



# CONFERENCE PROCEEDINGS

2019 – IIIrd International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), March 14-15, Singapore

14-15 March 2019

## CONFERENCE VENUE

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**Preface:**

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## **KEYNOTE SPEAKER**



### **Dr. Kabaly P Subramanian**

Assistant Professor- MBA Program, Faculty of Business Studies, Arab Open University, Sultanate of Oman

#### **Topic: Digital Technologies and its transformative impact on Economy, Enterprises and Education**

Dr. Kabaly P Subramanian is an Assistant Professor at MBA Program of Faculty of Business Studies, Arab Open University, Oman and Adjunct Professor, VIT University, India.

He is also founder and Principal Consultant of Rakansas Business Consulting and Training (P) Ltd- a specialist Strategy and Innovation Consulting firm, Business Associate of Franchise India, New Delhi and Partner of Franchise-Fresh & Fresh, Fish Mart India (P) Ltd, Bangalore. He is a Member of Academy of Management (US), Chartered Management Institute (UK), Member of Strategic Management Society (US), Member of Project Management Institute (US), Strategic partner of Blue Ocean Strategy Regional Centre (Malaysia), Founding Member of Oman Logistics Association, Life Member of Indian Society for Training and Development.



Imran Ali Baig  
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## Regional Disparities in Agricultural Development: A Block wise study of Aligarh District in Uttar Pradesh

Imran Ali Baig

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### Abstract

Regional disparities in agricultural development have become one of the most important glaring and growing problems in the world. Agriculture plays an important role in the economy of Uttar Pradesh and has contributed 12.3 per cent to India's total GDP in the financial year 2010-2011. In the year of 2013-14, Uttar Pradesh produced 50.05 million tons of food grain, which is 18.90 per cent of the country's total production. This is mainly due to the fertile regions of the Indo-Genetic plain and irrigation system such as canals and tube-wells. Agricultural development denotes the quality of the agricultural system of a region, it is a multidimensional concept which includes development in a real strength of cropped land, improvement in farm practices, irrigation system and fertilizer, insecticides, and pesticides, cropping intensity and specialization and commercialization of agriculture etc. In this study, we have analysed the regional disparities in agricultural development in Aligarh District of Uttar Pradesh at block level during the period of 2013-2014. The analysis of the study carried out by transforming and merging the data associated to several variables such as cropping intensity, irrigation intensity, the percentage of pump sets, fertilizers, the percentage of an agricultural worker to working population etc. using the Z-score and PCA (Principal Component Analysis). It has been observed that the three blocks Lodha, Bijauli, and Iglas out of twelve blocks of Aligarh are under the category of backward region. Beside this, Khair, Gonda, Tappal and Akrabad are most developed region. Results clearly revealed large regional disparities in the level of agricultural development in Aligarh District at Block level.

**Keywords:** Regional Disparities, Agricultural Development, Cropping Intensity, Irrigation Intensity, Principal Component Analysis



Francisca Omama  
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## The Impact of Microfinance on Poverty Alleviation: A Case Study of Sinapi ABA Savings and Loans Limited

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### Abstract

Microfinance, banking to the poor, is a recent global phenomenon introduced by Nobel Prize Winner Dr. Mohammed Yunus of Bangladesh in the 1970's. The poor are not usually allowed access to credit due to the inability of the poor to repay the loan. Therefore one of the mechanisms to get the poor engage in economic activities is through the microcredit. It is important to know the impact of microfinance and small loan on poverty alleviation. The main objective of the study was to know whether microfinance (SINAPI ABA SAVINGS AND LOANS LTD) has contributed to poverty alleviation. Microfinance gives the poor households, the ability to managed household emergencies, build assets and reduce vulnerability to crisis. A sample of 100 respondents of traders was selected from AtwimaNwabiagya District precisely Abuakwa considering the various types of trade in the area. The study focuses on the beneficiaries of SINAPI ABA SAVINGS AND LOANS LTD, enhancing the poverty alleviation through financial services, managerial skills and education which will eventually reduce poverty. In the analysis information from primary data that was obtained through questionnaires administered to beneficiaries and staff of SINAPI ABA SAVINGS AND LOANS LTD and was employed in the research work. The administration of questionnaires of collecting data covered a period of one and half months. The beneficiaries were selected at random from the records of SINAPI ABA SAVINGS AND LOANS LTD in the Abuakwa branch of the AtwimaNwabiagya District, whiles the officials were selected based on purposive sampling techniques. The responds of the questions from management and clients were coded. Computer data analysis software, the Statistical Package for Social Scientist (SPSS) was employed to analyse the data. Frequency tables and graphs were constructed where necessary. The

	<p><b>data was qualitatively analysed in most cases. The study revealed that most of the clients who benefited from the registered loan have increased income.</b></p> <p><b>Keywords:</b> Microfinance, Loans, Sinapi Aba, Poverty, Financial Services</p>
 <p>Kubilay Ozyer ERCICBELLP1904054</p>	<p><b>The Mediator Effect of Leader- Member Exchange on The Relationship Between Organizational Cynicism and Organizational Climate</b></p> <p style="text-align: center;"><b>Kubilay Ozyer</b> Business Administration, GOP Uni, Tokat, Turkiye</p> <p><b>Abstract</b></p> <p>The purpose of this study is to investigate the mediating role of leader-member exchange on the effects of organizational climate sub-dimensions on organizational cynicism dimensions. For this purpose, the research was carried out on 319 bank personnel. Structural equation modelling is used to test research hypotheses. According to research findings, it was found that all organizational climate dimensions had positive effect on leader-member exchange whereas leader-member exchange affected cognitive and affective cynicism negatively. When we analyzed the significant and negative effects of organizational climate sub-dimensions' on cognitive and affective cynicism, it was found that leader-member exchanges has partial and full mediatory roles. According to the results obtained from the research model, the positive climate (work atmosphere) in the organization allows the employee to interact with the leader more easily and positively. Through the leader-member exchange, the cognitive and affective cynicism perceived by the employee declines indirectly.</p> <p><b>Keywords:</b> Leader-Member Exchange Theory, Organizational Climate, Organizational Cynicism</p>
 <p>Bello Abba Ahmed ERCICBELLP1904055</p>	<p><b>Long-Run Relationship between Islamic Stock Indices and US Macroeconomic Variables</b></p> <p style="text-align: center;"><b>Bello Abba Ahmed</b> Department of Economics and Development Studies, Faculty of Arts and Social Sciences, Federal University Dutse, Dutse, Nigeria</p> <p><b>Abstract</b></p> <p>The aim of this paper is to examine the long-run relationship between Islamic stock indices (Dow Jones and FTSE) and US macroeconomic variables (economic uncertainty index, federal funds rate, money supply, volatility fear index, consumer price index, Treasury bill and Brent oil price). Daily closing stock prices for the period January 2006 – December 2017 were used selected from US, Europe, Canada, Japan, Turkey, Malaysia, China India, Qatar, Kuwait, and Taiwan. Johansen test for Cointegration and Vector Error Correction Model (VECM) were employed for the analysis. The study found the existence of a long run relationship between the selected Islamic indices, the broad market index (represented by Dow Jones Industrial Average) and the set of US macroeconomic variables. Results from the VECM showed slow speed of adjustments indicating the series were highly volatile and took long time to converge to equilibrium. It is recommended that the presence of long-run relationship implies that investors should be concerned with the economic policies of US as it has the tendency to affect the expected returns of Islamic Dow Jones and FTSE in the selected countries.</p> <p><b>Keywords:</b> Cointegration, VECM, Macroeconomic Variables, Islamic Stock Index, Stock Market</p>
 <p>Dr Rizka ERCICBELLP1904056</p>	<p><b>E-Commerce Road Map as a Legal Protection for Consumers in the Digital Economic Era</b></p> <p style="text-align: center;"><b>Dr Rizka</b> Faculty of Law, Universitas Muhammadiyah Surakarta, Indonesia</p> <p><b>Abstract</b></p> <p>Digitalization of the economic field to welcome the era of industrial revolution 4.0 needs to be addressed intelligently so it is not harm the consumers and business actors through the transformation of consumer protection instruments into a more contemporary way. Currently, Indonesia has about 93.4 million Internet users and approximately 71 million users of smart phones which makes the internet and of course online transactions, as part of a lifestyle that is reflected through shopping behavior. The task of the State is to bring legal protection to consumers. Based on the consideration of actuality and urgency, to create the necessary level of</p>

	<p>certainty in business transactions and protect the consumer rights of e-commerce transactions the Government finally issued Presidential Regulation No. 74 of 2017. This regulation regulates the Electronic Road Based Electronic System Road Map (road map e-commerce). The Policy Package is intended to make Indonesia the largest digital economy in Southeast Asia by 2020. Legal umbrella is required in the form of law so that the state can provide a simultaneous and comprehensive legal protection of consumer rights in e-commerce transactions in the era of digital economy.</p> <p><b>Keywords:</b> Economic Digitization, Legal Protection, E Commerce Roadmap</p>
Alonge Opeyemi Mojisola ERCICBELLP1904057	<p><b>Herdsmen Clashes: The Human Resource Management Implication</b></p> <p>Alonge Opeyemi Mojisola Department of Public Administration, Faculty of Social Sciences, Rufus Giwa Polytechnic, Owo, Ondo State, Nigeria</p> <p><b>Abstract</b></p> <p>Conflicts have constituted serious threats to human resources management in area of availability of people to recruit from in the crisis areas. People are not willing to work in this crisis areas despite the high rate of unemployment prevalent in the country, even the available ones are working with fear of attack, which has prevented them from contributing meaningfully in the workplace. The increasing number of reports of violence and manpower lost to those attacks makes understanding and resolution of herder-farmer conflicts an urgent task. This study will use secondary data. This work aim at examining, the impact of this friction on availability of manpower and their safety at work as it is pertinent to recruiting and retaining them. The paper noted that the strength of a nation lies in her man power; however, herdsmen crisis has had detrimental consequences on human resource availability in the nation. The paper recommended that active and sincere government intervention through the establishment of grazing corridors or ranches in the regions, and establishment of regulatory frame work that will help to stem the tide.</p> <p><b>Keywords:</b> Herdsmen, Conflicts, Human Resources, Security, Nigeria</p>
Rowell Diaz ERCICBELLP1904059	<p><b>Client Satisfaction in the Quality of Service of Selected Public Accounting Practitioners</b></p> <p>Rowell Diaz College of Management and Business Technology, Nueva Ecija University of Science and Technology, Cabanatuan City, Philippines</p> <p><b>Abstract</b></p> <p>The main goal of this study is to assess the clients' level of satisfaction as to quality of service of selected public accounting practitioners in Cabanatuan City. At the same time, it seeks to eliminate the worries of the clients or the business whether their accountants is in capacitated to rendered and give expert opinion about the audit and the management services and whether the accounting practitioners rendered a service based on professional code of ethics; integrity, confidentiality, professionalism and due care. Accounting firms and the Certified Public Accountants are the public experts and entities that will help the owners of the business and the businesses in general to give opinion on the status of the operation.</p> <p>A descriptive method was used in this study where the questionnaire was distributed as instruments to selected accounting practitioners and their respective clients.</p> <p><b>Keywords:</b> Accounting Practitioners, Clients Satisfaction, Quality of Service, Certified Public Accountant</p>
	<p><b>Organizational Justice, Employee Cynicism and Workplace Deviance in the Food and Beverage Industry?A Proposed Model Test</b></p> <p>Wu Yahui Department of Leisure Management, National Pingtung University, Pingtung, Taiwan (R.O.C.)</p> <p><b>Abstract</b></p> <p>The staff of the food and beverage industry in Taiwan treats customers with a service attitude. However, the fair attitudes of restaurant owners often affect employees' work attitudes and</p>

 <p><b>Wu Yahui</b> <b>ERCICBELLP1904061</b></p>	<p><b>workplace deviance.</b> The research subjects are that employees who are more than three months work in the food and beverage industry including on the sector of shop managers, supervisors, waiter, and so on. This study attempts to understand the causal relationship among organization justice, employee cynicism and workplace deviance. In this study, a survey was conducted. The study adopts the convenient sampling and the snowballing sampling. A total of 700 questionnaires are sent out and 567 questionnaires are collected, excluding 143 invalid questionnaires. Finally, the study has 424 valid questionnaires, with a recovery rate of 81%. The Cronbach's alpha coefficient is between 0.742~0.950, indicating that the content of the survey is consistent and stable. The structural equation modeling (SEM) is used to analyze the model and hypothesis testing. The results show that there is a significant negative relationship between organizational justice and employee cynicism. There is a positive correlation between employee cynicism and workplace deviance. Organizational justice has a complete mediating effect between employee cynicism and workplace deviance. This study find that a staff of the food and beverage workplace has a good organizational justice may be a key for the influence on employee cynicism and workplace deviance.</p> <p><b>Keywords:</b> Organizational Justice, Employee Cynicism, Workplace Deviance</p>
<p><b>Lin Yun Ju</b> <b>ERCICBELLP1904062</b></p>	<p><b>Organizational Justice, Resilience and Social Support in Restaurant Employees</b></p> <p style="text-align: center;"><b>Lin Yun Ju</b> Department of Leisure Management, National Pingtung University, Pingtung, Taiwan (R.O.C.)</p> <p><b>Abstract</b></p> <p>The working environment of the food and beverage industry tends to be overtime and labor intensive, especially the transfer of technology at the grassroots level, which is likely to cause problems of high turnover rate, low labor rate and low salary. If the restaurant employees turn pressure into self benefit, their resilience can adapt to adversity. In the process of service, the staff should face not only the customers but also the supervisors and colleagues and expect to be treated fairly. Therefore, the purpose of this study is to explore the causal relationship among organizational justice, resilience and social support of restaurant employees. The questionnaire is composed of basic information, practical work, organizational justice scale, resilience scale and social support scale.</p> <p>577 valid questionnaires are retained from 800 full-time and part-time restaurant employees by Convenience Sampling and snowballing sampling. The valid response rate is 79 percent. All variables in this study cronbach's <math>\alpha</math> coefficient between 0.898~0.956 are acceptable. Using structural equation modeling (SEM) analysis to testify the model, the results show that there are the causal relationships among organizational justice, resilience, and social support. The organizational justice of the restaurant employees totally mediated the effects of the relationship between the resilience, and social support. The results may be beneficial for the employment caring policy of the food and beverage industry.</p> <p><b>Keywords:</b> Organizational Justice, Resilience, Social Support</p>
 <p><b>Maryam Safara</b> <b>ERCICBELLP1904068</b></p>	<p><b>Impact of Spiritual Therapy on Anxiety</b></p> <p style="text-align: center;"><b>Maryam Safara</b> Alzahra University, Women Research Center, Department of Psychology, Alzahra University, Tehran, Iran</p> <p><b>Abstract</b></p> <p><b>Introduce:</b> anxiety is persistent, irrational, Stressful situations such as meeting tight deadlines or important social obligations often make us nervous or fearful. <b>Aim:</b> The main objective of this study was to survey Impact of Spiritual therapy on anxiety between Iranian student residing in Iran and India. <b>Methods:</b> The participants of the study, in the present study, sample comprised of only women. The investigation was done using Spielberg anxiety inventory (1970) questionnaire. <b>Finding:</b> The results showed that Spiritual therapy can impact female anxiety well (<math>p &lt; 0.01</math>). <b>Conclusions:</b> Based on the result, Spiritual therapy Impact on anxiety between Iranian student residing in Iran and India.</p> <p><b>Keywords:</b> Spiritual Therapy, Anxiety Student Residing in Iran and India</p>



Sivanandi Kasi  
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### Demand and Supply of water and Health Effects of Polluted water in Madurai Corporation in Tamilnadu, India

Sivanandi Kasi

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#### Abstract

Domestic water use includes for drinking, food, preparation, sanitation, cleaning, watering gardens and service industry. Although the quantity of water required for domestic need is not large, the quality must be high. Therefore, water shed management and conservation are often more economical and environmentally sound ways to prevent water scarcity and store water for future use than building house dams and reservoirs. The average water consumption of sample households in different wards in Madurai is lower than the actual demand for water. Lower consumption is mainly due to supply constraints.

**Keywords:** Water Provision, Potable Water, Ground Water, Water Quality

Dr. Yosef Beco Dubi  
ERCICBELLP1904089

### Indigenous Climate Knowledge as Reflected in the Folk Narratives of Forest dependent Oromo Society around Bale Mountains

Dr. Yosef Beco Dubi

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#### Abstract

A folk narrative of every society embodies various perspectives of indigenous ways of learning. The purpose of this study is to unearth ecological indigenous knowledge as reflected in the folk narratives of the Oromo society. The analysis of this research is based on the African perspectives or worldviews towards indigenous ways of learning about nature. More specifically, the study is concerned with the practices of indigenous knowledge related to climate and seasonal fluctuations in the folk narratives of forest-dependent Bale Oromo. More specifically, it tells the narratology of elders in a heterogeneous indigenous sessions- unlike contemporary way of education. An attempt was made to find out the local knowledge that the people draw from the interconnections of human and nature. As far as the major finding of the research is concerned, the aspects of climate indigenous knowledge are experiential and are based on the society's relationship with plants and animals or the physical environment. Unlike many societies' taxonomy of seasons, i.e., four seasons, the Bale Oromo society practices five classifications of seasons which only be identified through experiential education of elders. Moreover, this research examines the folk narratives related to indigenous climate knowledge and identifies the significances of ecological indigenous knowledge that the local people structure and reflect in various representations.

**Keywords:** Indigenous Ways of Learning Climate, Oromo, Folk Narratives, African Perspectives, Narratology



Tarsem Singh  
ERCICBELLP1904090

### Youth Consciousness: A Study of the Sikh Separatist Movement

Tarsem Singh

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#### Abstract

While the empirical studies of the youth involvement in political movement in Punjab are rampant, there remains a great deal of fuzziness about the concepts that best capture it. The present study examines the rise of political consciousness of youth in Punjab from 1978 to 1993, during the emergence of the Sikh Separatist Movement. The phenomenon of identity consciousness emerged in Indian society due to large-scale religious and linguistic diversities. The case of Punjab is significant because it witnessed the rise and turmoil of both kinds of political movements based on identity and class-consciousness immediately after Independence. The Sikh community of Punjab demanded a separate state in the name of Khalistan. The objectives of this paper are to trace the impact of political ideologies on the consciousness of the youth of Punjab along with determining the social, political, economic, and cultural causes for the rise of Sikh separatist

	<p><b>movement. The findings are based on detailed interviews of 50 participants conducted in the different regions of the state of Punjab. The qualitative as well as quantitative information is analyzed to reach the crux of the issues such as the factors behind the emergence of political consciousness among the youth and its impact on their psychological makeup.</b></p> <p><b>Keywords:</b> Youth, Consciousness, Khalistan, Sikh Community, Separatism</p>
<p><b>Dr. Abdulla Awadh Abdulhabib ERCICBELLP1904091</b></p>	<p><b>The Moderating Role of Training on the Relationship between Strategy Management, Information Technology Management and Organizational Performance of Sharjah Police</b></p> <p style="text-align: center;"><b>Dr. Abdulla Awadh Abdulhabib</b> <b>Ministry of Interior, Sharjah Police, Human Resource Department, Training Section, United Arab Emirates</b></p> <p style="text-align: center;"><b>Dr Hassan Saleh Al-Dhaafri</b> <b>Dubai Police, University of Dubai, Dubai, United Arab Emirates</b></p> <p><b>Abstract</b></p> <p>This study's primary objective is to examine the role of training on the relationship between strategy management, information technology (IT) management, and organizational performance. The study proposed the study model based on theoretical basis and a review of literature with the underpinning models being the Resource-Based View of the Firm (RBV), Knowledge-Based View (KBV) and innovation theories. The analysis of data was conducted on the effects of IT management and strategy management on the organizational performance of three hundred and forty-one (341) Sharjah police departments in Sharjah, UAE, to which the questionnaire survey copies were distributed to. A total of two hundred and forty-five (245) questionnaires were retrieved and tested with the help of SPSS. The analysis results indicated the positive and significant effects of both IT management and strategy management on the performance of Sharjah Police departments. The study enumerated recommendations for the effective IT management and strategy management implementation in the Sharjah Police departments and confirmed the underpinning theories applicability to the context.</p> <p><b>Keywords:</b> Role of Training, Strategy, Information Technology, Enhancement, Organizational Performance, UAE, Sharjah Police</p>
 <p><b>Temitope Oluwatosin ERCICBELLP1904092</b></p>	<p><b>Certificate of Capital Importation in Banking: The Legal Implications</b></p> <p style="text-align: center;"><b>Temitope Oluwatosin</b> <b>Legal Department, Union Bank of Nigeria Plc, Lagos, Nigeria</b></p> <p><b>Abstract</b></p> <p>The rules of Courts were formulated for two reasons; firstly to achieve speed, secondly to achieve order. While the latter has been achieved, the former is yet to be achieved. Hence, most parties in our society have heralded the ADR system as a welcome development in our jurisprudence. Arbitration is the best known of this system. In the last few years, arbitral institutions have scrambled to revise their rules to increase the attractiveness of arbitration and, as part of a never-ending quest, distinguish themselves from each other, this is not an exception to Nigeria. However, there is the possible challenge whereby the strict compliance with the newly revised rules, particularly with respect to time, would hinder the means of achieving prompt delivery of justice as a desired end by parties.</p>
	<p><b>The Value Chain of Reject Cavendish Banana: The Voice of the IP Beneficiaries</b></p> <p style="text-align: center;"><b>Herrick O. Agustin</b> <b>Department of Entrepreneurship, Microfinance, CARD MRI Development Institute, Tagum City, Philippines</b></p> <p><b>Abstract</b></p> <p>This study was formulated and determined the appropriate value chain management of reject 'cavendish' banana by creating sustainable interventions to reduce poverty and weaken the</p>

<p><b>Herrick O. Agustin</b> <b>ERCICBELLP1904094</b></p>	<p>exclusion and discrimination experienced by our IP beneficiaries. The study was a qualitative type of research utilizing the amalgamated ethnographic and descriptive-historical method. There were seven key informants for the in-depth interview and five participants on the focused group discussion, who were purposively chosen to reduce variances and simplify analysis. The study divulged on physical constraints, buying conduit, restitution, government support, sustainable livelihood, and economic growth as the themes created out from the frequency of responses of the informants. It was important to note that the interventions should specifically focused on how the local government extended its arm to our less fortunate brothers and sisters and how the private sector (non-government organizations and individuals) participated in the market whom provided the sustainable income for growth.</p> <p><b>Keywords:</b> Value Chain Management, ‘Cavendish’ Banana, Indigenous Peoples, Qualitative Research</p>
<p><b>Rakesh Kumar Agrawal</b> <b>ERCICBELLP1904095</b></p>	<p><b>Antecedents and Outcomes of Workplace Inclusion: A Study in Indian Telecommunication Sector</b></p> <p style="text-align: center;"><b>Rakesh Kumar Agrawal</b> <b>OB &amp; HRM Area, Indian Institute of Management, Kashipur, Uttarakhand, India</b></p> <p><b>Abstract</b></p> <p>Changing trends in the global economy have transformed the composition of modern workforce and also reshaped the industrial relations, compelling companies to audit their process, system and style of managing the diversified workforce.</p> <p>The rationale behind this study is to examine the relationship between antecedents of workplace inclusion, workplace inclusion, and employee outcomes of workplace inclusion among Indian telecommunication employees.</p>
 <p><b>Eduardo Edwin Ramda</b> <b>ERCICBELLP1904096</b></p>	<p><b>Implementation of Ca Natas Bate Labar for Youth Empowerment Based on Sustainable Development Goals in Manggarai Regency</b></p> <p style="text-align: center;"><b>Eduardo Edwin Ramda</b> <b>Department of Defense Economics, Indonesia Defense University, Bogor, Indonesia</b></p> <p><b>Abstract</b></p> <p>This research focused on how in the year of 2030, Manggarai will reach the regional welfare with youth empowerment, regional development based on local resource, and stronger Manggarai's regional security according to Sustainable Development Goals (SDG's). The case is taken from Manggarai socio-economic conditions based on economic structure, the number of poverty, criminality, and age structure. The SWOT analysis is used to find the strength, weakness, opportunity, and threats based on defense economics perspective. By using the concept of ca natas bate labar and defense economics as the model, this research described how Manggarai is going to develop securely, rapidly toward the ASEAN Community. Improvement of knowledge and skill for youth by integrating the triple helix components such as academia, government, and private sectors is needed to accelerate Manggarai's regional development while minimizing inequality and military-non military threats to Manggarai's regional security and integrity.</p> <p><b>Keywords:</b> Ca Natas Bate Labar, Youth Development, Defense Economy</p>
<p><b>Mohammad Shameem Jawed</b> <b>ERCICBELLP1904098</b></p>	<p><b>Free-Float, Stock Liquidity and Ownership Structure: Evidence from Changed Public Shareholding Regulation in India</b></p> <p style="text-align: center;"><b>Mohammad Shameem Jawed</b> <b>Finance &amp; Accounting, Indian Institute of Management Visakhapatnam, Visakhapatnam, India</b></p> <p><b>Abstract</b></p> <p>This paper studies the impact on the stock liquidity and ownership structure by sale of equity by promoters (insiders). The sale was mandated by the securities market regulator in India in 2010, where 285 firms with more than 75% promoter holding (90% for Public Sector Units) had to dilute their holdings in order to comply with the changed minimum public shareholding regulation for continued listing. Considering the event as a quasi-natural experiment, the paper tests the impact of this exogenous shock to free-float of stocks has impacted liquidity and ownership</p>

	<p>structure and the liquidity-ownership interplay in the impacted stocks. The paper mainly restricts to the Free-float and Adverse selection theories of liquidity. The univariate event analysis results indicate that volume based liquidity of stocks increase after the dilution, while price impact measures show significant improvements only in firms which choose OFS as the method of equity dilution. Firms listed only on BSE or choosing Off-the-market placements or Sale on the floor of the house show a negative impact on all the liquidity measures. PSUs saw a decrease in price impact measure of liquidity, however, the volume traded increased significantly. The post regulation ownership level of FIIs, MFIs, corporate bodies and individual investors saw a significant increase while the dispersion reduced significantly for FIIs, insurance and Indian Promoters. Also, the non-promoter block-holding decreased while the promoter block holding increased significantly. Moreover, the Difference-in-Difference regression analysis indicate that firms which had to dilute more than 5% of promoter equity saw a significant improvements in all the measures of liquidity. The change in liquidity was found to be positively and significantly related to change in institutional ownership level and negatively to the insider block-holding.</p>
Hoi Lee Keely Tsui ERCICBELLP1904099	<p><b>A Case Study of Korean Dramas: Representation of Same Sexuality Differences and their Imaginative Married Lives</b></p> <p style="text-align: center;">Hoi Lee Keely Tsui Department of Sociology, Middlesex University, Hong Kong, China</p> <p><b>Abstract</b></p> <p>As Lori (2013) notes, the word “gender” came into common use as an alternative to the word “sex” in the United States in the 1970s (Krieger, 2003). Using the word “gender” is a way for researchers and activists to counter the belief that our masculinity and femininity are biologically determined – a belief pervading the scientific and lay communities at the time (Krieger, 2003). The term “gender” distinguishes the set of learned expectations, behaviors, and attitudes about being a man or woman from our biologically determined traits – collectively termed our “sex. In recent years, many scholars tend to discuss about the consuming and portraying formats through watching different Korean dramas. However, they never mention about the perspectives of East-Asian nationalities (Hong Kong against Korea) after consuming TV dramas. Readers can just figure out the consumption process but they will not know how the audiences actually think about the perspectives and ideologies which the Korean dramas have brought out. Also, most of the scholars just arguing against single gender issues (Feminism) and they simply talk about feminism and masculine perspectives of TV dramas from female audiences’ eyes. For that reason, this paper mainly talks about how female audiences think about the feminism and masculine characters of Korean dramas. The discussions and findings are surrounding those questions: 1) What do the Korean dramas show different gender perspectives? 2) How do female audiences (20’s-30’s) compare the gender differences between Hong Kong and Korea through dramas? The paper will show out some social norms and cultural issues which the Korean dramas have mentioned, then the methodologies results are used to bring out the perspectives on feminism and masculine characters in order to point out the differences between Hong Kong and Korea.</p> <p><b>Keywords:</b> Gender, comparisons, Hong Kong, Korea, TV dramas</p>
Minguela Ting ERCICBELLP1904100	<p><b>Utilization of Wireless Multi-Lingual Sign Language Translator for Hearing Impaired Learners</b></p> <p style="text-align: center;">Minguela Ting Department of Education, Division of Santa Rosa, Santa Rosa City, Philippines</p> <p><b>Abstract</b></p> <p>This paper explains the importance of Sign Language in everyday communication of learners with hearing impairment. Sign Language is a communication method between the hearing and hearing impaired using gestures and facial expressions ( Houghton Mifflin Company, 2000). But, in inclusive setting where their peers could not understand and know how to sign becomes very difficult for them to interact in their everyday lesson. Multi-Lingual Sign Language Translator for Hearing Impaired Learners was developed to enhance their interest in communicating with their regular peers.</p> <p>Quantitative research method was applied in the study. It is a way of collecting and analysing data</p>

	<p>obtained from different sources. It involves the use of computational, statistical, and mathematical tools to derive results.</p> <p>Based on the result of pre and post evaluation the effectiveness on the academic performance of hearing impaired learners using the device ranges only from 50 % to 70% due to unavailability of the device to be used by the respondents. The researcher came up with the pilot testing of 2 devices among the respondents.</p> <p>The researcher met challenges on the results of the effectiveness on the use of WSLT by the hearing impaired learners in inclusive setting. So, the researcher further recommends that government needs to enforce the various legislations enacted for the benefit of persons with disabilities such as the Disabilities Act (2003) and the Persons with Disabilities Amendment Bill (2007) which states that earning institutions shall take into account the special needs of persons with disabilities with respect to special services (device/gadgets for communication) and other similar considerations.</p>
Susan Hama ERCICBELLP1904101	<p><b>The Development of Human Capital in Tourism Industry for Hajj and Umrah</b></p> <p style="text-align: center;"><b>Susan Hama</b> Tourism Business Management, Yala Rajabhat University, Yala, Thailand</p> <p><b>Abstract</b></p> <p>The objective of this research are 1). To study the potential of human capital in the tourism industry of Hajj and Umrah 2). To provide human capital development guideline in the tourism industry of Hajj and Umrah. Sample uses in this research were Hajj registered employees in Pattani Yala and Narathiwat, select the sample by using Purposive Sampling as the Extreme or Deviant case and the Snow Ball for a number of 8 people. In-depth Interview and Semi-Structured interview were the tools of this research and data were analyze by using Content analysis and Descriptive Research</p> <p>The result shows that 1). The recruiting of human capital does not match the line, they have knowledge and skills only on their responsibility duties, lack of confidence in expressing ideas, no leadership as these are due to mostly operated as single proprietorship all decision were made by the organization owner, they have no profound knowledge on Hajj and Umrah, no knowledge exchange within organization. However, employees have strong attachment to the organization the reason is that it is a small size company and the environment are more like a family. 2). Reinforce the management of Hajj and Umrah tour leader (Saih) uplift the standard and legalize the certificate. Specific training courses should be provided for Hajj and Umrah tour leader (Saih) with clear and standardize. The organization should educate them about Hajj and Umrah systematically with the supplement skills in services. As for the employees they should have regular skills development, training and knowledge management in organization.</p> <p><b>Keywords:</b> Human Capital, Hajj and Umrah</p>
Amrita Sengupta ERCICBELLP1904102	<p><b>Effect of Social Development Indicators on Climate Change Adaptation</b></p> <p style="text-align: center;"><b>Amrita Sengupta</b> Faculty of Quantitative Techniques and Economics, Management Development Institute Murshidabad, Management Development Institute Murshidabad, India</p> <p><b>Abstract</b></p> <p>People in rural West Bengal are highly prone towards stresses caused by environmental changes which are a necessary part of climate change. Climate changes, in the form of harsher weather conditions, flash floods, variable rainfall etc. lead to depletion of assets and disruption of livelihoods. Our aim is to find out the effects of climate change on agricultural production and to identify sustainable and climate-resilient interventions which would lead to better societies for the future. The study focusses on some of the key factors that effects climate adaptation practices like technology used in farm management, government interventions, governance etc. The relationship between the extent of usage of such adaptation practices and the social development indicators has been tested. A panel data study has been done for the districts of West Bengal. Our finding points to the fact that enhancing social development leads to better usage of climate adaptation practices which can go a long way in coping up with the effects caused due to environmental changes.</p>

	<p><b>Keywords:</b> Climate Change, Climate Change Adaptation, Agricultural Production, Social Development Indicator</p>
 <p>Tin Ho Huu ERCICBELLP1904103</p>	<p><b>The Relationship Between Market Power and Income Diversity with Ownership Structure as a Moderator A Study of Vietnamese Commercial Banks</b></p> <p style="text-align: center;"><b>Tin Ho Huu</b> Department of Finance-Banking, International University, VNU-HCM, Vietnam</p> <p><b>Abstract</b></p> <p>The Project on Restructuring the Credit Institution System in the first period from 2011 to 2015 and the second period from 2016 to 2020 emphasize the important role of reducing the relying on traditional activities and increase the share of income from non-credit services. The paper, therefore, conducts to examine the relationship between market power and income diversity in Vietnamese market using a sample of 26 commercial banks during 2007 to 2017. The results point out that the bank with greater market power can generate more non-interest income. This relationship, moreover, is strengthened by ownership structure, which explains the activities managers and owners do in a bank. For more specific, this paper also highlights the positive impact of state ownership on the association between bank market power and its income diversity.</p> <p><b>Keywords:</b> Market Power, Ownership Structure, Income Diversity, Vietnamese Commercial Banks, Lerner Index, GMM</p>
 <p>Risca Fitri Ayuni ERCICBELLP1904070</p>	<p><b>Understanding Virtual Communities in the Social Media Era: A Key Driver for a Successful Brand</b></p> <p style="text-align: center;"><b>Risca Fitri Ayuni</b> Department of Management, Faculty of Economics and Business, Universitas Brawijaya, Malang, Indonesia</p> <p><b>Abstract</b></p> <p>In the era of interactivity, social media highly influence our daily lives. It is changing the information seeking and communicating behaviors, even making a purchase decision process. The need to be a part of social networks significantly increases after numerous innovations in technology have emerged over the past decades. This study investigated the relationship between Social E-Wom, Brand Image, Brand Trust, E-Wom Adoption, and Purchase Intention. Two hundred and forty respondents have participated in this study. SPSS 23, PLS 3 and Sobel were employed to analyze the data. Out of the seven hypotheses proposed, six are supported. As predicted, Social E-Wom was a good predictor of Brand Image, Brand Trust and E-Wom Adoption. In addition, the findings showed that Brand Image has a significant effect on Brand Trust, yet Brand Image was not statistically significant effect on E-Wom Adoption. The results confirm the relationship between Brand Trust and E-Wom Adoption. Furthermore, the result indicated that the effect of E-Wom Adoption on Purchase Intention has been proven in this study. Finally, the findings also showed that Brand Image and Brand Trust were mediating the relationship between Social E-Wom and E-Wom Adoption. By knowing the issue, companies should manage and maintain Social E-Wom, Brand Image and Brand Trust to create intention to buy.</p> <p><b>Keywords:</b> Social E-Wom, Brand Image, Brand Trust, Purchase Intention</p>
 <p>Manisha Narula Roy</p>	<p><b>Role of Traditional Knowledge of Indigenous People in Protection of Environment</b></p> <p style="text-align: center;"><b>Manisha Narula Roy</b> School of Law, DME, Noida, India</p> <p><b>Abstract</b></p> <p>One of the most debatable and complex topic at the international level today, is the relationship of industrialization at mind boggling pace, and blind race for economic development on the one hand and the rapid deterioration of ecosystem of the earth and grave environmental concerns on the other. There is a growing concern about the increasing loss of plant and animal species as well as destruction of habitats. Deforestation, erosion and loss of biodiversity all directly affect peoples'</p>

<b>ERCICBELLP1904086</b>	<p><b>sustenance, health and way of life.</b></p> <p>Indigenous peoples are keen observers of their natural environments. These peoples have in-depth, varied and locally rooted knowledge of the natural world and because traditional indigenous lands and territories contain some 80 per cent of the planet's biodiversity, indigenous peoples can play a crucial role in managing natural resources. Indigenous knowledge, although new to climate science, has been recognized as a key source of information and insight in domains such as agro forestry, traditional medicine, biodiversity conservation, customary resource management, impact assessment, and natural disaster preparedness and response.</p> <p>In spite of legal provisions for the protection of the tribal people and their rights, one notices an increasing erosion of the self determining rights and powers of the indigenous population over their natural resources and cultural rights. It is vital, however, that the value of the knowledge of indigenous people relating to conservation of biodiversity is fully recognized if ecosystems and biodiversity are to be managed sustainably. The United Nations Conference on Environment and Development (the Earth Summit), held in Brazil in 1992, represented a turning point in the promotion of indigenous peoples' rights relating to the environment. A number of legal instruments adopted at the Earth Summit, such as the Rio Declaration, Agenda 21 and the Convention on Biological Diversity, established international legal standards to protect indigenous peoples' rights to their traditional knowledge and practices in the area of environmental management and conservation.</p> <p>The present paper is an attempt to study and analyse the role of indigenous people in protection of environment. The paper will have a brief discussion about indigenous people and traditional knowledge of indigenous people. There will be also be critically analysis of different conventions and laws dealing with environment. The research will also submit few suggestions that can help protect the environment with the pure and traditional knowledge of indigenous people.</p> <p><b>Keywords:</b> Traditional knowledge, Indigenous People, Environment, Biodiversity, Protection</p>
 <b>Steffany Cleryca Harry</b> <b>ERCICBELLP1904105</b>	<p style="text-align: center;"><b>The Use of Adventure Book in Fostering Children's Language Skills</b></p> <p style="text-align: center;">Steffany Cleryca Harry      Early Childhood Education, Keningau Vocational College, Keningau, Sabah, Malaysia</p> <p><b>Abstract</b></p> <p>The goal of this study was to investigate the role of adventure books in fostering children's language skills. With the rise of technology, books seem to become less significant as mobile devices are increasingly becoming more integral to our everyday life and education. Thus, this study would like to highlight the role and importance of books as an essential material in learning especially for children aged 3 to 4 years old. The adventure book is a book that provides tactile experience to children as it was adapted from "busy book", a popular type of children's books. The book contained simple and basic English language as well as easy to read stories with moral values and familiar characters. The book also contained simple challenges that could encourage children to develop their cognitive skills. The study was conducted on 30 children aged 3 to 4 years old at a local kindergarten and it involved their parents and teachers. The instruments used in this study were observation checklist and survey forms. The findings indicated positive responses from the children and the guardians on the application of the books.</p> <p><b>Keywords:</b> Adventure Book, Busy Book, Children's Book, Kindergarten</p>
 <b>Sirhajwan Idek</b> <b>ERCICBELLP1904106</b>	<p style="text-align: center;"><b>Developing Soft Skills through Gamified English Language Activities</b></p> <p style="text-align: center;">Sirhajwan Idek      English Language, Keningau Vocational College, Keningau, Sabah</p> <p><b>Abstract</b></p> <p>The goal of this study was to explore the effects of gamification on a short course that aimed to develop soft skills among students of a vocational school in Sabah. English language was used as the medium of instruction during the task and four target grammatical forms were integrated into the gamified context: sequence connectors, conditionals, modal verbs and sentence construction. The gamified context consisted of four levels where the students were expected to solve the challenge before moving to the next level. The gamified activities were named "Zombie Challenge"</p>

	<p>Series" since its narrative derived from the popularity of zombie in the entertainment and technology industry. There were several game elements that were incorporated into the task. The students were interviewed in order to elicit their perception related to the gamified activities. The findings showed that the students became more aware of the linguistic features that they were expected to use and the cognitive skills needed to solve the challenges. They became more motivated to learn and they were able to develop their soft skills better.</p> <p><b>Keywords:</b> Gamification, Grammatical Forms, Game Elements, Challenges, Levels</p>
 <p>Dydinelynn Dydimus ERCICBELLP1904107</p>	<p><b>School Enterprise: Nurturing Students' Entrepreneurial Skills Through Sales Booth</b></p> <p style="text-align: center;"><b>Dydinelynn Dydimus</b> <b>Business Management, Keningau Vocational College, Keningau, Sabah, Malaysia</b></p> <p><b>Abstract</b></p> <p>School Enterprise is an approach in learning that aims to foster students' entrepreneurial skills and enhance their competence in managing business projects. Thus, the Business Management Programme of Keningau Vocational College decided to launch the School Enterprise Project in order to boost the students' skills in entrepreneurship. The project was initiated in order to overcome the issue of limited reference books in Malay language and English language for students of Business Management by raising funds to purchase books. In addition, the goal of the project was to provide more opportunities for students to demonstrate their skills in making sales and profits. An intact class of 14 students were involved in the study and they were assigned into five teams in which each team set up their own sales booth to sell their merchandises. The data were collected through observation, survey and analysis of their business plan including their profits. The findings showed that the results were positive as students gained profits from the sales that they successfully made and they displayed optimistic view on their experience. It was recommended that this programme should be turned into a regular programme.</p> <p><b>Keywords:</b> School Enterprise, Business Management, Sales Booth</p>
 <p>Arni Amir ERCICBELLP1904108</p>	<p><b>Analysis of Hormone Estradiol and Estradiol Receptor in Female Rattus novergicus Exposed to Propoxur</b></p> <p style="text-align: center;"><b>Arni Amir</b> <b>Department of Biology, Faculty of Medicine, University of Andalas, Padang, Indonesia</b></p> <p><b>Abstract</b></p> <p><i>Ae.aegypti</i> causes problems as dengue vectors (WHO, 2009). The use of an insecticide to eradicate mosquitoes has become a common way. Insecticide products are not only used by the government, but also for households with various forms and methods of application such as repellent, aerosol, mosquito coils, mat, etc. The high use of insecticides raises concerns regarding the impact on the environment and human health, this is due to the presence of active toxic substances known as propoxur. Substance of propoxur is a carbamate compound, killed thousands of people and caused damage to the nerves of hundreds of thousands of other people in Bhopal in India, this substance has been banned from overseas use. Studies on disability in infants and organ malformations identified that the use of propoxur poses a threat to the health of the fetus and toddler. Disorders of hormonal functions such as hypogonadism, hormonal disorders, cell function disorders and death are various forms of conditions that occur in individuals exposed to propoxur (Minister of Health Canada, 2011). This study aimed to determine the effect of propoxur exposure toward estradiol level and estradiol receptors in <i>Rattus novergicus</i> female. Results showed there were significant differences between the control group and the treatment group exposed to Propoxur for 30 minutes (<math>19.5869 \pm 4.9731</math>), 60 minutes (<math>20.0920 \pm 5.7529</math>), and 90 minutes (<math>25.8703 \pm 4.0753</math>). There was a long-standing effect of Propoxur toward Estradiol hormone (<math>p = 0.000</math>). There were also significant differences of estradiol receptor (<math>p = 0.008</math>) between the control group and the treatment group exposed to Propoxur for 30 minutes (<math>1.8489 \pm 0.9017</math>), 60 minutes (<math>2.3844 \pm 1.4296</math>), and 90 minutes (<math>3.1634 \pm 0.9936</math>). Based on statistical tests it is known that there is a long-standing effect of Propoxur. The longer exposure to Propoxur the higher the level of estradiol receptors.</p> <p><b>Keywords:</b> Hormone Estradiol, Receptor Estradiol and Propoxure</p>

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## Upcoming Conferences

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- London – International Conference on Research in Social Science & Humanities (ICRSSH), 08-09 April 2019

**2019 – IIIrd International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), March 14-15, Singapore**

The National University of Singapore Society (NUSS) The Graduate Club, Suntec City Guild House, 3 Temasek Boulevard (Tower 5), #02- 401/402 Suntec City Mall, Singapore

- 2019 – IVth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), April 10-11, London
- Rome – International Conference on Research in Social Science & Humanities (ICRSSH), 30 April – 01 May, 2019
- 2019 – Vth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), May 02-03, Rome
- Prague – International Conference on Social Science & Humanities (ICSSH), 04-05 June 2019
- 2019 – VIth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), June 05-06, Prague
- 2nd Malaysia – International Conference on Social Science & Humanities (ICSSH), 26-27 June 2019
- 2019 – VIIth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), June 27-28, Malaysia
- Lisbon – International Conference on Social Science & Humanities (ICSSH), 25-26 June 2019
- 2019 – VIIIth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), June 26-27, Lisbon
- 3rd Singapore – International Conference on Social Science & Humanities (ICSSH), 26-27 June 2019
- 2019 – IXth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), June 27-28, Singapore
- 2nd Bali – International Conference on Social Science & Humanities (ICSSH), 09-10 July 2019
- 2019 – Xth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), July 10-11, Bali

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- 2nd Budapest – International Conference on Social Science & Humanities (ICSSH), 09-10 July 2019
- 2019 – XIth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), July 10-11, Budapest
- 2nd Mauritius – International Conference on Social Science & Humanities (ICSSH), 20-21 July 2019
- 2019 – XIIth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), July 20-21, Mauritius
- 3rd Bangkok – International Conference on Social Science & Humanities (ICSSH), 24-25 July 2019
- 2019 – XIIIth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), July 25-26, Bangkok
- 2nd Barcelona – International Conference on Social Science & Humanities (ICSSH), 30-31 July 2019
- 2019 – XIVth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), July 31 – Aug 01, Barcelona
- Istanbul – International Conference on Social Science & Humanities (ICSSH), 06-07 August 2019
- 2019 – XVth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), August 07 – 08, Istanbul
- 2nd Rome – International Conference on Social Science & Humanities (ICSSH), 28-29 August 2019
- 2019 – XVIth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), August 29 – 30, Rome
- 2nd London – International Conference on Social Science & Humanities (ICSSH), 10-11 September 2019

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March 14-15, Singapore**

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- 2019 – XVIIth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), September 11 – 12, London
- 2nd Jakarta – International Conference on Social Science & Humanities (ICSSH), 18-19 September 2019
- 2019 – XVIIIth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), September 18 – 19, Jakarta
- Hong Kong– International Conference on Social Science & Humanities (ICSSH), 24-25 September 2019
- 2019 – XIXth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), September 25 – 26, Hong Kong
- 4th Dubai – International Conference on Social Science & Humanities (ICSSH), 07-08 October 2019
- 2019 – XXth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), October 08-09, Dubai



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