range of factors (not necessarily obviously linked to migration) when forming policy preferences. They spoke of the need to consider public opinion, election cycles, relations between the EU institutions, EU cohesion, the role of the EU on the global stage (especially vis a vis China and Russia), and external security. This paper considers two of these in particular; the need to 'be in control' and the desire to protect the EU integration project. Firstly, I am interested in why 'unmanaged flows' are seen as such a problem and connect this to the most repeated utterance I heard during my fieldwork; the need for 'control'. Control relates to policy preferences that focus on securing the external border, resettlement over spontaneous arrivals of refugees, and the desire to present to the public that they, and not the smugglers, are in control of who enters the territory. Secondly, their priority of protecting the European integration project. Considering solutions in terms of their impact on the EU rather than the migrant or the member state translates into a desire to avoid divisive policies (like relocation) and promote 'European' solutions. For instance,

'hotspots' though widely criticized as a humanitarian disaster, are celebrated in Brussels. Policy makers acknowledged they were "less than perfect" but their priority was the functional advantages in facilitating coordination between EU agencies and ensuring the integrity of the Schengen area by preventing refugees and migrants from moving between member states.

Insights into what shapes policy preferences, what policy makers see as constraining their actions and the logic of how they evaluate solutions can help us to understand the current state of affairs and discuss the likely future directions of EU migration policy and how that will impact the challenge in the Mediterranean.

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Economic Development, Smart City

During my research, I tried to highlight the advantages and disadvantages of the smart city as well as their interdependence on smart people.

I have tried to find an answer if there is a need for inhabitants, as if the population uses the specifics of the smart cities during my research, I have studied Oradea city, its development from the European funds. For motivating the inhabitants I used the primary research. The questionnaires used was focused on 3 age categories.

I would like to recommend measures to increase the positive image of Oradea, which attracts pathogens who are interested in investment, business and local development.

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&

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Does National Culture Influence Organizational Culture Across Contexts?: Elekta in Greece

This research deals with the influence of National Culture on Organizational Culture in Healthcare Services. We analyse how the national culture of a firm's home and host country and the cultural context affect the organizational culture in international marketing of healthcare services. We conducted a case study on Elekta a Swedish invention for radio surgery with a subsidiary, Elekta-Greece EPE, in its real life context. We collected qualitative data in form of semi-structured interviews by interviewing fourteen people during the years 2015-2016 in the host country of the subsidiary. We also used direct observation of the working environment and company documents as data sources. The study shows that the organisational culture of the Business Unit in Greece is flat and managers apply open doors culture trusting employees. Inequality between employees does not exist and the managers empower employees by involving them in the decision making process. Employees work as a team and share responsibilities and experience helping each other. They feel happy to work and perceive the challenges the company meets as their own challenges identifying themselves with the company. The study indicates that the context of the collectivistic and uncertainty avoiding culture of Greece influences managers to empower and motivate employees to work as a team developing good personal relationships in the company trusting each other. The results suggest that a balanced combination of national cultures makes the structure of the organisation flat, employees work as a team applying the Greek *Philotimo* helping and supporting each other to avoid ambiguity, reduce stress and unite in uncertain situations. We argue that a combination of the small power distance and femininity of the Swedish national culture combined with the cultural context of collectivism and strong uncertainty avoidance in Greece influence the organisational culture of the Business Unit. The local dynamic cultural context and the behaviour of the market, the customers, patients, service providers and the employees transform the organisational culture of Elekta-EPE Greece to a mixture of Swedish culture and Greek culture applying new organisational practices and models adapting to the values of the local context. The research contributes to the International services marketing literature developing a model of internationalization of healthcare services based on national

cultural dimensions, organizational culture and contextualization. Managers who aim to establish businesses across borders need to balance the national culture of the head quarter and the one applied in units abroad with the unique context environment they operate to develop new organizational culture and be effective. A further study can include more companies and sectors to focus on the effect of national cultural context on organizational culture across countries.

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**Views from Expatria;
Photographing Place and the Self in Transience**

My project considers the role of place, and its relationship to the transient condition of being in ex-patria. Expatriation means the decision made by an individual to leave one's home temporarily and re-settle in another country. Expatriation is different from immigration, which implies permanence. Expatriation is a form of transience. Frequent transits, a common drill for 'expats,' are associated with the psychosocial experience of leaving one's home for another.

Transient citizens like myself face the complication of perpetually losing, de-rooting themselves from a place they could call 'home'. Being an expatriate for more than 10 years and feeling like a perpetual traveler, within today's ease of global mobility, I am concerned with the way social and psychological circumstances of 'expatriation' affect one's imagery and how does this imagery inform the lives of others. Here, psychosocial extensions refer to specific social interchanges with others, material objects and the environment, that give way to certain human behaviors, for example; complex social interactions, attachment to home, place demystification, and chronic

culture shock, to name a few. Hence, the portfolio contributes creative parallels to the notions of transience, impermanence, and the state of being "out of place".

Within these themes, my subjects are grass blocks, protective barriers, prints of trees used in scaffoldings, vegetation, landforms for territorial marking, ornamental trees, water features, and gazebo objects. These are my protagonists that are seemingly universal in a state of banality, impermanent and somewhat displaced. More like the feeling of being an expat, metaphorically speaking. They look like they intervene in nature with a cause that is not really straightforward. I encounter them by accident in cities I reside, study and travel, therefore they are not bound to a specific geographical territory, its politics and cultural history. It takes a certain type of citizen with a particular "relevant" history to these countries, cities and/or sites to be able to empathically recognize their subtle, almost mundane presence and hence their causality and importance.

Drawing from art and landscapes studies, psychology, migration studies, human geography, my work opens up a discussion about photographic place and psychosocial complex feelings of the self in transience.

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**Personal Narrative in L2 Composition Classes: Claiming the
Writer's Voice for International Students in the U.S.**

First-year writing classes in American universities introduce freshmen to college academic writing, particularly argumentative essays with a thesis, evidence, and logical structure, fostering critical thinking skills. Thus, given the recent devolution of American political discourse, as well as post-process composition theorists' contention that academic writing pedagogy must make students aware of the power structures in the academy and society, "expressivist" personal narrative writing assignments (PNs) in which students write from personal experience have been criticized as superfluous and narcissistic (e.g., Berlin, 1988). Moreover, senior practitioners and thinkers in second-language (L2) writing pedagogy have dismissed such assignments as being of little use English Language Learners (ELLs) learning to write academic English (Hinkle, 2015).

However, students and professionals frequently need to use brief narratives as anecdotes in writing tasks (Axelrod, 2010). Such assignments also offer ELLs the opportunity to work on specific grammar and language issues such as verb tenses and formal versus informal vocabulary (Ferris, 2014). And the cultivation of L2 writers' voices and the encouragement to express their identity as writers and "claim a right to express oneself in print" also "undeniably" improves their skills and fluency (Albertinti, 2008).

More importantly, for the international or generation 1.5 student beginning college in perhaps a new country and a second language, the PN assignment provides a softer entry into American academic discourse by offering the opportunity to write about something students are passionate and informed about: themselves. Such assignments also help young L2 writers take ownership of their writing and invest their energies more into the academic essays they later write. As Mlynarczyk writes, "Students [do] need to learn to write about other texts, but they come to do this most powerfully when they first explore ideas, often connecting with these ideas in a personal way, by writing about them in expressive language before being asked to write more traditional academic essays" (2006). And even in academic papers, our texts cannot help but be shaped by our personal feelings, histories, and languages (Elbow 2019).

As one of the applicant's Rwandese students put it, "So the personal narrative for me felt, like, 'Okay, so I'm writing about myself, something I have seen, experienced. I actually get to release what I feel.' ...Then I

realized, 'Actually, I can do this with all my other writings.' The freedom to express your ideas. It felt good just to write about what you think, what you have seen, and so on. And also the freedom of owning your ideas, owning your experiences and so on." (Berwa, 2019) Paired with Burke's "unending (party) conversation" metaphor of academic discourse, the PN also helped the student "know the place my writing has in the general conversation and so on. [Now I could] choose a topic I'm interested in, inform myself about it, and decide what I think. And so I also wanted to also contribute to the conversation and see what other people have to say. Mainly the feeling that I had from then on I'm always going to own whatever I write about."

Finally, "When students leave the university unable to find words to render their experience, they are radically impoverished" (Elbow, 1991). And cognitive insights often do result from expressive discourse that renders, "such as helping us see an exception or contradiction to some principle we thought we believed." Thus, personal narrative assignments must be framed and revision required that push students to examine their beliefs and motivations and see that often, "What the writer is avoiding is what the piece is really about" (Shepard 1999). Helping students see blind spots in their understanding of themselves will encourage them to critique others but also to do so with greater compassion and subtlety.

If instructors and other educators wish L2 students to write better academic English, to benefit fully from a liberal American education, and to be able to represent articulately their experience and needs, then the personal narrative is not only a beneficial first writing assignment in an academic writing course but a crucial one. In this presentation, pedagogical background, student testimony and sample narratives, and guidelines for the effective design of assignments and revision will be presented. Handouts will be provided.

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&

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A Multi-Faceted and Hybrid Examination of Quality, Tourist Satisfaction and Destination Loyalty

Relationships among quality, satisfaction and loyalty have been one of the most studied topics. Most argued that providing quality service is a prerequisite for customer satisfaction and satisfaction leads to loyalty. However, studies also suggest that simply satisfying customers may not lead to loyalty; customers have to be surprised, delighted. While it might be easier to accomplish this for a hotel or a restaurant, the nature of tourism industry makes it significantly harder to accomplish this goal for destinations. A tourist product is the result of a process where facilities, services and attitudes from multiple firms are configured to produce an experience of value to customers. Tourism experience is a multi-faceted and a hybrid experience encompassing services delivered by a large number of companies. In addition to quality of services delivered at the destination, customers' experiences with pre-trip and the transit route services are likely to influence their loyalty to a destination. Any experience that is not up to the consumer's expectations for any service aspect is likely to influence a consumer's perception of quality, his or her satisfaction and his or her loyalty to a destination. Therefore, it is important to understand the complex relationships among various components of tourism product and try to develop policies to ensure visitors to a destination will have surprisingly pleasant and satisfying experiences.

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A Case Study of the Financial Statement Effects of the New Lease Rules

After decades of continuous controversy of allowing most lease transactions to be reflected as off balance sheet accounts under both; rules based US GAAP and principles based IFRS, both regimes in a joint convergence project have finally decided to treat all long term non-cancellable leases as balance sheet assets and liabilities effective for periods beginning on or after January 1, 2019. The length of time for this inevitable change is very surprising given that lease accounting is often cited as the single major culprit of financial statement misstatements and fraud. It should also be noted that the SOX regulations in the USA effectively eliminated all other off balance sheet debt which begs the question as to how lease accounting continued without change for more than a decade after SOX. This change however will have significant negative effects on business entities, particularly on their debt related ratios which will translate into higher interest costs and a higher company cost of capital. This case study presents a Balance Sheet, Income Statement, and Cash Flow Statement along with a set of facts relating to the company's lease agreements. The student will first be required to prepare a complete set of financial statements per the new lease rules under IFRS and US GAAP. The student is then required to calculate a set of debt related ratios and compare these ratios between the new and current lease rules. The student will then comment on the effects of these ratios and the resulting consequences. The student will complete the project by discussing the differences in lease accounting under IFRS and US GAAP. This case study is recommended as a group project for an undergraduate Advanced Intermediate Accounting course ,as well for graduate Intermediate Accounting, Financial Statement Analysis, International Accounting, and Financial Accounting theory courses. A good working knowledge of both IFRS and US GAAP accounting rules are required for the satisfactory completion of this case study.

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&

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An Analysis of Challenges Connected to Female Labor Market Participation in India

In the last years, India has been experiencing strong economic growth, which has been going along with the creation of new jobs. However, not enough jobs were created for the vast number of people entering the labor market. Women have traditionally been under-represented on the Indian labor market, and in recent years female labor market participation has been stagnating. The aim of this paper is to analyze reasons for this trend. Among these are the effects of an overall increase in living standards for women with little or no education on labor market participation, the status of education among Indian women, as well as cultural barriers that keep women from formal employment and higher education. Trends like new employment opportunities in manufacturing, regional differences across regions in India, and the impact of the high share of informal employment on India's labor market are also discussed. Dual labor market theory is used as a theoretical basis. The analysis is based on statistics, as well as interviews with European companies and European-Indian joint ventures in India, which give insight into dynamics on the Indian labor market.

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Civil Liability of Omission – Legal Analytical Study

While criminal offences will always activate civil liability, not all instances of civil liability will amount to a crime. In those legal systems that adopt the French general clause model, injured persons will be able to claim damages from anyone guilty of omitting assistance under the general clause on criminal omission. Instead, those systems that follow the English model will directly attach civil liability only to those cases explicitly contemplated in criminal legislation. However, there might foreseeably arise cases of non-criminally relevant omissions that give rise to harm. For these, it will be necessary to examine – in order to ascertain the legitimacy of a civil claim for damages – the extent to which the withholding conduct of the defendant constitutes a deviation from the conduct of an average bystander, in application of the customary test for civil liability claims.

Faced with omissions, neither the French Civil Code nor the Palestinian Civil Law No. 4 of 2012 explicitly contemplate a tort of withholding assistance. Instead, both introduce only a general clause for civil liability to provide compensation. The French Civil Code does so at Article 1382, which states that ‘any act whatever of man, which causes damage to another, obliges the one by whose fault it occurred, to compensate it. The Palestinian Civil Law No. 4 of 2012 contemplates liability for harmful acts at Article 179, which reads as follows: ‘Anyone who, through a harmful act, has caused damage to others shall be liable for compensation.’

The absence of an explicit mention of omission leaves the question open as to whether the mere withholding of assistance would activate civil liability, or whether the latter would only come into play in the case of positive conduct.

The paper concluded that there is must be legal regulation for the civil liability for withholding assistance. This strengthens social solidarity and conforms to ethics.

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The Effectiveness of Insider Trading Disclosure Policies: US and EU Comparison

In this research, we compare the effectiveness of two disclosure policies as applied to insider trading in protecting minorities: the American insider trading rules and the European crossing of shareholding thresholds rules. While the American strategy focuses on the identity of the shareholder “insider”, the European strategy focuses on the threshold crossed by the shareholder. The questions we address in this study are: 1) Why did European countries adopt the American strategy of insider trading disclosure recently with the market abuse directive? 2) Is it only by imitation, or is the American strategy protecting minorities more effective?

We run an event study on French context, where both regulations are adopted and we show that the US insider disclosure policy has better information content and provides better protection to minorities.

Purpose: The aim of the study is to examine the effectiveness of financial market rules especially American regulation on insider trading enacted by the Sarbanes-Oxley act and the European regulation on crossing of shareholding threshold enacted by the large holding directive 88-627, in protecting minorities.

Design/methodology/approach: The study compares two alternative disclosure rules on insider trading: The American regulation on insider trading enacted by the Sarbanes-Oxley act and the European regulation on crossing of shareholding threshold enacted by the large holding directive 88-627. In order to investigate which one is more effective in signaling reserved information, and thus in reducing information asymmetry, we run an event study on French context, where both regulations are adopted. The data were hand collected from the French stock exchange securities commissions during the two years following the implementation of the market abuse directive 2004/72/EC.

Findings: The results show that the French market reacts significantly to insider trading, but poorly to the crossing shareholding thresholds. Abnormal returns are greater after insider purchases than after crossing up thresholds. These findings support the superiority of the insider disclosure regulation since it has better information content and provides a better protection to minorities.

Practical implications: This research can be helpful for the securities lawmakers and regulators in the process of insider trading law enforcement.

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&

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“Onboarding” Third Parties and Risk Management in Financial Institutions

Rapid changes in technology and analytics have transformed the firm outsourcing and supply chain also increasing firm reliance on third-party provided products and services. Ease of online access and digitization has created opportunities and risks. Financial institutions, for example, have increased risk exposure, as external entities interact with such firms at different levels and within different segments of the business. Financial institutions carry a lot of Personally Identifiable Information (PII) that increases risks where third parties connect directly or indirectly to systems that present opportunities to access this data. In the past decade there have been a significant amount of data breaches directly related to a lack of due diligence in third-party security control review. Cyber-attacks and data breaches are some of the biggest issues that threaten business, compromising reputation and the trust that companies have developed over their existence, besides the costs to those impacted directly. Third-party risk management is growing in importance to address this threat. This project examines the nature of such risk through an assessment of vendor “onboarding” processes, and risk management in the context of financial institutions.

This paper results from an ongoing initiative of a Massachusetts industry (firms providing financial services) and academics (local universities) collaboration for teaching and research, that recently addressed the issue of third-party risk management. During the first phase, students completed a job shadowing experience and developed a framework on vendor onboarding lifecycle that included such stages as vendor identification and due diligence (in examining vendor risk) to contract negotiations and finally ongoing monitoring. The framework highlights the relevance of evaluating business partners, suppliers, or third-party vendors both before a business relationship is established and during the duration of their business contract. Next, using interviews and surveys, we gathered information about how such firms develop a systematic approach to vendor risk management. Specifically, we highlight checks and balances in the onboarding of a new vendor, the role of third-party Risk Management Division in preparing initial evaluation leading up to the tiering of vendors into risk categories, followed by contract negotiations, access privileges prepared by the Digital Identity

Division, and the ongoing monitoring by Internal Audit and Compliance. Thus, the risk management process inter-relates Digital Identity, Internal Audit, and Compliance divisions within the changing regulatory landscape that now requires due diligence regulations for industries in different jurisdictions, ranging from New York and California to the European Union. Outcomes, particularly categorization of Inherent Risk and the management of Residual Risk form important parts of the process. Specifically, such assessments lead to trade-offs in cost and efficiency with risk involving management discretion in relation to available options. The higher the risk, the more rigorous the measures to control them to limit exposure, considering costs, efficiency and compliance factors. Finally, the paper will highlight the implications of this area of research for industry and the professions, particularly given the paucity of extant empirical research literature in the area, and its crucial importance for multiple disciplines in the foreseeable future.

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Integrating Independence & Interdependence: Education Beyond Dualism

We are on the threshold of a paradigm shift in how the world functions. This is a turning point for humanity, as we know it. If we consciously decide to choose a path toward a humanity based on collective consciousness and the integration of independence with interdependence, this path has the potential to evolve beyond the divisive construct of dualism, which has guided most of the actions of society throughout history, causing dehumanization and division to be generated throughout our global community. Education has the power to re-determine the foundation of our values as a society and is a tool to this transformation.

Furthermore, we must realize that the current needs of society are due to how we have developed the minds of humanity within our educational systems. In order to create a path of peace and wisdom in the world, we must understand how the stagnation of education and narrow-minded socioeconomic pressures have misguided students, teachers, and societies, and these must be changed in order to change the state of our future.

By dismantling the dualism that has been ingrained in societal values and beliefs, there is potential for fostering greater understanding and implementation of a notion that has the potential to bring true peace and evolution to the world. This idea being that, regardless of the different individual entities that exist, we are all part of one world, one humanity, moreover, a humanity that must recognize the importance and responsibility of our interconnectivity regardless of our proliferated differences, we have a responsibility as a human race to one another.

Nonetheless, reconstruction throughout educational environments to one in which stimulates greater awareness through integrating independence and interdependence would be evolutionary. The key to this evolution is transitioning students learning experience from mere cognitive academic materials and focus to integrating value based teachings that would incorporate experimenting with the understanding of consciousness, gaining insights into greater development of oneself and humanity, and thus, this would expand individuals' personal and collective awareness. It requires the development for newer methods of educating of not only the minds of students but also enhancing their connections to their unique talents, emotional intelligence, and the authentic state of the world.

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Perspectives on Critical Success Factors of Continuous Improvement Initiatives

In their efforts to improve their competitiveness, multinational firms are increasingly rolling out continuous improvement initiatives such as Lean, Six Sigma, Total Quality Management, and Total Productive Maintenance to their subsidiaries, with the intention of increasing the quality of their products and services, reducing waste, and improving company performance. The purpose of the present study is to review the critical success factors (CSFs) of process improvement initiatives in an international context and ascertain which CSFs are most important to their success. In addition to contribution to the theory, this will provide valuable guidance to firms considering implementing a continuous improvement initiative.

Approximately twelve CSFs were initially identified in the literature. They included amongst others, management involvement and commitment, (organizational) culture change, education and training, project prioritization and selection, and linking Lean Six Sigma to business strategy. Subsequent studies attempted to identify the most important CSFs. However, despite numerous replications, the findings of this stream of research have been inconsistent and there is no consensus as to which CSFs are most important. There are several possible reasons for the inconsistent findings.

First, a possible explanation can be found in that CSFs have been operationalized and aggregated inconsistently across studies. The CSFs are described at a relatively high level of aggregation (e.g. "management involvement, commitment and enthusiasm") and different studies grouped them differently or named them differently.

A second possible explanation can be found in the empirical approach used. Most studies in this area of research have used a survey-based approach, asking respondents to rate their perceived importance of the CSFs on a Likert scale. However, the differences found were often small and non-significant, making the choice of which CSFs were important and which not somewhat arbitrary. This issue is compounded by the relatively small sample size and low response rate that most researchers encountered, in combination with the subjective nature of the question asked to the respondents.

The present study therefore uses Q-methodology to remedy the above issues and provide a more nuanced answer to the question “which CSFs are most important to the success of continuous improvement initiatives?”. Q methodology is often described as a structured way to study subjectivity and therefore seems particularly well suited to the study of managers’ personal opinions of which CSFs are most important in their organizations. Q-methodology employs both qualitative and quantitative techniques to establish patterns of thought or viewpoints on a topic. While the findings of this method are not meant to be generalizable, they offer the researcher an opportunity to identify groups of respondents that share a viewpoint. Q-methodology has the advantage of requiring a relatively small group of respondents another advantage in this context where access to experienced practitioners is limited.

Q-methodology’s first step is to generate a representative series of statements. These were generated based on an extensive review of the literature complemented with interviews with continuous improvement experts. Existing CSFs were disaggregated as much as possible. The resulting list of statements will be presented to respondents by trained researchers in a one-on-one setting to facilitate discussion, and when necessary, clarification. Subsequent analysis will identify several perspectives on which CSFs are most important to the success of continuous improvement initiatives.

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Pathways to Operationally Progress in the Hungarian Health Care System

Developing management practices in hospitals give the opportunity to improve quality of patient care and productivity. In today's hospital structure, formed in the first decades of the twentieth century, various departments were built according to different fields of medicine. As a result of the process of specialization and growth in wards, hospitals have become vertically organized institutions, health care has become fragmented and hospitals have become closed, hierarchical systems by the end of the twentieth century. The care system is less able to cope with the current challenges, which is due to fragmentation and a change in the patient and disease structure (increasing proportion of elderly patients due to increasing average age, increasing old age illnesses and chronic, long-term illnesses). Because increasing costs are required to achieve the same health gains, the effectiveness of hospital treatment is reduced. The pressure to raise the necessary costs (including the use of high-tech, expensive technologies) generates an economic and financial crisis that requires structural changes in hospitals. The central issue is to change the organizational structures, to be able to meet the needs of patients and to support the work processes and tasks of today's hospitals. Lower mortality rates and improved financial performance can be achieved with advanced management techniques, but there are major differences in the quality of some management practices within and across countries, requiring the development of poorly performing hospitals. However, its costs is a challenge for all countries and they will have to cope with the increasing demand for health care, too.

Hungarian health care system has been looking for solutions to the challenges of the 21st century. There are 70 functioning hospital beds for ten thousand inhabitants, and in 2015 € 1428 per person (7.2% of GDP) were spent on health, which is about half the EU average of € 2,797 (9.9% of GDP). In this context, we are looking for locally available solutions that can help improve the quality of patient care.

This paper sheds new light on developed hospital management techniques, with special attention to "best practices" in the sector, including their novelty content compared to previous procedures, and

their feasibility and applicability in Hungarian health care system. In terms of method, we are collecting a number of “best practices” in our research, creating three categories to group them, based on the size of change and investment required. To support professionally the results of our research, we are doing an interview with health-economist specialists with practical management experience in the sector. We would like to identify system-wide and subsystem challenges in health care, especially in Hungary, and with our results we would like to offer elsewhere working solutions to address the challenges at the level of some hospitals within the subsystem.

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Trust Problematic in Print Media: A Study on Newspaper Readers' Confidence for Newspapers Published in Turkey

In this study, a research was conducted on the problem of trust in the public in face of newspapers that have experienced a decrease in circulation in Turkey in recent years. Political and ideological conflicts that arose as a result of some events organized by foreign-oriented international forces in Turkey have become mass and reflected in the media. These ideological conflicts of opinion, which led to polarization, have also led to a diversification in the media. Printed media, which presents the content of ideas in the most concrete way within the media, has been influenced by polarization and has become a medium that propagates the ideology they belong to instead of objective publishing. This transformation has led to a decrease in confidence in newspapers. Another important reason for the trust problem faced by newspapers is the fact that newspapers go from patronage, which is rooted in journalism, to the control and ownership of businessmen, and rather than acting like a journalist while managing the newspapers, these businessmen tend to behave like a businessman. One of the dramatic declines in total circulation of newspapers published in Turkey has been "the question of trust in the press". In this study, a descriptive analysis of the trust problem in the print press in Turkey as of 2019 was conducted. The first part of the research includes pre-academic and sectoral studies on the print press, while in the second part, a questionnaire was applied on issues of trust on newspapers, newspaper reading habits, most widely read newspapers and newspaper sections, the most widely read pages of newspapers. In the conclusion section of the study, data was obtained related to the fact that the confidence in the print media in Turkey was very low and that this adversely affected newspaper circulations.

Yan Li

Professor, People's Public Security University of China, China

**Basic Strategies for Implementing Chinese Excellent
Traditional Culture Education in Police Academies**

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AVAILABLE

Noel Murray

Associate Professor, Chapman University, USA

A Multimodal Analysis Using an Exemplar from Japanese Television Advertising

A multimodal analysis is used to investigate for the presence of situated meanings of *uchi/soto* in Japanese advertising. The analysis supports the proposition that discourses of gendered relations of *uchi/soto* may be found in contemporary Japanese television advertising. The article argues that relations of *uchi/soto* provide a unique window into Japanese consumption behavior. I advocate for multimodal critical discourse analysis as a preferred methodology and theoretical framework for multimodal advertising research applications. I discuss social and economic implications of reproducing gendered relations of *uchi/soto* in advertising and offer suggestions for future research on situated meanings.

Steven Oberhelman

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**Δὲν μπορεῖς νὰ κάνῃς τὸν γιατρὸν χωρὶς νὰ εἶσαι γιατρός:
The Conflict between Diplomat Doctors and Practical
Doctors in Early 20th-Century Greece**

In 1930 a herbalist monk named Gymnasios Lauriōtis was brought before the civil authorities in Kavala, Greece, the capital of the prefecture that included Thasos. The Office of the Prosecuting Attorney sent the police to arrest the monk for practicing medicine without a university-issued license. The prosecutor was particularly interested in whether Gymnasios had accepted any payments (χρηματίζεσαι) for his medical recipes. Gymnasios vigorously defended himself: God had given him the gift of healing both to help the sick and “for the salvation of my soul” (διὰ τὴν σωτηρίαν τῆς ψυχῆς μου). The source of the conflict lay in the differences between the two main types of physician (γιατρός) at the time: the γιατρός ἐπιστήμων (“learned physician”) and the γιατρός πρακτικός (“practical doctor”). The former was university-trained, with a diploma earned at a major teaching institution, especially the universities of Athens and Constantinople. The γιατρός πρακτικός, on the other hand, was unschooled but was taught their craft through years of apprenticeship; he was usually the only health care person to whom country folk and islanders had access. Gymnasios was trained as a πρακτικός by his mother, grandfather, and various physicians and healers across Europe. He was, in his eyes, the proud practitioner-healer of a time-honored profession and so *was* a γιατρός, with every right to practice healing. The Prosecuting Attorney of Kavala, on the other hand, interacted with diplomat physicians in the large city; he rejected Gymnasios as a γιατρός since, in his eyes, that title belonged to someone with a university license to practice medicine. In my paper I will discuss this clash of ideas over what the term γιατρός meant in early 19th-century Greece. I will also discuss the political, social, and cultural factors that led to a rupture of the working relationships between practical healers and the medical establishment after centuries of cooperation.

Amani Omer

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Albert Wijeweera

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Bilateral Elasticity of Demand for Sudanese Exports: A Time Series Analysis

Sudan is well poised to undergo major economic reforms following decades of political instability. As it stands, the overwhelming majority of the Sudanese population has experienced a deterioration in their standard of living at an unprecedented rate during the three decades governed by the previous, recently ousted political leadership. During this time the economic performance of Sudan was not particularly disparate from the economic performance of the rest of the world when measured by the rate of economic growth. However, the downstream benefits of this economic growth have not been visible at the ground level. The economic growth rate has been on average, moderate, at a rate of 4.82%. The economy has suffered from ongoing instability in the balance of payments accounts, depreciating exchange rates, increasing unemployment, and rising inflation which has in recent years mounted to hyperinflation reaching 72.9% by the end of 2018. Compounding the inherent effects of the instability have been government economic policies, US sanctions, civil wars and the South separation movement. Collectively, these events have led to severely detrimental impacts on both the economy and the welfare of the Sudanese people.

One area that has been critically impacted by the lack of stable government and is in urgent need of policy reform is the export sector. Sudan has suffered from consistent trade and current account deficits due to lackluster export earnings and the falling competitiveness of exports due to the weakening Sudanese pound (SDG). This paper seeks to empirically evaluate whether the relatively low income and price elasticities of export demand have contributed to the dismal performance Sudan's export earnings. The paper estimates the bilateral price and income export elasticities for Sudan's five major trading partners: the United Arab Emirates, Saudi Arabia, China, Egypt, and India. Given that these five countries collectively contribute to more than 60% of Sudan's total export demand, a comprehensive understanding of bilateral export elasticities could be immensely beneficial for formulating future trade policies. In this study, we estimate the standard bilateral export demand functions for these top five purchasing countries covering the period 1975 - 2018, giving a total of 44 observations for each data series.

As is well documented in time series literature, if the variables in the export demand function contain a unit root, ignoring stationary properties could lead to invalid inferences. Accordingly, whether the export demand equation can be estimated by conventional ordinary least squares method depends on the unit root properties of the variables. For instance, the commonly used Two-Step Cointegration model of Engle and Granger (1987) and the system based Reduced Rank approach of Johansen (1991) are used when variables of the same order are integrated. On the other hand, the Bound Testing to Cointegration Approach within an Autoregressive Distributive Lag (ARDL) framework established by Pesaran et al. (2001) is used if the variables are integrated in different order. Initial diagnostic test results suggest that variables are integrated of the same order and the Two Step Cointegration procedure is preferred for estimating the export demand function for Sudan. Findings based on initial estimations indicate that the bilateral elasticity estimates not only vary in magnitude among the countries, they also differ significantly from aggregate elasticity values estimated in previous studies. This finding suggests that export enhanced trade policies should be tailored to major trading partners to deliver the intended outcomes.

Sophia Pandi

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Derek Watson

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Measuring and Enhancing the Food Safety Culture in Five All Inclusive Hotels in Greece: A Case Study

A twenty first century conundrum is one in which we see significant advances in food science, whilst at the same time 1 in 10 people in the world fall ill after eating contaminated food and 420,000 die every year. Such failings are not ring fenced to third world countries but are a clear and present danger to western society. A key contributor is the failure to appreciate the concept of food safety culture and the level of commitment senior food manufacturers need to invest in their battle against food contamination.

This paper utilizes the 'Enlighten Food Safety Culture Model' which adopts a mixed methods approach and studies a UK high risk fair trade food manufacture. In which, all 60 employees participate in the research exercise via questionnaire, semi structured interviews and focus groups. The findings identify core issues and subsequent recommendations offer viable solutions to enhance the companies food safety culture.

Dien Phan

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IT Project Methodologies from an Ecological Perspective

The rapid advance in technology in the past decades has created a rapid evolution of organization ecosystems in organizations and IT projects. Because of the high cost of IT spending, numerous efforts have been made to improve the success of projects in terms of cost, schedule, budget and quality. As a consequence, new IT project development methodologies such as those in traditional life cycle and agile development have emerged, evolved, and proliferated in the past decades. Today, projects using agile development methodologies have evolved and proliferated rapidly. Like biological ecologists who studied the birth, growth, proliferation and decline of species in nature, numerous studies have been made in the ecology of organizations. However, despite there are substantial number of ecological studies in the high-tech industry there is a lack of ecological studies in IT project development methodology.

This paper attempts to study the evolution of IT project methodology from an ecological perspective. A case study of an ongoing very large ERP development project at a major corporation in the U.S. is presented. The paper concludes with success factors in project methodology in large development projects.

Eleni Eleanna Nemesis Piteli
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Determinants of Migrant Remittances: The Role of Home-Country Culture, Institutions and Foreign Capital Inflows

This paper analyses the determinants of remittances, an important capital flow comparable to Foreign Direct Investment (FDI), with important characteristics that render its understanding critical for a better appreciation of globalisation and International Business (IB) scholarship. The paper contributes to the IB literature by examining two types of potential determinants of importance to IB that have been downplayed, or simply ignored in extant literature on remittances, namely institutional and cultural factors. In addition, we cross-fertilise IB and literature on remittances, by incorporating in our analysis FDI as a control variable. Our conceptual framework and results suggest that the institutional environment and cultural factors can account for differences in the amounts of funds remitted. In addition, we find evidence for a positive link between FDI and remittances. These are novel findings with important implications for public policy, managerial practice and IB as a whole.

Crina Pungulescu

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A Gravity Model for Bilateral Home Bias: Beyond Distance

This paper uses recent technology from the fields of cognitive neuroscience and psycho-linguistics to introduce a new variable into the established framework of gravity models in finance. This is a measure of country similarity, computed based on the overlap of the semantic fingerprints (i.e. numerical representations of meanings) of any pair of country names within an artificial human-like brain called the Retina. The resulting variable, measuring the conceptual commonality of country pairs is added to the set of typical gravity variables (distance, common language, border) in a model for bilateral home bias. Using both the traditional benchmark for computing home bias (i.e. the world market capitalization shares) and an alternative methodology that takes into account the evolution of asset returns (i.e. the performance of financial markets) in determining optimal investment, this paper firmly establishes the significance of the new similarity variable. Countries appear to be less underinvested in similar (even if not geographically close) partners and affinity even leads to overinvestment. If similarity is interpreted as a proxy for trust, it suggests that the need for trust in the investment partner counteracts the financial rationale of risk diversification.

Harsha Sarvaiya
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Public-Private Partnership in Municipal Solid Waste Management in India: The Good, the Bad and the Ugly

The abysmal issues in municipal solid waste management (MSWM) in urban India is the motivation for this research. Municipal Corporations have the responsibility for solid waste management. However, they have technical, operational and financial limitation to tackle the problem. Hence, contracts are given to the private companies in the perception of improved performance, access to private capital and infrastructure and improved environmental protection. This has resulted in a growing trend of public-private partnership (PPP) model in MSWM. However, PPP has failed to meet these claims, as 70-80% of waste is still not processed and dumped on the open land, causing substantial environmental and health impacts. Nevertheless, despite this call for action, the extant research mainly focuses on the positive performance and successful stories. There is a lack of clarity why do private companies fail to achieve effective MSWM. The current research aims to fill the research gaps by examining the research questions: *“What are the major challenges faced in PPP in MSWM? What factors affect effective implementation of PPP?”*

The study adopted a qualitative research approach, using case study method. In particular, multiple-case design was used and the data was collected from three different cities. These cities were selected based on the good, bad and ugly performance, using the cleanliness ranking of the Government of India. Interviewing was used as the preferred research method in order to investigate participants' perspective through their stories, insights and experiences. In particular, face to face interviews were conducted with various stakeholders, such as the managers of Private Companies, the government officers of the Municipal Corporations, the members of Non-Government Organisations (NGO). The interview data were analysed using Actor Network theory. Thematic analysis was conducted using Nvivo.

The findings suggest that two of three cities have had terrible issues in MSWM due to a failure of PPP. Private companies faced a variety of economic challenges including inadequate financial support, unprofitable processing, corruption, and financial scandals. Another major issue faced by PPP was inferior quality of collected waste due to poor segregation. This was due to a social issue, lack of supportive culture and awareness among community with regard to waste collection and segregation. There were also environmental challenges, such as leakage of harmful gases, frequent cases of fire on the dumping grounds, contamination of land and water and spread of harmful diseases! Based on 'the good' case, the

findings suggest that there are various factors responsible for the successful PPP, such as consistent support from municipal corporation, mutual problem solving mechanism, private company's tech knowhow, effective awareness campaign for community supported by NGO and strict implementation of policy and rules. The research has contributed to the literature by investigating the major issues faced in PPP, advancing Actor-Network theory, investigating various human and non-human factors. It aims to provide a practical roadmap to develop a transparent and inclusive PPP model, which can be applicable to various developing countries facing similar issues.

Jing Shen

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Shuo Yang

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A Study of the Investor Shareholding Level and Financing Methods of Listed Companies

This paper takes listed companies with declining performance in 2011-2017 as the research object, conducts an exploratory analysis on whether the performance recession affects their investment behavior and observes the adjustment effect of the internal and external environment of the enterprise on the relationship between performance recession and investment behavior. Through robustness analysis of a panel model and cross-sectional regression, it is found that companies facing lower performance degradation tend to increase their investment in innovation and R&D to improve performance, while companies facing greater performance degradation tend to increase equity investment to improve performance. The characteristic of manager age does not affect the relationship between performance recession and corporate investment behavior, and the development prospects of the industry have a significant regulatory effect. Enterprises with good industry development prospects choose to increase investment in R&D and innovation, while companies with poor industry prospects choose to increase their investment in external equity. This shows that there are differences in the way companies facing different levels of performance degradation and different industry contexts invest to improve performance.

Gerhard Speckbacher

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Managing the Trade-off between Delegation and Task Interdependence in Creative Teams: The Role of Personnel and Cultural Controls

In this study we analyze the interactive effects of delegation of decision rights (task autonomy) and team task interdependence on creative team performance. Creative teams are characterized by a high requirement for both autonomy and task interdependence, suggesting that ideally creative teamwork should be designed in a way that both are maximized. However, we expect that giving team members higher autonomy will in fact undermine the positive effect of more task interdependence on team creativity and vice versa. Most importantly, while the trade-off between autonomy and team task interdependence is inherent in the nature of creative work, we argue that some creative teams are better able to deal with this trade-off than others, depending on the presence of selection, training and cultural control as mechanisms for supporting successful team self-management. Such clan control enables teams to efficiently self-manage and self-regulate team activities in order to reconcile high task interdependence and high task autonomy. Interestingly, we also show that team-based incentives, which are typically used to incentivize coordination and cooperation in team settings, are not effective in breaking the trade-off inherent in creative work. We test our hypotheses using survey data collected from 101 teams and 372 individuals in 53 marketing agencies, and find evidence that is consistent with our predictions.

Albert Wijeweera

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Stock Market Volatility and Terrorist Events

Acts of terrorism have increased markedly in recent decades. Social analyses have found terror related events to be associated with nationwide increases in fear, panic and uncertainty amongst individuals and businesses who play a major role in the stock market. The current paper intends to contribute to the established literature by quantitatively examining the impacts of terrorist attacks on financial market volatility by conducting an in-depth case study of the Sri Lankan stock market during the years of within and after the civil war (1986-2017). Sri Lanka serves as an excellent natural experiment for the current study due to the sustained length and severity of the terrorist attacks between 1983 and 2009. Five forms of terror variables: (i) cumulative number of deaths; (ii) cumulative number of victims injured; (iii) number of fatalities; (iv) number of injured, and (v) a terror dummy variable were utilized in modelling the stock market volatility. The findings suggest that terror attacks have exerted a significant effect on stock market volatility in Sri Lanka during the conflict period. Nonetheless, four of the five terror related variables were not statistically significant, thus making it difficult to form a clear interaction among the variables. Investors seem to concern themselves more on the risk of instability which manifests as a result of terror related events rather than the human cost of such events.

Hua Xiong

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**Police Education in China:
The Perspective of Administrative Ethics**

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Mingliang Zhuo

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Main School-running Characteristics of Socialist Police University with Chinese Characteristics

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