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# List of Participants

<table>
<thead>
<tr>
<th>ID</th>
<th>Name</th>
<th>University</th>
<th>Country</th>
</tr>
</thead>
<tbody>
<tr>
<td>D805</td>
<td>Dr. Marcela Rabatinová</td>
<td>University of Economics in Bratislava</td>
<td>Slovakia</td>
</tr>
<tr>
<td>D806</td>
<td>Dr. Jana Kušnírová</td>
<td>University of Economics in Bratislava</td>
<td>Slovakia</td>
</tr>
<tr>
<td>D808</td>
<td>Assoc. Prof. Marta Martincová</td>
<td>University of Economics in Bratislava</td>
<td>Slovakia</td>
</tr>
<tr>
<td>D809</td>
<td>Prof. Magdalena Privarova</td>
<td>University of Economics in Bratislava</td>
<td>Slovakia</td>
</tr>
<tr>
<td>D810</td>
<td>Assoc. Prof. Daria Rozborilova</td>
<td>University of Economics</td>
<td>Slovakia</td>
</tr>
<tr>
<td>D818</td>
<td>Dr. Jayant Sharma</td>
<td>M.L. Sukhadia University</td>
<td>India</td>
</tr>
<tr>
<td>D819/26</td>
<td>Dr. Najwa Mordhah</td>
<td>Yanbu University College</td>
<td>Saudi Arabia</td>
</tr>
<tr>
<td>D827</td>
<td>Dr. Ambili Sunil</td>
<td>Emirates Canadian University College</td>
<td>UAE</td>
</tr>
<tr>
<td>D829</td>
<td>Dr. Dalia Ezzat Amin Mohamed</td>
<td>Cairo University</td>
<td>Egypt</td>
</tr>
<tr>
<td>D833</td>
<td>Dr. Mariam Aldhaheri</td>
<td>Higher colleges of Technology</td>
<td>UAE</td>
</tr>
<tr>
<td>DE811</td>
<td>Dr. Lisa Kasmer</td>
<td>Grand Valley State University</td>
<td>USA</td>
</tr>
<tr>
<td>DE824</td>
<td>Ms. Anamika Chawhan</td>
<td>SJM SOM, IIT-Bombay</td>
<td>India</td>
</tr>
<tr>
<td>DE828</td>
<td>Prof. Dr. Benno Feldmann</td>
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</tr>
<tr>
<td>DE834/36</td>
<td>Mr. Lewa Kashero Emmanuel</td>
<td>World Christian Professionals Ministries</td>
<td>Kenya</td>
</tr>
<tr>
<td>DE835</td>
<td>Dr. Saravanakumar A R</td>
<td>Alagappa University</td>
<td>India</td>
</tr>
<tr>
<td>DM814</td>
<td>Assoc. Prof. Euzéby Florence</td>
<td>La Rochelle University</td>
<td>France</td>
</tr>
<tr>
<td>DM814a</td>
<td>Assoc. Prof. Passebois Ducros Juliette</td>
<td>Bordeaux University</td>
<td>France</td>
</tr>
<tr>
<td>DMD820</td>
<td>Mr. Hans Albert Braunfisch</td>
<td>University of Glasgow</td>
<td>USA</td>
</tr>
<tr>
<td>DMD838</td>
<td>Mr. Miguel Bentes</td>
<td>BBMJ/B8BIZ</td>
<td>Brazil</td>
</tr>
<tr>
<td></td>
<td>Prof. Dr. Abu N. M. Wahid</td>
<td>Tennessee State University</td>
<td>USA</td>
</tr>
</tbody>
</table>
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Conference Papers

<table>
<thead>
<tr>
<th>Paper Title</th>
<th>Page. No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Analysis of Compliance Behaviour and Encouraging Tax Compliance:</td>
<td>1</td>
</tr>
<tr>
<td>Marcela Rabatinová &amp; Anna Schultzová, University of Economics in Bratislava, Slovakia.</td>
<td></td>
</tr>
<tr>
<td>Effectiveness of Recovery of Tax Receivables in the Slovak Republic:</td>
<td>2</td>
</tr>
<tr>
<td>Kušnírová Jana &amp; Válek Juraj, University of Economics in Bratislava, Slovakia.</td>
<td></td>
</tr>
<tr>
<td>The Relative Risk Performance of the Islamic Sukus over the Conventional Bonds: New Evidence from Value at Risk Approach:</td>
<td>3</td>
</tr>
<tr>
<td>Mariam Aldhaheri, Higher Colleges of Technology, UAE.</td>
<td></td>
</tr>
<tr>
<td>Human Capital, Innovation and Flexibility of the Labor Force as a Source of Economic Growth: Marta Martincová, University of Economics in Bratislava, Slovak Republic.</td>
<td>4</td>
</tr>
<tr>
<td>The Impact of Globalization and Technological Innovations on Unemployment of Low-Skilled Labor Force in EU Countries: Andrej Přívara &amp; Marta Martincová, University of Economics in Bratislava, Slovak Republic.</td>
<td>5</td>
</tr>
<tr>
<td>Investments in tertiary education in the context of labor market needs at the beginning of the 21st century: Daria Rozborilová, University of Economics, Slovak Republic.</td>
<td>6</td>
</tr>
<tr>
<td>Importance of E-Wallets in Cashless Economy (A Post Demonetisation Study with Special Reference to Ahmedabad City): Jayant Sharma, M.L. Sukhadia University, India.</td>
<td>7</td>
</tr>
<tr>
<td>Human Resources Management in Public Agencies under the Shed of three Paradigms: Old Public Administration, New Public Management and New Public Service: Najwa Mordhah, Yanbu University College, Saudi Arabia.</td>
<td>8</td>
</tr>
</tbody>
</table>

www.globalbizresearch.org
<table>
<thead>
<tr>
<th>Title</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Uniqueness of Saudi Female Workplace: Challenges and Opportunities: Najwa Mordhah, Yanbu University College, Saudi Arabia.</td>
<td>9</td>
</tr>
<tr>
<td>An Avoidable Disaster: What Kerala could Learn from Flood Management in Netherlands: Ambili Sunil, Emirates Canadian University College, UAE.</td>
<td>10</td>
</tr>
<tr>
<td>A Flagship Project to Reinforce the City Image? The Case of “Cité du vin” in Bordeaux City: Florence EUZÉBY, University of La Rochelle, France &amp; Juliette PASSEBOIS DUCROS, University of Bordeaux, France.</td>
<td>11</td>
</tr>
<tr>
<td>Pre-Service Teachers Early Field Experiences: Cultural Historical Activity Theory: Lisa Kasmer, Grand Valley State University, USA</td>
<td>12</td>
</tr>
<tr>
<td>Towards a Knowledge Management Framework in Education Centric NGOs: Anamika K. Chawhan &amp; Rajendra M Sonar, SJM School of Management, IIT-Bombay, India.</td>
<td>13</td>
</tr>
<tr>
<td>Blended and Digital Learning in Higher Education on International Controlling: A Case Study: Benno Feldmann &amp; Tina Weiss, University of Applied Sciences, Worms, Germany.</td>
<td>14</td>
</tr>
<tr>
<td>Minimizing Peace and Security Threats-The Biblical and Technology Perspectives: Lewa Kashero Emmanuel, World Christian Professionals Ministries, Kenya.</td>
<td>15</td>
</tr>
<tr>
<td>Integrated Approach (IA) for Distance Mode (DM) Teacher Education Programme (TEP) in India: AR. Saravanakumar, Alagappa University, India.</td>
<td>17</td>
</tr>
<tr>
<td>Preparing a New Generation of Leaders in Kilifi County by Applying Micah Vision Professional Leaders Framework: Lewa Kashero Emmanul, World Christian Professionals Ministries, Kenya.</td>
<td>18</td>
</tr>
</tbody>
</table>
Analysis of Compliance Behaviour and Encouraging Tax Compliance

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Abstract
The aim of the paper is to analyse attitudes of taxpayers towards tax compliance, describe strategies to increase voluntary tax compliance and proposed instruments within the individual strategies. Assessment of the tax reliability of taxpayers is the current trend applied in the tax policy making of EU Member States. Taxpayers may be categorized on the basis of their attitudes towards tax compliance using management of the tax compliance risks. Segmenting taxpayers in the compliance pyramid can help tax authorities to differentiate the approach towards taxpayers. A targeted selection of taxpayers increases the effectiveness of tax audits and helps to detect tax evasion. A desired goal is to achieve the voluntary compliance and to increase the efficiency of tax collection. The results of the questionnaire survey support the hypothesis that tax morale plays a significant role in a decision-making of taxpayers.

Key Words: Tax policy, tax compliance, tax reliability index
JEL Classification: H 30, H 26
Effectiveness of Recovery of Tax Receivables in the Slovak Republic

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Abstract
Tax receivables are generated in each economy. It is a natural process caused by the action of two opposites. On the one hand, the state attempts to collect the highest amount of taxes. On the other hand, taxable persons are not willing to meet their obligations against the tax administrator within the precise time and in the precise amount. Since the establishment of the Slovak Republic the country has been trying to solve the issue of tax receivables. During the existence it has implemented few tax instruments and mechanisms to improve their collection. One of the mechanisms is the system of the centralization of the recovery of tax receivables by a state institution. The article monitors the history and present of this tax instrument as well as its effectiveness. It also draws the selected non-tax instrument which should have a preventive effect and they should prevent the generation of new tax receivables.

Key Words: tax receivables, tax revenues, Slovak Republic
JEL Classification: H 20, H 27, H 29

1 The chapter was prepared within the framework of the research project VEGA No. 1/0443/15 titled “The tax policy and its impact on the tax collection efficiency and the elimination of tax evasion.”
The Relative Risk Performance of the Islamic Sukuks over the Conventional Bonds: New Evidence from Value at Risk Approach

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Abstract
Sukuk are financial instruments similar to bonds that are compliant with Islamic Shari’a law. Since their inception in 2002, Sukuk markets have experienced dramatic growth rates attracting the attention of investors, analysts and researchers alike. Despite Islamic bonds (thereafter termed as Sukuk) which held successfully their place in the international bond markets, the literature survey reveals that there are limited empirical studies on risk analysis of Sukuk market from the investors’ perspectives. Both the conventional bonds and Sukuk as financial instruments exposed to various types of financial and market risks. The purpose of this dissertation is to explore the risk analysis of Sukuk market compared to conventional bonds. Using a value at risk (VaR) approach, we examine whether the Sukuk expose to higher market risk than conventional bonds. In addition, we investigate whether the inclusion of the Sukuk in the investment portfolio will provide diversification benefit to individual investors. We find that, for a given issuer, (conventional) Bond VaR is significantly higher than Sukuk VaR, indicating that Sukuks are less risky. We also find evidence of persistent Sukuk illiquidity. We further show that introducing a Sukuk allocation to a bond portfolio improves the risk-return tradeoff. The findings of this dissertation have important policy implication for investors and Islamic bond issuers. Moreover, they are of particular importance to policy makers.

Key Words: Islamic finance, conventional bonds, Islamic bonds, Sukuk, VaR, Hedging analysis
Human Capital, Innovation and Flexibility of the Labor Force as a Source of Economic Growth

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Abstract

Dominant sources of the economic growth in the 21st century are human capital, innovations and flexibility of labor force. The aim of this paper is to identify the problems associated with current trends in the development of new technologies that have been associated with irreversible loss of many jobs, the emergence of structural unemployment and the subsequent transfer of labor force between economic sectors. One way to mitigate the negative effects of these processes is to support the formation of human capital, strengthening the competent adaptability and mobility of labor, which will help to build social and emotional resilience to shocks in labor markets. At the same time, more demands are and will be placed on a man than in the past, not only at the level of knowledge, willingness to acquire professional knowledge, but also at the level of more commitment, perseverance, creativity, purposefulness, ability to get ahead and achieve something, ability to carry a certain amount of risk and responsibility for their personal progress as part of human capital of an individual. A close relationship to the creation and transfer of knowledge in the information society creates for everyone a challenge to sustain and enrich their competencies continuously. Since we are continuous learning, human capital is constantly forming and developing. In terms of development and formation of human capital, there is new trend of lifelong education within the school education system as well as trainings along the job in educational structures of enterprises and in all ranges of formal and informal education, within all methods of acquiring knowledge are applied, including a self-study. In the contribution are used following methods: analysis, synthesis, induction, deduction, historical-logical method, secondary sources and case studies. The risk of high flexibility in the labor market include the fact that the acquiring of skills required for success in the labor market is becoming more and more an individual responsibility, along with how flexible employment relationships helped to weaken corporate investments in trainings.

Key Words: Human capital, labor market, technological innovation, knowledge, workforce flexibility

JEL Classification: E 24, O 3, O 4

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2 The paper was prepared within the frame of research project VEGA No. 1/0246/16 entitled “Efficiency of fiscal and monetary policy during the economic cycle”.

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The Impact of Globalization and Technological Innovations on Unemployment of Low-Skilled Labor Force in EU Countries

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Abstract
Globalization is usually perceived as a process of weakening of national social subsystems isolation (production-economic, socio-cultural and institutional-political). These subsystems are integrated within the process to the global level, resulting in their significant independence growth. The importance and intensity of globalization processes are usually demonstrated on examples of increasing turnovers of the world trade or on examples of increasing volumes of foreign direct investment. However, less attention has been paid to the impact of globalization processes on labor markets of economically advanced and developing countries as well. This paper is focused on analysis of two processes that are contributing in a significant way to changes in the labor market in EU countries. These processes are globalization and technological innovations, as well as their synergy effect. In this paper, they are presented as factors, which reduce the need for a low-skilled labor force and consequently increase the probability of excluding individuals from participating in labor markets. Globalized economy using advanced technologies does not need no longer unskilled and low-skilled labor force to the extent that they were previously. This fact has a significant impact on labor markets in the European Union. After a brief review of the sources from this area in question, we have formulated a research question. Subsequently, we have defined the target population as well as the form of social risks that this population has to face on European labor markets. Social risks have been developed to the level of empirical indicators. For each identified form of risk, we observed two basic indicators reflecting, on one hand the extent of the risk and, on the other hand its intensity related to the population of low-skilled labor forces under examination. Based on our analysis, we have drawn the appropriate conclusions regarding changes in the concept of the essential pillars of Esping-Andersen’s Triad: Family - Market (Labor) - Social State.

Key Words: Futures markets, volatility, causality dynamics, volatility transmission, emerging markets
JEL Classification: C 19, G13, G 14
Investments in Tertiary Education in the Context of Labor Market Needs at the Beginning of the 21st Century

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Abstract

Based on empirical research conducted at regional level (within the EU) as well as at global level, it can be state that human potential is not fully utilized. This is also true for the potential of tertiary educated of people. Tertiary education, which does not correspond to the current requirements of labor markets, results not only in the ineffective use of limited resources but also in the loss of chances to change or maintain both economic and social status. The aim of the paper is to verify the hypothesis that a cause of inadequate use of potential of tertiary educated people is a reflection of inadequate structure and allocation investment in tertiary education. Comparing the interrelation between tertiary education (its individual degrees) and the realistic possibility of successful application in labor markets within individual EU countries will allow to identify the measures that need to be implemented in the area of structure and allocation of investment in tertiary education. It must be borne in mind that if acquired tertiary education does not allow for the acquisition of employment in domestic country creates space for migration to those countries that will allow it. Achieving the goals implies the application of a holistic approach and the application of comparative analysis.

Key Words: investment in tertiary education, human capital, labor market, employment, labor migration

JEL Classification: I 20, J 20
Importance of E-Wallets in Cashless Economy
(A Post Demonetisation Study with Special Reference to Ahmedabad City)

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Abstract
In the evening of 8th November 2016 respected Prime Minister of India took a phenomenal step by declaring that two highest denomination currency notes in India (500 rupees notes and 1000 rupee notes) will not remain legal tender. Demonetization decision coupled with government’s initiative to make India a cashless economy is expected to bring a phenomenal transformation in the way people make payments and expected to increase inclination towards online payment. Among the various modes of online payments the mode gaining popularity during present time is E-wallets. In a nation such as India where larger part of clients still favors Cash-On-Delivery, it is difficult to fasten the pace of process of innovation diffusion such as digital wallets. This generates research interest to study the readiness of people to use E-wallets and factors influencing the adoption of E-wallets including the factors refraining the usage of it, during the post demonetization period. This research paper is aimed at examining the adoption of E-wallets as a mode of payment in Ahmedabad City and to ascertain the factors encouraging and preventing the usage of E-wallets during the post demonetization period. This paper also throws light on adjuvant issues like impact of demonetization decision on preference for online payments, impact of various demographic factors on usage of E-wallets, problems faced by people while using E-wallets etc. The study is based on 318 valid responses received through a structured questionnaire. Data collected was analyzed by using percentages, cross tabulation and statistical tools like ANOVA. Through this study researcher found that, E-wallet users give very high level of importance to attributes like security, privacy concerns and pricing (Fees). The major problems frequently encountered by the respondents while using E-wallet are long transaction time taken by E-wallet for processing the transaction, security breach and delayed payment. Demonetization drive of government of India has contributed immensely towards awareness, usage and acceptance of online payment.

Key Words: Cashless Economy, E-wallet, Demonetization, Online Payment, Smart Phone Users.

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Abstract
The traditional paradigm is affected by the early literature of classical organization and management theory. Hence, reactive activity and systematic models of delivery are the most issues that HR focuses on. Traditional HR often tacitly focuses on closed systems that reduce group and organizational phenomena to individual behavior and, consequently, ignore the impact on the work environment. However, this paper searches the role of human resource management in competing public sector paradigms of New Public Management and New Public Service to answer the following questions: Are there differences in how human resource department should function under these two paradigms? If so, what are they? It is found that the shift of the role of public human resource is associated with the shift from traditional or Old Public Administration to the New Public Management. The New Public Management (NPM) is a result of the adaptation of the evolution of, not just administrative structures, but also managerial capacities and financial management. The New Public Service (NPS) is an approach that depends on the assumption that the relationship between the government and citizens has to be considered broadly by treating citizens as a citizen, not a customer. HR under this approach will face challenges in creating a new culture; a participatory and collaborative culture, fits exactly within the NPS assumptions.
The Uniqueness of Saudi Female Workplace: Challenges and Opportunities

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Abstract

In Present years, the Hofstede model of cultural framework has captured the attention of scholars interested in the topic (Sivakumart & Nakata, 2001). This model explains that different cultures hold different values related to their work (Hofstede,1991). The argument of this study and also in other previous studies is that, these values are not excluded to individual relations towards work itself, but also towards relationships with co-workers and as well as toward the organization and so forth. This paper contributes to the literature of cultural influence on workplace especially Hofstede’s theory by understanding the unique context of Saudi Arabia and its impact on Saudi female workplace. provides a coherent picture of Saudi culture and avoids any bias since the researcher is a female who is born and raised and have worked in the Saudi Arabian work place environment. Therefore, this paper envisions to explore the relationship between the religious and cultural environment of Saudi Arabia on the workplace of women. Yet, this paper would enrich the feminism theory from a new approach, an approach that deals with Islamic Saudi women in workplace and whether veiling and segregation entail advantages or disadvantages to Saudi women.

Key Words: Culture, Religion, Hofstede’ Model, Saudi work cultural values, Saudi women workplace
An Avoidable Disaster: 
What Kerala Could Learn from Flood Management in Netherlands?

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Abstract

Prevention, preparation, response and rehabilitation/reconstruction are all linked parts of the crisis management cycle. Global warming is the observed century-scale rise in the average temperature of the Earth's climate system and its related effects. Many of the observed changes since the 1950s are unprecedented in the instrumental temperature record and in paleoclimate proxy records of climate change over thousands to millions of years. By 2050, between 350 million and 600 million people are projected to experience increased water stress due to climate change. Prevention of disaster by Netherlands is an example that any country can adopt. The theory of diffusion of innovation and the latest theories on Situational leadership have been used to explain the process of managing a crisis. This paper is an investigation into the practical lessons, which can be adopted from Netherlands to prevent any country from another disaster. The case analysis method has been used to analyse the adaptability of the Netherlands’s methods in the context of Kerala and further suggests practical applications in the rest of the world. The socio political, management and economic issues being discussed in the paper.

Key Words: Kerala, Netherlands, Global warming, Water stress, Socio Political, Management and Economic issues
A Flagship Project to Reinforce the City Image?  
The Case of “Cité Du Vin” in Bordeaux City

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Abstract
Since the Bilbao effect has been highlighted, policy-makers perceive flagships projects as a wonderful marketing tool to serve their brand strategies. However, the question of the impact of those projects on city image is still unexplored and certainly one of the most important regarding the importance of city images on tourists and residents’ attitudes and behaviors. Our article proposes to highlight this question. Our objectives are threefold (1) to assess if a flagship project could reinforce the city attractiveness, (2) to identify what dimensions of the city image are affected by the flagship and (3) to understand the conditions under which effects could occur. We focused on the case of Bordeaux “Cité du vin”, a huge French project opened in June 2016 to “confer the city an effective landmark as the world wine capital”. Two online surveys were implemented. The first one was carried out before the opening of the structure, and the second one 2 years after. 877 respondents participated (442 in 2016, 435 in 2018); they included both local and touristic populations. Our results highlight that this project globally reinforce Bordeaux image. They also demonstrate that different dimensions of Bordeaux city are impacted regarding the target considered. For touristic population, all dimensions – sportive, cultural, fluvial and wine related- of Bordeaux images are reinforced. The wine dimension is also the highest one. For local residents, the only dimensions reinforced are relatives to wine culture.

Key Words: flagship, city brand image, city branding, place marketing

JEL Classification:
Pre-Service Teachers Early Field Experiences:
Cultural Historical Activity Theory

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Abstract
The aim of this study is to investigate the dilemmas and contractions pre-service teachers face as they embark in early field experiences, and the subsequent instructional decisions they make. The results suggest many pre-service teachers are able to recognize when they need to make shifts in their instructional decisions, but often struggle to incorporate these decisions in future planning.

Key Words: Pre-service teachers, early field experiences, Cultural Historical Activity Theory
Towards a Knowledge Management Framework in Education Centric NGOs

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Abstract
Collaboration of KM and NGOs helps the systems to manage the creation, sharing and reusing the information: within the NGOs, among the different NGOs that work together and on the bigger scale; the NGOs and Society as a whole. This collaboration helps the donors and beneficiaries both. KM helps in addressing the problems such as fundamental objectives, entities, activities, work-flow process. Responsible NGOs always promote sharing the information and knowledge from local to global network. Through this paper, it is concluded that through KM many functional complexities of NGOs can be addressed. This paper attempts to address the critical and fundamental relationships between the NGO’s and KM. The main motive of this paper is developing a broad based theory in the form of holistic framework. Four NGOs who are greatly active in the education for under-privileged kids were studied. Their case-study was developed to support the grounded theory and design SPPIT (Service, Philosophy, Process and IT) framework which supports the inter-relationship between KM and NGOs.

Key Words: Knowledge Management, NGOs, KM Framework, Grounded Theory, Coding, Infrastructure.
Blended and Digital Learning in Higher Education on International Controlling: A Case Study

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Abstract
Blended and digital learning are key enablers for the transformation in higher education learning. Student centered and personalized learning, competency-based education, timely and local independence of the students’ learning experience are amongst the key benefits of the inverted classroom. In our study we present a framework using advanced teaching and learning methods in higher education on the subject of International Controlling. We explore the question which strategy and instruments can facilitate an efficient acquisition of specified competencies from the learners’ perspective, offering substantial improvements for teaching and learning quality. A further core aim is to evaluate the response of a test group to our concept. The results suggest a balanced combination of well-known and advanced learning techniques and include a student feedback analysis on the application of the concept.

Key Words: Blended Learning, Digital Learning, Student-centered learning, Competency-based Learning, International Controlling, Management Control
Minimizing Peace and Security Threats-The Biblical and Technology Perspectives

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Abstract
Prophets Isaiah, Jeremiah, Micah among others prophesied about the anti-Christ well before Jesus Christ was born. These prophesies were fulfilled when Jesus was born and the then king Herod killed all male children under two years of age. It’s revealed that Rachael didn’t want to be comforted for the loss of her children (Mathew 2:17-18.KJV). Wars and rumors of war, terrorism, persecution, famine, family conflicts and disputes, land disputes, racism, religious extremism, industrial strikes, University and school strikes, church splits and divisions, environmental pollution are some of the principle threats to peace and security. This study was conducted to find out whether the preaching of the gospel of peace results into minimizing Peace and Security threats. Other objectives are: To proclaim Jesus Christ as the Prince of peace all over the world, also through Telecommunications; To create employment by having chaplaincy in Public Schools and Colleges; To urge Christian organizations and fellowships to preach and teach about Love, Peace and Unity; To urge the University Councils, Board of Management in Secondary and Primary Schools to offer courses in Peace and Security; To establish more Schools and Colleges/Universities to offer multi-discipline academic qualifications; To improve the academic and education standards all over the world and to come up with a “SMART” strategic plan of evangelizing Kenya through the 47 county students representation. The survey involved the formation of a Joint Application Design (JAD). JAD is an information gathering technique that allows a project team and users of a given system to work together to identify the requirements for the platform.(Marija J.,2008). A case study was carried out at Pwani University by involving 200 university students in the Evangelical and Outreach department of the Christian Union to preach and teach the gospel of peace. According to Marija J.(2008),the design is a systematic empirical enquiry into which the researcher has no ability to control the independent variables because their manifestations have already occurred or they cannot be manipulated. Both primary and secondary data collection was done through questionnaires administration and literature review respectively. Data analysis and leadership appraisals were done by using descriptive and inferential statistics, factoring two major independent variables (1) Bad and Good leaders (2) 50 top countries of the world where Christians are persecuted. Consequently, frequencies, means, percentages, and t-test statistics were used. This was aided by the statistical Package for Social Science(S.P.S.S) version 6 for windows. The study utilized the “Testing a Hypothesis about two Independent Means” design. In this study, two groups of leaders; 10 Evil leaders and 10 Good and Model leaders are compared in terms of attributes, capabilities and preaching the gospel of peace. A 95% Confidence interval was taken for this analysis. The Evil leaders have a Mean score of 18 % and Standard Deviation of 3.693, v of 9,t-value of 2.262,while the Model leaders have a Mean score of 85.4 % and a Standard Deviation of 3.722,t-value of 2.262.The analysis in category two where Christians are persecuted indicates that countries with high to low level of persecutions have mean score of 56.35. per cent with a standard deviation of 2.0015 while the countries with extreme to very high level of persecutions have Mean of 74.167 per cent with a standard deviation of 10.5749. The results of the mean scores of these two major groups of leaders shows a great
difference which indeed is significant. From this study, Good leaders have better attributes, capabilities and perform better in matters of supporting the preaching the gospel of peace. Furthermore, the study also reveals that it’s the good leaders who can plan to get the gospel of peace preached and unite with other leaders to get the percentages of persecution to very low or minimum levels. The Hypothesis (Ho) suggesting that following the Biblical and Technology perspectives cannot result into minimizing peace and security threats is therefore rejected. The findings of this study may be used by Schools, both Primary and Secondary, Colleges / Universities, Religious organizations, Political, Public and Private organizations which have love, peace and unity as part of their functional policies in minimizing peace and security threats.

**Key Words:** Minimizing Peace & Security Threats, smart strategic plans, Framework, Biblical & Technology perspectives.
Integrated Approach (IA) for Distance Mode (DM) Teacher Education Programme (TEP) in India

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Abstract

A proverb says “A workman must first sharpen his tools if he wishes to accomplish his work well”. That is, we must make good preparation and lay a good foundation in order to succeed in our task. Today’s education is said to be not good enough for tomorrow’s needs. As Information and Communication Technology (ICT) develops, societal scenario changes very fast and new problems emerge every now and then. At this juncture, integrated approach plays a vital role in day-to-day life as it is found to be very essential. The integrated approach into educational practices brought a paradigm shift in the conventional methods and approaches in teaching and learning process. A remarkable area of higher education system of the present day is teacher education. It is a hard fact that the progress of a country depends on the quality of the education, which in turn depends on the quality of its teachers at all levels of education. Teacher education being an integral part of the total school system cannot remain conventional and static while education itself is dynamic in character. So, it has to transform itself into a progressive, dynamic and responsive system. In this paper, it is clear that with the help of integrated approach, especially utilizing technological advancement in teacher education programme through distance mode can be made effective.

Key Words: Distance mode, teacher education, integrated approach, paradigm shift, competencies, and effectiveness.
Preparing A New Generation of Leaders in Kilifi County by Applying Micah Vision Professional Leaders Framework

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Abstract

It has always been debated that some people are born leaders while others cannot be at all. Generally, leadership in Kilifi County lacks integrity, professional education and training, the fear of God. Micah vision Professional leader is a faith based program with the aim of getting leaders in the fear of God. This study was conducted as an Empirical research to find out whether meaningful and effective development will be realized in Kilifi County by getting well trained and prepared professional leaders in the fear of God. Other objectives are; To do capacity building of properly educated and trained leaders in the county; To ensure continuity of having well educated and trained leaders in the county; To educate and train leaders in the fear of God; To eradicate ignorance and poverty; to have a Professional leaders Institute; to have an established gender balanced generation of leaders with a development agenda; to create employment. The study was conducted in (1) 7 Primary Schools with an average of 900 students (2) 5 Girls Secondary Schools with an average of 600 students (3) 5 Boys Secondary School with an average of 600 students (4) in a College with 500 students and (5) in a University with 1,000 students. Purpositive sampling of 10% was done; the five categories above, forming 5 strata. Data collection was done through questionnaires which were administered to teachers, parents and students of the respective Schools, College and University. Descriptive statistics was used to analyze data in determining the value, degree and nature of the coefficient of linear correlation (r) between X and Y (Marija J.Norusis,2008).For purposes of this study X represents the unity of Evil leaders while Y represents the unity of Good leaders. In this study, the Coefficient of correlation (r) is -0.38. This is approximately − 0.4. Hence if r is − 0.4, X and Y relate negatively by about 40%. It can hence be deduced that there exists two groups of leaders whose activities are bad or evil but on the other hand, acceptable activities are done by good or model leaders. A Cost-benefit Analysis was also done. The basic worked out Return on Investment (ROI) analysis in this study is 0.612. Holding all other factors constant, and on the basis of these findings, meaningful and effective development can be realized in Kilifi County and elsewhere if the leaders will adapt this proposal.

Key Words: Micah vision, Empirical research, Professional leaders, Faith based program, Purpositive sampling.