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Conference Chairs Message

As the conference chairs, we would like to extend our warm welcome as you take part in the International Conference on Interdisciplinary Research Studies (ICIRS Spring 2016). You will have the opportunity to attend a range of full paper presentation, plenary session, and doctoral colloquium in various disciplines including business, management, technology, humanities, public policy, health science, and education. Participants from 10 countries have converged in our nation's capital with an interest to share their ongoing and completed research works.

We believe that this global conference will serve as a meeting place for scholar practitioners, researchers, policy makers, and students engaged in research to exchange ideas on the challenges, opportunities, emerging trends, best practices, and innovative ideas in their fields. It is our sincere hope that you will enjoy these inspiring days in cultural and cosmopolitan city of Washington DC, and that you will also be able to make time to enjoy the multiple attractions, hotels, restaurants, and museums this beautiful city has to offer.

We look forward to meeting you in person during the session or at the reception.

Sincerely,

Walter McCollum PHD,

Darrell Burrell D.Ed,

Dereje Tessema Ph.D

Keynote Speaker
August 2015

Dr. John Lewis

Dr. John Lewis is a Faculty Associate at Kent State University and currently serves on their KM advisory board. His groundbreaking research focuses on true essence of change leadership from individual and organizational perspective. He uses an innovative change leadership assessment tool to help individuals develop a clear roadmap for real effective leadership competency development. Dr. Lewis has effectively worked for a variety of complex and multifaceted organizations including, Adobe Systems, PricewaterhouseCoopers, Capital One, Lockheed Martin, and the Applied Research Lab at Penn State University. As a consultant, he was acknowledged by Gartner with a business KM Best Practice paper, and has delivered a thought leader presentation at the Canadian Society for Training and Development conference, and a Masters Series presentation at the International Society for Performance Improvement conference. John holds a doctoral degree in Educational Psychology from University of Southern California, with a dissertation focus on mental models and decision-making. He can be reached at: john@cohero-institute.com

Keynote Speaker
August 2015

Charles Shaw, Ph.D.

Charles Shaw, Ph.D., Director of Learning and Organization Effectiveness with Spectra Energy Charles is a talent professional with extensive experience in the areas of Learning and Organization Development, Leadership Development and Talent Management. Throughout his career, Charles' focus has been on developing business solutions in partnership with clients, building strong collaborative relationships, and providing continuous process innovation.   Charles is committed to the process of learning both professionally and personally as an adjunct faculty member in the Executive Master's program in Human Resource Development at the University of Houston and an avid watcher of tennis matches with the intent to improve his game someday.

Keynote Speaker
March 2016

Dr. John Nirenberg

Dr. John Nirenberg is Professor of Leadership and Organizational Change. He is also the editor of the Journal of Social Change. John has been an active interdisciplinary student human behavior, leadership, and positive social change his entire life. He has served as a dean, professor, management consultant, and writer applying his education and experience to uncover the principles that result in eupsychian organizations – psychologically healthy, creative, productive, and satisfying places.

John is the author of Global Leadership (Capstone/Wiley). His book, Power Tools: A Leader's Guide to the Latest Management Thinking (Prentice Hall) helps managers quickly gasp the meaning of over 100 people-management tools and techniques and describes their strengths and weaknesses. He is also the author of The Living Organization: Transforming Teams Into Workplace Communities, published jointly by Irwin Professional and academic journals on five continents.

John has lived in Japan, Malaysia and Thailand for almost then years where he was an educator and consultant. While in Malaysia, he edited Aspects of Management in Malaysia. It was the first management textbook in Malaysia that integrated Malaysian cultural influences with conventional management principles. In addition, to further his own gasp of the human condition he has visited more than 145 countries and autonomous territories.

Doctoral Colloquium Co-Chair
March 2016

Dr. Cernata C. Morse

Dr. Cernata C. Morse is a consultant at Consultant service Group and she is also an adjunct professor at several universities where she teaches at both the undergraduate and graduate level. She has worked for both federal and state governments, public school systems at the high school level, and major global corporations over the past 20 years. She is the co-author of one publication and is currently working on her first publication to be released in 2016 and currently developing content to be published in several peer review journals. She currently lectures foir several universities and professional entities, while mentoring and coaching graduate and undergraduate level students.

Dr. Morse is passionate about impacting positive social change and one of her commitments is while she climbs the ladder of success, she reaches back and extends a hand of partnership to another. As a native Washingtonian, Dr. Morse is mindful of her humble beginnings. She has faced and overcome many life's challenges while pursuing her academic goals. She is a testament to the strength and fortitude of never allowing obstacles to determine her destiny.

Dr. Morse holds a bachelor of Science (BS) degree in Business Management from University of Phoenix, a Master's of Science Business Administration (MBA) degree with a specialization in Leadership from Walden University and a Dosctor of Philosophy (PhD) degree in Management with a specialization in Leadership and Organizational Change from Walden University.

Doctoral Colloquium Co-Chair
March 2016

Dr. Jodi Burchell

Dr. Burchell has over 17 years of practical experience in the area of Information Systems including the roles of senior programmer/analyst and senior database administrator. Her academic experience includes mentoring doctoral students.

Dr. Burchell is Adjunct professor for several universities including Columbia Southern University, NorthCentral University, Strayer University and King University. She has also developed courses at the Master's and Doctoral level. Dr. Burchell has authored and co-authored several peer-reviewed journal, articles and published abstracts. She has presented at academic forums such as the Sloan Consortium, Yale University, the International Conference on Learning and Administration in Higher Education, the Academic Business and Leadership Symposium. Dr. Burchell has also served on board for Sigma Iota Epsilon and currently serves as reviewer for the Academy of Management.

CONFERENCE PROGRAM August 2015

Day 1, Saturday August 8, 2015

8:00 AM – 10 AM Registration

10:00- 1:00 PM Individual paper presentation

1:00 PM- 2:00 PM Plenary Session

2:00 PM- 6:00 PM- Individual paper presentation

7:00- 10:00 PM- Reception

Day 2, Sunday August 9, 2015

8:00 AM- 12:00 PM Individual Presentation

1:00 PM- 2:00 PM Plenary Session

2:00 PM- 5:00 PM Individual Presentation

CONFERENCE PROGRAM March 2016

Day 1 Thursday, March 17

2:00 PM – 3:00
PM Walden University College of Management and Technology Residency Registration

3:00 PM – 5:00
PM Opening/ Meeting and Greet with Walden Residency 4 Students

Day 2 Friday, March 18

10:00 AM – 12:00 PM
ICIRS Conference Registration
1:00 PM – 2:00
PM Plenary Session
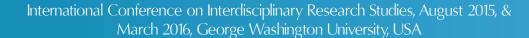2:00 PM – 7:00 PM
Conference Presentations (Parallel Sessions)

Day 3 Saturday, March 19

8:00 AM – 12:00 PM
Conference Presentations (Parallel Sessions)
1:00 PM – 6:00 PM
Conference Presentations (Parallel Sessions)
7:00 PM – 10:00 PM
Reception/Networking

Day 4 Friday (March 17, 2016)

8:00 AM – 12:00 PM Conference Presentations (Parallel Sessions)
12:00 PM – 1:00 PM Plenary Session

International Conference on Interdisciplinary Research Studies, August 2015, & March 2016, George Washington University, USA

International Conference on Interdisciplinary Research Studies, August 2015, & March 2016, George Washington University, USA

Summer 2015
Full papers

Computer-Mediated Communication Technologies and Self-Efficacy in Online Learning

Kim Tran, PhD, Walter R. McCollum, PhD
Walden University, New York University

Abstract

Computer-mediated communication (CMC) technologies have significantly influenced the electronic learning that has increased over the past several years. Yet there is a lack of understanding regarding how students use CMC technologies to increase self-efficacy in an online learning environment. The purpose of this quantitative correlation study was to understand the relationship between students' beliefs in the quality of online instruction and their engagement with online learning mechanisms through CMC technologies. The research questions were designed to investigate the relationship between usefulness and ease of use of CMC technologies and students' self-efficacy in an online learning environment and how students' perceptions of quality online instruction influenced their self-efficacy in an online learning environment. Bandura's self-efficacy and technology acceptance model were used as the theoretical framework. The data were from undergraduate and graduate students and gathered via an anonymous online survey. The data were analyzed using multiple regression and Pearson's correlation coefficient. The results of the study showed a significant positive correlation between the ease of use and usefulness of CMC technologies, quality online instruction, and self-efficacy. The implications for the study included enabling university leaders to provide the most effective CMC technology options to support students in achieving their educational goals.

Key words: e-learning, computer-mediated communication, self-efficacy, technology acceptance theory, ease of use of CMC, usefulness of CMC, quality of online instruction

*All correspondence related to this article should be directed to Dr. Kim Tran & Dr Walter McCollum.

Self-Actualization and Eupsychian Management: Their Role and Relevance in Today's Management Realities and Their Impact on Trust and Organizational Culture

Aaron M. Lee
Walden University

Abstract

There are many factors that come into play when discussing the ideas behind what motivates employees in a work context. Employees have varying needs and the idea that one organization or manager can meet each of those individualized needs is challenging to conceive. Today's employee has needs that are not met with the broad stroke or catch all net once used in the industrialized society. During this time period, money was the victor and lead driving force used to motivate employees. This seemed to work in the traditional factory management model during the pre-industrialized and industrial time periods. However, in a post-industrial and globalized society, employees want opportunities and arrangements that are customized to fit their unique life situations and circumstances, and they have the expectation that the organization and managers meet those ascribed expectations. Although money is still an important contributor to the employee's employment decision, it is no longer the predominant driving force. Maslow's research shows the possibility of a utopian like society that supersedes the employee bounds and limits generally observed in the workplace (morale, motivation, and monetary gains). Through his eupsychian management model, the self-actualized employees and managers work harmoniously together in a collaborative leadership and management construct that also encourages others to reach self-actualization (Payne, 2000). This paper will explore his ideals and assumptions to examine their role and relevance in the technologically advanced and globalized working environment of today, and to discuss its effect on trust and organizational culture.

Key words: Leadership, management, trust, eupsychianism, self-actualization, motivation, engagement

*All correspondence related to this article should be directed to Aaron M. Lee.

Working Towards Inclusive Environments in the UK HE Sector

Dr. Judy Willetts

University of Hertfordshire, UK

Abstract

The UK has for many centuries attracted people from others parts of the world. This trend has continued to alter the ethnic composition of UK's universities. Also the intensifying competition in the UK's Higher Education Sector and the need to recruit international students has provoked an interest in understanding ethnic diversity and its implications on how the universities are managed. Unlike the US where diversity is recognised and has been part of organisational culture and curriculum, in the UK and Europe in general this area is new though organisations are beginning to embrace the benefits of inclusiveness. As this is an emerging area, the key organisational theories adopted in understanding and managing diversity in the UK are either new or borrowed from the other countries, particularly the US. Although the UK and US have some cultural similarities, they have are key differences in their historical paths, which have implications on any attempt to manage organisational issue and which cannot be ignored. An area of persist similarity between the UK and US is the reliance on rationalism as a basis of decision making. It is therefore typical to come across the notion of 'homo oeconomicus' which is often made in reference to the rational decision maker (Hanappi- Egger, 2011). Although this approach appears transparent and fair, critics argue it ignores other aspects of work such as the social and political dimensions of work. Emerging research has also added to this criticism by questioning the effectiveness of rationalism as a basis of managing today's complex organisations. Increasingly, it seems there is need to find better ways of addressing the reality of the challenges facing contemporary organisations. It is within this context of ongoing conversations and debates that this paper is situated. Earlier, this year a pilot scheme was launched to explore ways of managing ethnic diversity in UK universities. Central to this project was the commitment to addressing racial inequalities through creation and promotion of inclusive environments where individuals are able to attain their potential irrespective of their background. Although some progress has been made in this area, initial findings from this pilot project suggest racial inequality remains a contentious issue in higher education, with attainment levels for some groups falling below acceptable industry benchmarks. Research attributes this attainment gap to both overt and covert racial challenges. In the past many UK Universities have resorted to the 'deficit model' as a way of managing diversity but critics argue that such models that are aimed at changing the individual rather than addressing the 'real' problems and are actually more damaging. It has been observed that this approach can lead to an identity crisis and long- term social disorientation on the part of the individual. In this paper experiences, conversations and commitments by selected UK universities are explored in an attempt to understand how universities are trying to create enabling organisational environments.

Key words: Ethnic Diversity, Organizational Culture, Higher Education

*All correspondence related to this article should be directed to Dr. Judy Willetts.

Security work, urban crime and resilience implications among the Maasai security guards in Dar es Salaam City – Tanzania

Dr. Emmanuel J. Munishi

Department of Development Studies, College of Business Education (CBE), Dar es Salaam Tanzania

Abstract

This paper examined crime threat among the Maasai security guards in Dar es Salaam city, Tanzania to determine the guard's capacity to cope with the threat and recommend factors for enhancing their capacity to more competently cope with the threat. Based on the mult-layered social resilience framework, a qualitative approach was used drawing on 64 in-depth interviews, 3 FGDs, observations and review of secondary data. The study revealed that on the one hand the guards managed to develop reactive and less proactive capacities of coping with crime threat mainly based on the individual, household, community and to a lesser degree from national and international levels. However, migrants' coping capacities were impeded by their lack of modern weapons, formal security skills and training, limited access to mobile phones and knowledge in using them. Moreover, guards hugely lacked support from meso, national and international levels in as far as coping with the crime was concerned. Accordingly, these factors should be considered in supporting the guards to more competently cope with the threats.

Key words: Security work, urban crime, Threats, Maasai, migrants, coping strategies, resilience

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Exploitation in urban labor markets and resilience implications: Lessons from the Maasai migrant workers in Dar es Salaam, Tanzania

Dr. Emmanuel J. Munishi

Department of Development Studies, College of Business Education (CBE), Dar es Salaam Tanzania

Abstract

This paper explores various labour exploitation threats experienced by the Maasai migrant workers in Dar es Salaam City, Tanzania to determine the migrants' capacity to cope with the threats and recommend factors for enhancing their capacities to more competently cope with the threats. Based on the multi-layered social resilience framework the paper adopted a qualitative approach drawing on 50 migrants, 20 key informants, and 3 Focus Group Discussion (FGD); supplemented by review of secondary data. Findings revealed that labour exploitation threats experienced by the migrant workers Included low wages, overworking, involvement in multiple tasks for the same pay and forcible display of migrants' traditional values for free. Migrants also encountered a delay in payments and arbitrary deduction of salaries, false accusations and victimisation, together with random job termination. Migrants drew mainly, from individual and household levels, to develop reactive and to a lesser extent proactive capacities in coping with various labour exploitation threats. However, more potential could be tapped from meso, national and international levels to support the migrants to more competently cope with the threats. In this case migrants' competence against the threats could be more improved through the amelioration of their, formal skills and rendering the existing meso, national, and international institutions more responsive towards various forms of labour exploitation threats.

Key words: urban labour market exploitation, coping strategies, resilience

Investigation of the Role of Export-Import Bank to the National Economic Growth:

A Case Study of EXIM Bank of USA

Zelalem Chala, PhD, Dereje B. Tessema, PhD

Virginia International University, National Graduate School of Quality Management

Abstract

In advanced economies where there is fierce market competition, saturation for home product market and high operational cost are forcing domestic firms to look outward for exports and international businesses. Economic growth of newly industrialized and emerging regions are also witnessed to correlate with high level of export promotion activities. In a modern settings where global trade is predominant, competition for international market is becoming so aggressive. Currently, over 60 countries around the world use their export-import banks to support their businesses to become competitive in the world market. In 2014 China, one of the top exporter of the world allocated $45 billion to finance its thousands of small and medium companies followed by Germany ($22.6 billion), S. Korea ($14.8 billion), and U.S ($14.5 billion). These banks are providing finance to private sectors which are struggling to obtain the same from commercial banks at competitive rates. The 2014 U.S export of goods and service contributed 13.5% of the country's Gross Domestic Product (GDP) amounting to $2.3 trillion considered to be the highest level on record. Whereas export to GDP share in India was 25%, China 26%, Germany 46%, S. Korea 54% and Belgium 83%. More recently, thousands of firms from China, Brazil, India and other emerging economies are even aggressively using government sponsored import-export finances to expand their market shares to the growing consumer bases of Sub-Saharan Africa and Latin America. On the other hand, despite its significant contribution to the US export and exporters through its services including direct loan, loan guarantees, working capital financing and export credit insurance with extremely low rate of defaults and added value to the Treasury, the EXIM Bank of the USA is facing critical challenges in its future existence. In recent years, congress is debating on whether reauthorize the fund with limited exposure capital or complete phasing out is the best policy option. This paper examines the role of the bank in current international finance and business, its contribution to the U.S economy. Moreover, the paper analyzes the financial and economic impact the bank may entail given it is reauthorized in a limited exposure cap or allowing its authority to expire.

Key words: Export, Import, EXIM Bank, Credit Insurances, International Finance, International Trade, emerging markets and emerging regions

*All correspondence related to this article should be directed to DZelalem Chala, PhD & Dereje B.Tessema, PhD

Multigenerational Workforce: Four Generations United in Lean

Lorinda F. Lewis

Abstract

The challenge of managing a multi-generational workforce is prominent in the literature as four generations try to create a cohesive workspace. This environment offers challenges and opportunities for organizational leaders as these generations differ in perspectives, attitudes, values, characteristics and behaviors. Companies that do not address the generational differences risk being less efficient, with higher turnover rates; two critical elements businesses must focus on to remain competitive in their markets. Lean improvement initiatives seek to drive efficiencies in processes by empowering employees to engage, create a collaborate problem-solving environment, and a culture of continuous improvement. Lean may be one solution for gathering the generations. Through an evaluation of literature, a table of characteristics and values for each generation is created. Additionally, a compilation of survey results from literature displays generational preferences and priorities related to a variety of work factors. The results are aligned to lean tools, concepts, and principles that can address the characteristics and preferences of the generations. This paper proposes that the principles, concepts, and tools of lean process improvement may be a solution to bridge the gap between the generations, improve the efficiency of the organization, and create a cohesive culture.

Key words: lean, process improvement, process improvement, multi-generational workforce

*All correspondence related to this article should be directed to Lorinda F. Lewis.

Analysis of the effect of Quantitative Easing (QE) in the Recovery of the 2008 World Economic Crisis

Zelalem Chala, PhD, Dereje B. Tessema, PhD

Virginia International University, National Graduate School of Quality Management

Abstract

In the wake of the 2008 world financial crisis the top four central banks of US (Federal Reserve), England (Bank of England), European Central Bank, and Bank of Japan launched an ambitious program to alleviate financial market distress, control inflation, stimulate the real economy, and containing the European debt crisis. This was done by providing direct lending to the bank, purchasing bonds, and other measures. Several researchers (Taylor, 2009; Kohn, 2009; Meyer and Bomfim, 2010; and Gagnon, 2011) attempted to understand the broader social political and economic implication of this measure. This meta-analysis research build on the previous findings and attempts to draw conclusion on (a) whether Quantitative Easing was the answer for the problems of financial crisis, (b) lessons learned from the program as the Federal Reserve announced that QE is winding down, (c) why some of the world big economy including the European Central Bank is still struggling to cope with the widespread currency problem, and (d) variables/factors contributing to the success or failure of the program

Key words: Quantitative Easing, Monitory Policy, Federal Reserve, Financial Crises, Real and Nominal interest rate

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*All correspondence related to this article should be directed to Dr. Zelalem Chala & Dr. Dereje B.Tessema.

An Exploratory Examination of Relationships between Project Managers' Emotional Intelligence and Personality Styles

Dr. Amir Sahar-Khiz

Abstract

From 1994 to 2009, over two-thirds of information technology projects failed to meet the three constraints of schedule, budget, and scope due to lack of project managers' soft skills. The research problem addressed was the lack of project managers' people skills which contributed to high project failure rate. Although the importance of personality and emotional intelligence in management is well documented, a gap exists in exploring soft skills among project managers. The purpose of this quantitative correlational study was to investigate the relationship between project mangers' workplace emotional intelligence and their personality styles. The research questions were designed to answer whether a significant difference existed in total workplace emotional intelligence between participants with dominance and influence personality styles. The theoretical framework for this study was based on the emotional intelligence and human behavior theories. A purposive sample of 132 experienced project managers responded to a paper-and-pencil survey. A t-test analysis indicated no significant difference between total emotional intelligence among those project managers with high dominance personality and high influence personality styles. However, additional findings revealed strong relationships between workplace emotional intelligence subscales and personality styles. The study contributes toward positive social change in the project management profession by introducing a new way of recognizing necessary emotional intelligence competencies that best fit with project managers' personality styles for developing effective soft skills which contribute to the project failure rate reduction

Key words: Emotional Intelligence, Personality Style, Project Management

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*All correspondence related to this article should be directed to Dr. Amir Sahar-Khiz.

Why Governance is critical for strategic management and competitive advantage?

Tefera Beyene, PhD, CPA

Virginia International University

Abstract

In this paper the author attempts to articulate the importance of governance and the role it plays in shaping up organization to better suit in gaining competitive advantage and in establishing strategic management process to achieve the desired results. The author argues that whether it is a merger and acquisition; divestitures; strategic alliance; and or vertical integration, governance is paramount in order to build a solid foundation in achieving and sustaining competitive advantage. The author further argues that, governance encompasses many and varied areas to include: corporate and functional strategic planning; enterprise risk management; ethics and compliance; measuring and maintaining performance; management evaluation; compensation; succession planning; external constraints; financial reporting and many more areas. Thus, governance is a pivotal factor for achieving successful result in strategic management process and competitive advantages.

Key words: Governance, Strategic Management, Competitive Advantage

*All correspondence related to this article should be directed to Dr Tefera Beyene, PhD, CPA.

Theories of Human Development in relation to Adult Learners

Tefera Beyene, PhD, CPA

Virginia International University

Abstract

Major theoretical views in human development specifically in adult learning and the relationship between motivation, self-directed learning, and intelligence and their effects in creating effective learning and teaching methods for adult learners. Scholars and practitioners who are involved in learning and motivation issues contend that there are relationship between self-directed adult learning, motivation, and intelligence. Closer scrutiny of associated theoretic basis of intelligence, motivation, and self-directed learning will be explored. The above theories will explain and helps us to understand human development with respect to learning with particular emphasis on adult learning. Hence, there are several factors that either promotes or hinders adult learning in this paper a comprehensive questionnaire will be prepared. The purpose of the questionnaire is to gather information about the issues (Positive or negative) of adult learning and to use the feedback as an input to create effective learning and teaching methods for prospective adult learners.

Key words: Adult Learners, Theory of Human Development, Motivation, Intelligence

*All correspondence related to this article should be directed to Dr Tefera Beyene, PhD, CPA.

Monetary and Fiscal Policy Regimes and Firm Innovation in Transition Economies and Residual Factors Explaining the Gap in Firm Innovation in Central Asian Economies

Zafar Nazarov, PhD, Alisher Akhmedjonov, PhD
Assistant Professor, Indiana University – Purdue University Fort Wayne, USA
Associate Professor, Virginia International University, USA

Abstract

In this paper, we investigate the relationships between monetary and fiscal policy regimes and firm innovation in 25 transition economies. Using three waves of the Business Environment and Enterprise Performance Survey, we find that firm innovation increases with the inflation adjusted interest rate. Results also show that more stringent tax regimes lead to a decline in firm innovation. We also find that the current fiscal and monetary regimes actually reduce the gap between firm innovation in Central Asian and European transition economies. The residual gap can mainly be explained by differences in a variety of firm and country level characteristics.

Key words: firm innovation, transition economics, Business Environment and Enterprise Performance Survey, Central Asia

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*All correspondence related to this article should be directed to Zafar Nazarov, PhD & Alisher Akhmedjonov, PhD.

Linguistic Capital in the Era of De-Territorialization: A Semiotic Analysis
Anjali Pandey

Applied Linguistics, Project Director: TARGET Project Salisbury University

Abstract

Increasingly apparent in current Linguistic Landscape research is the need to include sociolinguistic analyses not just of 'seen' elements embedded in public signage, but also 'unseen' elements of which context, culture, and class emerge in dire need of sociolinguistic scrutiny. Offering both a chronology and critique of current approaches to these variables, this paper argues for interdisciplinary alliances and adaption of theorized frameworks from 'neighborhood' sub-fields such as World English Studies. Examinations of the interstices of the sociolinguistics of space, and public literacy encounters reveal how elite enclaves locally, nationally and transnationally assert their 'aerial' spatial positionality relative to the 'ground-level' halting proficiency attempts of participating 'sub-elite' populations in glocal contexts. Proficiency, rather than mere access to tender-status codes it is contended inevitably emerges as sociolinguistically relevant and significant. Data from signage around the globe is used to make a case for how linguistic chronicles by lay and expert alike of the so-called semiliteracy—indeed, the poor and the disenfranchised attempts at 'error-ridden' signage become yet another sociolinguistic mechanism to reify social asymmetry. The myth of linguistic 'portability' in globally connected economies keen on visual exposition of the market-benefits of linguistic homogeneity is explored. Inevitably, it is contested the 'portability' of non-normative proficiencies on public display in migrant-enclaves or 'inner-cities' in global metroscapes while offering peripheral entry into receiving or 'mother'-nation, speech-communities, still serve to 'mark' and marginalize newcomers in new lands via parallel stratification mechanisms as deployed to marginalize disenfranchised populations in home countries. In the linguistic metroscapes of seemingly deterritorialized 21st century space, class and culture wars between 'preferred' decontextualized codes on the one hand, and 'contextualized' marginalized codes on the other, vie for visual, linguistic and symbolic prominence. It is indeed on the 'signs' of our times that wars for linguistic homogeneity versus heterogeneity still play out.

Key words: Linguistic Capital, De-Territorialization, Culture, sociolinguistics

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*All correspondence related to this article should be directed to Anjali Pandey.

Revamping Educational Edifices and Divisions: Cyber and Face-to-Face

Dr. Sharon L. Burton

Florida Institute of Technology

Abstract

Delivering adult learning education that results in learning transference is vital to the development of educated learners and strong businesses. Theory often discusses the benefits of designing, developing, and implementing education for classrooms and divisions through methodologies. Specifically, educational edifices and organizations should determine a methodology and develop standard operating procedures before standing up educational classrooms and divisions. In this text, I will first review theoretical points supporting this approach. Next, I will provide an action approach, and offer evidence showing that well thought through and implemented methodologies support a best practice for standing up educational classrooms and divisions. We walk through a case study that occurred between 2014 and 2015 and find that all stages on proper implementation were not followed initially. I propose several explanations of why staged design, development, and implementation are critical to success.

Key words: Educational Edifices, adult learning

Transitioning from Training to Learning A MultiDirectional Approach Whether Cyber or Face-to-Face

Dr. Sharon L. Burton

American Meridian University

Abstract

Does uniformity between how an educational division delivers education and its approach to course development affect learning outcomes and performance, whether cyber or facetoface? I empirically investigate the influence of the organizational approach training, a onedimensional approach based on using one practice/methodology at a time, against the implementation of learning and development, a multidimensional approach based on using numerous practices/methodologies at a time. The findings show that organizational authenticity to training is associated with lowered productivity, which in turn is related to numerous errors; therefore, affecting organizational performance. These findings support the design, development and implementation of a learning and development solution and should consequently be of significant interest to academicians and practitioners. Particularly, I propose the learning and development theory through the adult learning, andragogy, as the lens for studying knowledge retention, in addition to other methodologies such as Bloom's Taxonomy.

Key words: learning outcomes, performance, productivity

Preaching to the Converted? Evaluating World Forums for Intercultural Exchange

Dr. Serena Hussain

Centre for Trust Peace and Social Relations , UK

Abstract

In an era when unprecedented levels of exchange occur between divergent populations, understanding on how to facilitate successful inter-cultural dialogue is more necessary than ever in the history of human relations. It is commonly believed that international forums can provide the most useful platform for rigorous debates and exchange, due to their ability to bring delegates from across the globe face to face. However, there is scant academic literature on the impact of such events in general, and for the promotion of intercultural exchange specifically (Beck and Visholm 2014; Wallach 2014). This paper discusses a case study of a global intervention called the World Forum for Intercultural Dialogue, attended by approximately 800 participants from over ninety countries. During the course of the forum over 100 interviews were conducted in order to determine: the impact of engagement for promoting intercultural dialogue; and how subsequent interventions of this type could be improved for maximum success. Most notability it was the 'informal space' provided by the forum rather than the sessions themselves, that were highlighted as providing the most meaningful exchange - setting the foundations for collaborative endeavours in commerce, arts and academia, for example. Furthermore, participants discussed how the microcosm of 'global harmony' witnessed at the forum evidenced the significance of socio-economic status, privilege and wealth, over differences of the locale. In other words, globalisation has universalised 'upper middle class' aspirations to such an extent that local cultural distinction becomes less apparent for those in higher social stratums. Thus, where such forums are likely to have their greatest impact is through a bottom up, rather than top down approach; the challenge lies with increasing the participation of individuals who would not otherwise have access to opportunities for global engagement of this nature.

Key words: Divergent Populations, inter-cultural dialogue, human relation

Separate Islamic Schooling in the UK and US: Implications for Multi-Faith Societies

Dr. Serena Hussain

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Abstract

Debates over faith-based schools have resurfaced in recent years, due largely to an increase in Islamic schools in the West and concerns regarding their role in social cohesion. Such debates typically occur in the public and political realms with less academic attention to the issue. This study addresses this gap by focusing on Islamic schools in the U.S. and England. The article draws on extensive qualitative data collected over twenty months at three Islamic schools to understand the experiences of Muslim students and their families. Contrary to popular perceptions, findings suggest that Islamic schools can facilitate the participation of Muslims in mainstream institutions by equipping them with the cultural capital needed to navigate in non-Muslim arenas. To the extent that religion is critical, it often works to strengthen, not weaken, integration by legitimating teachers' promotion of student involvement in activities outside of the religious enclave. Paradoxically, the findings also indicate that attending Islamic schools does not necessarily translate into greater levels of religiosity among Muslim youth, and in some cases, turns them away from religion altogether.

Key words: faith-based schools, Islamic schools, social cohesion, cultural capital

Analysis of factors contributing to insufficient healthcare system in Africa : A Case study of Tanzania from the African Sub-Saharan Context

Sophia Ellen Sallu

Virginia International University

Abstract

Africa, and particularly the sub-Saharan Africa, for a number of years has been a victim of a series of spontaneous infectious regional epidemics that has largely caused havoc to its inhabitants. Outbreaks such as chlorella, small pox, meningitis, yellow fever, dengue, typhoid to name a few, have been among the most common diseases that has intermittently affected sub-Saharan African countries. As of last year (2014), Africa suffered yet another serious epidemic which threatened a continental outbreak, named Ebola that had initially been discovered in 1976 during its first two outbreaks in Africa. Ebola was first recorded in Sudan, while the other outbreak was in Zaire in what is now called the Democratic Republic of the Congo. From the outbreaks, two different strains of incurable viruses were recorded, and appropriately named Ebola. The 2014 Ebola outbreak affected several West African Countries, and to a significant ratio based on its severity, several people in western hemisphere became victims. The main objective of this study was to examine and establish the major causes of insufficient health management systems in Sub – Saharan Africa, with particular focus to Tanzania, and the impact of insufficient healthcare system on the physicians' performance. This research used both qualitative and quantitative research methods. The data collected comprised of both primary and secondary data. The Researcher visited different hospitals and health care centers in Tanzania where part of the primary data were collected through interviews with enumerators across and related officials as a research instrument. The research findings suggest the need for African Sub Saharan Governments to show increased political will in combating disease, and the need for quality training to Medical Personnel on handling epidemics.

Key words: Sub-Saharan Africa, Ebola, regional epidemics, epidemic

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Analysis of international trade relationship between the United States of America and China

Faria Islam

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Abstract

This paper investigates the trade relationship between two most economically and politically powerful countries- the United States of America and China. The aim of doing this research is to identify the factors affecting the trade relation between these two countries as well as how it impacts in country's economy. The paper used theoretical frameworks to explain why trade between countries take place and measure the comparative advantage among them. In addition, the literature review described the impacts of U.S-China relation and how the economist reacts to changes. This research used both qualitative and quantitative data collected on secondary basis from peer-reviewed journals, news article, and government report. The research found that China being one of the top nation in manufacturing and trading technological products, it became the top trading country exceeding U.S. However, due to some disputes in Sino-American diplomatic relation, trading between the countries slackened recently. This proves that technology and diplomatic relation plays an influential role in determining trade.

Key words: International Trade, Comparative Advantage, Technology, Bilateral relationship

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Analysis of how the patient protection and affordable care act in the U.S impacted the healthcare insurance market system from 2010 to 2015

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Abstract

The Patient Protection and Affordable Care Act [PPACA](frequently referred to as the Affordable Care Act [ACA]), which was enacted by the US Congress on March 23, 2010, marks a major transformation change in US health policy since the 1960s. This research study was done to analyze and understand how the patient protection and affordable care act in the U.S impacted the healthcare insurance market system from 2010 to 2015. The research design for this study was a combination of both quantitative and qualitative design methods. Data collection was through secondary sources/ archived raw data from The Patient Protection and Affordable Care Act of 2010 (P.L. 111-148), as amended by the Health Care and Education Reconciliation Act of 2010 (P.L. 111-152), Testimonial hearings before the Subcommittee on Domestic Policy of the Committee on Oversight and Government Reform, House of Representatives, One Hundred Eleventh Congress, first and second session; Between you and your doctor: The bureaucracy of private health insurance among many others. Data was analyzed through descriptive analysis. The findings from this study showed that the ACA improves the healthcare delivery system in general, reduces cost, increases enrolment, improves the health insurance market system and increases satisfaction of enrollees. As recommendations from this study; the healthcare system must turn from the for-profit insurance industry model of healthcare delivery since this is really about increasing profits for the companies and has many separate players each following a separate course to caring for the same patient. Collaboration on drivers of change should include the development and implementation of guidelines, regulations, and incentive systems that allow increased focus on prevention, population health and the full implementation of the programs and laws within the Affordable Care Act.

Key words: Health Insurance, ACA, For-profit insurance company

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Texting for Health: An Evaluation of a population approach to type 2 diabetes risk reduction with a personalized message

Nebeyou Abebe

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Abstract

Txt4health is an innovative 14 week, interactive population-based mobile health program for individuals at-risk of type 2 diabetes developed under the Beacon Community Program in the Greater New Orleans area. A comprehensive social marketing campaign sought to enroll hard to reach at-risk populations, using a combination of mass media and face-to-face engagement in faith-based and retail environments. Little is known about the effectiveness of social marketing for mobile technology application in the general population. A systematic evaluation of the campaign identified successes and barriers to implementing a population-based mobile health program. Face-to-face engagement helped increase program enrollment after the initial launch, otherwise enrollment leveled off over time. Results show positive trends in reaching target populations and in the use of mobile phones to record personal health information and setting goals for reducing risk for type 2 diabetes. The lessons from the txt4health campaign can help inform the development and programmatic strategies to provide a person-level intervention using a population-level approach for individuals at risk of diabetes, as well as chronic disease management.

Key words: Mobile health, Community program, Social Marketing

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The Dawn of a new Paradigm in Data Management, Forecasting and Voter Persuasion:

A Case Study of the 2012 U.S Presidential Election

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Abstract

The next world war, (if it occurs) may not be only nuclear or biological but also Data Management Supremacy. Big data are the cornerstones for business, research, government and of course election campaigns. Analysis of big data has evolved from being a business initiative to a business imperative. As the population of a country grows, so too does the data set used for everyday life, shopping behavior, customer interaction, social media and communications. Research reveals that organizations that achieve a competitive advantage with data analytics are over two times more likely to substantially outperform their industry peers. In this global and dynamic world sometimes driven by intuitions, experience and gut instincts, data analytics may prove to be the GPS for success. As the industry becomes more complicated, so too does the size of data collected, in order to prevent any unplanned and unknown disasters. Political campaigns are also businesses that have objectives to achieve and the size, quality and quantity of data collected which is related to voter's history, preferences, donor's tendency and media coverage, are the starting point for success. The real issue here is how to identify, qualify, quantify and differentiate the noise from the signal, so as to be able to use the date for its intended purpose. The purpose of this research paper is to provide information on how data management, forecasting, and voter persuasion played critical role during the 2012 U.S presidential election and the trend for data as the new intelligent enterprise.

Key words: Business Intelligence, Data Management, Big Data, Data Analytics, Forecasting, Voter Persuasion

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Educational Access and Technology Use in Education Delivery in Haiti

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Abstract

The student drop-out rate in Haiti is approximately 50% in urban areas and 80% in rural areas which is due to the difficult economic situation in the country. Technology-based education can be a viable option for college students in countries such as Haiti that have experienced the loss of many schools due to catastrophic natural disasters. The purpose of this qualitative, phenomenological research study was to capture through the perceptions, beliefs, and judgments of human experiences the underlying meanings of Haitian college students who have been able to overcome obstacles such as poverty and natural disasters to obtain an education in the inner city using technology blended with face-to-face instructions. The results of the study suggested various forms of social media, such as Facebook or networking applications including ooVoo or Skype, should be integrated in the classroom to narrow the education achievement gap in Haiti. The implications for the study included enabling Haitian college students and educational leaders in their efforts to create initiatives to support, promote, and encourage the implementation and usage of technology in blended learning classes and provide adequate training for teachers to increase technology adoption.

Key words: e-learning, blended learning, face-to-face learning, education technology, education delivery, technology use in education, educational system in Haiti, technology adoption in Haiti, unified theory of acceptance and use of technology (UTAUT), social constructivism theory, social cognitive theory

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Analysis of the importance of Data Mining, Big Data, and Data Driven Decision Support System: A Management Revolution

Getaneh B. Fenta, PhD, Seblewengel Mengesha, PhD

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Abstract

Data Driven Decision Support System is one of the emerging approaches for organizational leaders to help make critical decisions that could make or break their competitiveness. Creative risk takers, and visionary leaders use this approach as the next generation smart management strategy to make their company big data - enabled organization. McAfee & Brynjolfsson (2012) pointed out that companies in the top third of their industry in the use of data driven decision making were , on the average, 5% more productive and 6% more profitable than their competitors. About 2.5 Exabyte of data are created every day and this number doubles every 40 months and now more data cross the internet every second than were stored in the entire internet two decades ago; Walmart collects more than 2.5 petabytes of data every hour from its customer transaction (McAfee & Brynjolfsson (2012). This paper will highlight understanding of the velocity, volume, and variety of this big data, how it is use to make business decision, and its impact to improve business performance.

Key words: Data Driven Decision Support System, Big data, Organizational competitiveness, performance improvement, Risk Management Data Analytics

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The Role of Predictive Analytics, and Business Intelligence on Organizational Competitiveness

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Abstract

As knowledge doubles every 18 months, so does data and over the last decades there has been an accumulation of large volume of structured and unstructured data stored in organizations database. The recent explosion of social media and the rate where data is created through emails, web logs, videos, twitter, and photos forced the industry to venture out new tools and techniques to exploit this potential gold mine. One of these tools is predictive analytics and defined as "the practice of extracting information from existing data sets in order determine patterns and predict future outcomes and trends". The primary function of this analytics is not to tell what will happen in the future rather forecasts what might happen in the future with an acceptable level of reliability using various scenarios and risk probability-impact relationship. Siegel (2014) argue that organizations could achieve the following seven strategic objectives using predictive analytics: compete, grow, enforce, improve, satisfy, learn, and act. This technique uses mathematics, statistics, database technology, programming, and logic to analyze, synthesize, and connect dots within a vast array of data stored in various forms. This paper analyzes the relationship between big data, predictive analytics, and business intelligence and their impact on organizational competitive advantages.

Key words: Predictive Analytics, Big Data, Business Intelligence, Data mining, Risk Management

The Role of Social Media and Voluntary Organizations in Critical Elections:

the Case of Turkish Parliamentary Elections of June, 2015

Dr. Klara Bilgin, Dr. Emrulah Uslu

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Abstract

The paper examines the role of social media, and particularly Twitter as a tool of information, mobilization and oversight during the critical elections in Turkey this June. Given the highly polarized and increasingly authoritarian political context, the Twitter platform emerged as a powerful tool for journalist, political activists and ordinary people to warn of, unmask and provide proof of electoral fraud while at the same time spearheading massive volunteer mobilization around the elections. It helped create and empower a critical movement "Voters and Beyond," which filled the void left by the traditional parties' inactivity and operation inefficiency and brought to the fore a nebulous network of election observation activists who were instrumental in preventing a major electoral fraud and irregularities. This network is to a large extent credited with making it impossible for the incumbent Justice and Development party (AKP) and it leader, president Recep Tayyip Erdoğan to win a parliamentary majority, and instead produced created the necessity for coalition politics and a revival Turkish democracy. The paper will examine over 15000 tweets posted in the week before and during the elections process and identify the key message, personalities and groups most heavily involved in shaping and directing the campaign. We also seek to identify critical junctures which may be replicated in similar political situations in critical elections outside of Turkey.

Key words: Social Media, Information Mobilization, Election fraud, Turkish Democracy

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Hydatid Disease Of The Breast –A case Report

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Abstract

Hydatid cyst of the breast is extremely rare even in endemic areas, its only accounts for 0.27% of all cases. Only few reports are published in the literatures and majority of the reported cases have been diagnosed postoperatively as it is not possible to reach definitive diagnosis with clinical examination and radiological investigations only. We present a case of isolated hydatid cyst of breast in an 18-year old women from Amhara region, Ethiopia who presented with left breast painless lump of 05 years duration which was diagnosed pre-operatively by fine needle aspiration cytology & confirmed during surgery from gross appearance as well as biopsy result. The breast can be either a primary site of disease or part of a disseminated hydatidosis. This disease should be included in the differential diagnosis of breast lumps especially in endemic areas like Ethiopia. The breast hydatid disease also can be diagnosed by radiological or serologic means but neither of them is definitive. Surgery is the treatment of choice.

Key words: Hydatid cyst, disseminated hydatidosis, Amhara region

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Understanding of the relationship between social responsibility and financial performance

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Abstract

This quantitative study examines a major concern among investors, stakeholders, and business organizations, which is the lack of understanding of the relationship between social responsibility and financial performance. Many investors once perceived social responsibility as the nemesis to financial performance. The purpose of the study was to understand the relationship between social responsibility and financial performance, which could be used to assist in investment decision-making processes. The research questions were designed to answer whether correlational relationships exist among the social rating scores and market capitalization scores of 359 U.S.-based companies classified as socially responsible in 2009. The modern portfolio and stakeholder theories were the theoretical frameworks in the study. Data were collected via the global Socrates database and the Yahoo finance database. Statistical analyses were conducted to test the hypotheses, which included Pearson's product–moment correlation coefficient. The statistical analyses showed a significant positive relationship between social rating scores and market capitalization scores for the companies across multiple industries and market capitalization groups (small, mid, large). Investors and managers could use the results of the study to improve their investment decision making and improve the perception that socially responsible behavior hinders financial performance. The implications for social change are greater financial support of socially responsible companies from the investor and a greater consideration of social responsibility in the strategic initiatives of non-socially responsible companies, thereby benefitting stakeholder groups (i.e., community, suppliers, employees), through an increased social awareness within the organization.

  Key words: social responsibility, financial performance, stakeholders, corporate social responsibility, modern portfolio theory, socially responsible investing, stakeholder theory

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The Power of Perception: How Perception Determines the Next Cause of Action

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Abstract

Perception is tied into success or failure (i.e., personal, social, relationship, etc.). Perception is what determines the next cause of action. Clarkson, Hirt, Jia, Alexander (2010) posit that individuals who perceived themselves as incompetent or pessimistic, depleted on self-regulation as opposed to those who perceived themselves as optimistic and hopeful. It is evident that healthy perception enhances healthy regulation. Researchers Steinber and Gano-Overway (2003) suggested the importance of applying explanatory style in a situation. They prescribed three types of explanatory styles, personalization, permanence, and pervasiveness. In their explanations, problem-solving and decision-making are exercised through the lens of these explanatory styles. Consequentially, the way an individual views a problem determines what type of explanatory style to exhibit. This paper is presented from evidence-based studies on how perception drives decision-making and problem solving. A discussion on meta-cognition will be examined in an effort to adequately process explanatory styles before selection.

Key words: Power of Perception, incompetent, self-regulation

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Analysis of Economic and Social Impact of Offshoring

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Abstract

Especially in this globalized world, offshoring offer or opens many potential ways to sustain and differentiate, compete with each other in any industry. Offshoring is one of the top trending topic people are arguing or talking about. In order to define the offshoring, here is basic rule where it makes sense. When a good or service is produced at lower cost in another country, it makes sense to import it rather than to produce it domestically. This allows the United States or any other country to devote its resources to more productive purposes. While, offshoring where we can benefit by saving costs and while imported goods and services will be purchased lower price to local customer where it benefit economically. In this research, we are going to find out benefit of offshoring as well as disadvantages. This research will analyze or investigate current offshoring development, trends, history, economic impact where we can learn in the future. This research are going to use qualitative method in order to identify or clarify our study.

Key words: Offshoring, Globalization, Strategy, Trends, History

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Social Media Adoption: A Case Study of Medium Scale Business

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Abstract

Medium Scale Business Managers are aware of the benefits of social media adoption but the challenges are too over-whelming for them to indulge in it. The managers therefore prefer to remain in their comfort zone by still operating in the old paradigm of using out dated traditional method of reaching customers. This study assessed the benefits and challenges faced by medium scale business managers in Asaba metropolis in social media adoption. Two research questions were raised to guide the study and two hypotheses were tested. A total of 23 medium scale business managers in Asaba metropolis were used as the population. Instrument for data collection was a questionnaire. Mean and standard deviation were used to analyze the data in respect of the research questions while t-test was used to test the hypotheses at 0.05 level of significance. The findings revealed that the respondents (both men and women) are aware that social media offers business organizations so many new ways of doing business. Based on this findings, the researcher concluded that the adoption of social media by medium scale business managers are limited as they are over-whelmed by the challenges. It was recommended amongst others that medium scale business managers should adopt social media as part of their overall marketing and communication strategies.

Key words: Benefits, Challenges, Medium Scale Business, Social Media

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Analysis of Trends in the Mining Industry in Mongolia

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Abstract

In recent years, Mongolia has become one of the fastest developing countries in the world due to its natural resource utilization. The country's average Gross Domestic Product (GDP) was 5.85% from 1991-2014, with the highest record of 17.5% in 2011 and the lowest record at -9.3% in 1992. The expansion of the mining industry significantly contributed to this growth. The purpose of this study is to investigate the evolution of the mining industry in political and legal frames. According to my research, the Mongolian mining industry development trajectory can be divided into four distinct periods of evolution: 1. Opening or Freewheeling (1990-1998); 2. Environmental Protectionism or Braking (1999-2005); 3. Nationalistic Protectionism or Stalling (2006-2013); and 4. Loosening Restrictions or Backpedaling (2014-2015). In order to explore the nuances of the mining sector, its developmental history was discussed in the literature review. This research study utilized a qualitative research method that employed the process tracing approach to observe and analyze the evolution of the mining sector. It was based on a case study of Mongolia and, more specifically, the case studies of two mega mining projects – Oyu Tolgoi (OT) and Tavan Tolgoi (TT) to comprehend more deeply the developmental process of the industry. Ultimately, the research study is expected to shed light on the mining sector's contribution to the country's development.

Key words: Mongolia (MGL), Government of Mongolia (GOM), Mongolian People's Revolutionary Party (MPRP), Democratic Union Coalition (DUC), Oyu Tolgoi (OT), Tavan Tolgoi (TT)

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An Investigation of the Economic and Political Impact of Women Trafficking for Sexual Exploitation: A Case Study of Columbia

Veronica Enriquez Cujar

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Abstract

This paper studies the impact of immigration on women trafficking since 2000. In that year, nations met to conceptualize the Millennium goals and some other important international agreements on opening borders. As a consequence, due to lack of borders, human trafficking becomes easier and severally unmeasurable. The Elimination of borders protection communication, free access to internet, and low control in the airport to follow suspicious activities makes increase insecurity. In the twenty first century women trafficking have been ample documented, and discussed, in many scenarios at local, national, and international levels. There is a good frame of law in Colombia, this is because the laws in Colombia adhere to the United Nation declaration of human rights, but the state cannot enforce them. Therefore, victims of trafficking are now the objects of politics because they are seen as illegal immigrants and not as exploited women who are moving to strong economic countries like Japan, Europe and United states. Therefore, victims of trafficking are now the objects of politics, because they are seen as victims of a high demand in this new market. For instance Colombian women are moving for traffickers to the most prominent nations to be subjugated whit sexual purposes. Mod and traffickers in Colombia are displaced persons, war victims, poor women in the countryside, and those who are seeking opportunities in to improve the quality of their lives. Women who are leaving Colombia to fulfill their deems, or improving the quality of their families lives. On the other side of the coin, those people who just thinking of women as an object to enslaving into a booming business as well as tragic mixture of our times. (Liu, 2012) Human trafficking is a very profitable business that moves billions of dollars around the world. For instance the first country with most human trafficking around the world is Brazil, but the current population from Brazil is over four times more than the population from Colombia. It will infer as a consequence of the population of Colombia that issue will affect more Colombia than Brazil. This paper will have as a method a case of study using qualitied data from the government that clearly show the increment of women and children trafficking for sexual exploitation the information will also based in international nongovernmental organization, and the Ministry of foreign affair in Colombia. A recommendation will take place on the final, based applying methods to enforce the transparency, proposed as option a prohibition for the prostitution by law to protect the integrity of children and women. Decreasing women trafficking for sexual exploitation in Colombia.

Key words: Human trafficking, IOM (International Organization for Immigration). UN (United Nation) Immigration, Organized Crime, Mod, Traffickers, victims, OAS (Organization of American States) ILO (International Labor Organization), Globalization, slavery, Universal Declaration of Human Rights, Ministry of foreign affairs

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Principles of Organizational and Social Systems

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Abstract

Original authors had explained the nature and structure of organizational, social, economic, cultural, and demographic systems. Concepts of systems theory has been identified as being a major component of organizations that act as a system in itself. Original exploration of this topic is compared to and contrasted from other theories that are closely correlated with systems theory. This article has critically examined systems theory with social systems theory, economics theory, and other related theories that involve systems. The literature review explored the concepts of social systems theory, evolutionary systems theory, and meta-theory with a direct correlation to systems theory and how these theories are compared and how they are different. The structure of organizational systems is similar to accounting systems whereas the flow of information through the system is similar. Social systems share information in a similar way to accounting systems whereas the concept of sharing and conveying information in a meaningful way is similar. This application identifies these similarities in an effort to validate claims of similarities between the structures of organizational, social, and accounting systems.

Key words: Organizational culture, Demography, Social System Theory

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The importance of Strategy & Innovations to an Organization's Success.

Olabode Samuel Adeola

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Abstract

The decision of when to enter into a new market or industry is a big dilemma for most organizations. This challenge in decision making has caused firms to fully examine the fastest possible way to enter a new market or industry. Firms must examine the benefits and consequences of entering a new market when making business decision. The firm's decision enter a new emerging market could also be too costly since the firm lacks the market knowledge and experience needed to succeed (Hawk et al., 2013). Innovation is defined as the introduction of new product and service offerings as well as new processes into a new market successfully, which yeilds organizational growth and performance (Buisson & Silberzahn, 2010). In this study we shall examine different innovation strategies such as the blue ocean strategy, Imitation strategy, open innovation strategy, disruptive innovation strategy and business innovation strategy. This study will also examine the case study of Redbox and GlaxoSmithKline to help examine successful companies who have adopted these innovation startegies and how the chosen innovation strategy has shaped their futures.

Key words: Strategy, Innovation, Organization's Success

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Many War-Injured Military and Contractors Still Need Access to Aftercare and Support

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Abstract

The Defense Base Act requires the provision of medical care and disability benefits for contractors injured while supporting overseas governmental operations; however, many claims submitted under the act are denied, which indicates a systemic problem. Research is lacking on the effects of this practice on contractors' ability to recover from injuries and make life adjustments upon returning from war. The purpose of this phenomenological study was to explore how the lived experiences of contractors compare to those of members of the military injured during war operations. The findings indicated that, although the essence of the experience of war injury is similar for all participants, contractors perceived their access to injury care as unfairly limited compared to the access available to their counterparts in the military. Implications for the study included the need for government and political leaders to consider policy revisions and more effective implementation of the Defense Base Act to ensure more equitable provision of medical care and disability benefits to all injured war participants.

Key words: injured war contractors, Defense Base Act, denial of benefits, war injured military, contractors' aftercare and support

Understanding Bullying from a Multi-disciplinary Bullying Perspective and What to do next

Dr. Sairah Qureshi

Abstract

Bullying as we all know is a serious and growing social contentious issue faced in schools worldwide. It affects not only the individual (whether a victim or bully), but also peers/bystanders, parents, families and even the community. By far, understanding what constitutes bullying and how it takes place is absolutely essential for school staff, parents and community members to be able to respond. However, little research addresses the fundamental nature and explanation of bullying from more than a psychological perspective. This presentation will examine how we can fully understand bullying from not only a social psychological perspective, but including the socio-economic and environmental factors and how these issues affect the way in which young people interact with one-another. Studies from the Social Psychological perspective broadly discuss three perspectives (a) Power-based Perspective, which is associated with the wellbeing of the perpetrator and explains bullying as a desire for power and control; (b) Social Learning Perspective, which identifies a correlation between the abused bullies who, among other factors are influenced by their peers to bully; (c) Mind-Skills Perspective, where more emphasis is placed upon 'intention' to manipulate and control the victim. Studies from the Sociological Perspective identify four broad perspectives: (a) Social Control Theory, where the youth who have strong bonds in society are less likely to engage in delinquent, and hence bullying behavior; (b) Social Disorganization Perspective, where an examination on impoverished social economic and social conditions assist bullying as this limits the community's ability to control or supervise adolescent behavior; (c) Social Ecological Perspective, where explaining bullying through the environmental factors assist in understanding how this influences bullying behavior; (d) Masculinity Perspectives, how bullying is addressed through an exploration of four groups that fall under the main component of Hegemonic Masculinity. The presentation will further address key issues such as arguing for broader research as this enables for fuller preventative anti-bullying measures and education. Delegates will also take from this presentation three key arguments; (i) developing a stronger platform for young people where their voices can be heard; (ii) the vital need for anti-bullying preventative measures to be developed within the school curriculum and for the long term and (iii) consistent bullying prevention training for teachers and guidance counselors.

Key words: Bullying, Social psychological perspective, Social Control Theory

Global Intercultural Experience for Undergraduates as an alternative way of education

Dr. ThuyAnh T Nguyen

University of Michigan

Abstract

GIEU Global Intercultural Experience for Undergraduates is an exchange program at University of Michigan that offer undergraduate students an opportunity to go abroad to various countries in the world to experience an intercultural life and work with local people. In my paper, I would like to present and discuss about the intercultural experience for UM students who travel to Vietnam to share work and life experience in Vietnam with Vietnamese people, especially with Vietnamese students who also joined the program. I will discuss about the way the four week program was organized to offer student the most genuine experience to learn and exchange their thoughts about human communication, historical, cultural and sociaeconomical aspects of their life and work in Vietnam. UM students travelled together with Vietnamese students from Hanoi University throughout the country to learn about Vietnam, to meet local people and to get involved in various volunteer projects to support the community. Through the journey in Vietnam, we have learnt from various aspects about Vietnam, and it is the great opportunity for students to go beyond their comfort zone and develop with better orientation about academic life and future career when they get back to the campus in Ann Arbor.It is my hope that I can share this experience with other colleagues with the same interest in intercultural education.

Key words: Intercultural Experience, Alternative Education, Socio-economic , Vietnamese Students

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Influenza A Viruses in Artificial Community Water Ponds: Potential for IAV Surveillance

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Abstract

Emerging influenza viruses continue to challenge public health. The problem is public health science professionals have been battling emerging human influenza diseases with tactile and reactionary methods because there is a lack of knowledge and data at the human-animal interface. This research was a baseline study of the proportion of influenza A virus (IAV) in urban and rural communities in California. The population was artificial recirculating water ponds in the geographic locations of rural and urban Californian communities. Surface water samples were collected from artificial recirculating ponds in California. Positivity for IAV was verified by real time RT-PCR methodology. The proportion of IAV in rural and urban ponds favored the greater burden of IAV in urban ponds over rural ponds. This baseline research study validated these water ponds as resource sites for IAV surveillance and monitoring. The social change implications of this study can be recognized at the national and international levels, to the population level, and to the individual level by providing geospatial analysis and spatial-temporal data for IAV surveillance, initiation of biosecurity measures to protect poultry industries in the United States and Brazil, and may contribute to the current IAV strain library. Contributions to the IAV strain library may be used to develop vaccines against human pandemics.

Key words: influenza A virus, haemagglutinin, human-animal interface, influenza biosecurity, influenza surveillance, neuraminidase, waterborne transmission, zoonotic disease

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Impact of Leadership Engagement, Work Life Balance and Conflict Management on Job Satisfaction among Women in Technology in the Project based sectors in Pakistan

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Abstract

Job satisfaction is of primary importance in the professional world. The best performers are most noticed as overall satisfied workers. While performing well on the job is a very important part of any professional's life, it is closely linked to a balance that they maintain with their life, overall. It is believed that Work Life Balance (WLB) leads to job satisfaction (JS). In addition to WLB, Leadership Engagement in the Workplace (LEW) and Conflict Management Training (CMT) has also been observed as a key variable in terms of Job Satisfaction (JS) during the development of this research model. This research has been specifically conducted on Women in Technology (WT) in Pakistan. A quantitative research method was used to carry out analysis of these factors affecting the JS in project-based work environments. In this research the focal point of reference for identification of impacts of LEW, WLB and CMT through structured research on various project levels. The results clearly represent the need to emphasize the importance of the role of structured management techniques through certain beneficial behaviours of LEW, CMT and WLB in order to ensure employee retention and avoid turnover rate of employees due to job dissatisfaction. The theoretical model proposed is recommended to be tested for application in other parts of the world as well. It has been revealed through this study that JS is particularly dependent on the afore mentioned variables.

Key words: Work life balance, Women in technology, Leadership Engagement in the Workplace, Conflict management training, Conflict Management, Project Management, Job Satisfaction

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The Impact of Maturing Integrating Risk Management (MIRM) on the efficiency of the Financial Leverage Decisions in developing Competitive Intelligence: An Empirical Study on Companies Listed in the Egyptian Securities Market

Dr. Shereen Fadel Fahmy Bishara, Dr. Mahmoud A. Ramadan

Arab Academy for Science, Technology & Maritime Transport, Arab Academy for Science, Technology & Maritime Transport

Abstract

Organizations take several financial decisions, one of the most critical decisions affecting company value is financial leverage. Firms projecting a large degree of financial leverage could be beneficial and at the same time risky. This study presents a new approach known as "Maturing Integrated Risk Management" (MIRM), which maximizes the effectiveness of organizational decisions. This approach will enhance the full integration between strategic and operational standards, internally and externally across all over managerial hierarchy levels. In this study we will investigate the relationship between financial leverage and company performance by testing all companies that are listed in the Egyptian Securities Exchange market index (EGX 100) from the year from 2006 to 2012. The results indicate that financial leverage is negatively affecting Return on Sales (ROS), positively affecting Return on Earnings (ROE) and having no significant effect on Return on assets (ROA) and Earnings per Share (EPS).

Key words: Maturing Integrated Risk Management-Business Transformation , Accounting Growth, Leverage, Financial Leverage, Optimization, Competitive Advantage, Maturity Risk Profile, Risk Management, Integrated Risk Management

Assessing Factors Affecting Quality Education in Basic Sciences and English Language: the Case of Primary and Secondary Schools in Ethiopia
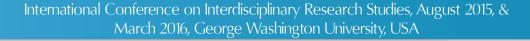
Abraham Kebede

Abstract

The purpose of this study was to assess the factors affecting quality of education in Basic sciences and English language of primary and secondary schools of Ethiopia. To achieve this purpose, a descriptive survey design was employed. The participants of the study were 325 students, 34 teachers, 4 principals, 2 supervisors, and 4 district education office heads. Questionnaire, focus group discussion, interview, lesson observation and document analysis were used to collect data pertinent to the problem under study. To analyze the quantitative data, Pearson product moment correlation, repeated one- way ANOVA, and multivariate multiple regression were used; moreover, direct quotation, and story- telling techniques were used to analyze qualitative data. The qualitative result revealed that the inappropriateness of the curriculum, the deficiency of implementing continuous assessment, lack of creating conducive classroom environment, teachers' low level of job satisfaction and work load, large class, absence of adequate laboratory and library were found to be the major factors for poor quality of education. In addition, the quantitative data result revealed that parental support, students' educational aspirations, studying time, number of textbooks and reference books were found to be significantly affecting the quality of education in Basic sciences; moreover, students' educational aspirations and parental support also identified as factors hampering students' learning in English language. Furthermore, the result from the repeated measure ANOVA indicated that there was a significant difference on students' scores among subjects of Basic Sciences and English language. Based on these findings, recommendations were forwarded.

Key words: Primary and secondary schools, Quality educations, English language

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The title is missing

Abraham Kebede

Abstract

Information and Communication Technology (ICT) is a force that has changed many aspects of the way we live. If one was to compare such fields as medicine, tourism, travel, business, law, banking, engineering and architecture, the impact of ICT across the past two or three decades has been enormous. Thus, the purpose of this study was to explore the factors affecting teachers' classroom ICT utilization for instructional purpose in secondary schools of South Gondar Zone, Ethiopia. To achieve this purpose, a descriptive survey design was employed. The participants of the study were 303 teachers, 10 principals, 5 supervisors, and 4 woreda/district education office heads. Questionnaire, focus group discussion, interview, lesson observation and document analysis were used to collect data pertinent to the factors affecting teachers' utilization of ICT for instructional purpose. The study revealed that there were significant relationships between teachers' perception, teacher in-service training, school support, school curriculum, access to ICT facilities and materials, school policy regarding ICT use and teachers' ICT use for instructional purpose. The above factors jointly contribute about 64.3% of the variance of the teachers ICT use for instructional purpose. Among the above factors, teachers' perception and access to ICT facilities and materials predict significantly teachers' ICT use for instructional purpose. Based on the finding possible recommendation were also forwarded.

Key words: information and communication technology, Ethiopia, Teacher's perception

Social Capital, Transaction Costs and Geographical Distance: An Empirical Analysis Of Social Networks In Ethiopia

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Abstract

This paper uses spatial economic data from Ethiopia to investigate the cost minimizing capacity of social capital which is underexplored from spatial perspective. Following the identification of the domains of transaction costs that could be minimized, a propensity score matching technique is applied to estimate the effects of rural households' participation in social networks in minimizing transaction costs. While framing the analysis from the perspective of rural households' spatial proximity to a town, the paper hypothesized active participation in social networks as a mechanism for reducing market transaction costs. It is evident from the results of the study that households' active participation in social networks is shown to be a central factor in minimizing the market transaction costs that could have been incurred by the rural households who live in relatively far hinterlands. This confers an alternative livelihoods strategy for rural people to improve their livelihoods in cases where there are no advantages of geographical proximity to towns.

Key words: social networks, transactional costs, and geographical distance

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Ecotourists' Visit Motivations And The Marketing Implications: The Case Of Sabah, Malaysia

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Abstract

It is generally understood that studying why people travel to, and why they chose, a specific destination to visit is crucial for tourism marketers. However, most of the existing literatures on travel motivation focus on mass tourists. Not much is understood as to what motivates ecotourists (i.e. visitors to ecotourism sites)to choose and visit a certain ecotourism destination when in fact, ecotourists often have varied demographic characteristics, personal backgrounds, preferences, travel motivations, environmental attitudes, benefit sought and cultural values. This is a work in progress on ecotourists' visit motivations to a popular ecotourism destination called Sabah, Malaysia. It considers the characteristics that differentiate an ecotourist from a mass tourist. These characteristics include the predisposition to visit natural areas that conserves the environment and improves the well-being of local people, destinations where the main attractions are animals, plants and cultural heritage and destinations that offer safety and security. They do not enjoy stressful travel, look for cultural and educational values, and often seek novelty. Therefore, this study uses the 'push-pull theory' to understand why ecotourists travel. It looks at push factors or the internal individual forces such as escaping from routine, entertainment or relax, and at the pull motivators such as the specific characteristics of the destination, the local environment, landscape, monuments etc. The methodology chosen for this study was on site survey at selected ecotourism destinations in Sabah. Using survey assistants, selected respondents were approached and personally assisted to complete the survey. About 600 completed questionnaires were obtained and are currently being analyzed. Once the findings are determined, marketing implications will be offered to provide destination marketers with strategic ideas on how to generate more interests among ecotourists to visit the destination in question.

Key words: ecotourists, travel motivation, marketing

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A Potential Geological Field Museum for Sedimentary Basin Analysis Education: Northern Afar, Ethiopia

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Abstract

The Afar Depression, an area dominantly located in Ethiopia but with parts in Eritrea and the Republic of Djibouti, has attracted the attention of Earth scientists since the 1950's. It is mostly on the news as the site where a slow recent break-up of a continent is being witnessed or where findings of our hominid ancestors are being revealed. A recent work in the northernmost part of the Afar has shown that in addition to these noteworthy findings it can also be a site where together with associated volcanism and tectonics the connection of the Red Sea with the Afar Depression can be studied. Detailed sedimentological and stratigraphic studies were done on six marine and two lacustrine localities on the western and southern side of the Danakil Depression (a tectonic triple junction of up to 120m below sea level). The studied marine deposits consist of at least four superimposed units of corals and calcareous algae evidencing successive episodes of reef formation around the Danakil Depression. The Middle to Late Pleistocene opening and closure of the connection of the Afar with the Red Sea can thus be studied in detail in these localities. A scientific challenge for further scientific work is the temporal and spatial relationship between shallow marine and microbial carbonate units deposited at the rift margins and the more than 1000m thick evaporitic sequences in the central part of the basin. Also of scientific interest are aspects directly related to the economic exploitation of evaporate deposits (solution mining) and its socio-economic impact. This includes the understanding of the natural ground flow dynamics and its drivers (gravity from slope aquifers, thermal) for better assessing the anthropogenic impact.

Key words: Ethiopia, sedimentary basin, museum

The title is missing

Canan Aydin

Abstract

Do Syrian and Iraqi refugee flows cause an increased the risk of multiple tensions, if so, under what conditions? This study examines these questions by explaining instances and cases of the Republic of Turkey. With the outbreak of civil war in Syria, Turkey has hosted millions of refugees from the Syrian civil war. However, refugees have caused a change to the balance of the atmosphere and dynamics in Turkish society. The history of the refugee influx as well as the current challenges and trends are discussed in the literature review section. By developing several hypotheses about the current situation which a large refugee influence may pose a risk of creating tensions in society. As a result, a massive refugee influx changes the balance of social cohesion negatively, creating new dynamics and stabilities and changing the balance of security in society. This case study uses both primary (observation) as well as secondary sources (peer-review journals, organizations report, surveys, and government data) to analyze the issue. The research found that the current refugee influx from neighboring countries poses serious problems on Turkey's political, social, and economic conditions. This study will help to understand Turkey's struggle to cope with the influx of refugees and the pressure that comes with it.

Key words: Refugee flows, influx, Syria, civil war, pressure, increase, balance, impacts, risk, multiple tensions, challenges, dynamics, Turkey

Big Data Management Approach: A Case Study on Drought Data And Information Extraction Framework

Getachew Demisse

Abstract

Enormous numbers of datasets from biophysical, climate and satellite observations are becoming available for monitoring hydro-climatic extremes and environmental management. Most of these datasets have been growing exponentially and are too large, too raw or too unstructured for analysis using relational database techniques for retrieving the relevant pattern. Taking these challenges into account, the aim of this paper is to develop a framework and scientific methodology by using a big data analysis concept for improved extreme climate event characterization, identification and modeling. To address this objective, techniques that are used include data mining, machine learning, regression tree predictive modeling, spatial analysis, and time series analysis. The method developed in this research can be directly applied in scientific data mining of huge amounts of earth observation data gathered by the National Aeronautics and Space Administration (NASA) for environmental resources assessment and management.

Key words: Big Data, Drought, Framework, Prediction, Satellite

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The Effects of Meditation Treatments in Managing Workforce Stress with Women in Leadership

Estella Chavous

Abstract

This mixed method study examined the effect of meditation treatments in managing workforce stress with women in leadership in southern California. The quantitative portion entailed a survey administered to 5,000 women in leadership with an expected 363 women responding. From that sample, 3women were selected to participate in detailed qualitative interviews. The subjects were found by random sampling from the following four organizations in southern California: The Women Network, The E Women Network, Grab & Go Stress Solutions, and the Holistic Chamber of Commerce. To establish the effects of meditation treatments on women leaders in the workforce, a stress questionnaire was deployed using the perceived stress scale instrument. Results indicated that this mixed method study successfully identified the benefits of meditation for reducing workforce stress in women in leadership. Additionally, it successfully showed the degree to which women in leadership perceived meditation as beneficial.

Key words: Meditation, treatments, workforce stress, women, leadership

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China's Economic Integration with Africa: A review of literature

Gold Kafilah Lola, Evelyn S. Devadason, Cheong Kee Cheok

Abstract

China's liberalized economy have been impacting all other economies of the world particularly that of developing countries through enormous trade and investment channel. China's expansion of its economic prowess to African continent became a contemporary phenomenon in development literature, with divided attempts from researchers and those in authorities to evaluate the benefits and the dangers inherent in their renewed relationship. Specifically the main aim of this paper was to carry out a systematic literature review from 1990 t0 2014 on China's rapidly growing economic relations with Africa, especially in the areas that have mostly generated arguments like trade, FDI and Aid. Therefore a conscious effort was made to indiscriminately inculcate many relevant literatures in order to furnish the readers with diverse and balanced view on Sino-Africa studies. In the review, we observe that due to methodological limitations, empirical evidences that buttress many of the views on Sino-Africa relations are scarce; instead, conjectures have become strong both in academia and among the media. Thus, this has led to results and conclusions that are frequently generalized to many, if not all, of African countries. Therefore we hope that China-Africa future studies will engage more econometric techniques which will give a convincing result that will reflect what the fact says and offer path for further research.

Key words: China, economic, Africa, trade

Public Engagement in Agricultural Communities: Promoting Environmental Health Among Farmworkers in Oxnard, CA

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Abstract

Several studies indicate that populations living in deteriorating environmental conditions are insufficiently engaged on health issues in their communities. In a 2012-2014study of Oxnard, a city in California with a large agricultural economy, researchers conducted survey research and content analysis of local ethnic radio to determine barriers that farm workers face in being engaged on environmental health issues. The data for this study were generated by surveys distributed to Oxnard community members, and content analyses of three well-known Spanish radio stations in Oxnard. The survey was used to assess: 1) public perception of environmental exposure and risk; 2) opportunities for public awareness and involvement in environmental issues; and 3) obstacles to meaningful engagement by the affected populations. For the content analysis, 28 hours of radio broadcasts were recorded from each of the top two Mexican Regional format radio stations in Oxnard and Ventura—KXLM-FM Radio Lazer 102.9 or Radio Lazer and KMLA La M 103.7 FM or La M (Arbitron, 2012). A coding system was used to assess: 1) programming format, content and airtime allocations; 2) themes in content with particular interest in health, environmental and local topicsrelevant to farm workers; and 3) determine the amount and nature of public participation, particularly of farm workers. The surveys reveal that there was a general perception among Oxnard residents that they were at risk for exposure to environmental pollution. There was also a severe lack of information and opportunities for involvement on environmental issues in the community. The results from the radio content analysis found that there is coverage of general health news, an identifiable connection with farm workers, and effective engagement of listeners through banter and caller participation. However, there was little mention of environmental health news or issues in radio programming or advertising. Spanish radio is a medium that may mitigate, if not eliminate, some key barriers to public engagement on environmental issues for Oxnard farm workers: low levels of education and literacy, lack of financial resources, transportation, work flexibility, fear of employer reprisals, and concerns about immigration status. Radio is an accessible and low-cost, low-risk way for farm workers to learn about environmental health issues and articulate their concerns about exposure and risk.

Key words: Health, agriculture, farm workers, Oxnard

Learners' Voice and Perspectives on Support for Lifelong Learning Initiatives in Malaysia

Hisham Dzakiria,PhD, Azilah Kasim,PhD, Rozalina Khalid, Eny Hamzah & Badul Ahmad

University Utara Malaysia

Abstract

The Malaysia Blue Print of Lifelong learning is intended to democratice education for all Malaysians making higher education more accessible and flexible. Lifelong learning initiative is a necessary challenge to create and sustain a better future for Malaysians. With the emergence of a more integrated global economy, the premium placed on ideas and continuous learning becomes essential to the country's progress. As an important avenue for change, lifelong learning requires a deeper understanding of the evolutionary processes between human learning and activities, and the possible relationships and interdependencies with the new media and technology. The article focuses on research that identifies success indicators of support for lifelong learning in Malaysia ODL. This paper offers a snapshot of some of the current responses to the challenges and the perceived issues from the perspective of open distance learners in Malaysia as they progress into their respective ODL programmes which covers an array of issues on the demographics and characteristics of learners; attrition/completion; market needs and the link between online learning and knowledge-based economies; different generations of distance higher education; different forms of learning through online instruction; distance learning technologies; and the organization of research. The preliminary findings suggest that in order to support lifelong learning as an important part of human life, new intellectual spaces, physical spaces, organizational forms, and reward structures need to be created to allow learners to personally engage in and experience ODL with creativity and imagination to explore alternative ways of learning.

Key words: feedback, technology enhanced learning, self-regulated learning

Structural VAR Approach to Identify Economic and Environmental Factors Causing Fluctuations to Renewable Energy Sources

Rehman Kanjoo

Abstract

Over the last few years renewable energy mix has an increased share on electricity generation of most developed economies due to environmental and security of supply concerns. Developed economies seem to be more efficient in replacing fossil fuels with renewable energy resources than underdeveloped countries. To analyze potential economic and environmental factors fluctuating the share of renewable energy resources, one developed country (Austria) and one underdeveloped country (Pakistan) is taken. Both countries have different energy mix for production of electricity. Through this analysis we could also access how diverse geographical, economic and social conditions react to increase share in renewable energy sources. Structural Vector Auto-regression model is applied for identifying whether carbon emissions, GDP growth or prices of fossil fuels are potential factors impacting share of renewable energy sources in electricity generation. For robustness checks we have also replaced developed country with Netherlands and underdeveloped country with India and found our analysis to be robust. Whereas we have also replaced various macroeconomic and environmental indicators while those having almost similar results.

Key words: Renewable energy resources, environmental factors, economic factors

The title is missing

Rita Tangie

Abstract

Organizations engagement in social media activities is increasing at an alarming rate. Almost every organization from small and medium size enterprises gets involved in one way or the other in social media activities for diverse reasons. While profit making organizations use it for their advertising, marketing, sales promotion campaigns to increase sales and eventually profitability, non-profit organizations see it as an avenue to present their objectives to the public through their Public Relations (PR) activities. There exist many social media channels used by organizations and individuals worldwide such as, Facebook, LinkedIn, Twitter, MySpace, Flickr, What-Sapp, just to name a few. However, the choice of social media depends on the type of information each Organization wants to share with the public. The research question this study seeks answers to is, how do social media constitute a threat to organizations? The results from the findings reveal that recently, social media is beginning to pose severe threats to the smooth functioning of organizations as some individuals now uses it as an avenue to sabotage the image of organizations (for example the case of United Airline in chapter two). Despite the threats associated with organizations' engagement in social medial, it equally provides some opportunities for organizations. For example it offers an avenue through which organizations can advertise their products at an almost no fee cost, it also permits them to transact millions of businesses through social media thereby saving the risk of traveling and traveling expenses, it is also common to see a lot of buying and selling taking place today on social media at relatively cheaper rates than would otherwise be if it were to be bought directly from the shop.

Key words: social media, organization engagement, business

AMERICA'S FAILURE: EDUCATION COLLAPSE IN THE UNITED STATES
Comparative analysis of the History of Education in the United States on a Global Scale

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Abstract

Postsecondary education has long been thought of as a way to bring career and economic benefits to individuals. In the current day and age, postsecondary education is much more. In most societies, better critical thinking skills, and the best careers, checks, and communication skills are excellent qualities to have. Earning a graduate degree is an excellent path to enhancing these skills. Education not only impacts us at the individual level, but at a societal and national level as well. This happens through the application of a variety of cultural, religious, linguistic, and educational backgrounds among people. This study explores the effects of the cost of education, the lack of educational funding from the US government, and the students' perception of a graduate degree on the future of the American workforce. The purpose of this study defines how the United States prepares its next generation for the knowledge-driven world; in addition, how American young adults view education. The question is: does the U.S. education system prepare a competitive, innovative, and creative workforce for society or is the U.S. failing to educate its children? The literature on this subject identifies how rising the cost of education and magnanimous increase in student loans hits middle class families hard, while they struggle with their low-income salaries and unsecure job markets. This research uses qualitative methods in assessing how American millennials see their future – with a degree or without a degree, and begs the question: do millennials favor experience and skills over earning a graduate degree? The research aims to demand having an efficient government policy and action towards postsecondary education and training programs in every local, state, and Federal Government level as it is threating the national security of the United States.

Key words: public and higher education, rising cost, student loan, middle class, PISA test

The title is missing

Sam Martin, PhD

Abstract

The financial markets have been in a state of chaos for a number of years. Some of the chaos was attributed to appraisers bending under unethical pressure exerted by lenders. The purpose of this study was to explore whether mode of instruction affected appraiser morality when participating in a Uniform Standards of Professional Appraisal Practice (USPAP) course, as measured by Rest's Defining Issues Test (DIT-2). The research question examined the difference between the effect on the morality schema of continuing appraisal students taking the 7-hour USPAP CE course online versus students taking the course in a face-to-face environment. The research consisted of administering the DIT-2 before the USPAP course as a baseline, and then again after the USPAP course to determine if there was a difference in moral outlook. Eight online and 11 face-to-face students completed pre and post DIT-2. MANCOVA determined that there was no significant difference in the post instruction DIT-2 scores between face-to-face and online instruction, controlling for pre instruction score. Further study is recommended with larger sample size and multiple online and face-to-face classes. The results of this research resulted in recommendations to create USPAP courses with ethics components (Appraise Your Ethics). Such courses can be online or face-to-face. The conclusions of this study could lead to enhancements in the design and delivery of the USPAP course, resulting in a positive social change of enhanced appraiser morality and a reduction in unethical behaviors.

Key words: Ethics, morality, Uniform Standards of Professional Appraisal Practice (USPAP), Defining Issues Test (TID-2)

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Modern Organizational Diagnostics Methods: Is There a Way Out of Chaos?

Sergey Ivanov
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Abstract

This paper attempts to present modern organizational diagnostics methods to study various types of organizations worldwide. The author argues that unless accurate and unequivocal diagnostics tools, methods, and language are used by all scholars and practitioners worldwide, organizational studies will continue lacking in precision and incompatibility, incapable of addressing organizational change and improvements needed. The author presents new diagnostics methods to identify root organizational issues, partly based on the scholarly works by Elliott Jaques, W. Edwards Deming, Frederick Winslow Taylor, other theorists, and his own discoveries. The author believes that these new tools could aid organizational scholars, practitioners, and executives to reevaluate their organizations, and potentially reposition them for greater success. Further, the author hopes that this paper offers useful ideas for a new organizational theory, he believes is so much needed in today's global world.

Key words: Organizational Diagnostics, New Organizational Theory, General Theory of Managerial Hierarchy, Level of Work, Managerial Organization, Frederick Winslow Taylor, W. Edwards Deming, Elliott Jaques, Bureaucracy, Managerial Hierarchy

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A Comparative Analyzes Of Two Successful Non-Governmental Institutions In Brazil

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Virginia International University

Abstract

Brazil's economics have rapidly grown economically in the last decade and the distribution of it has not been well done. There is a lack of government assistance to the society in boththe social and economic fields. This reality is demonstrated by the favelas or slums. This is where that non-governmental institutions come into improper. Non-governmental institutions or, NGOs, have commonly become more present in different regions in the world, mostly in the developing countries. They address many issues such as human rights, environmental protection, economic and social development, health care, women's and political rights, and labor. The main problem is that there is little literature available on how NGOs survive, their struggles and challenges in Brazil. The paper uses theories and frameworks to investigate and compare the struggle and success of the two biggest NGOs in Brazil, Saude Crianca and Viva Rio and how their work has been improving the life of their target population in order to understand which factors are critical for the survival of NGOs in Brazil. This research uses comparative analysis from secondary data, peer-reviewed journals, and primary data, and questionnaires to analyze the results. This research intends to give a better understanding of the role of NGOs in Brazil, their struggles to maintain their services, and their path to success.

Key words: NGO, Brazil, Saude Crianca, Viva Rio

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Future Directions in Interior Design Education

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Abstract

Design and Art schools today are facing challenges they have never faced before to educate graduates who are relevant in the 21st century. Today's Designers are entering into a world marked by rapid and global change, exponential advancement in information and computer technologies, complex ethical issues, borderless global competition, changing demographics, sustainability, and a multitude of problems that only emerged in the new millennium. Just as business as usual will not survive in the 21st century , education as usual will also not get us there. This paper briefly explores challenges in global Interior Design practice in the 21st century, before laying down the status quo in Design education. From here, based on numerous Design education reports that have emerged from various parts of the world, the requirements as well as issues to overcome in educating Designers of the future will be developed. This paper calls all design educators to reflect on what have we done in the past, address the current issues and challenges as well as generally make recommendations that requires proper planning and action plans. It must be realized that, business as usual will not be beneficial if we wish to see our next generation of designers can effectively play an important role in the society at large.

Key words: Educational Transformation ,Professional standards , Grand challenges, Interior design Education

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Summer 2015

Doctoral Colloquium

Prevalence of household food access along the urban-rural continuum:

The case of selected districts in Morogoro and Iringa regions in Tanzania

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Abstract

The overall objective of this paper was to assess the prevalence of household food access along the urban-rural continuum in selected districts in Morogoro and Iringa regions in Tanzania. The specific objectives were to; (1) measure the household food access status and determine its severity along the urban-rural continuum using the Household Food Insecurity Access Scale (HFIAS) tool, (2) identify the socio-economic characteristics associated with the status of household food access. The study was descriptive, comparative and cross-sectional in design with a sample of 300 households that were selected using a Geographic Information System (GIS)-based simple stratified random sampling procedure. The data were collected using an interviewer-administered questionnaire (The 9-Household Food Insecurity Access Scale (HFIAS) Generic Questions). The data were analysed descriptively and inferentially using the Statistical Package for Social Sciences (SPSS) software. Ordinal logistic regression was used to determine the influence of some household socio-economic characteristics on the status of household food access. Generally, results show that 42% of the surveyed households were food secure, 13.6% as mildly food insecure, 25.7% as moderately food insecure, and 18.7% as severely food insecure. Household food security was positively associated with three variables namely higher education grade level attained of household head (p=0.002), employment status of household head (p=0.009) and household be located in an urban setting (p=0.003). It was concluded that the design of food security strategies should be multi-dimensional such that would focus on and address the identified characteristics in order to mitigate the severity of household food insecurity along the urban-rural continuum.

Key words: household food insecurity, Tanzania, household food access, Household Food Insecurity Access Scale.

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The Entrepreneurial University and Entrepreneurial Strategy: Learning from an entrepreneurial university in the UK

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Abstract

This research aims to explore how the entrepreneurial strategies assisted and still assist developed countries' universities to become an 'entrepreneurial university', and then to investigate what lessons can be drawn out for universities in developing countries. To achieve these aims, a case study strategy will be adopted. Hence, a group of methods, semi-structured face to face in-depth interviews, questionnaire and documents and website content analysis, will be used for collecting the data required for implementing this strategy. There are two expected contributions from this research; the first one is to identify the main entrepreneurial strategies that help to become an entrepreneurial university. The second contribution is to assist the universities of Kurdistan to realize the importance of entrepreneurial university mode.

Key words: Entrepreneurial Strategy, Developing Countries

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Challenge of education in diverse environment – designing methodology of research

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Abstract

The educational policy of many countries treats diversity in education as priority of teaching in every educational institution. The study is designed to answer the problem of education in diverse environments. The goal is to provide theoretically and empirically grounded answers to actual challenges for education. Additionally, both theoretical (literature review) and empirical (own research) highlight problem of critical dialogue about democracy, race, gender, social class, nation, globalization, freedom and community. Research problems that arise in connection with the subject of social diversity highlight the difficulty at the level of defining, classifying and understanding the concept of diversity. That leads to problems in managing diversity in schools and uses this phenomenon in the development of both individual students and organizations. The purpose of my analysis is to examine the problem of diversity in education in Polish context and its importance from current perspective. This clarification is crucial for two reasons. Firstly, it was commonly assumed that Poland is a very uniform country and denies existence of differences because we cannot see them. Secondly, the essence of the concept of diversity is too narrow. Its notion takes many forms and should be treated more broadly. The aim of the research is to describe the context, inter alia, the role of schools/education in preparing young people for living in a diverse society based on the results of students in junior high school (gymnasium) and the Youth Educational Centre (MOW). The aim of this study is also to provide information about hidden and conscious beliefs about the role of education in a diverse society and how the school system can cope with the phenomenon of diversity. Assuming this perspective I focus on the research on students' experience who have a voice in the study. The techniques which I used include critical reflection on data from analysis to understand the phenomenon of diversity which can potentially be used by schools/institutions for growth/development and submission of proposals for educational policy.

Key words: Education, Diversity, Democracy, Social Class

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Corporate Social Responsibility and International Accounting

Brandon Schweitzer

Walden University

Abstract

Authors Nikolaou, Evangelinos, Moser, Martin, Calafell, Gutierrez, and Antonio examine and explain critical theory, stakeholder theory, contractual theory, and economic theory as the framework of international accounting and the impact on Corporate Social Responsibility (CSR) efforts. These theories are significant in the overall development of accounting standards and financial reporting standards. Corporate Social Responsibility and accounting methods have a serious impact on the way individuals understand the relationship between organizations and society. These authors are considered to be pioneers in research of this subject matter and experts in explaining impacts of CSR activities and related theories. The depth section of this paper consists of an annotated bibliography and a literature review of current articles on Corporate Social Responsibility and accounting concepts. The application section of this paper consists of a historical observation of international accounting standards and international financial reporting standards, as there is a current convergence of these two concepts.

Key words: Corporate Social Responsibility, Accounting

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Gaining Competitive Advantage through Market Innovation and building Strategic Alliances and Partnerships.

Olabode Samuel Adeola

Capella University

Abstract

The increase demand for organic growth strategies among companies has increase the awareness on external networks a shift from the firm-centric innovation. Also, companies have increased they shifted their attention to digital marketing in order to better engage, and involve customers during product creations. This study will examine global and cross-cultural market impact on innovation, Customers and Their Role in Innovation, Growth Strategies through Mergers and Acquisitions, Strategic Alliances and Joint Ventures, Network and alliances and finally, International Business and Technological Capability.

Key words: Competitive Advantage, Market Innovation, Strategic Alliances

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How do colleges perceive and treat students that do not belong to

one specific culture, race or gender?

Ivan D. Blount

Abstract

Students enter the academic arena to be accepted and more so to find themselves. Universities and colleges are the breeding ground for the youth to develop and mature unto our world's greatest minds. However, the stigma remains and is less spoken of how they are pigeon holed and labeled based on their presence. The mere physical presence and perceived appearance rings alarms to the powers that be (i.e. community, professors and other students alike) in alarming responses. How do colleges perceive and treat students that do not belong to one specific culture, race or gender? This presentation is based upon the experiences lived by a student that is of mixed race, bi-race or a combination of more than one race. The story lived within is a mere example of how thousands if not thousands of students encounter racism in the new millennium.

Key words: Culture, Race, Higher Education

*All correspondence related to this article should be directed to Ivan D. Blount.

Exploring Critical Success Factors for Managing Complex Information Technology Projects in Federal Agencies

Kyle Boyles, PhD

Walden University

Abstract

Students enter the academic arena to be accepted and more so to find themselves. Universities and colleges are the breeding ground for the youth to develop and mature unto our world's greatest minds. However, the stigma remains and is less spoken of how they are pigeon holed and labeled based on their presence. The mere physical presence and perceived appearance rings alarms to the powers that be (i.e. community, professors and other students alike) in alarming responses. How do colleges perceive and treat students that do not belong to one specific culture, race or gender? This presentation is based upon the experiences lived by a student that is of mixed race, bi-race or a combination of more than one race. The story lived within is a mere example of how thousands if not thousands of students encounter racism in the new millennium.

Key words: Culture, Race, Higher Education

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Small Business Leaders Perceptions of Successful Factors Facilitating Successful Performance in Government Contracts

Dr. Tamara P. Williams

Walden University

Abstract

Congress sets aside $350 billion of government contract dollars for small businesses annually. This is a descriptive study exploring factors in leadership small business leaders use for successful performance in government contracting by interviewing at least 20 small business leaders located within 30 miles of Washington, DC, with favorable performance ratings on at least three government contracting opportunity. Clustering themes according to Moustakas' modified van Kaam will help organize, analyze, interpret, and provide meaning to participant accounts of the phenomenon. Implementing successful factors in leadership may influence social change by identifying leadership factors that increase success of small businesses aspiring or struggling companies to increase performance. Findings may also encourage various business leaders within socioeconomic groups to gain access to federal set-asides.

Key words: Congress, Government Contract, Leadership

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Defending Cross Site Request Forgery Attacks on Contemporary Web Applications

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Abstract

This work presents the most current and comprehensive understanding of a not very well understood web vulnerability known as the Cross Site Request Forgery (CSRF) and provides specific solutions to identify and defend CSRF vulnerabilities. The immediate benefits of this work include tangible and pragmatic application framework for use by individuals, organizations and developers, either as consumers or providers of web services. This work responds directly to the challenges of keeping pace with the evolving cyber technologies and vulnerabilities that increasingly expose businesses towards privacy and identity theft specific attacks, where the traditional antivirus and anti spyware approaches fail. The urgency to come up with appropriate detection and defense mechanism against the lethal CSRF attacks is indicated due to expanding cloud based technologies, HTML5, Semantic Web, and various emerging security frameworks comprised of inchoate vestigial of "Big Data" that demand exceedingly evolved defense mechanisms. A methodical approach is used to investigate CSRF attacks and remedies are proposed by introducing a novel distinctive set of algorithms that use intelligent assumptions to detect and defend CSRF. In this work, design details of a CSRF Detection Model (CDM), implantation and experimentation results of CDM are elaborated to detect, predict and provide solutions for CSRF attacks on contemporary Web Applications and Web Services environment. Additionally, CDM based recommendations for users and providers of cyber security products and services are presented.

Key words: CSRF, Cloud, HTML5, Cyber Security, Organization Development

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Building Industry: The Ramifications of Change Resistance

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Abstract

Change is a fact of life for any company that wishes to grow or even maintain a sustainable business. Operating a sustainable organization takes more than simply addressing upcoming issues when they surface; it takes the cooperation of many stakeholders of an organization to predict the future of a company. At times, predictive analysts may be necessary in order to properly exercise scenario planning that may render better answers to make the best decisions. Depending on the degree of issues in a business, there may be a need to implement a complete management reset (Lawler & Worley, 2011). With the advent of more complicated technology and practice, building industry businesses and professionals are seeing more integrated teams' and contracts' requiring a better organizational development strategy than what typically worked. Essential elements addressed in this article discusses the utility of a professional organization development practitioner (OD practitioner) capable of consulting with building design professionals operating firms' experiencing change resistance issues. The researcher conducted a brief case study review in order to gain perspective on the change resistance topic within the architecture, engineering, and construction professions, which seem to face an evolutionary change in traditional practice. The intent was to obtain a better understanding of whether there is a need for OD practitioners to assist these firms on a regular consultative basis in areas where environmental, social, technological, or market demands necessitate practice revisions due to industry changes. The study showed various reasons why internal staff members resist change mechanisms requiring them to peculiarly modify elements of comfort zone processes. The study provides thoughts relative to internal cultural influence on the subject along with recommendations on how these issues may be addressed through more direct intervention of firm-wide management leadership.

Key words: Change resistance, organization, business, organization development practitioner (OD practitioner)

The Influence of Organizational Culture on Risk Management Implementation

Laura A. Jones

Abstract

Organizations now operate in an era that warrants a judicious use of assets. However, they may not be aware of the degree to which their own organizational culture inhibits or enables implementation efforts. Organizational culture often opposes organizations' commitment to optimization and allocation of assets when deploying structured methods such as risk management. This phenomenological, mixed methods study will explore the influence of organizational culture on risk management implementation. "All cultures promote some forms of behavior, and inhibit others. Some are well suited to rapid and repeated change, others to slow incremental development of the institution" (Quinn & Cameron, 1999).

Key words: organizational culture, risk management, influence, organization types, implementation

Cornerstone for Success: Identifying Effective Informal Mentoring Tools and Techniques within Secretary of The Air Force A6 Policy and Resources Directorate (saf/a6p)

Antwanya C. Herbert

Abstract

Leaders are developed through formal and informal education. Mentor relationships with superior leaders can significantly contribute to the transfer of knowledge and skills through informal education (Lancaster, 2003). Yet, there is no formal mentoring program in Secretary of Air Force A6 Policy and Resources Directorate (SAF/A6P) for Air Force employees to offset this imbalance and need for knowledge sharing, relying solely on voluntary, informal mentor relationships to accomplish what the Air Force considers to be an integral part of continued informal education and training. The purpose of this qualitative, grounded theory study was to address the best practices for informal mentoring within the SAF/A6P, through an exploration of the nature of existing informal mentor relationships in the organization. A purposeful sample of 15 active mentors, participating in informal mentor relationships within the SAF/A6P was used to identify the best practices for implementation of informal mentorship in SAF/A6P, the nature of the mentor-mentee relationship and how informal mentorship can be adapted in SAF/A6P, and the accomplishments mentees have made as a result of the informal mentoring. The analysis process revealed a grounded theory pointing to (a) the need for leadership to seek out mentees to support knowledge sharing and information transfer in the SAF/A6P, (b) the need for mentors should conduct interactions supporting empowerment, achieved through discussion, challenging questions, mentor experience, and real-life scenarios to support mentee critical thinking and development of individual solutions and strategies for goal attainment, (c) frequency of interaction guided by needs and the use of email and phone/text to increase the frequency, and (d) mentor training to support effective strategies. Results of this study support the implementation of the new draft of the Air Force Mentoring Program (AFMAN 36-2643) and can be used to further build the program with suggestions inclusive of the possibility for mentor training and/or mentor sharing to exchange effective strategies and tools, above providing a set of guidelines.

Key words: Mentoring tools and techniques, Air Force A6 Policy, mentees

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Full Papers

Role of Mindfulness in Cognition-Emotion Interaction

Sharanpreet Kaur

Abstract

Mindfulness has been defined as the self-regulation of attention, which fosters non-elaborative awareness of thoughts, feelings and sensations as they arise (Segal et al., 2002). In other words, it is the ability to stay on strategy (Zeidan et al., 2010). Stanley & Jha (2009) found that mindfulness helps in building the mental capacity that allows to focus on demanding cognitive tasks and on emotionally challenging situations. Therefore, it is pertinent to see as to how different levels of mindfulness interact with emotional contexts during performance on working memory task. The study aimed at investigating the specific role of mindfulness in handling cognitive load contingencies during emotional context based working memory performance. The initial sample comprised of 200 girls in the age range of 15-19 yrs. (mean age = 17yrs.) drawn from various Government Model Senior Secondary Schools of Chandigarh, in India. The methodology included a computation of repeated measures ANOVA and other descriptive statistics and t-values. Results highlighted interesting trends with overall high performance on working memory in the positive context and the least under negative emotional context with neutral context at power with the positive context more so for the high mindfulness group across different cognitive loads.

Key words: Mindfulness, mental capacity, emotion, India

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Organizational Change: Effect of Motivational Interviewing on Readiness to Change

Conrado J. Grimolizzi-Jensen

Abstract

Failure accompanies most organizational change efforts. A change agent's use of motivational interviewing (MI) to help employees resolve ambivalent attitudes may improve the success rate of organizational change initiatives. This experimental research evaluated MI effectiveness to increase readiness to change. The theoretical framework was the transtheoretical model of change and the theory of planned behavior. Through random assignment, 56 employees of a company undergoing change populated the experimental and control groups. Members of the experimental group participated in 3 MI sessions over a 30-day period. Participants indicated their readiness by completing the Job Change Ladder. Within and between group differences from a mixed ANOVA revealed that MI significantly increased readiness to change. The findings suggest that leaders of organizational and societal change initiatives could incorporate MI to prepare individuals and groups to embrace the change process, thereby improving the chances that the change initiative will be successful.

Key words: organizational change, reactions to change, readiness to change, resistance to change, ambivalent attitudes, theory of planned behavior, transtheoretical model of change, stages of change, motivational interviewing

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Leadership Competency, Service Time, and Gender Orientation: A Comparative Study of CPA Leaders

Delores C. King, PhD
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Abstract

This quantitative survey study sought to gain an understanding of the relationship between self-rated leadership competency, service time, and gender orientation of female CPAs in leadership positions for 5 years or more, compared to men working in similar positions. Ninety-two CPAs (46 women, 46 men) completed two online surveys. Data analysis was used to answer four research questions regarding the differences between male and female CPAs with respect to leadership competency, gender orientation, and a potential increase in masculinity over time to maintain a high level of leadership competency. Results showed no difference in leadership competency between male and female CPAs, but a significant finding showed masculinity orientation was a strong predictor of leadership competency. Positive social change may result if the findings are used by curriculum developers and organizations to promote male-oriented behaviors together with traditionally feminine behaviors for young women who aspire to leadership positions.

Key words: Gender orientation, Leadership competency, Leadership development, Role congruity, Social learning, Women leadership

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Environmental Behaviors and Obstacles in Practice

Jane Lu

Abstract

This study aims to reveal environmental behaviors of the general public in Taiwan. Stratified sampling was applied following the age and gender distributions of the population in three metropolitan areas in Taiwan Total valid samples were 481. The general public has a strong tendency toward recycling but possesses a relatively slight tendency toward materialization and consumerism. The findings provide implications that information disseminated to encourage the general public to take actions to be environmentally friendly. Especially, waste avoidance and conservation in consumption need to be strengthened in attitudes to reduce the impact of materialization to the environment. Findings in this study can be beneficial for administration in strategic marketing for promotion in an effort to reduce negative impact to the environment.

Key words: Environmental behavior, General ecological behavior scales, Survey, Taiwan

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Communication: Key to Effective Organizational Leadership

Betty A. Barr

Abstract

In this era of massive communication leaders must find the most appropriate source to exchange messages through one or more channels and respond with written, verbal or nonverbal feedback. Communication plays a significant role in transmitting information in an organization. Rapid changes have occurred associated with changes in communication largely due to technology. Over the years several schools of thought have developed based on classic thinkers. Communication practices can embody various aspects from each perspective. Effective leaders must be able to manage and use ongoing communication to move the organization toward a common vision. Communication barriers and other problems associated with organizations can affect work productivity, morale, and employee satisfaction. This article will address the importance of communication to effective leadership, organizational leadership, theoretical approaches, communication channels, use of technology, and communication barriers in organizations.

Key words: Communication, leadership, organizations, theoretical approaches, communication channels, use of technology and communication barriers

An Agent-based Simulation Model of Interdisciplinary Science and the Evolution of Scientific Research Networks

Daniel Farhat

Abstract

This study uses a simple agent-based simulation model to identify the potential impact of research success on the structure of scientific communities. In this brief model, heterogeneous scientists scattered about a 'social landscape' influence each other through local networking. Peer networks change based on accumulated achievements (or prestige).Agents move towards or away from peers depending on this prestige measure and networks re-form. The dynamics of these networks are illustrated. The framework is adjusted to allow for interdisciplinary practices (modelled as network links to more distant peers). Separate disciplines are shown to collapse into a grand scientific network. The implications of this outcome are explored.

Key words: Sociology of science; individual -based modelling; interdisciplinary science; scientific research networks

Barriers to Health Literacy in Low-Income Communities: The Case Study of Farm workers in Oxnard, California

Haco Hoang
California Lutheran University

Abstract

Several studies indicate that populations living in deteriorating environmental conditions are insufficiently engaged on health issues in their communities. In a 2012-2014 study of Oxnard, a city in California with a large agricultural economy, researchers conducted survey research and content analysis of local ethnic radio to determine barriers that farm workers face in being engaged on environmental health issues. The data for this study were generated by surveys distributed to Oxnard community members, and content analyses of three well-known Spanish radio stations in Oxnard. The survey was used to assess: 1) public perception of environmental exposure and risk; 2) opportunities for public awareness and involvement in environmental issues; and 3) obstacles to meaningful engagement by the affected populations. The surveys reveal that there was a general perception among Oxnard residents that they were at risk for exposure to environmental pollution. There was also a severe lack of information and opportunities for involvement on environmental issues in the community. The results from the radio content analysis found that there is coverage of general health news, an identifiable connection with farm workers, and effective engagement of listeners through banter and caller participation. However, there was little mention of environmental health news or issues in radio programming or advertising. Spanish radio is a medium that may mitigate, if not eliminate, some key barriers to public engagement on environmental issues for Oxnard farm workers: low levels of education and literacy, lack of financial resources, transportation, work flexibility, fear of employer reprisals, and concerns about immigration status. Radio can be a low-cost and low-risk way for farm workers to learn about environmental health issues and articulate their concerns about exposure and risk.

Key words: Health, farm workers, environmental issues

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Four Pillars of Productivity: A Systematic Solution for Canadian Small and Medium Sized Businesses

Musabbir Chowdhury
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Abstract

Several metrics have revealed a productivity deficiency in Canada. Relative to other OECD countries, particularly the United States, Canada has fallen behind in terms of efficiency and getting the most out of its resources. This is in large part due to a lack of successful integration of the appropriate technologies in small and medium sized enterprises (SMEs). A large issue in productivity research has been its focus on macro-level concepts, economies of scale for large companies, and lack of hands-on support and information for SMEs, which comprise 99.8% of all Canadian businesses (BDC, 2013). This paper presents a framework called the four pillars of productivity (4POP) that is designed to help SMEs to achieve both sustainable and continuously improving productivity. The text concludes with a case study of a Canadian SME that applied the 4POP model and how the framework impacted the firm's performance.

Key words: Productivity, Strategy, Operations, Technology, Innovation, Culture, Framework, Small and medium sized enterprises

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Supporting Students of Color Transitioning to a Doctoral Program: A Case Study Identifying the Factors Promoting Academic Success

Emily Martinez Vogt, PhD
Florida Institute of Technology

Abstract

Although there are various studies focused on understanding college student experiences as they relate to persistence, retention, and degree completion, studies focused on the transition experiences of students to higher education are limited in number. This conceptual paper presents a case study of doctoral students during their first two semesters of a Doctor of Business in Administration (DBA) program. All of the students discussed in the case are students who hold professional positions in the workforce, have returned to higher education in the student role for the first time in five or more years, and are enrolled full-time in a cohort-style DBA program. The paper introduces the framework specifically highlighting a process by which administrators and faculty provide doctoral students of color support during and throughout the transition into a doctoral program while promoting academic achievement and success. The overall objective of the paper is to not only provide a framework to guide higher education administrators and faculty who are in roles that have a direct impact on doctoral students of color, but to also recommend future research designs to further explore the transition experiences of doctoral students of color.

Key words: student transition, doctoral student, academic support, academic achievement, student support

Fostering Competitiveness and Ease of Doing Business Through 'Make in India': An Examination of India's Policies for Investment Attractiveness

Prof. Manoj K. Sahoo, Karishma Arya
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Abstract

For a rapidly growing country like India the role of increased investment in domestic manufacturing is enormous. In the post-liberalization era, India made conscious decision to open up its capital account and deregulating its external sector. This led to the full fledged structural reforms and allowing of foreign investment flow. In the latest effort, India is trying to boost manufacturing through 'Make in India' campaign to attract FDI and foster competitiveness through easing domestic business environment in the country. However, global economic crisis of 2008 and Indian economic slowdown of 2011 led to the decline of FDI flow followed by recovery in last two years. The recovery in FDI can be viewed as a result of efforts made by Government of India to improve ease of doing business and global competitiveness through 'Make in India' campaign. The present paper makes an attempt to analyse India's policy of attracting investment through Make in India campaign along with easing business environment and fostering competitiveness. The paper also examines the effectiveness of various government initiatives viz. easing of entry and exit regulations, relaxing licensing requirements, and simplifying land acquisition process etc.

Key words: Make in India, Investment Attractiveness, Ease of Doing Business, Global Competitiveness Index, FDI Policy

Quality of Teacher Education and Implications for Industry Practice

Dr. Dominique NgoyMwepu
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Abstract

South Africa's teacher education programmes continue to attract much criticism in light of the declining standards of high school graduates and the country's relative poor performance in international literacy and numeracy tests such as the Progress in International Reading Literacy Study (PIRLS). The improvement of the quality of teacher education is an important aspect of government's efforts aimed at improving the quality of education in general. It is often thought that inadequate teacher education programmes produce un/under prepared teachers who in turn offer inadequate learning opportunities tolearners in schools A number of studies have investigated various aspects of teacher education quality in South Africa. This paper revisits some of the studies on the quality of teacher education with a special focus on implications for South Africa's Higher Education in general and the teacher education sector in particular. It goes beyond a reflection based on secondary data to reflect on findings of primary data harnessed through a survey of stakeholders regarding the quality of teacher education in South Africa.

Key words: quality, teacher education, perceptions, industry, teacher educator, South Africa

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Evaluating Key Predictors of Employee Response to Change in the Pharmaceutical Industry

Otis S. Johnson, PhD, Branford J. McAllister, PhD, Walter R. McCollum, PhD
Walden University, Walden University, Walden University

Abstract

Major organizational changes such as mergers and acquisitions are often disruptive and costly to organizations and demoralizing to employees when not executed well. Although employee responses to change have been studied in several industries, employee responses during change execution in the pharmaceutical industry have not been subject to study. The purpose of this quantitative, correlational study was to reduce the knowledge gap related to organizational change in the pharmaceutical industry by evaluating key predictors of employee response to large-scale change. The research questions focused on four key predictors (initial change reaction, change communication, involvement in change development, and perceived change success) and their effect on two primary dependent variables: reaction to change (RC) and support of change (SC). Ninety-eight participants completed the survey and multiple regression was used to measure associations between predictor variables and dependent variables. Together, the four independent variables predicted RC and the championing subscale of SC. The study contributes to positive social change by providing leadership with information for use in guiding creation of a supportive work environment during sound organizational change and to inspire employees developing medical innovations to fulfill global health needs, while creating skilled jobs and generating profit.

Key words: Change management, pharmaceutical industry, organizational change, drug development, mergers and acquisitions, transformational leadership

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Sub-Serosal Sigmoid Lipoma: A Case Report and Review of Literatures

Dr. Daniel Zemenfes, Dr. Zelalem Semegnew

Abstract

Colonic lipoma is a rare non-epithelial mesenchymal tumor which is the second most common benign tumor of the colon excluding hyper-plasticpolyps. They are often small and asymptomatic but may become symptomatic and mimic malignant lesions as the size increases. This is a case report of a 68 year old female patient who presented with lower abdominal pain, constipation and rectal bleeding of one year duration. Colonoscopy revealed a sessile tumor 40 cm from the anal verge with an inconclusive histology. After incising and removing the lipoma, the redundant mucosal fold was then resected. Patient recovered completely and discharged on the fifth postoperative day.

Key words: Lipoma, tumor, case report

*All correspondence related to this article should be directed to Dr. Daniel Zemenfes, & Dr. Zelalem Semegnew.

Experience of Stock Traders Vs. Naive Investors: A Question of Financial Literacy

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Abstract

For most people, investing in stocks is a stressful experience, and this is particularly true in a loss situation. The emotional stress from a significant loss is quite likely to hamper effective decision making with respect to future investments. In the era of High Frequency Trading, a comparison between the impacts of spot trading volume on the Standard & Poor's (S&P) 500 Index returns and S&P 500 Futures returns is unknown in the present research as its relates to the trading activity of experience stock traders vs naïve investors. Traders utilize the futures market instead of the spot market because futures markets not only provide speculative (information) function for investors, it also has a hedging function which allows them to take on more risks for a better stock return. The stock market plays an important role in the financial lives of many individuals. Seeing stocks as a form of investment, many households use it as a means to generate their asset based income. From a theoretical point of view, the stock market provides a channel for families to effectively allocate their assets across multiple periods. Therefore, even households with relatively low risk tolerance should participate, to some degree, in the stock market.

Key words: stock traders, naïve investors, stock market

*All correspondence related to this article should be directed to Joseph Stroud.

The Burden of Cardiovascular Disease in the Developing World: The Need for Identification and Modification of Individual Risk Factors

Micheas Zemedkun

Abstract

Cardiovascular disease has long known to be a leading cause of morbidity and mortality in the developed world and subsequent multifaceted efforts have significantly reduced the burden in such communities. While the focus has been the on controlling communicable diseases in developing countries, growing evidence shows that cardiovascular disease plays a very significant and leading role in the disease profile of these parts of the world and is projected to rise in the coming years. This is fueled by lifestyle changes due to economic growth, growing trends of smoking and inherent metabolic risk factors such as abnormal cholesterol profile. The impact of such a trend is far reaching in terms of its effect on social, economical and psychological well-being these societies and could threaten the continued participation and prosperity of these growing economies on the global scale. In response to these phenomena, there is a significant need to create a concerted and coordinated effort to mitigate the burden of cardiovascular disease in such societies. Such efforts should include but not limited to the assessment of the prevalence of risk factors such as hypertension, diabetes, hyperlipidemia and establishment of simple but effective centers of excellence to manage such risk factors. Public health and education efforts should also focus on curbing the growing trend of tobacco use through education and campaigns, early recognition of symptoms of cardiovascular disease to allow patients to present to the attention of the health care system before advancement of their conditions. It is also essential to direct economic and intellectual investment to improve the capacity of health care facilities and personnel in delivering quality care to patients who present with acute cardiovascular illness and subsequent follow-up management.

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Applying Compressive Sensing Technique's Versatility and Integrate it into Ultra-low Power Embedded Systems to Efficiently Sense-and-Compress a Noisy High-Dimensional Signal

Abayneh Tefera Kebede

Abstract

In traditional signal sampling theory, to sample a signal of interest without introducing errors, the size of the number of samples has to be at least twice of the original signal. For this reason, traditional signal sampling technique is ineffective for intelligent embedded systems that run on ultra -low power energy. Compressive Sensing(CS) is a new signal acquisition technique that, unlike the tradition sampling techniques, enables us to represent a high dimensional signal from numbers of random observations that are much fewer than the Nyquisit rate. CS needs the signal of interest to be sparse or with a sparse representation. By using CS, the signal acquisition and sampling parts of the signal processing module can be realized simultaneously. The objective is to apply compressive sensing technique's versatility and integrate it into ultra - low power embedded systems to efficiently sense –and - compress a noisy high-dimensional signal on the fly and later rec construct the signal whenever required. The methodology consists two main parts. The first part is the signal acquisition-compression part. To achieve the first part, A technique of sparse representation, Wavelet transform, and Fourier transform on the signal to get a sparse representation and truncate the resulting signal to further achieve a better sparse representation is proposed. The resulted sparse signal will then be sensed (multiplied) by a sensing dictionary matrix to yield a compressed representation of the signal. For the second part, a greedy algorithms and anel-1 normalization techniques to recover the signal of interest is proposed. The research will emphasis on: types of sparse representations that can be used, composition of the sensing matrix for optimal signal-to-noise ratio (SNR), optimal techniques for the signal recovery, and the effect of different number of random samples taken during signal acquisition on the SNR.

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Alcohol Consumption and its Impact on the Risk of High Blood Pressure in Russia

Alisher Akhmedjonov, Farrukh Suvankulov
Virginia International University

Abstract

This study aims to examine the causal effect of alcohol consumption on the risk of high blood pressure in Russia. Using data from the Russian Longitudinal Monitoring Survey, we estimated the influence of alcohol consumption on high blood pressure, controlling for social and other factors related to alcohol use.To address the issue of causality, we instrumented alcohol consumption by the number of frequent alcohol drinkers in the household. We found that frequent consumption of vodka and beer has an adverse impact on health. In particular, frequent vodka consumption increases the likelihood of high blood pressure by 2.88% while frequent beer consumption increases it by 2.06%. Controlling for the endogeneity of frequent alcohol consumption using the instrumental variable method produces an even larger effect for frequent vodka consumption, with a marginal effect of 7.23%. Prevention policies as well as government programs aimed at treating alcohol-related health outcomes should take into consideration the significant adverse effect of alcohol consumption on high blood pressure. It is also recommended that policy interventions aimed to address alcohol addiction issues in Russia explicitly differentiate between vodka and beer drinkers.

Key words: alcohol consumption, high blood pressure, linear probability model, instrumental variable, Russia

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The title is missing

Dr. Dani Babb

Abstract

Traditional and online universities routinely rely on adjunct instructors to augment their full-time faculty core for a variety of reasons that include meeting additional student demand, saving money, and incorporating current industry expertise into the instruction that many seasoned tenured faculty do not possess. Historically, adjuncts have been paid far less than full-time faculty, are not offered benefits, have little or no job security, and are often assigned courses that full-time faculty do not wish to teach (e.g. high enrollment courses). In order to compensate for these challenges, many adjuncts have embodied an entrepreneurial spirit by expanding the number of schools at which they teach. In doing so, they have become professional career adjunct instructors, or Adjunctpreneurs®. By working at multiple institutions, Adjunctpreneurs® are able to diversify their workload and exposure, along with improving their earnings and job security, and incorporating best practices into their instruction. In this presentation, the benefits and drawbacks to life as an adjunct instructor today will be identified, and strategies to survive and flourish under the Adjunctpreneur® model will be explained. Adjunctpreneurs® should be embraced as necessary ingredients to practical instruction, even if their existence was an unintended byproduct of a separate need that universities were trying to fill.

Key words: adjunctpreneur, full time faculty, universities

A Synopsis of Traditional & the Emerging Nontraditional Doctorates

Dustin Bessette

Abstract

Controversy looms over whether there is a difference in the pedigree between traditional and nontraditional doctorates. With students having a choice at which programs to choose from, hiring committees tend to have certain stigmas including concern and hesitations base on the type of program. Whether these stigmas are fair is irrelevant, because they are real to those who will make hiring decisions. This research will upturn weather there is in fact a difference in pedigree between the two doctorates. What is considered pedigree and how do we ascent to one pedigree that is appropriate whether it be traditional or nontraditional doctorates is the ultimatum. This research will add to the body of knowledge. Further, this research will widen the knowledge of academic practitioner and the business community.

Key words: traditional doctorates, nontraditional doctorates, pedigree

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Roles of Quantum Chemistry Based Computation in The Development of Advanced Rechargeable Lithium-Ion Batteries

Ermias Girma Leggesse

Abstract

The increasing concern over energy security and drastic climate change is compelling our world to shift gears toward a low carbon 'clean' energy sources. The advance in energy storage technologies, specifically electrochemical energy storage such as lithium ion batteries, will play a fundamental role in the development of intermittent renewable energy sources. The great need of lighter, thinner, shorter, and smaller products makes lithium ion battery an attractive power source for applications such as mobile phones, laptop computers, digital cameras, electrical vehicles, and hybrid electrical vehicles. Unfortunately, rechargeable battery technology requires vast improvements in order to sustainably meet all of our demands. Such requirements include; power efficiency, cyclability, safety, and most importantly, they must have dramatically improved effective energy densities power densities, and recharge times in order to make all-electric or even plugin-hybrid vehicles more feasible. As the technology strived to improve this issues, lithium ion batteries have become much more complex systems. Understanding of such systems well enough to determine the major problems and subsequently enhance their performance, therefore, involves more than just an experimental knowledge of the properties of the constituent materials. It requires thorough theoretical analysis, mathematical modeling of the components, their interactions, and the lithium dynamics during the charge-discharge cycle in lithium ion batteries. The major advantage of using computational approaches in the study of lithium-ion batteries is twofold. First, computer assisted visualizations can help in the understanding of microscopic phenomena, such as the redox reactions of the electrolytes, the formation mechanism of different films formed on the electrodes surface and how the surface of the electrodes catalyzed different reactions in lithium ion batteries. Second, computational modeling can significantly reduce the cost of experimental research by providing effective design of various components of lithium ion batteries such as an electrode, solvents, lithium salts and different types of additives. Many of the essential properties of lithium battery components can be calculated with first-principles (Ab initio) methods, which show the importance of computational tools in the designing of such materials. Ab initio modeling, which employs quantum mechanics to determine structure or property of materials, are best known for accurate control of structures at the atomic level. These methods are believed to be the most powerful tool to predict structures. Moreover, with the integration of experimental information, the reliability, and accuracy of such computational approaches can be significantly improved. In this presentation, we will review some of the reported roles that computational and theoretical studies provided in either designing or explaining major components of the lithium ion battery. Particular emphasis will be given to two major elements of a lithium ion battery, the anode and the electrolyte (lithium salts, solvents, additives).

Key words: Rechargeable Lithium-Ion batteries, energy sources, energy storage

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Antibacterial and antioxidant activity of the leaves of Rhus leptodictya

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Abstract

Rhus leptodictya commonly known as a mountain karee belongs to the family Anacadeceae and has been used since antiquity in tradition medicine. In the present study antimicrobial and antioxidant potentials of the leaves of Rhus leptodictya were studied, followed by isolation of at least one active compound which showed antibacterial and antioxidant potentials. Extractions were performed based on the polarity of the solvent used. The solvents used were hexane, dichloromethane, ethyl acetate, acetone and methanol. Dichloromethane was found to be extracting more compounds than the other used solvents. Thin layer chromatography (TLC) was used to determine the chemical composition of the extracts by employing different solvent systems. The results showed that, of the solvent systems used, namely ethyl acetate: methanol: water (EMW) 40: 5: 1; chloroform: ethyl acetate: formic acid (CEF) 5: 4: 1 and benzene: ethanol: ammonium hydroxide (BEA) 90:10:1, BEA produced better separations. To determine the antioxidant potential of the leaves, 2.2-diphenyl picrylhydrazyl (DPPH) was used. Different spot with different Rf values were found to be active by show of yellow colour on the TLC plate. The yellow colour is due to the proton gained by DPPH when it reacts with active compound. Bioutography results showed that different leaves were active against selected bacterium. Minimum inhibitory concentration studies showed that the methanol extract was more active against B.subtilis and S.pnuemonia at concentration less than 0.1 mg/ml respectively. Dichloromethane extract was found to be the least effective on S.pneumonia, as compared to the methanol, acetone and ethyl acetate extracts. In terms of the total activity, the ethyl acetate concentration showed better total activity than the other extracts studied in this research. A new compound 7,8-trihydroxy-2-(4'hydroxy phenyl)-3-5-[5",6"-dihydroxy-2"-O-(4'"hydroxyphenyl)-4-1t-chromen-4"-one]-41t-chromen-4-one was isolated and characterized by H1-NMR,C13-NMR, MS and IR. According to the literature search, this compound has never been isolated from any plant and it has showed both antioxidant and antibacterial activity.

Key words: Rhus Ieptodictya, mountain karee, antibacterial and antioxidant activity

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Reducing Information System Security Breach by Managing User Security Policy Compliance

Hailie Yeshaneh

Abstract

News media and a multitude of articles ascertain that legitimate users are the weakest link of information security. As the saying, "Amateurs hack systems, professionals hack people."Human error accounts for 35% - 53.5% of cyber breaches caused by preventable employee error or sabotage from within a company in both the public and private sectors (Streeter, 2013). Social engineering, policy incompliance, and improper user access control are the main culprits of security gaps. This fact being accepted by many, policies have been in place to thwart vulnerabilities and exploits. However, lack of adoption or incompliance to the security policies have been a major reason of the rising trend of cyber-attacks. Recent security breaches reported are often caused by employees' negligence or ignorance of information-security (IS) policies, resulting in large financial losses for organizations (Goo et al., 2014). Hence, this paper uncovers the main causes of security breaches and clearly delineates steps to mitigate such risks.

Key words: Information security, vulnerabilities, access control, security breach, social engineering, weakest link, security policies, incompliance, lack of policy adoption, mitigate risks

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Applying Digital Forensics to Investigate Information Security Breaches

Hailie Yeshaneh

Abstract

Cyber theft of personally identifiable information has been a major crime in recent years since several communications and transactions have been turned into the internet medium. According to Harrell & Langton (2013), the majority of identity theft incidents (85%) involved the fraudulent use of existing account information, such as credit card or bank account information. And such security breaches have been skyrocketing as the hackers are becoming more sophisticated not only in hacking techniques but also covering up their trail with special codes after the cyber attack so that they will not be caught. Such security breaches should be investigated by applying the latest forensics tools and utilizing various indicators of the attack throughout the IT infrastructure. Forensic investigation yields digital evidences, such as IP addresses of the source host, email addresses, types and behaviors of packets, addresses, and other electronic foot prints to narrow down and identify the intruder. This paper highlights the threats of security breaches and how to identify the perpetuator by applying forensic tools.

Key words: Cyber theft, personally identifiable information, identity theft, hacking techniques, cyberattack, forensic tools, IT infrastructure, forensic investigation, digital evidence, source host, electronic foot print, intrude

Patent licensing in an asymmetric Cournot duopoly model

Fehmi Bouguezzi
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Abstract

I try in this paper to study the optimal licensing regimes of a patented process innovation in a Cournot duopoly model where costs are asymmetric. I suppose that one of the firms holds an innovation and according to two parameters, it will decide which licensing regime it will adopt. Licensing here will depend on two parameters: the size of the innovation and the inefficiency in costs ie the difference between the production unit costs of the two firms. Previous papers studied optimal licensing in spatial model namely Hotelling and Salop models. Here I try to find what licensing regimes will be optimal when firms compete à la Cournot and not à la Bertrand as in the previous papers.

Key words: Patent licensing, Process innovation, cost asymetry, Cournot competition

The title is missing

Linda Chen

Abstract

Data Scientists possess the programming, analytical and methodological knowledge needed to accurately extract and analyze data. By transforming data into information, organizations were able to make strategic decisions, create business intelligence and drive competitive advantage. While Data Science or Data Analytics has traditionally been a very specialized field, rapidly emerging software technology is availing shortcuts in the automation, analysis and predictive use of data. Data analytics is undergoing a change towards visualization, simplification, commoditization, democratization and innovation (Sheikh, 2013). This study examines how analytics are implemented in an organization, and the association between openness to innovation, organizational rank, and managerial endorsement. Visual analytics software could shift business processes across an organization, enabling self-generated analytics that would spur productivity, profitability and further innovation as a result of making data-driven insights more widely accessible within an organization.

Key words: Business Process Reengineering, Implementing Analytics, Visual Analytics Software, Diffusion of Innovation, Technology Acceptance

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Evaluating Faculty Perceptions Of Teaching Practices In Online Asynchronous Courses: An Action Research Study

Dr. Marina Kamenetskiy

Abstract

Online education has expanded rapidly in the last few decades. More colleges and universities begin to offer online programs, and often struggle to offer quality education. Faculty must be knowledgeable in not only the material they are teaching, but also know how to teach in an online classroom. If this challenge is not addressed, schools could potentially see a decrease in student enrollment, which may have a financial impact on the entire university. The purpose of this action research study was to implement a professional development activity in the form of a training video in order to improve faculty's understanding of online teaching practices and participation in online courses. The action research study used qualitative methodology and included three data sources in order to complete a triangulation matrix. A pre-intervention questionnaire consisting of 10 open-ended questions was distributed at the start of the course. By the middle of the course, the faculty was asked to view a training video, and by the end of the course, they were asked to complete the post-intervention questionnaire. The study found that the training video had a positive effect on faculty's beliefs about online best teaching practices. The second qualitative component included a semi-structured phone interview, where the participants were asked clarifying and follow up questions. The findings validated the responses from the questionnaires. The final data source in this study included the analysis of the Moodle web logs. The findings once again validated the responses from the questionnaires and the interviews, showing an increase of course participation.

Key words: online educations, universities, colleges, teaching practices

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Public diplomacy as a factor of the Kazakhstan's foreign policy

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Abstract

It is well known that the acting public diplomacy in any country is an indicator of democracy, the maturity of civil society. In Kazakhstan it appeared in the late 80's of the twentieth century on the wave of shape discontent of the people by the center policy concerning the soviet Republic. Kazakhstani people were especially perturbing by the act of Semipalatinsk nuclear test site, where the Soviet government pursued terrible tests, which had been caused an irreparable harm to human life, health and environment. The movement for the closure of the nuclear test site started by the initiative of the masses and was emotionally charged and popular from the early days. Widespread anti-nuclear movement achieved not only the main goal. Ideas and results, international repercussions of this movement became the basis for the constructive and peaceful policy of the independent Kazakhstan in the nuclear security sphere. In the late 90's and the first decade of the new century the public's attention, especially, its active part, was focused on the internal problems of the country. Since the beginning of the 2010-s two priorities of the Kazakhstani foreign policy, Russian and Chinese ones, appeared in the sight of public figures, experts, journalists, etc. The issue of the land transfer for rent to the Chinese side to agricultural purposes for a long term was vigorously discussed by print, electronic mass media. Active position of many Kazakh writers, journalists, scientists had a corrective influence on the state policy concerning the integration with Russia in the framework of Eurasian Economic Union. Political reforms outlined by the President of Kazakhstan Nursultan Nazarbayev for the nearest future will open new opportunities for the development of the public diplomacy in Kazakhstan, as an indicator of the democratization processes.

Key words: foreign policy of the Republic of Kazakhstan, public diplomacy, emocratization

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Diversity in the Workforce

Micheal Stone

Abstract

Historically, the workplace was considered a dwelling where only men went in order to support their families while women stayed at home and took care of all types of responsibilities related to the children and housework. There are many changes that have occurred over the last century and decades in United States and as the population continues to become more diverse, so does the workplace. The changing workforce and the growth of diversity has affected organizations in numerous ways; therefore it remains imperative that organizations understand the factors and history of racial, gender, religious and social inequalities and the intolerances and issues that relate to diversity within an organization. Through the discussion of how different cultures now or in the future will affect the workforce it can be determine what types of concerns may create tension amongst particular diverse groups, which may include matters like: miscommunication, biases, and negative attitudes. Perhaps after determining the issues and with procedures in place, it may become easier to determine solutions and aid organizations senior leadership, team leaders, managers, other leaders and supervisors to better understanding how to properly address the potential issues that may cause tensions and loss productivity. With workforces becoming more diverse, the efforts being made by companies to hire more minorities and women, often at the expense of white males, has often led to a backlash against minority workers. Being aware of the progress in which diversity has in the United States can help an organization comprehend, identify, and implement a workplace culture that respects others who are different and alleviate different types of negative issues such as discrimination, prejudice and stereotyping. It is proven that a strong and diverse populace in an organization leads to greater business success. Living within a diverse society means that we must realize that diversity is way more than gender, backgrounds or even skin color, it also comes from the way we may think, believe or feel about different things in life.

Key words: various cultures, work force, organizations, diversity

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Informal competition and productivity in Egypt

Nesma Ali, Boris Najman

Abstract

This paper investigates the effect of local informal competition on productivity of formal firms in Egypt. Using the World Bank's Enterprise Surveys, we update the two-step methodology of Guiso et al. (2004) to build an activity-based indicator of informal competition. Our estimation reports a negative effect of activity-based informal competition on formal firms' productivity. This result is subject to factors accounting for the characteristics of the firm and is segmented by formal firms' size. Formal firms most affected by informal competition are those who gain the most in terms of productivity. Our results call on the importance of the quality of governance indicators in Egypt. We also provide evidences that informal competition is more harmful in poor governance environments.

Key words: Informal competition, labor productivity, firms, regulation, Egypt

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Development of the Perceptions of Realistic Job Preview Scale: Increasing Validity of Job Preview Evaluation

Rachel Hamel

Abstract

A scale has been developed for the purpose of assessing perceptions of realistic job previews (RJPs). Research on RJPs has been primarily studied through the manipulation of an RJP, which fail to capture individual perceptions of the job preview. In evaluating the effectiveness of a job preview, individual perceptions must be taken into consideration. If employee organizational outcomes are impacted by the accuracy of the job preview, it is important to recognize that each individual may perceive the job preview they received differently than someone else. Scale items addressed job previews with regard to the following areas: work schedule, job flexibility, promotion opportunities, job demands, policies and procedures, organizational culture, supervisory relationship, coworker relationship, and values of the organization. Principle factor analysis revealed three dimensions: Position specific aspects, Organizational aspects, and Interpersonal aspects. The reliability analyses provide support that the scale is a reliable measure of perceptions of RJPs (PRJP).

Key words: Perceptions of realistic job previews (PJPs), individual perception, organization

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Job Reservation In India: A Contentious Issue

Pawan Kumar Jha

Abstract

In India, the society is structured on the basis of caste based on the idea of varna system as explained in early Hindu scriptures. Its central feature is a structure of hierarchy, shaped by religious ideology of 'purity and pollution'. The constitution of India provided reservations in legislatures, public employment and admission in academic institutions for Scheduled Castes (SCs), Scheduled Tribes (STs). In late eighties, the reservation in public employment and admission in academic institutions was also given to intermediary castes i.e Other Backward Castes (OBC). In the emerging situation, the demand for extension of reservation of jobs in private sectors for these groups, especially after economic reforms has come to the centre stage of public discourse, but the recent statement of Mohan Bhagwat chief of Rastriya Swayamsevak Sangh (RSS), an organization to propagate Hindu Nationalism, to review the reservation policy by a non- political committee to examine and determine as which categories of people require reservation benefits and for how long has stirred a political hornet's nest in India. The present paper attempts to examine as to what extent the benefits of reservations have been percolated down to its identified beneficiaries and whether the policy requires a new paradigm to achieve the goal of social justice and to analyze the relevance of the extension of caste based reservations in private sectors, when the state is withdrawing from public sectors leading to shrinking of public employment.

Key words: job reservation policy, review, private sector, beneficiaries, extension

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Homosexuality: A psychological perspective, and the breach of Human Rights

Samyak Jain

Abstract

Psychology was one of the first disciplines to study homosexuality as a discrete phenomenon. Prior to and throughout most of the 20th century, common standard psychology viewed homosexuality in terms of pathological models as a mental illness. That classification began to be subjected to critical scrutiny in the research, which consistently failed to produce any empirical or scientific basis regarding homosexuality as a disorder or abnormality. As a result of such accumulated research, professionals in medicine, mental health, and the behavioral and social sciences, opposing the classification Of homosexuality as a mental disorder, claimed the conclusion that it was inaccurate, and that the DSM classification reflected untested assumptions that were based on once-prevalent social norms and clinical impressions from unrepresentative samples which consisted of patients seeking therapy and individuals whose conduct brought them into the criminal justice system. The fact of them being 'socially frowned upon', and being 'outside the law' has, through time made them subject of various atrocities across the nation, blatantly ignoring their Human Rightsin some cases. This research work deals with the psychological and legal horizon of homosexuality, some case studies, and ends with three surveys depicting the idea that prevails across the various segments of the population about homosexuality in India. The research paper deals with the acceptance of Homosexuals in the society chronologically; the basic Human Rights they possess, and its breach with the help of certain case studies; and the psychological perspective of homosexuality in India, ending with surveys depicting with the take on homosexuality across the Indian population.

Key words: homosexuality, human rights, psychological perspective

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Tennessee Williams, A Man of Wordless Colors
An Analytical Survey of Semiotics of color in I Rise in Flame, Cried the Phoenix

Seyedeh Sara Foroozani

Abstract

The vitality of having color to be painted for Tennessee Williams resembles words to be written. Yet, he enjoyed using words in a symbolic fashion in his works, knowing that language and literature are socio-conventionally rooted concepts. It worth noting Williams, as being quite fascinated about how semiotics manages to connect people – in linguistic and non-linguistic terms – together through "telling." Semiotics in classic terms, consists of formal literary devices and elements to be analyzed in terms of symbolic signified and signifiers. I Rise in Flame, Cried the Phoenix is a modern fictional play, dedicated to Lawrence which ponders up on notions of Art, Passion and what goes beyond ordinary. Through Williams perspective though, the current one-act play seeks to transcend the surface literariness of the text. He reaches the point masterfully by his constant juxtapositions of colors to objects and concepts of time and also through personification of colors. The current article attempts to hunt elements of color and their existing symbolic meaning to associate it with and later on reflect up on it as an independent symbolic system operating through the whole text.

Key words: Tennessee Williams, Semiotics, Symbolism, Color, Modern Play

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Sources of self-efficacy among combat student-veterans: A case study

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Abstract

The presence of combat student-veterans on college campuses worldwide has increased over the past decade. This occurrence has led to an increased need to understand the educational experiences of the veteran population. Research continuously shows a connection between high self-efficacy and academic achievement. The purpose of this study was to explore sources of self-efficacy among combat student-veterans who had achieved degree attainment following a deployment during Operation Enduring Freedom (OEF)/Operation Iraqi Freedom (OIF). The qualitative methodology was used as a source of in-depth exploration to identify factors that enhanced combat student-veterans' motivation in the college classroom. Using Yin's multiple case study research design information was gathered from nine individual combat student-veteran perspectives. Findings indicated mastery experience, vicarious experience and social persuasion were major sources of self-efficacy among student-veterans.

Key words: Combat, Student-veterans, Education, Self-efficacy, College, and OEF/OIF

Assessing the Influences of Bilingualism on Memory for Music

Tatjana Mustac

Abstract

Bilingualism aids in memory by helping bilinguals recall how to read, write, and speak in another language. Previous research suggests that bilinguals have an advantage of remembering items easier than monolinguals. Music is a form of stimuli that can be facile to remember than other forms of stimuli. This study seeks to expand on previous research by testing the effects of music and memory in bilinguals. This study focused on Greek-English bilinguals, Spanish- English bilinguals, and English monolinguals. The research consisted of phases, which were composed of listening to various musical stimuli and taking a memory exam. The findings suggested that Greek-English bilinguals and Spanish-English bilinguals have a stronger memory in their second languages, which aided them to perform better than English monolinguals on the memory tasks. A future implication would be to repeat this study with students who are bilingual in Greek-English and or Spanish-English who live outside of the United States to determine if the same result is produced.

Key words: Bilingualism, memory, music, monolinguals

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Examining First-line Managers' Leadership Practices, Emotional Intelligence, and Workplace Spirituality in the Manufacturing Industry

Thomas E. Butkiewicz, Ph.D.
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Abstract

Many managers lack leadership practices and emotional intelligence needed to increase employee productivity, morale, and retention in the U.S. manufacturing industry and the current study helped to determine if workplace spirituality could play a role. Understanding these relationships is critical because the changing nature of the workplace at lower managerial levels requires a relational approach to employees through self-realization for optimum productivity, morale, and retention. The purpose of this quantitative correlational study was to examine the relationship between 97 first-line managers' leadership practices, emotional intelligence, and workplace spirituality as perceived by their employees who could positively affect employee productivity, morale, and retention in the U.S. manufacturing industry. The findings indicated no correlation between leadership practices and emotional intelligence and a negative correlation between workplace spirituality and leadership practices. The researcher highlighted relationships between leadership practices and both emotional intelligence and workplace spirituality among first-line managers to influence positive social change.

Keywords: emotional intelligence, first-line managers, leadership practices, workplace spirituality

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Overcoming Industry Concerns about Academic Research Participation

Christopher Beehnerc

Abstract

A widening gap has existed between academic research and industry practice (Dos-taler&Tomberlin, 2013), with management researchers and industry practitioners often operating in "isolation from each other" (Kieser&Lener, 2009, 519). Academics criticize industry leaders for not consulting scholars or scholarly journals for industry-related research, an assertion swiftly rebuffed by practitioners dismissing academic research as theoretical, irrelevant, and written in incomprehensible academic code. This case study highlights the concernsexpressed by food service organization representatives interviewed by one doctoral candidate soliciting employee access for the purpose of experimental research. The circumstances surrounding successful study organization recruitment are also presented. This case study concludes with seven recommendations for future students and scholars to increase industry participation in academic research, in order to bridge the gap between academic research and industry practice.

Key words: academic research, industry practice, experimental research, research-practice gap

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Organic Production and Cooperative Participation:
Agri-decision Making under Price Volatility

Tanushree Haldar

Abstract

Agricultural cooperatives aim at providing stable prices to producers and assist farmers in capturing better market deals. Similarly, adoption of organic farming reorient the farmers towards a niche market with a better price premium and relatively lower price volatility. This paper attempts to examine farmers' decision of adoption of organic farming and cooperative participation under price volatility through an analytical game theoretic model. We analyse conditions under which farmers would prefer to opt for organic farming and participate in a cooperative. Furthermore, the e_ect of operational cost of cooperative on farmers' decision to participate in a cooperative is also examined.

Key words: Cooperative, Organic farming, Volatility, Operational cost, Decision, Game Theory

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Beyond State Authority: Dark Tourism in the Cyprus Buffer Zone

Rukia Y. Malipula

Abstract

This article examines a new strategy of redefining mentoring with a purpose. The author of this article introduces MAPP (Mentoring, Ability, Passion, and Pay). The author wishes to examine the significance of older mentors in career planning and selection of inner-city youths who ordinarily do not have career mentors to look up to. The author introduces MAPP as a strategy to assist mentors in guiding the inner-city youths by utilizing Mentoring in identifying the mentee's Ability and Passion to create a Well-Paying career. The author posits that when a mentor identifies the ability and the passion of the mentee, this provides a path to career planning which leads to career selection of a better career for the inner-city youth.

Key words: mentoring, tourism, buffer zone

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Corporate Slavery in Today's World

Abdulrahman Al-ahmadi
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Abstract

Corporation world is changing every day and many companies are trying to adapt new strategies to maximize profits and minimize costs. All that leads to Modern slavery and the work environment will be more like a bondage market. However, employees' creativity is discouraged and it may be dead due to mangers practices and corporate system. This study was a comparative study to compare the old slavery system with Modern Slavery system in corporate world and it explained how employees are just like slaves and companies have the ability to use or dispose them at any time. The literature review showed more details about the history of slavery system and it linked it directly to modern slavery in today corporate world. Also it explained why employees are willing to work in such environment; furthermore, it showed companies greedy practices and the ignorance of employees' rights and creativity.

Key words: Modern Slavery, Creativity, Greedy Practices

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Analysis of Evolution and Development Scenarios of the Mining Industry of Kyrgyzstan

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Virginia International University

Abstract

Kyrgyzstan is well endowed with mineral and rare earth minerals and a major producer of gold, colpalt, copper, and uranium. The country's mining potentials is much greater than realized, and new exploration and mining development have lagged behind that other parts of the world. However, there are several factors that do not allow mining industry is dying because of lack of investing. The purpose of this study is to investigate the evolution of the mining in political and legal frames and diverse development scenarios in 10 years that will help to understand how to react to different scenarios that will help to attract investments. In order to explore mining industry of Kyrgyzstan, the history of the mining industry, its developmental history the current challenges and factors that determine the success of the mining industry in Kyrgyzstan and potential trends are discussed in the literature review section. The aim of this research is to define a role for the mining industry in the country and evaluate its possible impacts on economic development in the future. In this study, we attempt to extend the knowledge on implementing investing management strategies.

Key words: Kyrgyzstan, mining industry, political and legal frames

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The Impact of Social Media On Millennials' Home Buying Decision

Najeejaras Bothdamrih
Virginia International University

Abstract

First time homebuyers go through a series of steps during their home buying process—from recognizing the need to purchase a home to making the final decision to put in an offer. As part of the decision making process, homebuyers engage in a period of information search that nowadays occurs primarily on the Internet. The purpose of this research is to provide an insight on homebuyers' uses of social media during their house hunting process. The study provides a better understanding of the evolving role of social media, with a specific focus on Facebook, in the consumer home search process and how social media helps boost brand awareness and reputation for real estate companies among Millennial social media users. We begin the paper by defining Millennials and reviewing their importance in the housing market. Then, we explore the history of social media; its current uses by companies and challenges companies are facing, and the trend. An online survey was conducted to find out whether social media has an impact on Millennials' home buying decision or not. The survey findings show that Millennials believe that social media is a somewhat helpful source for their home buying decision. This research reveals the influence of social media and ultimately helps not only real estate companies, but also other businesses, to better understand the power of social media, particularly Facebook, and how to utilize various social media platforms to raise brand awareness and engage with consumers.

Key words: Millennials, Gen Y, social media, marketing, real estate, home buying, Facebook

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Improving the Survival of Women Entrepreneurs in Nigeria Using Microfinance Loans

Oluwatoyin Madein

Abstract

Women entrepreneurs in Nigeria dominates over 50% space in micro, small, and medium entrepreneurs (MSMEs) but with records of many of the businesses not surviving well to contribute adequately to the economy of a nation. Researchers have adduced series of causes and factors to this problem, but with little mention on how to improve their survival using microfinance loans based on the existence of over 500 registered microfinance institutions in Nigeria. This study examines the use of microfinance loans to improve the performance of women entrepreneurs in Nigeria. The research question for this study will examine the impediments against women entrepreneurs' access to microfinance loans. A quantitative research with quasi-experimental designs that will involve probability sampling technique will be utilized to obtain information from multiple sources. The results of the study has potential for positive social change that will impact directly on the economy of Nigeria and families of women entrepreneurs in Nigeria.

Key words: Quantitative research designs, women entrepreneurs, microfinance institutions, quasi-experimental designs, cluster sampling, entrepreneurial success, and statistics

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A correlational Study Examining the Relationship between Social Responsibility and Financial Performance

Dr. Sean A. Stanley
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Abstract

A major concern among investors, stakeholders, and business organizations continue to be their lack of understanding of the relationship between social responsibility and financial performance. Investors over the years have perceived social responsibility as the nemesis to financial performance. The purpose of this study was to understand the relationship between social responsibility and financial performance, which could be used to assist in investment decision-making processes. Further research in this area could lead to greater insight into the benefit of socially responsible behavior among investors, stakeholders and business organizations and could reduce the number of socially irresponsible activities occurring in our society today.

Key words: social responsibility, financial performance, stakeholders, corporate social responsibility, modern portfolio theory, socially responsible investing, stakeholder theory

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The Changing Face of Higher Education

Dr. R. Lee Viar IV

Abstract

Emerging statistics from the NCES and other education research organizations continue to validate the shift in enrollment on college campuses, both online and on campus, towards a permutation of the "traditional student" into that of a mature adult learner. However, research also tells us that there is a significant disparity in the retention rates, persistence rates, and graduation rates for the adult learner versus the traditional student. This paper will focus on one of the fastest growing demographics in college today, and will reveal how grossly underserved this demographic is by faculty and administration. Discover the resulting impact on both the economic landscape of the U.S. and on the cultural competence for the future. The issue traverses generalized topics of business, education, and technology; it virtually binds the three together to guide it in one direction, the question is what direction?

Key words: Adult Education, Non-Traditional Students, Retention, Persistence Rates, Graduation, Credit for Prior Learning, Prior Learning Assessment, Technology

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Using the Ostrom's social-ecological system framework as a tool to conceptualize the West African Network of Marine Protected Areas

Dominique Duval-Diop

Abstract

Participants of the 2014 World Parks Congress held in Sydney urgently recommended an increase in the amount of ocean area that is effectively and equitably managed within ecologically representative and well-connected systems of marine protected areas (MPAs) (IUCN 2014). MPA networks have been further recognized as cost-effective solutions for climate change adaptation, mitigation and disaster risk reduction. The push to establish ecologically resilient MPA network sis combined with the need to assess their effectiveness, which requires a deep understanding of the impacts of such measures on the well-being of communities and on the functioning of these systems (IUCN-WCPA 2008; Woodhouse et. al. 2015). This daunting task has been made more manageable with Ostrom's multidisciplinary framework for analyzing social-ecological systems (Hinkel et. al. 2014). In this paper, Ostrom's framework will be applied to the RAMPAO, West African network of MPAs, as a proposed case study examining its dynamics, outcomes and resiliency.

Key words: marine protected area networks, social-ecological systems, conservation and well-being

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The title is missing

Wanda I. Goodnough

Abstract

The nature of bias in the workplace has changed significantly as a result of the anti-discrimination movement achievements. The unconscious bias is more typical of the modern workplace environments in comparison to open bias, prejudice, and discrimination. Racial minorities, persons belonging to the older age group, and females are most influenced by this pressure. The question aimed to be answered in the study is how the ineffectiveness of unconscious bias in the workplace can hinder 40-50-year-old African American women from obtaining the management positions in organizations. The mixed methodology was used in order to answer the question. The sample included randomly selected 40-50-year-old African American women working in public and private U.S. organizations and managers supporting the diversity in their companies who confirmed their participation. Surveys were sent to the participants with the help of the e-mail and analyzed in terms of the percentage of cases when 40-50-year-old African American women are prevented from opportunities to take the managerial position and in terms of their and managers' perceptions of the possible unconscious bias in the workplace. It was found that the percentage of African American women who claim the presence of the unconscious bias in the workplace is higher than the percentage of managers admitting the presence of this type of bias and possible prevention of older female employees from their promotion to managerial positions. The participants also supported the idea that the development of the unconscious bias is ineffective because it reflects the unhealthy communication and promotion in the company. These findings are significant because they support the presence of the unconscious bias problem in the workplace that can become an obstacle for the career development of 40-50-year-old African American women. The results indicate the necessity of focusing on the problem of the hidden discrimination in the U.S. organizations.

Keywords: unconscious bias, African American women, US organizations, discrimination

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The Paradox of Ethiopian Economic Growth, Famine and Youth Migration

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Abstract

Since the last few years, Ethiopia is being praised internationally for its remarkable and rapid economic growth achievements. A recent World Bank report suggests that the Real GDP growth averaged to10.9 percent from 2004 to 2014 and the country is said to move from being the 2nd poorest in the world by 2000 to the 11th poorest in 2014. Poverty is also claimed to decline substantially from 55.3 percent in 2000 to 33.5 percent in 2011, according to the international poverty line of US$1.90. The country is further applauded for attaining a triple cereal food bounty between 2000 and 2014. The irony of such economic miracle is the gloomy and grim economic news coming from that same country. The United Nation and USAID are reporting that 5-10 Million people are in chronic food shortage for the last decade and currently 15 -20 Million people are exposed to emergency famine situation. Moreover, youth unemployment rate is estimated to reach to 25-30% and hence every year tens of thousands of urban and rural youths are venturing a dangerous journey for illegal immigration to the Middle Eastern, South Africa and Europe countries. The purpose of this paper is to find answers for such economic paradox. The study particularly tries to address why there is starvation while food production is tripled; why there are limited opportunities to youths while the country is achieving the highest and stable level of economic growth. The paper finally pinpoints any possible domestic and international push-pull factors for such riddle and suggests policy recommendations.

Keywords: Economic growth, Real GDP, per Capita GDP, famine, unemployment rate, youth migration, economic policy

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The title is missing

Braulio J. Cabral

Abstract

This study will explore the project portfolio selection process at the National Cancer Institute's Center for Biomedical Informatics and Information Technology (CBIIT). The purpose of the study is to identify and understand the factors involved in the selection process and how these factors affect the decision-making process related to the inclusion of projects in the project portfolio. The research problem is that CBIIT does not use a formal project selection process for its bioinformatics project portfolio. The lack of such a process results in a choice of projects that may not align with CBIIT's mission or the needs of the cancer research community. The researcher will address the following research questions: How does CBIIT select projects for its project portfolio? What type of decision-making process guides the selection of projects in the CBIIT project portfolio? What environmental factors affect the decision-making process? The study will include 25 participants from different areas of the organization. Using a qualitative exploratory case study research design the researcher will gather data through interviews, participation, and historical records. The data analysis will follow a multi-phase approach including coding for themes, sensitizing, and heuristic coding. The study is expected to yield an analytical generalization applicable to similar cases recommendations for improving the project selection process. The study will also fill a gap in the project portfolio management literature related to project selection in information technology initiatives funded by the government.

Key words: project selection, decision-making, project portfolio management, project management, evaluation, technology adoption, decision theories

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A Needs Analysis For Social Media At A Southern Postsecondary Campus

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Morehead State University1, Morehead State University2, Walden University3

Abstract

Social media, digital tools that allow immediate interaction such as Facebook and LinkedIn, are popular tools in today's society. This research provides some examination of the use of social media on one southern postsecondary campus. The study included a mixed methodology of qualitative and quantitative research to determine to what extent, and for what purpose, social media are used at this particular campus. A survey was used to determine how social media are used as a tool in the classroom. Follow-up face-to-face and audio interviews were conducted with educators at the postsecondary campus to clarify their reasons for using and not using social media. By examining the reasons educators do and do not use social media in the classroom, strategies were developed to improve school policy practices and instructional support at this southern postsecondary campus. After analyzing the data, recommendations were created to suggest professional development strategies and resources to inform educators and administrators of the southern campus regardingsuccessfully use of social media in the classroom.

Key words: social media, postsecondary education, needs analysis, professional development, and instructional support

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Determinants for Success Of Soft Conflict Resolution Methods In The Ghanaian Construction Industry

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Abstract

Delivering a construction project usually requires interactions amongst stakeholders within the Project Team or organization which often lead to conflicts. This study examines the determinants for success of Soft Conflict Resolution Methods (SCRMs) in the Ghanaian construction industry. A questionnaire survey was conducted on clients, consultants, contractors, end users, environmental groups, local planning authorities, Project Managers and sponsors to ascertain the nature of conflicts in the industry; commonly used SCRMs; and the determinants for success of SCRMs. A stratified sampling procedure was used to collect data. Results from the study show that having more working and conflict resolution experience enhance the likelihood of success of SCRMs. Moreover, the frequency of conflicts decreases the success of SCRMs. It is also found that construction stakeholders themselves are sources of conflict in public sector building and construction projects. It is recommended that more experienced Project Team members become coaches and role models for less experienced colleagues to enhance the success of SCRMs on projects. Also, relevant terms and conditions, and project charters must be clearly defined with no ambiguities to reduce incidences of conflicts. The study provides valuable insights on conflict resolution practices in the Ghanaian construction industry.

Key words: Project Management, Soft Conflict Resolution Methods (SCRMs), Conflict management practices, Ghanaian construction

Spring 2016
Doctoral Colloquium

Should Universities IncludeTelemedicine and Telehealth Technology to the Education Experience: A Modelfor Practitioners Development

Kim L. Brown-Jackson
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Abstract

This presentation will present research in-progress. The business of treating patients via telehealth in the U.S. will dramatically increase to nearly $2 billion in revenue within five years from $240 million today, an annual growth rate of 56 percent (Forbes, 2013). This increase is due to a confluence of events in the health care industry - a lack of access, doctor shortages, and provider payment changes. Growth in national health spending is projected to accelerate to 6.1 percent in 2014 (Forbes, 2013), reflecting the expanded insurance coverage to become available through the Affordable Care Act (ACA). The health care workforce is responsible for meeting the needs of the millions of people who seek diagnosis, prevention of, and care for a variety of conditions and illnesses yearly. With a shortage of health care professionals and the passing of the ACA granting access to cost effective quality health care for millions, an increased need for health care practitioners in telehealth and telemedicine is anticipated (Green, Savin, & Lu, 2013). Also, new care models, technology, and uses for current technology are employed to deliver services via interactive health care solutions. To close the gap for effective telemedicine and telehealth practitioners, more standardized training and education must be available that will enable practitioners to fluently deliver care and assist those now seeking services. This researchexplores the need for a model to guide the establishment of standardized accredited training and education for telemedicine and telehealth practitioners using best practices. How will higher education providers meet the challenge of providing an avenue to train the projected influx of these professionals? The themes that emerge in the data will be used to inform the development of the curriculum framework and a model for higher education to integrate into their offerings.

Key words: telehealth, curriculum, new care models, higher education, practitioner development

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Increasing Research Capacity in Health Centers: A Case Study of the Community Health Applied Research Network (CHARN)

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Abstract

Health research networks have emerged as dynamic vehicles for facilitating practice-based research and improving health outcomes, but safety-net populations are underrepresented in these networks. To address this deficit, the Health Resources and Services Administration (HRSA) funded five organizations to form the Community Health Applied Research Network (CHARN) with a mission to promote integration of research and clinical practice to improve patient care at health centers. The purpose of this study was to describe the accomplishments of the CHARN and barriers and facilitators in developing research capacity. We selected a purposive sample of 9 respondents, including health center representatives and principal investigators from each of the five organizations, and conducted semi-structured interviews. Interviews were analyzed using an axial coding approach and thematic analysis using Nvivo™ 10. We calculated inter-rater reliability using Cohen's Kappa coefficient of agreement. We triangulated themes captured through interviews with content analysis of an interim survey of CHARN participants and final reports of accomplishments submitted by nodes. CHARN participants accomplished several of their stated goals, including development of an operational infrastructure, a consensus-based research agenda, processes for conducting studies, and collaborations between HC practitioners and academic researchers. Barriers to developing research capacity in HCs included a short timeline, uncertain funding continuity, inadequate staffing, differing levels of data infrastructure, and limited clinician engagement. Facilitating factors were coordinating structure, knowledge sharing, commitment to quality improvement, and aligning research with HCs' missions. Lessons learned point to the importance of aligning research activities with HCs' clinical care mission, increasing clinician engagement, promoting mentoring, and encouraging resource sharing among participants. This study evaluates an initiative to build research capacity in safety-net settings. Findings may contribute to the promotion and integration of research into clinical practiceto inform quality improvements in patient care.

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CORPORATE GOVERNANCE PRACTICES OF MANAGEMENT AND ENGINEERING CONSULTING (MEC) FIRMS IN GHANA:
An Empirical Study Grounded in Theory

Frank Boateng M.Phil. MBA BSc, De-Graft Owusu-Manu Ph.D BSc, Adesi Michael M.Phil. BSc

Abstract

The consulting sector is hugely significant to the success of the construction industry and for that matter Management and Engineering Consulting (MEC) activities. For smooth delivery of projects within the Built Environment, MEC consulting firms have played diverse roles for the achievement of clients, contractors and sponsors of projects. This they do by supervising projects to a successful completion. In order to ensure a vibrant consulting sector, MEC Consulting firms require better management to enhance their performance. A key ingredient to successful business management is corporate governance. The role of Corporate Governance cannot be underestimated in the successful delivery of products or services to clients. While manufacturing firms have adopted Corporate Governance, consulting firms in the Management and Engineering lag behind in the adoption and application of corporate governance principles in the management of firms. In order to address this lacuna in research and practice within the Management and Engineering Consulting sector, a study aimed at exploring Corporate Governance practices would be novel and appropriate. It is in this direction that this study adopted the quantitative approach via survey questionnaire to collect data from architects and quantity surveyors. The entire sample size for the study was 80. The collected data was analyzed using SPSS. The study also tests six main hypotheses using several independent variables. The key findings of the study included drivers, approaches for deployment of Corporate Governance among others in Built Environment consulting. Specifically, the drivers found by the study consisted of the need for external funding; the need to attain regulatory compliance among others. The findings regarding Corporate Governance approaches for deployment included the identification of Corporate Governance gaps in the firm; suggesting actions for implementation; training of board members and employees among others. Similarly, the study also found Corporate Governance objectives for Management and Engineering Consulting firms. Among them were to influence performance as well as ensure the survival and success of the Management and Engineering Consulting firms.It is envisaged that the adaptability and application of the findings of this study will inure to the benefit of Management and Engineering Consultingfirms. A major implication out of this study is that MEC firms must adapt Corporate Governance Practices (such as better management) so as to provide value-for-money-services to their clients.

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Measuring Malaria Burden Using the Disability Adjusted Life Years in Gwanda District, Zimbabwe

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Abstract

Malaria poses a significant threat to public health in Zimbabwe and is one of the highest contributors to morbidity and mortality in the country. However, very little is known about the burden of malaria in areas affected by the disease. The Disability adjusted life year (DALY) metric was used to determine the burden of malaria in Gwanda District Zimbabwe. This study provides a better understanding of the impact of disease burden on affected populations. Data for determination of DALYs for malaria was collected from health facility malaria registers and the District Health Information System to estimate DALYs at household and district levels respectively. The household DALYs included malaria cases for 2013-2015 (n=130) while the DALYs for the district included confirmed cases from 2011-2015 (n=719). DALYs were calculated based on the methodology described in the 2010 Global Burden of Disease Study. Data was entered and analysed in SPSS version 22. Malaria still imposes a substantial disease burden on affected communities despite a general decrease in the national incidence rates. Households lost a total of 153.89 DALYs with the majority of the disease burden (65.55%) occurring in the most economically productive age group (15-45 years) with a mean loss of 1.18 DALYs per malaria case. At district level, 251.09 DALYs were lost due to malaria and the calculated average district DALY rate for 2011-2015 was 36.29 DALYs/100 000 persons/year. Mortality was the main contributor to DALY burden for malaria in the district. DALYs can be utilised to estimate burden of disease using local sources of information. It is important to estimate this burden to assist policy makers in channelling resources to enable interventions that will assist in reducing it.

Key words: Disability adjusted life year, malaria, disease burden, Zimbabwe, Gwanda District

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Assessing The Impact Of The National Directorate Of Employment Policy On Selected Agro - Chemical Small Medium Enterprises In Akure, Nigeria

Emmanuel Ilori

Abstract

The role of policy making in creating an enabling business environment for small and medium business development cannot be underestimated. A nation's capacity to empower and assist people with entrepreneurial skills depends on existing infrastructure, programmes,   policies and adaptability of the various regulatory agencies, institutions and service providers. Unemployment and poverty have been addressed as a global phenomenon especially in Africa and other part of the globe such as the Caribbean, Latin America and Asia continent. In Nigeria, there is a continual increase in poverty and unemployment rate which is alarming and has resulted in socio – political and economic crisis especially amongst youths. The emphasis of this research is to assessthe impact of the National Directorate of Employment policy on selected agro - chemical small and medium enterprises in Akure, Nigeria. The importance of small and medium business development cannot be overemphasized because it plays a significant role in developed nation's economy of the world. The development of small business has been variously referred to as a "source of employment generation". Unemployment and poverty is a big challenge to the government of Nigeria and there is continual increase in the unemployment rate, which is alarming and has resulted in socio- political and economic crises. There are efforts by government to tackle this scourge. In order to fill this gap, government established various institutions with policies and programmes to tackle unemployment and poverty. However, the problem still persists. The government of Nigeria established the National Directorate of Employment programme, which main objective is designed to cater for unemployed youth and jobless people across the country. Within the investigation, my research focused at the appropriate legislation and policies of the National Directorate of Employment programme. The study comprises of mixed methods (qualitative and quantitative approach) using both primary and secondary data.

Key words: Assessing, impact, agro-chemical enterprises, policy, small and medium enterprises (SMEs)

Is Ethiopia a Regional Hegemon in the Horn of Africa?

Chalachew Tadesse

Abstract

As a conflict-prone and militarized region in Africa, the security situation in the Horn of Africa still remains fragile. In part, this could be attributed to the absence of a hegemon. Thus, the issue of whether Ethiopia is a regional hegemon is worthwhile, relevant and timely. Based on the assumption that Ethiopia has military superiority, big population size and modest diplomatic leverage some scholars argue that Ethiopia has assumed the status of a regional hegemon in the region with the ability to project uncontested power beyond its borders akin to Nigeria in West Africa, for instance. For this, scholars mention Ethiopia's 2006 unilateral military intervention in Somalia, its peacekeeping role in South Sudan and Sudan, its military victory against Eritrea (which had initially posed challenges to Ethiopia's hegemony), its big population size, relative internal stability, diplomatic strength and its army's continued active fighting role under AMISOM. On the other hand, Ethiopia's newly emerging patterns of mutual cooperation with many neighboring countries aimed at aimed at economic integration is also considered to be in Ethiopia's advantage. Notwithstanding the validity of some of these claims, this paper argues otherwise. Ethiopia's weak economic capacity, lack of internal political consensus, absence of democratization, the proliferation of opposition armed groups in neighboring Eritrea, Kenya's growing economic and military prowess and its military adventure in Somalia, the continued stalemate with Eritrea all defy and delegitimize the argument. Having been a theatre of divergent interests of Ethiopia, Kenya, Sudan and Uganda in their bid to maneuver for regional influence, the South Sudanese crisis particularly the Ugandan military intervention in Ethiopia's backyard can be seen as a litmus test for Ethiopia's diplomatic leverage in mediating the conflict. On the other hand, Ethiopian troops under AMISOM are yet to defeat Al Shabab and eliminate its existential threats to the pro-Ethiopia fragile Somali government. Neither do regional states also recognize Ethiopia's hegemonic position nor does the Ethiopian government explicitly claim or express its aspiration in this regard. Had this been the case, one would have fairly labeled Ethiopia as an "emerging or aspirant regional power". As it will be argued however Ethiopia's national interests, aspirations, and actions in the region do not always reinforce each other and security interactions between Ethiopia and neighboring countries are not also sufficiently developed to make it a hegemon. Ethiopia's potential to be a hegemon is also dependent up on major global powers whose interests have seen convergence with those of Ethiopia's. Yet the region's geopolitical and strategic significance seems to be changing in the light of the renewed geopolitical interests of the US and China. Despite being not yet explicit, the new developments will increasingly impact on the Ethiopia's status and role in the region. Since its Nile Waters shares and national security concerns are closely intertwined with Ethiopia in particular, Egypt's role in the sub-region also affects Ethiopia's position negatively. With a theoretical and empirical assumption that the existence of a regional hegemon could be pivotal for regional stability, this paper will assess Ethiopia's capabilities and constraints in projecting its influence and power in the region. The author will also examine the arguments for and against Ethiopia's hegemony in order to validate the paper's central hypothesis i.e. Ethiopia is not yet a regional hegemon.
Key words: Hegemon, Horn of Africa, IGAD, AMISOM, Al Shabab, Ethiopia, South Sudan, Somalia

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Gamification of Teaching Learning Process for Enhanced Learning Outcomes

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Abstract

Use of games as a pedagogical approach is not a recently born notion. Historically there have been numerous philosophers, educators and researchers like Plato, Aristotle, Cicero and Locke who advocated the significance of games in educational settings. This gamification of education is heralded as a way of future and a tool that allows student to take a functional role in learning. The objective of this paper is to foreground the value of play in learning and human development which helps to club technology and education. The word "game" is interpreted differently today than it was several decades ago. The purpose of a game of chess in ancient era to the purpose of massive multiplayer online and role playing games is strikingly polar. The paper will examine how game based learning assists in developing cognitive as well as non-cognitive skills. Furthermore how it is better suited than traditional classroom and textbook learning. It will then attempt to reiterate the same with a case study of Quest to Learn, a public school in Chelsea which is transforming the way students learn through gaming. The paper shall further discuss its unique curriculum of game theory and game mechanics. Analysing new possibilities which have been unfolded by virtual world shall conclude the paper. In doing so the paper will unveil how game based learning encourages effective learning and provides for interaction between multiple groups, encourages team work, and provides an environment for skill enhancement.

Key words: gamification, game theory, effective learning

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Tools for Stainable Community Development

Rudene Thomas
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Abstract

Tools For Stainable Community Development is being applied in many communities throughout the U.S. The concept of Tools For Stainable Community Development focuses on how communities can maintain its surroundings, environment, natural resources and preserving the land. In order to understand the problem, communities must be engaged from the beginning. Will Tools for Stainable Community Development help the citizens and business? This issue is being recognized by the community named Taskers Chance. Taskers Chance residents realized that the infrastructure on roads, highways and exits need to be repaired or built to accommodate traffic conditions. In order for this community to implement the infrastructure the community knows it needs funding. The community will reach out to various local organizations and federal agencies to seek and apply for funding that is needed for road construction projects.

Key words: Community development, Taskers chance, environment

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21st Century Leadership: Complexity & Collaboration

David A. Streat
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Abstract

This paper provides an alternative view to leadership that is becoming a necessary part of the executive or senior leader's skill-set and tool kit. Complexity leadership and collaboration are the answers to effectively managing fierce competition and the dynamic non-stop change that is our global world today. Effective executive or senior leadership is critical for greater employee engagement, higher organizational performance, and minimization of the chaos inherent in organizations. In this article, the author conducts an analytical study of the literature on complexity leadership, collaboration, governance, and decision making in organizations. It is particularly important for leaders in senior or executive management positions to understand that the principles of collaboration, governance, and effective decision making are key links in creating sound partnerships. Understanding these principles will be critical for executive or senior leaders in the 21st century and beyond.

Key words: Complexity Leadership, Collaboration, Governance, Decision Making

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Demystifying a Social Pandemic: Homelessness within the Veteran Population

Walter R. McCollum, PhD
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Abstract

Similar to the general population of homeless adult males, about 45% of homeless veterans suffer from mental illness and slightly more than 70% suffer from alcohol or other drug abuse problems. Approximately 56% are African American or Hispanic. While the federal, state, and local government provides support to homeless veterans, there is still a lack of affordable housing programs. The theory of reciprocal determinism supports this case by highlighting how individuals' behavior influences and is influenced by personal factors and the social environment. This case scenario explores why certain homeless veterans have not been able to overcome obstacles of poverty, find affordable housing, and reenter mainstream society.

Key words: homelessness, incarcerated veterans, mentally-ill homeless veterans, outreach, transitional housing, veterans

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Exploring the Impact of Collective Bargaining Agreements on Employee Performance Management

Nana Gyesie
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Abstract

Significant research is available on how collective bargaining agreements are used in labor unions, however there is a substantial gap in reviewing the impact of these agreements on achieving high performance work places. The framework for collective bargaining agreements proposed by Walton and McKersie (1991) is used to explore how this impacts the creation of high performance work places as proposed by Huselid (1995). Researchers have concluded that the power and density of labor unions have waned, and unions appear to be focused on self-preservation rather than sustainability and growth through the creation of high performance workplaces. As a result, this study explores how labor unions use collective bargaining agreements to negotiate performance standards and govern the creation of high performance work places. The research question for the study examined the direct impact of collective bargaining agreements on creating or hindering high performance work places in labor unions based out of the Washington DC area. A case study method was used together with purposive sampling of labor union employees to include managers, union officials and human resources professionals.

Key words: employee performance, collective bargaining agreements, labor unions

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Financing School-Based Health Centers: Sustaining Business Operational Services

Dr. Ingrid M. Hayes-Burrell, MBA, DBA
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Abstract

School-based health centers (SBHCs) have faced challenges in securing adequate funding for operations and developing sound business systems for billing and reimbursement. Specifically, administrators often lack strategies to develop and sustain funding levels to support appropriate resources for business operations. The focus of this descriptive study was to explore best practice strategies to develop and sustain funding through the experiences of SBHC administrators. The conceptual framework included Elkington's sustainability theory, which posits that corporate social responsibility, stakeholder involvement, and citizenship improve manager's effect on the business system. Twenty full-time SBHC administrators working in separate locations throughout the state of Maryland participated in semi structured telephone interviews. The van Kaam process was used to cluster descriptive experiences in data analysis that resulted in the development of thematic strategies for implementing best practices relevant to developing and sustaining funding for SBHC business operations. Major themes provided by the participants were interagency communications, creating marketing plans, and disparities in the allocation of funding for programs and professional staff. Findings indicated SBHC administrators continue to face challenges in developing and sustaining adequate funding for operations in the state of Maryland. Suggestions for future research include how administrators can develop marketing plans and explore long-range funding for SBHC services. The findings in this study may contribute to positive social change by demonstrating to officials in the Maryland State Department of Education the significance of SBHCs, and the need to increase mental health services. This study was dedicated to the 20 innocent children and six adult teachers of Sandy Hook Elementary School, in Newtown Connecticut.

Key words: school-based health center (SBHCs), the State of Maryland, Elkington's sustainability theory

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Veterans First Contracting Program Preference Hierarchy: Effect on Veteran-Owned Small Businesses

Harry Parker
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Abstract

Congress delegated the U.S. Department of Veterans Affairs (DVA) to implement a Veterans First Contracting Program (VFCP) to provide procurement opportunities for veteran-owned small businesses (VOSBs) and service-disabled veteran-owned small businesses (SDVOSBs). However, DVA leaders created a preference hierarchy that increased opportunities for SDVOSBs and diminished the opportunities of VOSBs. Research is lacking regarding the effects of the preference hierarchy on VOSBs as a distinct socioeconomic small business category. The purpose of this phenomenological research study is to explore the perceptions of 20 VOSB owners about their lived experiences in seeking access to VFCP procurement opportunities as prime contractors. Through the lens of distributive justice theory, the research focus is on exploring VOSB owners' perceptions and experiences within a framework of fairness. The central research question is as follows: What are the perceptions and experiences of VOSB owners about seeking access to VFCP procurement opportunities. The research question will serve as a guide for the study and data collection will include semistructured interviews designed to capture the essence of the participants' lived experiences for the purpose of coding and thematic analysis. Informing government leaders of the probable need to improve VOSB access to VFCP opportunities in a milieu of fairness may have implications for positive social change. Increased VOSB access to procurement opportunities has the potential to promote DVA costs savings that may help to improve or add services for veterans.

Key words: Veterans, Small Business, Veterans First Contracting Program (VFCP), Veteran Owned Small Businesses (VOSBs), service-disabled veteran-owned small businesses (SDVOSBs)

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Educator's technology integration barriers and student technology preparedness as 21st century professionals

Joy Anne Pine-Thomas
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Abstract

Technology has altered society on a global level. This change is increasing the demand for competitive workers and therefore impacting the educational system. Millions of dollars have been spent to acquire educational computing tools and many educators, government, and business leaders believe that investing in these computing tools will improve teaching and learning. This is a quantitative study to explore educator's technological barriers and their perceptions with integrating technology into their classrooms and find out if they believe their high school students have the necessary technological skills to succeedin the workforce and in college. Sixty-one educators were surveyed using a five-point Likert scale that was designed in SurveyMonkey.com and sent to them electronically through their school email. The responses were analyzed using SPSS. A T-test of the differences between the mean value for each of the questions in the survey will be analyzed. This study is significant, because it will provide information to assist schools in designing a technology infused curriculum that will prepare students for careers that will align with current business strategies and taking online college courses. Students who are technologically prepared with marketable and globally competitive skills will have open jobs for them in the marketplace and better prepare them to take online college courses. The implications of social change for this study could lead to businesses seeing a need to work with high school juniors and seniors through an on-going training program that would help them develop and align their technology skills for possible jobs within that company.

Key words: Educator's technology, 21st century professionals, technology preparedness

Intellectual Disability and Sexual Health

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Abstract

Objectives: To review literature on intellectual disabilities (ID) and sexuality with the following five emphases. The first aim is to describe attitudes and beliefs regarding sexuality and ID. The second aim is to describe the issues surrounding feminine health. The third aim is to describe the challenges of intimate relationships. The fourth and fifth aim is to explore the sexual rights of this population and the current interventions that are in place to address them. Pubmed (2000-2015), CINAHL (2000-2015), and PsycINFO (2000-2015) databases were searched for peer-reviewed articles using a systematic search strategy. Articles published in English and reporting on the aforementioned foci were considered. Out of Eighty-two articles that were included in this review, the majority of the studies on attitudes and beliefs showed that everyone in society, including college students, still have reservations about the sexuality of individuals with ID. Across all of the studies regarding male sexual behavior, it was discovered that the most common outlet for males to express sexual predispositions was through masturbation, which is often done in public places. Concisely, the most common types of inappropriate sexual conduct were the behaviors that occurred in public situations, involving self/others, and minors. Regarding the matter of intimate relationships, all individuals with ID desired to be part of intimate relationships. This would really make a positive impact on their mental health and well-being. Feminine health issues such as regular health screenings that include breast and cervical exams is lacking in this population. Finally, the majority of sexuality education/intervention programs were developed with no input from individuals with ID and most of them omitted topics about intimate relationships. Attitudes and beliefs regarding sexuality and ID should be shifted. Parents, caregivers, and society should embrace the sexuality of individuals with ID. In the same way, regular health screenings should be conducted for both males and females of this population. Moreover, policies that are favorable should be established and current tailored sexual education programs should be more thorough and all inclusive.

Key words: Intellectual disability, sexual health, sexuality of individuals

Academic and Professional Development Series on Practices of the PhD Research Project

Liton Furukawa
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Abstract

The aim of this paper is to exam fifteen academic research works which principally focus on peer reviewed papers for the purpose of contributing to a discussion on the topic of ideas related to a PhD research project. The researcher commits to sharing the findings of research problems, thematic concepts and specific theories to support the topics of multicultural settings, languages, curriculum and oversea study experience as well as providing the potential suitable methodologies in terms of analysis of these fifteen academic research works. This paper consists of two parts: 1. Introducing and presenting an overview of the meticulous selective fifteen academic research works. 2. Scrutinizing each research work and summarizing adequate evidence that could identify this PhD research project. Precisely, indicating the evident attributes of each research work and investigating the calculation of each research work as it relates to the PhD research project.

Key words: academic research, peer reviewed paper, PhD research project

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Factors Motivating Employee Participation in Employer-Sponsored Health Awareness Programs

Markanthony Henry
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Abstract

Employers adopt worksite health promotions to reduce the incidence of preventable diseases, reduce healthcare costs, reduce absenteeism and presenteeism, and improve productivity. The purpose of this qualitative phenomenological study was to explore the motivational factors affecting employee participation in employer-sponsored health awareness programs. The theory of planned behavior grounded the study and formed the conceptual framework. Data collection occurred through semistructured interviews with 24 participants in the northeastern United States with lived experiences in worksite health promotion. Participants answered open-ended interview questions regarding the motivations for engaging in health promotions. Data were transcribed and coded for trends and themes. During data analyses, 4 themes emerged, which included program recruitment and notification, employer commitment, employee motivations, and incentives and rewards. The implications for positive social change include the potential for employers incorporating the results to instigate enhanced employee participation in employer-sponsored health awareness programs. Higher employee rates of participation may aid employers in achieving the established benefits of worksite health promotion and may contribute to improving the health of employees.

Key words: Health awareness programs, employer support, motivating employee

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Project Knowledge management (PKM) Skills to Secure and Maintain Funding for ProjectS

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Abstract

Leaders and educators must seek to shape society through multi-disciplinary education that forms synergies with assessable healthcare and systemic development programs. The correlation of human development as it relates to impoverished children will be explored through the theoretical contributions of Abraham H. Maslow, Burus F. Skinner, and J. Piaget. Some children learn by actively sampling and organizing the environment into working models of the world by remembering those mental constructs and experiences (Piaget, 1952, 1960). Other children learn through creatively exploring the world, through kinesthetic, artistic or linguistic experiences (Maslow 1954, 1968, &1971). This paper will discuss how to translate the ways people develop and relate to the world into community-based participatory research that can be disseminated to the appropriate target markets.

Key words: Human Development, education, poverty, children, learn, community-ty-based participatory research (CBPR), human capital

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Assessment of Nutritional Status and Associated Factors Among Adult TB Patients on Directly Observed Treatment of Short Course in Health Facilities at Adama Town, East Shewa Zone, Ethiopia

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Abstract

The aim of this study was to assess nutritional status and associated factors among adult tuberculosis patients on DOTS in health facilities at Adama town, East Shewa Zone, Ethiopia. A facility based cross-sectional descriptive study design and a systematic random sampling techniques were conducted from Feb to April 2015 in the selected Public Health facilities. A total of 292 TB by systematic random sampling technique from all adult TB clients were included in the area. The data was collected by trained health experts (nurses). Measuring of height and weight and structured questioners based interview was conducted for data collection after proper consent and ethical clearance. In this study the nutritional status of patients attending TB on DOTS in Adama was about 53% malnourished. Out of malnourished 95 (63.33%) is mild, 25 (16.66 %) is moderate and 30 (20%) is severe malnourished. Gender, educational status, household income and HIV/AIDS status patients were found to be significant contributors for the nutritional status of TB patients. Females are more vulnerable to malnutrition than males. The proportion of malnutrition status of patient is higher in those patients unable to write and to read and those patients with TB/HIV co-infected. The study also showed that average monthly family income were found to be significantly associated with nutritional status of TB patients.

Key words: Adult, Nutritional status, TB, Associated Factors, DOTS

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