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Preface:

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PLENARY SPEAKER

Sucharat Rimkeeratikul

Ph.D., Associate Professor of Language Institute, Thammasat University, Thailand

She is an Associate Professor of Language Institute, Thammasat University, whose experiences cover English language teaching, textbook writing, research conducting, and Graduate Programs Head. Her fields of main interests are English for Businesses, Organizational Communication, Intercultural/International Communication, and International Business. She has accomplished a number of textbooks, including textbook chapters, as well as a bunch of research articles.
Issues and Challenges faced by EFL Teachers: Hurdles in the implementation of Computer Assisted Language Learning Technique

Mehmood Ul Hassan
Khwaja Fareed University of Engineering & IT, Rahim Yar Khan, Pakistan

Asma Abdul Aziz
Khwaja Fareed University of Engineering & IT, Rahim Yar Khan, Pakistan

Dr Muhammad Irfan
COMSATS University, Vehari campus, Pakistan

Abstract
The current study was conducted to explore issues and challenges faced by EFL teachers in District Oakara Punjab, Pakistan. The study was quantitative based on descriptive survey design. The questionnaire was constructed using Five point lickert scale and data were collected from 150 EFL teachers (100 male and 50 male) currently teaching to the intermediate classes. The data were analyzed on SPSS through descriptive analysis of the responses of the teachers while T-test was applied to see the difference of opinions from both genders. The findings of the results reveal that EFL teachers face various issues and challenges like non-availability of the computers and laptops, shortage of electricity, no pre-induction training, theoretical based course work, lack of interest from the old English teachers towards learning or using computers, insufficient time for CALL implementation. Besides, many female teachers who cannot operate computer, they have to do domestic duties and resultantly they cannot afford extra time for learning computers. But those male and female teachers who can operate computers, they say that there are no computers to be used for EFL class. Even if computers are available, shortage of electricity causes great hurdle as there is no alternate. The study concludes that without overcoming these issues, implementation of CALL is impossible. Hence, the policy makers, stake holders and administrative staff should target these issues so that advantages of CALL for teaching English may be properly reached to EFL students in Pakistan.

Keywords: EFL teachers, Stake holders, Policy makers, CALL, Issues

The Case of “Anxiety of Influence” in Mohsin Hamid’s The Reluctant Fundamentalist (2007)

Mohamed Salah Eddine Madiou
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Abstract
This paper appropriates two of the most basic thrusts of Harold Bloom’s The Anxiety of Influence (1973), namely Apophrades and Kenosis, to examine the influence of Francis S. Fitzgerald’s The Great Gatsby (1925) on Mohsin Hamid’s The Reluctant Fundamentalist (2007). Mohsin Hamid is a British writer born Pakistani whose desire of inclusion in the Western literary tradition can be suggested when reading his novella. Falling within the scope of postcolonial studies, this analysis underpins that Fitzgerald’s influence straddles Hamid’s multifaceted discourse. During the writing process of The Reluctant Fundamentalist, The Great Gatsby serves as an impediment to Hamid’s literary imagination, which makes The Reluctant Fundamentalist an anxiety of influence as a result of misreading. However, drawing on Bloom’s theory, this paper does not only vindicate Hamid’s influence of The Great Gatsby, but also shows Hamid’s endeavour to evade it and assert his literary identity. Hamid relies on the turn induced by the 9/11 event to swerve from Fitzgerald’s influence and foreground his originality.

Keywords: Anxiety, Influence, Originality, Literary tradition, Misreading, Apophrades, Kenosis
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<td>Firdous Ahmad Reshi</td>
<td>The Rights of Women N Context to Islam</td>
<td>This paper identifies woman’s rights in the framework of Islam. It covers Islamic texts talk about the woman’s rights in the main sources of Islam: Quranic verses and sayings of Prophet Mohammad (SAW). This paper highlights the woman’s rights in and accordance with Quran and Hadith. The values and rights of Islam promote and honour the position of woman in society. Islam granted woman equal rights as their male counterpart, as Prophet Mohammad (SAW) has said “woman’s are the twin halves or sisters of men”. Therefore the main objective of this paper is to identify how the Islam has dealt with the woman’s rights. Keywords: Woman Rights, Gender Equality, Quran, Hadith</td>
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<td>Rustan</td>
<td>Underage Marriage in Legislation in Indonesia of Islamic Law Perspective</td>
<td>This study analyzed the underage marriage in legislation in Indonesia of Islamic law perspective, by raising several problem formulations as follows: 1) How was the concept of underage marriage in Indonesian Legislation? 2) How was the view of Islamic law on underage marriage? 3) What the factors affected the occurrence of underage marriages? The purposes of this research were 1) To analyze the concept of underage marriage in legislation in Indonesia. 2) To examine deeper of Islamic views on issues that are raised in the midst of societies dealing with marriages, especially underage marriage. 3) To examine more deeply about the factors of cause occurrence of marriage. This study used juridical, sociological, and normative approach. This study focused on literature study. This research used the descriptive qualitative research. The data used in this study was a library research that was collecting data through research literature research, which sources from scientific works related to the subject of research. The results showed that Law No. 1 of 1974 about Marriage was considered to be a gap in executing underage marriage. It was showed the word dispensation in one of the verses contained in chapter 7. In addition, the occurrence of underage marriage because of the absence of strict sanctions to underage marriage, so that someone easily implemented it and influenced by several factors such as economic problems, the rise of promiscuity due to Western culture that entered through various media, low education that effected to low mindset. The implications of the study include: revising the Marriage Law, especially chapter 7, paragraph 2, so the dispensation should pay attention to the reasons in the dispensation request. Implementation of marriage is expected that the prospective bride's parents pay more attention to the physical and psychological maturity of his sons and daughters. In this study, it is expected to the parties concerned especially KUA to socialize and provide understanding to the public securities against underage marriage. Keywords: Underage Marriage, Legislation, Islamic Law</td>
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<td>Harrison Ogunkalu</td>
<td>Democracy and Electoral Outcomes: Comparative Analysis of Nigeria and Ivory Coast Elections</td>
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<td>EURASIA STUDY, FACULTY OF SOCIAL SCIENCES, NIGDE OMER HALİSDEMİR UNIVERSITY, NIGDE, TURKEY</td>
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| Anthony ENIAYEJUNI.                         | International Relations Department, Cyprus International University, Lefkosa, Mersin 10, Turkey | Election is an integral and essential part of democracy, which means that without election, the concept democracy is impossible and without international accepted democratic process of election, a geopolitical environment cannot be termed democratic system. The quality of such system has to be inclined with the rule of law, freedom of speech and association, free and fair
democratic election exercise and some other human necessity that make life livable for every individual residing in such environment. However, most West African states have been confronted with electoral violence and political instability, which has always been caused by electoral malpractices or unjust electoral process. This study will examine the mechanism put in place by International and regional bodies like United Nation, African Union and ECOWAS in relation to the twin concepts, and how it aid lasting solution to electoral crisis in Nigeria and Ivory Coast, through comparative analysis. In other to justify my argument, rationalist theory will be consider in putting more light to the twine concept.

Keywords: Democracy, Election, Nigeria, Ivory Coast (Cote d’Ivoire), United Nation and Regional Bodies (African Union and ECOWAS)

An Evaluation of Childhood Trauma and Perceived Parenting Style among Justice-Involved Youth: The Case Study in Maltepe Child and Youth Closed-Prison

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Abstract
Childhood trauma, which is also labeled as complex trauma, includes various types of trauma and refers to being exposed to interpersonal and multiple traumatic events. It has been documented that traumatic stress among children and youth is associated with increased risk of involvement with the child welfare and juvenile justice systems. This study included five types of childhood trauma which are physical abuse, sexual abuse, emotional abuse, emotional, and physical neglect. Additionally, there exists a variety of criminological theories that attempt to explain the effects that the family has on delinquent and criminal behavior. Researchers using Baumrind’s conceptualization of parenting styles have demonstrated that the type of parenting had a crucial influence of a variety of child behavior outcomes. Many researchers believed that different parental styles and practices were best understood on the basis of two underlying dimensions; parental acceptance/involvement and strict control/supervision and four types of parenting styles; authoritative, authoritarian, permissive and uninvolved.

The main objective of the current thesis was to evaluate childhood trauma – abuse and neglect and perceived parenting style- authoritative, authoritarian, permissive and uninvolved among juvenile delinquents. Sample of the current study consisted of 64 justice-involved boys from in Maltepe Child and Youth Closed-Prison. The scales used in data collection were Childhood Trauma and Child Rearing Styles Questionnaires.

The results showed that the mean score of childhood trauma among justice-involved youth was prevalent. Emotional neglect was respectively higher than psychical neglect, emotional abuse physical abuse and sexual abuse among delinquents. Importantly, 51.5% of all participants reported that they had childhood trauma. In detail, 50% of all participants reported physical neglect; 50% of all participants reported physical abuse; 39% of all participants reported emotional abuse; 26.5% of all participants reported emotional neglect and lastly 15.6 of all participants reported sexual abuse in their childhood.

The produced four parenting styles (authoritative, permissive, authoritarian and uninvolved) were determined by crossing of the two dimensions (acceptance/involvement and strict control/supervision). The study established that the majority 20 (31.3%) of the respondents had authoritarian parenting styles, 17 (26.6%) had permissive parenting styles, 16 (25%) had authoritative parenting styles and the rest of the distribution 11 (17.2%) had uninvolved parenting styles. Additionally, total trauma scores of children were compared on perceived parenting styles and found statistically significant. Juvenile offenders having authoritarian parenting styles reported more trauma (M=52.25) than respectively, authoritative (M=39), uninvolved (38.9) and permissive (M=33.76) parenting styles.

Furthermore, acceptance/involvement dimension is found significantly reverse associated with childhood trauma. The results of the study showed delinquents who perceive their mother as more in acceptance/involvement dimension respectively experienced less emotional neglect, emotional abuse, physical neglect and physical abuse. Additionally, delinquents who perceive their father as more in acceptance/involvement dimension respectively experienced less emotional and physical neglect.

This study aimed to make its own contribution to the literature and in order to suggest applicable
family-based prevention programs for justice-involved youth by scrutinizing the association between perceived parenting styles and childhood traumas on juvenile delinquency.

Keywords: Attention-Deficit/Hyperactivity Disorder, Gender Bias, Teacher, Recognition, Teachers’ Sense of Efficacy, Attachment Style

The Role of Informal Financial Sector in Capital Mobilization in Ghana: A Case Study of Micro Financing in Ho Municipality for Economic Development

Ethel Dzidefo Asimah
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Abstract
In Ghana, like in other developing countries, microfinance has been acknowledged as a pro-poor development intervention because of its special program models in meeting the special needs of the poor. The Ghanaian informal economic landscape is replete with Micro Finance Institutions (MFIs), which are assumed to have varied orientations and outcomes for their clients. MFIs have long provided microfinance products and services with the expectation of improving the socio-economic and political well-being of the Ghanaian poor. This study explores the role of non-financial institutions in capital mobilization for economic development via poverty reduction. In addition, the study examines the challenges faced by both the MFIs and the beneficiaries in granting and accessing credit. Specific objectives were developed to facilitate the achievement of the study. Qualitative and quantitative methodologies were used to collect primary data from about 100 respondents recruited from the MFIs. The study found that MFIs services serve a perfect platform for petty traders, artisans and SMEs to accumulate capital and raise enough funds to boost their businesses. This is done through daily savings of any amount by the client. The study found out the various savings instruments used by MFIs to attract customers, the various services they provide to the public, their largest categories of borrowers, their clientele base and measures they put in place to reduce their credit interest rate risk. The study came out with recommendations to improve the services and operations of MFIs and also how the beneficiaries can also benefit and utilize the services of MFIs and what government can also do in protecting the citizenry.

Keywords: Non-Financial Institution; Capital Mobilization; Economic Development; Poverty Reduction

Assessing the Determinants of Savings Behavior of Financial Intermediaries in Ghana: A Case of Ho Municipality

Winfred Okoe Addy
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Abstract
The study investigated the determinants of saving behavior of financial intermediaries in the Ho Municipality. The population consisted of individuals who constitute the employees and management, customers and market men and women of some selected financial intermediaries in the Ho Municipality of the Volta Region of Ghana. A sample size of 152 was drawn from the population using the probability and non-probability sampling techniques. Descriptive and inferential statistics were used to analyze the data collected. The findings showed that in general, majority of the individuals save with the financial institution in the Ho municipality. It also showed that many individuals’ choice of the financial institutions was encouraged by interest rates. It was also realized that, a majority of the individuals within the Ho municipality have fewer dependents that triggered saving behavior in the Ho municipality. Also, the findings showed that a majority of individuals use the Automated Teller Machines (ATMs) to either withdraw or deposit and this encourages other individuals to save with the financial institutions. However, the study concluded that the determinants of saving behavior vary from person to person as they have diversified purposes of saving and consuming money. Finally, it was recommended that financial institutions in the Ho municipality should publicize their services to create awareness in the public domain and train them on how to use the Automated Teller Machines (ATMs). Also, the study recommended that individuals must plan their expenditure against their income and join fewer social groups to have enough income to save.
<table>
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<th>Keywords: Savings Behavior; Financial Intermediaries; Economic Growth</th>
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| **Corporate Governance Structure and Intellectual Capital Disclosure: Evidence from Ghana**  
**Felix Kwame Nyarko**  
School of Finance and Economics, Jiangsu University, Zhenjiang, China |
| **Abstract**  
The main aim of this paper is to investigate the extent of the intellectual capital disclosure and the relationship between intellectual capital disclosure and corporate governance variables in Ghanaian listed firms. We tested the following independent variables comprising the various forms of corporate governance structure: board composition, dual role, size of audit committee and frequency of audit committee meetings. A sample of 50 firms listed on the Ghana Stock Exchange was selected. The descriptive statistics, content analysis and linear regression model were performed to analyze the data. Out of the four (4) variables tested, only the frequency of audit committee meetings has significant positive relationship in influencing the level of intellectual capital disclosure in Ghana. The result also found 74.67 percent of the selected companies disclosed intellectual capital in their annual reports. However, the extent of the intellectual capital disclosure among Ghanaian firms is still relatively low (about 4.45 percent). This result also revealed that, most of the Ghanaian firms are aware about the intellectual capital disclosure but however, they are not aware on how to measure, report and disclose this information in their annual report.  
Keywords: Corporate Governance, Intellectual Capital, Structural Capital, Human Capital |

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<th>Keywords: Development, Grassroots, Governance, Local government, Rural Development,</th>
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| **Repositioning Local Government for Sustainable Rural Development in Nigeria**  
**Tolu Lawal Ph.D**  
Department of Public Administration, Rufus Giwa Polytechnic, Owo, Ondo State Nigeria, West Africa, Africa |
| **Abstract**  
Local Government is one of the oldest institutions of governance in Nigeria. Although, existed in different names under various administrations. Local government is essentially and fundamentally created to enhance governance particularly at the grassroots level. As a system that is old and had gone through various changes and reforms, it is logically expected that local government should serve as agent of rural development and should have brought development to the rural communities. However, the much needed and awaited development remains unachievable. Based on the foregoing, this paper examined local government administration and its possible repositioning for sustainable rural development with emphasis on the legal framework, performance, challenges and prospects of local government system. The paper relied on secondary data for its analysis. The findings of the paper showed that inadequate finance, undue interferences, non-participation and involvement of local residents in policy process and development programmes, corruption and other related factors were responsible for the failure of local government to serve as instrument of rural development. The paper concluded that genuine repositioning of local government would enhance its capacity to serve as reliable agent of rural development.  
Keywords: Development, Grassroots, Governance, Local government, Rural Development, |

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<th>Keywords: Personality Types and Color Preferences- An Exploratory Study</th>
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| **Relationship Between Personality Types and Color Preferences- An Exploratory Study**  
**Srishti Sharma**  
Pandit Deendayal Petroleum University, Gujarat, India |
| **Abstract**  
Personality is totality of individual psychic qualities, which includes temperament, one’s mode of reaction and character, two objects of one’s reaction (Fromm, 1947). Personality plays a significant role in predicting how an individual could behave in a particular situation. This paper deals with an exploratory study based on a correlation between an individual’s personality type and his / her color preference. Each color has its own meaning with reference to psychology. The objective of this paper was to know whether an individual’s behavior is associated with the
individual’s color preference. The hypothesis of this research paper is based on a) understanding that if an individual was asked about the color preference was the researcher able to draw similar conclusions based on direct and indirect questions. b) Whether similar personality types showed similarities in color preference. The tool used for this study was MBTI (Myer Brigg Type Indicator) along with a self-constructed questionnaire. The sample size for the study was 100. And the age group ranged from 20–40 years of age. The finding of this research paper showed a correlation between an individual’s personality type and color preference. This research paper could help us to understand that, if somehow an individual’s color preference could be altered he/she could behave with different personality for certain extent (for example, introverts could act like extroverts, if exposed to certain colored environment for a required period of time). The paper could be useful to organizations which deal with human resource and understanding human behavior.

**Keywords:** Personality, MBTI (Myer Brigg Type Indicator), Behavior, Psychology, Color

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**Effectiveness of Spiritual Therapy on Reducing Physical Pains Based on Shi’i Teachings**

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Student, Tehran University of Medical Sciences, Tehran, Iran

**Mohammad Sadegh Amin din**
MA, Islamic Studies, International Institute for Islamic Studies, Qom, Iran

**Abstract**
Traditionally, it has been important for medical activists how to reduce and control patients’ pain in the process of treatment? Psychotherapy, nowadays, has a notable role in this process. But, Spiritual Therapy is a special method, through which believers in a particular religious teachings could be benefitted, in order to reduce and control pains and to improve tolerance as well. According to some researches and opinions of experts, spirituality is a significant source for both physical health and the process of treatment. Islam, as a monotheistic religion, claims that religious teachings must guarantee the wellbeing and felicity. But, the spirit of religion is spirituality that has to be implanted in all aspects of human life. One important situation, in which spiritual therapy can help, is when patient faces pain. Spirituality, according to different researches and also based on personal experiences of patients, can play a unique role in such situations. This paper attempts to shed some light on Islamic spiritual system and its relation to reduction and control of pain and improvement of tolerance based on Shi’i tradition.

**Keywords:** Spiritual Therapy, Reduction of Pain, Improvement of Tolerance

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**The Social Problem of Kidnapping and its Implication on Diversity Management in the Workplace**

**Alonge Opeyemi Mojisola**
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**Abstract**
The threat that kidnapping pose to human resource management is of numerous dimensions; ability to attract investment that will generate some level of employment, displacement of workforce from kidnapping prone area and creating unfavorable environment for human resource management. The increasing rate of female kidnapping in Nigeria has become a threat to the firm’s ability to attract diverse workforce in terms of gender. This paper examined female students’ kidnapping in secondary schools in Nigeria and its implication on workplace diversity management in the future. Secondary source of data was used for this work. The findings from the study revealed that kidnapping is a direct product of unemployment, corruption, inadequate security, poverty, high rate of inflation, loss of societal values among other. The perpetrators of this heinous act include unemployed youths, ritualists and political thugs. It is recommended that government should bridge the security gap in the country, create an enabling environment for business to thrive thereby reducing unemployment, grant tax holidays to small and medium scale enterprises so as to make it attractive to unemployed youths, and public should be encouraged to volunteer information that will enable the security personnel to total eradication this criminal act from the society.

**Keywords:** Kidnapping, Security, Diversity Management, Unemployment, Human Resource
Management.

Code-Mixing of English in Urdu Electronic Media in Pakistan: A Case Study of Country’s leading News Channel Geo Television

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Abstract
In a multilingual and bilingual society, the fact of code-mixing is done often. This aspect is also demonstrated in different written and verbal communications. This research will explore the scope to which code-mixing is observed in the programs & news bulletins of Pakistan’s leading Urdu News Channel Geo Television. A qualitative approach will be applied to this case study. The programs and news bulletins of the channel Geo News for the month of February & March 2018 would be scrutinized and examined for this study. Those sentences and words which show code-mixing will be fixed appropriately with deliberations below them. Samples will definitely show the amazing outcomes along with their socio-political motives raging from choice of language to linguistic supremacy and influence. Code-mixing leads to language crossbreeding that in return creates issues of language protection and change. These entire circumstances have momentous socio-cultural and political repercussions in the framework of globalization and beginning of English as a universal language in the recent times which has posed a serious challenge to the endurance of local and domestic languages of many nations.
Keywords: Code-Mixing, Verbal Communication, Linguistic Hegemony, Globalization, Indigenous Languages

The Superiority of Politics, The Inferiority of the Law and the Priority of Peaceful Co-Existence

Victor D. Ojetayo
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Abstract
Trivialized is the matter of peace in the world community. The theatrical display of politics and the reign of diplomatic hitches cannot be over-emphasized as the shift in focus from maintenance of international peace and order to egocentric pursuit of national interest is reaching its crescendo. This calls for a contextualization cum evaluation of State’s actions and reactions against one another. It is not merely a contemporary issue, it is an off shoot of a repressed historical fight that has existed from time immemorial, laying hold on the present as a payback strategy. It is not in contention that States should be accorded all respect and dignity they deserve as sovereign States. One major feature of a sovereign State is that the government has the duty to protect its national interest. National interest being a relative phenomenon may without any ill-will pose some certain international concern as to its acceptability and whether or not such interest may affect the international sphere or infringe on the rights of another State. The tussle amongst world powers has almost become a movie of episodes while third world States have become anxious spectators waiting for their fates to be debated upon and sealed. More so, the power of sovereignty of these third world states is becoming increasingly bizarre because their needs come from having understanding or creating a bloc and alliance with one world power while in a subsisting unilateral treaty with another. There is presently more US sanctions than UN sanctions; in recent times, the US is not resting on its oars to maintain its position as the World’s superpower. This accounts for the consistent trade related frictions between her and China. On the side of security, the North-Korea Nuclear tests has raised a lot of security concern for the world not just the United States. Furthermore, the US imposition of sanctions on Iran is a surer sign of desperation to maintain some sense of power and superiority. In the same vein, some benevolent actions that appears as a saintly intervention in Africa is beginning to raise some suspicion. Suspicious as it may be, Africa needs such benevolence to survive. The International Criminal Court is losing its relevance as it has earned the reputation of being a watchdog over African leaders. The US has maintained an immutable position of not being ready to submit to the jurisdiction of the ICC. So suffice it to ask: where international law does not serve national best interest, would there be any need to bow to the rule of any international law or institution? This would suggest the superiority of politics which in this context is synonymous with a State's...
national interest over international law. Consequently, when Politics has taken the rule, Law
sleeps and the enshrined principle of the United Nations of Peacekeeping becomes bizarre. Hence,
where lies the priority?

Yashvi Shah
ERCICBELLP1905074

Women’s Football: An Endeavour to Tackle the Problems in the Contemporary Indian Society

Yashvi Shah
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Utkarsh Singh
School of Liberal Studies, Pandit Deendayal Petroleum University, Ahmedabad, India

Abstract

30 million girls and women play football worldwide according to CIES football observatory. 91%
of this population comes from the continents of Europe and North America. India being such a
populous country with a consuming passion for football continues to have such an uninspiring
participative legacy. Lack of public recognition and international exposure of the game, huge
disparities in funds provided for men and women football (3.7% of the total funds through AIFF
(All India Football Federation) was subjected to women football), absence of organized football
leagues and continental club competitions are some of the many reasons that have hampered the
growth of women football in India.

Success and development of any sport on an international basis depends on the government and
the national association for that respective sport. The AIFF lacks an established system for women
football. Disinterest and doing the minimum to comply with the regulations set by FIFA for
women’s football compiled with the patriarch society existing in India are the reasons for the
shortcomings of Women football. This paper conducts a survey of women players and coaches on
the problems in the system and proposes definitive measures which will tackle the problems, help
in increasing the participation of girls and women and in providing an international platform for
the players.

Keywords- Lack of Participation, International Exposure, Patriarch Society, Disparities in Funds

Ishtiaq Hussain
ERCICBELLP1905075

The Muslim Solidarity with the British in 19th Century India; The Case of Aligarh’s compulsion
or Avenue for Progress

Ishitaq Hussain
Research Scholar, Aligarh Muslim University, India

Abstract

The mutiny of 1857 is one of most important events in the history of India which consolidated the
political position of British by bringing the final burial to the Mughal empire at their hands. Although
the Mughal empire was not an Islamic empire but the rulers were Muslim and they have
protected the interests of Muslims by patronizing and fostering the community in many aspects of
life. The decline of empire and firm establishment of the British brought the political constraints
and social and economic dislocations for the Indian Muslim. Thus, belonging to the race of
preceding ruling dynasty the Muslims inherited the sense of animosity towards British which was
vented out time to time.

However instead of assuming the Indian Muslims as a monolithic identity there emerged a class
within the community manoeuvred by Sayyid Ahmed khan in the Aligarh district of northern
India. This section believed the invincibility of British empire and diverted their energies towards
the cooperation with the British. Every effort from political, religious and social point of view was
attempted to bridge the gap and shun the attitude of hatred prevalent between the Indian Muslims
and British. In my paper I would try to highlight every attempt and instance of solidarity of the
Muslims towards the British. Moreover, I would intend to develop a hypothesis regarding the
intention which clandestine the solidarity. Was it an affirmation of a long term cooperation of
Muslim with the British or just a timely venture in pursuance of reformation and development.

Keywords: Mutiny, Mughal Empire, British Empire, Sayyid Ahmed Khan, Indian Muslims,
Solidarity.

Yukti Seth
ERCICBELLP1905076

Lifestyle Journalism: The News of Consumerism in India

2019 – IVth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), April 10-11,
London
Canada Water Theatre and Library, 21 Surrey Quays Road, London, UK
**Yukti Seth**  
Amity University, Amity University, India

**Abstract**
In a country like India, the media is the fourth pillar of democracy and is considered a reliable medium of communication. The News value is definitely an important factor to disseminate to the readers. Where earlier Hard news was given more importance from past decade, Soft news is getting more importance. It states such kind of journalism as Lifestyle Journalism which covers various branches of news like fashion news, food news, travel news and health news. This paper focuses on the role of lifestyle journalism in media consumerism in India and how it is gaining importance day by day. Now we have specialized reporters in such beats areas to cover the lifestyle news but still it lacks importance somewhere in comparison to Hard news. Lifestyle journalism is directly related to consumerism. This kind of journalism is based on User ad gratification theory of communication. With the emergence of Social Media it has spread more among the target audience. The objective of the paper is to focus on the role lifestyle journalism in Consumerism in India which is not defined yet. The qualitative research is adapted as methodology in the paper. The lifestyle Journalism is the undefined yet more followed in India. The major impact of the lifestyle journalism is on youth as they are the major consumers of it.

**Keywords:** Lifestyle Journalism, Soft News, Emergence, Consumerism

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**The Role of Artificial Intelligence in Recruitment in India**

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Department of Business Administration, Pandit Deendayal Petroleum University, Pandit Deendayal Petroleum University, Gandhinagar, India

**Abstract**
Artificial Intelligence (AI) – there isn’t an element of life that AI has not touched upon. With global technologies at its peak, and AI being the new invention, it has made its mark in almost every field in an organization. This paper deals with an exploratory study on the role of Artificial Intelligence in recruitment of Human Resource. With an influx of data in the HR space, AI has the capacity to provide a wealth of insights in HR areas, including recruitment. The objective of this paper is to know and understand how Artificial Intelligence will take the front seat in recruitment of human resource for any organization and how will it lower down the work stress of recruiting new officials in context to India. This paper explores the cascaded impact of Artificially Intelligent systems on talent acquisition process of organizations. This research paper also offers an understanding of current AI frameworks and their ability to tap and recruit better officials, effectively and efficiently in the near future. The paper is based on secondary sources and information based on metadata analysis and books by various authors.

**Keywords:** Artificial Intelligence, Recruitment, Talent Acquisition, Organisation, Human Resource

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**Employees Perception on Knowledge Networking and Online Learning: Its Influence to Job Performance**

**Renetchie Martinez**  
Department of Education-Sarangani Division, Mindanao State University, Philippines

**Abstract**
The problem explored in this study stems from the paradox between the massive opportunities of knowledge networking and online learning and the decreasing number of employees who engage in e-learning. The study adopted the mixed methods employing survey questionnaire and Focus Group Discussion. In order to understand the perception of the employees to online learning, this study is aimed at revealing the benefits and limitations being encountered by the employees when taking online learning. The second main area of the study is to determine whether or not employees have positive perception on online learning as it contributes to their job performance. Answers to the first research question were obtained by gathering and analyzing survey responses. Chi-Square was utilized to answer the first research question. The p-value was calculated in order to determine whether there is relationship between employees’ perception on online learning and...
job performance. Thematic analysis was used to interpret qualitative data. A total of 45 research subjects were drawn from the 60 target population using the simple random sampling technique. However, 35 questionnaires were returned upon which the data analysis was based. This represents 78 percent response rate.

Summarizing employees’ benefits from online learning, it is found out that online learning increased their awareness and it offers them opportunity to learn at their own pace. On the other hand, the data revealed that requiring internet access as well as less social interaction, were reported as areas that cause barriers in online environment. The results state that while the benefits of distance methodology can be clearly promising to the organization however, from the employees’ standpoint, the advantages of online learning are not so clear and depend to a great extent on their attitude towards the use of virtual learning. The participants revealed that through online learning, they gained skill development that they have been using in the workplace. The study considers that the use of e-learning facilitates the development of designing training activities in the organization where reducing training costs and achieving more flexible learning processes can be attained. As a final conclusion, the top management should provide more technical support and opportunities on knowledge networking and online learning to allow employees perform their job on their full potentials.

Jehan Zeb
ERCICBELLP1905086

Cross Cultur Communication: A Case Study of France and Pakistan Employees
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Abstract
Cross-cultural communication is a communication in which different cultural backgrounds people communicate themselves in similar and different ways. Cross-culture is the cooperation between two or more diverse groups that have distinctive background and society. Due to the growth of global business, technology and the Internet, Cross culture communication has become important for companies. The essential duty for firms is to find similarities in different markets and deliberately make them accessible for going into new cross-cultural markets. In cross cultural communication, it is crucial that individuals comprehend the potential issues of cross-cultural communication, and make an effort to beat these issues. Accept that one's efforts won't generally be effective, and modify one's behavior properly. People who are aware with both societies can be useful in cross-cultural communication circumstances, They can interpret both the substance and the way of what is said. The social contrasts are one of the fundamental elements that prompt the cross-cultural communication disappointment. It is also essential to regard the negotiators and their way of life. It can be seen that Pakistan far away from France in term of economic development. Geert Hofstede is a sociologist who concentrated on employees working in a multi-national organization (Reynolds and Valentine, 2011). He depicted five ways that can help in examining and comprehension different culture Power distance, Individualism vs. Collectivism, Masculinity vs. femininity, Uncertainty avoidance and Long term orientation vs. short term orientation. In the cross-culture environment, communication has been seen as the focal point of culture disparity despite the fact that dialect affects individuals too (Guirdham, 1999). In this research the researcher investigated that what cultural differences lead to inefficient cross culture communication and how it is influence by cultural differences. The main purpose of the thesis is to help French and Pakistani workers to comprehend the reasons behind miscommunication. The research is conducted through quantitative research by using questionnaire as data collection tool. The results show that international language is a reason of poor communication in France. Cultural differences also have affect interaction among French and Pakistani employees and power distance is an obstacle for effective communication among managers and employees.
Career Aspirations of Generation Z

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Abstract
The upcoming years will be observing the inclusion of new and ferocious entrant, generation Z, which has the potential to carry greater impact of change. The people born in (1995) as per Business Insider with the heavy influence of social media and technology this kids have received their education differently than the others. With smart classrooms and apps the way of learning has evolved and in a way have improved their learning curve. Generation Z students have different expectations of learning and performing. Rather than sitting and studying in a stereotypical way, they prefer submitting works through podcasts, blogging and outdoor studies. Their entry in their professional life can be forecasted on the basis of their reflection in their education system. The primary focus of the paper would be what would be there expectations and interest as employee and what fields they would prefer working in. They have a different attitude towards work and it would be a strong requisite for the companies to provide them with their requirements and retain them for a longer tenure.
The research will be targeted on the population who are currently in their final year of higher secondary education and on the verge of selecting their graduation on the basis of their career interest. On the basis of this analysis the companies will be able to determine their preferences and they would be able to build a suitable work place. The questionnaire will be targeting the aspects like their career aspirations, job commitment and life goals. The results will be analysed further on standard statistical platform to create more concrete solutions.
Keywords: Generation Z, Career Aspirations, Preferences, Indian Corporate

Understanding the Green Human Resource Management in India

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Abstract
With the rate of global warming rising with each passing day, going green is the new trend. The United Nations Organization has come up with a set of 17 sustainable development goals that every country must achieve by the end of 2030. This was set to be achieved by 2020 but looking at the slow rate at which the world is adapting green practices, after the 2016 conference, the United Nations extended it to 2030. Sustainability in every field needs to be taken care of. With all this in mind and in order to adapt to the changing world, corporates must start adapting green practices, in spite of the necessity forecasted, very few companies are implementing the green strategies. The research paper will be analyzing the initiatives that were successfully implemented by some of the MNCs in India and there will be an attempt to understand the return on their investment in green HR Strategies. The paper will also throw light on some potential methods which can be implemented without creating a diversion from the existing system or framework of the organization and can also create a balance between the organization goals and the Sustainable Development Goals.
Keywords: Green Human Resource Management, Indian Corporate, Sustainable Development Goals, Green strategies.

The Value Relevance of the Financial Statements’ Information: The Moderating Role of the Board of Directors

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Yasean Tahat

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Abstract
This study examines the value relevance of the financial statements for a sample of Jordanian listed non-financial firms over the period of 2012-2016. The data was hand-collected from companies’ annual reports. The valuation model of Ohlson’s (1995) was used for the empirical analysis. The findings of this examination indicate that investors consider accounting information when making investment decision. In addition, the results show that corporate governance mechanisms as a moderator (e.g., board size) can enhance the value relevance of accounting information. Finally, the findings show that accounting measures can explain variations in firms’ market value over time. The current study provides some policy implications for various stakeholders including Jordanian investors and regulators, firms’ board of directors, and accounting regulators (e.g., IASB). Finally, some suggestions for future have provided based on the limitations of this study.

Keywords: Financial Statements, value relevance, corporate governance, Jordan.

Gerrard Koranteng
ERCICBELLP1905095

Guide to Wealth Management in a Given Society

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Abstract
Gone are the days when society, More broadly, and especially within structure though, a society may be illustrated as an economic, social, industrial or cultural infrastructure be according to the historians, man used to move from one place to another. It gives me a great joy when I write about a better society we have today as an article on it. However, a better society we do have today. Being the chief executive officer from alliance for youth in and humanities, I will also say am very excited much particular for a good and better society we do have today. Meanwhile, when we say society, which has always been, and it will always been group of people involve in persistent social interactions, or large social group sharing the same geographical or social territory, typically subject to the same political authority and dominant cultural expectations. Society are characterized by patterns of relationship between individual who share a distinctive culture and institutions.

Then again, a given society may be described as the sum total of such a relationship among its constituent of members in the social Science. While large society often evinces satisfaction or dominant

Now days, society has enable members to benefits in ways that could not otherwise be possible on the individual basis. Both individual and social benefits which can thus be distinguished. Or in many cases found overlap

Now, I can boldly say we do have a better society even where by Africans have different culture and values but still we do utilize the best.

Youth Consciousness: A Study of the Sikh Separatist Movement

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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
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<td><strong>Determining the social, political, economic, and cultural causes for the rise of Sikh separatist movement.</strong> 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.</td>
<td>Lukman Raimi</td>
<td>Youth, Consciousness, Khalistan, Sikh Community, Separatism</td>
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American University of Nigeria, Adamawa, Nigeria  
Aljadani, A.  
Taibah University, Saudi Arabia  
Frederick C J Mear  
De Montfort University, Leicester, England | Economic Benefits, Constraints, Saudi Arabia, Management, Value-Added Tax | Following the announcement of a unified Value-Added Tax (VAT) across the GCC countries (Bahrain, Kuwait, Oman, Qatar, Saudi Arabia and the United Arab Emirates) and the subsequent ratification of agreement for its introduction in 2018 by Saudi Arabia as a new tax system in 2018, there arose critical issues that need to be addressed with regards to VAT. This conceptual paper discusses emerging issues in the management of VAT, economic benefits and constraints, and concludes with policy recommendations. In accomplishing the research objective, the paper adopts a qualitative research method, which entails reviewing journal articles, texts and other relevant online resources on VAT. The extractions from afore-mentioned sources were analysed through critical discourse analyses. The paper established that VAT obviously became a front-burner tax in the GCC region because of the difficult economic, social and political realities caused by dwindling oil revenues in the face of rising populations and growing expectations of the citizens. The paper concludes that although the Kingdom has commenced implementation of VAT, but its development by the policymakers requires stronger education for better understanding of the economic benefits and constraints, sensitisation for acceptance by the citizens, and cooperation of businesses and citizens for compliance and collection to meet the fiscal objectives of this new tax system in a region with little history of consumption tax. | | N/A |
| **The Ethical Judgment of Business and it Students in a Developing Country, The State of Kuwait** | Luay Tahat  
Gulf University for Science and Technology, State of Kuwait, Mubarak Al-Abdullah, Kuwait | Business Ethics, Education, Ethical Judgment, IT Ethics, Social Science | This paper examines the ethical judgment of business students in a developing country, the state of Kuwait. It also examines whether differences in demographic and professional characteristics have any influence on attitudes towards business ethics. Furthermore, the paper compares between the subjects' ethical orientations and the orientation of their counterparts in the United States. The findings of the present study are based on a survey of gross 500 business students within three universities across Kuwait. The results reveal an overall mean of 2.65, indicating an above average concern about ethics. Further, no gender differences are revealed in terms of ethical judgment, while differences exist between sophomore and freshman students. Cultural differences are reported mainly with American students, concluding the influence of culture in explaining differences towards business ethics across countries. Implications for educators and business practitioners are included, while recommendations for future research are made based on the findings. | | N/A |
Drugs Misuse among Young Adult; A Threat to Humanity by Esangbedo Vicars, Ambrose Alli University, Ekpoma Nigeria

Esangbedo Vicars Omhenimen
Medicine and Surgery, Ambrose Alli University, Ekpoma, Nigeria

Abstract
Drugs are chemicals substances that can alter the normal body system as an accumulation of cell-tissue-organ damage. Different drugs can have different form of effects and effects of drugs include health consequences that are long-lasting and permanent. They can even continue after a person has stopped taking the substance. In female, it can affect their unborn children in some cases.
There are different routes of drugs administration drugs which include; injection, smoking, inhalation and ingestion. The effects of the drug on the body can depend on how the drug is delivered. For example, the injection of drugs directly into the bloodstream has an immediate impact, while ingestion qhas a delayed effect. But all misused drugs affect the brain. They cause large amounts of dopamine, neurotransmitter that helps regulate our emotions, motivation and feelings of pleasure, to flood the brain and produce a “high.” Eventually, drugs can change how the brain works and interfere with a person’s ability to make choices, leading to intense cravings and compulsive drug use. Over time, this behavior can turn into a substance dependency, or drug addiction.
Today, more than 7 million people suffer from an illicit drug disorder, and one in four deaths results from illicit drug use. In fact, more deaths, illnesses and disabilities are associated with drug abuse than any other preventable health condition. People suffering from drug and alcohol addiction also have a higher risk of unintentional injuries, accidents and domestic violence incidents.

The Effect of Boredom on Excessive Buying

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Agata Gasiorowska
SWPS University of Social Sciences and Humanities, II Faculty of Psychology in Wroclaw, Warsaw, Poland

Abstract
Recent research demonstrate that experiencing the feeling of boredom is connected both with a decreased sense of meaning and a temporarily increased impulsivity (Moynihan, Igou, & van Tilburg, 2017; Chan et al., 2018). Other studies also suggest that a lowered sense of meaning might relate to a phenomenon of compulsive buying (Gasiorowska, 2011; O’Guinn & Faber, 1989). The main goal of the series of three experimental studies was to analyze the relation between boredom and compulsive buying, the mechanisms of this relation, and factors influencing the appearance of compulsive buying compensating boredom. In the first experiment, we hypothesized that people with a heightened level of boredom, will display a strengthened desire for compulsive buying. In the second experiment, we expected that a sense of meaning would mediate the relationship between boredom and excessive buying. In the third experiment we tested a hypothesis that a relation between boredom and excessive buying is especially profound in people scoring high on trait materialism. To conclude, in a series of experimental studies presented above, we investigate a mechanism of compulsive buying being caused by boredom.
Keywords: Psychology, Boredom, Excessive Buying
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Abstract
Self Compassion is an alternative model for self-views related to the difficult life circumstances to promote resilience among adolescents (Neff & McGehee, 2010). This study was aimed to determine the relationship between Self Compassion and Resilience among Adolescents whose parents are divorced. The study has been carried out on 36 subjects, 8 are male and 28 are female. All the subjects are late adolescents which 18-21 years old whose parents are divorced in Yogyakarta, Indonesia. The study used Self Compassion Scale (Neff, 2003) adapted by Danisati (2018) and The Connor-Davidson Resilience Scale (Connor & Davidson, 2003) developed by Septiani (2017). The study hypothesized, there was a positive relationship between self compassion and resilience. Statistical results used the Pearson Rho technique showed that there was a significant positive relationship between self compassion and resilience (p = 0,000, r = 0.554). The relationship between the two variables showed that the higher the Self Compassion shown by adolescent, the higher the Resilience of their life.

Keywords: Self Compassion, Resilience, Adolescent, Divorce

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Abstract
Background: A circular economy is an alternative to a traditional linear economy (make, use, dispose) in which resources are kept in use for as long as possible, extract the maximum value from them whilst in use, then recover and regenerate products and materials at the end of each service life. In the last few years, circular economy (CE) is receiving increasing attention worldwide as a way to overcome the current production and consumption model based on continuous growth and increasing resource throughput. CE aims to increase the efficiency of resource use, with special focus on urban and industrial waste, to achieve a better balance and harmony between economy, environment and society. Thus it requires various ways to promote circular economy model across the globe to ensure a more efficient utilization of resources.

Purpose: The objective of the study is to investigate the opportunities for efficient utilization of resources through circular from religious perspective with a special focus on Islamic view point.

Methodology: The study is theoretical in nature. It is based on the literature, developed on the circular economy model and the religious texts of Islam. Specially, the Islamic perspective on natural resource and environment has been studied rigorously.

Findings: The study reveals, there is a complementary relationship between Islamic perspective on resource utilization and circular economy model. Islam as a way of life expects a life that ensures efficient utilization of resources to ensure human welfare. Moreover, CE model promotes better utilization of resources by protecting environment for living things. Eventually, the study argues, CE model can be promoted among the Muslim people to accelerate better resource utilization and sustainable development.

Implications: The study has both theoretical and policy implications. New knowledge has been explored from religious perspective related to circular economy. Moreover, Muslim countries can easily adopt this CE model from their religious perspective.

Originality/ Value: The study is unique to find the relationship between circular economy and Islamic perspective on resource utilization.

Keywords: Circular Economy, Islamic Perspective, Resource Utilization, Efficient Utilization
Dr. Tareq Alshammari
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Abstract
Introduction
Many prospective witnesses in the Saudi Arabia who submit testimony in court giving their eyewitness accounts of events at crime scenes find themselves put under pressure and subject to potential intimidation by the accused, by criminal justice agencies or indirectly through the media or the community. Such pressure can be psychological but also may include threats of death or bodily harm. These circumstances arise from a lack of priority given to witness protection in the Saudi legal system, a disregard for the rule of law by those engaging in witness intimidation, and the length of criminal procedures in which complainants must participate. The longer proceedings take, the more opportunity for the accused to identify witnesses and take some form of intimidating action against them. Consequently, many witnesses in the Saudi Arabia prefer to keep silent, not reveal what they saw and avoid submitting testimony before judges in order to avoid this intimidation from accused.

Under Islamic Shari’a Law testimony is a fundamental means of proof. Here I will consider evidence from those considered unacceptable as witnesses under Saudi criminal law. Why does Islamic law treat women testifying in criminal cases differently? What guarantees are provided by Saudi criminal law that can stand as a barrier against any harm that might be inflicted on woman testimony?

Under Saudi criminal law woman testimony are regarded as inferior in criminal courts. Their testimony might be used to corroborate fully acceptable testimony or their testimony might be regarded as inadmissible. Discussing this group is important as it make up the majority of the Saudi population.

Mistaken Identity of the Victim and Criminal Liability: A South African Perspective

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Abstract
In the high-profile case of Oscar Pistorius, the star Paralympic athlete who killed his girlfriend, the trial court convicted Pistorius only of culpable homicide (negligent killing), holding that he did not have intention to kill. In the course of its reasoning, the court considered the various forms of mistake relating to intent, including the so-called error in obiecto, which has been defined as a ‘mistake as to the quality or identity of the object of the attack’. Where this mistake simply relates to the identity of the victim, it is not material, and does not affect liability. While the trial court judgment correctly reflects this statement of the law, its application in the trial court was problematic, and the resultant acquittal of Pistorius on a charge of murder was overturned on appeal, and a murder conviction ensued.

One of the leading South African criminal lawyers, Burchell, has argued that the error in obiecto rule is uncertain and of dubious origin, and should therefore be excluded from the legal lexicon. Another leading criminal lawyer, Snyman, has stated that error in obiecto is not a rule, but merely a phrase describing a particular factual situation. In this paper, it is proposed to examine this particular form of mistake in South African law, and in distinguishing it from other types of mistake, to inquire whether it does indeed have a role to play in the law. In the course of this analysis, the South African law relating to such a mistake will be compared with the English law, particularly as it is informed by the doctrine of transferred intent.

It is hoped that this analysis will serve to clarify the South African law in relation to the nature and effect of this type of mistake on criminal liability.

Keywords: Mistake; Intention; Criminal Liability

The 3R’S of Tourism: Reviews, Rankings and Recommendations

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Lorma Colleges Basic Education Schools, Urbizondo, San Juan, La Union 2514 Philippines
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Bianca Adrianne Carilla

ABSTRACT
As tourism spawned huge opportunities and impact in today’s world, the growth of new marketing of tourism emerges to the economy, intertwined with the new tourist destinations as an outcome of developed society. In relation to this, the 3r’s of tourism, reviews, rankings and recommendations, plays a crucial role in boosting one’s beliefs and perception on their next destination. Moreover, in the vast country of Philippines can be seen and heard the 3r’s just around the corner. Herewith, this study explores more in Vigan, Ilocos Sur which has an endearing and worth knowing historical significance making use of semi-structured guided interview method. This locale was chosen as a point of analysis owing to fact that it is not only the location natural site but is culturally and historically significant to Filipino community. The evidence from this study implies that the tourists consider the visiting frequency, choosing reasons, linkages and upkeep, expectations, and perceptions as influencing factors. The emerging problems from the business consists lack of man power, inconvenience, and the unmet expectations from the tourists. Thus, the adaptive measures have been undertaken such as man power reinforcement, tourism awareness and tourism advancement. In conclusion, these factors are needed to tourist and owners as it beneficial to them and this paper sheds new light into identifying the influencing factors, analyzing the generating problems, and determining the adaptive measures being undertaken by tourism destinations as well as the tourists.

Keyword: Authenticity; CMC (Computer Mediated Communication); Commercialization; Commodification; ICT (Information and communications technology); Expectation; Perception; TripAdvisor

Farhana Shahid
ERCICBELLP1905128
Factors Affecting Diet and Physical Activity Behaviors of Reproductive Age Women in Pakistan
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Abstract
Lifestyle interventions are proven to be effective in preventing or delaying type 2 diabetes mellitus (T2DM) in high risk individuals, such as women with a history of gestational diabetes mellitus (GDM) referred to henceforth as GDM women.

This research was designed to address the lack of understanding of factors that affect lifestyle of GDM women in Pakistan and identify suitable approaches for intervention. A series of studies were conducted to develop valid and reliable measures for constructs in the trans-theoretical model (TTM), family support and diet and to test a model for lifestyle change.

The study participants were recruited from a tertiary care hospital in Karachi, Pakistan. The qualitative study used in-depth interviews (n=24) and group discussions (n=17) and was analysed thematically. Measures were developed and tested in a cross sectional survey of post-natal women (n=331). Exploratory factor analysis was used to examine the construct validity of measures and Partial least Square (PLS) to predict diet and physical activity of GDM women in Pakistan.

The qualitative findings revealed lack of knowledge, social support, cultural expectations and gender role as influencing lifestyle of GDM women. Variables that included TTM constructs (pros and cons, self efficacy and stages of change), family support and selected demographic factors predicted 44 percent of variance in dietary fat intake and 38 percent of physical activity of GDM women. These models explained much less of the variance in non-GDM women. Self-efficacy, cons for change and positive family support were the most significant predictors of dietary behaviour. Self-efficacy and cons for change were significant predictors of physical activity.

This study makes an original contribution to the gap in knowledge of factors that affect lifestyle behaviours of GDM women in a South Asian context, and specifically Pakistan. The findings indicate that interventions for GDM women using strategies to improve self efficacy, addressing perceived cons, and using family support would be effective. Culturally specific messages,
delivered by a health care provider targeting weight management would be acceptable for GDM women in Pakistan. The findings inform the design of a lifestyle intervention for this target group.

## Psychological Aspects of Accomplishment in Physical and Sport Education

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ISTAPS, Djilali Bonnaama University, Khemis-Miliana, Algeria

**Chafia Mohammed Belkebir**  
Abither El Ghifari High School, Khemis Miliana, Algeria

### Abstract

**Introduction**  
The main issue of this study is to determine and elaborate the appropriate strategies that allow us master, control and adjust the Accomplishment of high school students. This is being done through the description, the explanation and the measuring of their physical self-description in its socio-economic context as an external factor in the relationship between Accomplishment and Physical Self-Description.

**Method**  
Participants: A group of 120 young male high school students between the ages of 13 to 17. Procedure and Task: Participants were submitted individually to a series of soccer skills tests (Wanderhof test). They were also required to fill in a Physical Self-Description test and a socio-economic questionnaire.

**Results**  
Main results indicate the existence of; (a) correlation between Physical Self-Description and performance; and (b) correlation between Physical Self-Description and socio-economic level; and (c) a multilateral correlation between the three variables.

**Discussions and Conclusions**  
Findings prove the existence of a reciprocal effect between performance and Physical Self-Description and the significant role of socio-economic factors in determining the relationship between these two variables of high school students. Findings also suggest the necessity for teachers to give importance to the psychological factors, particularly Physical Self-Description, in their learning process and the need to raise self-esteem level of this category of students.

**Keywords:** Accomplishment, Physical Self-Description, Physical and Sport Education, Self-Esteem

## Anger Management, Social Maturity and Influence of Technology: A comparative study on Indian Adolescents

**Juhi Patel**  
School of Liberal Studies, Pandit Deendayal Petroleum University, Gandhinagar, Gujarat, India

### Abstract

The emergence of technology has increased the pace with which development previously took place. A boom in one sector, e.g. a camera industry would lead to a rise in the importance of beauty, fashion industry, television, communication and many more. Today people are ready to invest lakhs of money to get a perfect picture and seem more appealable. Likewise the approach to communication has massively changed with developments in technology. It has made global communities, assisted in revolutions but also introduced a higher rate of anxiety, suicide, depression and murders.

Therefore, with the development of technology the dynamics of the society and individual groups are changing in positive and negative light, bringing a range of changes in people’s morals, choices, preferences and much more. In this environment of omnipresent technology it is integral for all the users to display a certain level of social maturity. Social maturity is defined as the level of social intelligence a person displays. It can be inferred from the choices a person makes towards the society, in response to changing group dynamics, peers and family.

Adolescents are among the early, enthusiastic receivers of the developing technology. It is this generation Y which grew up with technology and is bombarded with tons of information from a very early age. Therefore it seems apt to primarily understand the views of adolescents who will be the torch bearers of further development.
### Feminism as a Political and Contested Project Aiming to Achieve an Engendered Globalized Peace and Security Agenda

**DudziroNhengu**  
College of Business, Peace Leadership and Governance Africa University, Mutare, Zimbabwe, Africa University, Zimbabwe, Zimbabwe

**Abstract**  
This piece considers the subfield of gender and history, focusing on developments in the peace and security field from the standpoint of an extraordinary career path that has moved between peace and security agenda and gender activism in the West and in Africa. Over the past decades, African women’s history has shifted from the margins of African historiography to the mainstream. Scholars have subjected a wide range of topics to astute gender analysis. Increasingly sophisticated studies linking feminism to the global peace and security agenda have emerged. This piece surveys these important developments and how they have played out politically in the peace and security agenda. It argues that modern scholarship should devote more attention to pre-colonial history of women’s participation in peace and security, developing creative methodologies for reconstructing that history, especially through engaging historical demography with a focus on how women still take this agenda forward. Normatively, feminism has influenced growth of a vibrant regime of laws and policies on gender equality and women’s participation in governance, peace and security. At a practical level, women in Kosovo, Sierra Leone and Liberia have engaged in peaceful...
revolutions that helped overthrow dictatorship governments while facilitating peaceful transition to better governance systems. Despite all this, feminism as an ideology and a movement still faces backlash owing to how it is misunderstood by both women and men globally. This paper is an analysis of how the feminist agenda fits as a present and future political project for engendering global peace and security.

Keywords: Feminism, African Histography, Global Peace and Security

Prof. Dr. Song YAN
ERCICBELLP1905143

Motivation and Strategies for learning Chinese as a Foreign Language: A Comparative Study of Language Learners in China and Germany

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Abstract
Along with the growing popularity of Chinese language worldwide, the number of Chinese learners as a second/foreign language has dramatically increased. A questionnaire containing 120 items has been developed to study motivation and learning strategies as key factors in successful Chinese learning. School learners (N=73) and college students (N=73) in Germany and international students in China (N=235) took part in the survey study. The results reveal that the international students in China (“on site-learner”) reported higher motivation for learning Chinese contrasted to the learners in Germany across all the subcategories: cultural understanding, heritage-related factor, instrumental orientation, integrative orientation, achievement orientation and administrative orientation. However, the students with Chinese heritage did not show stronger learning motivation compared to non-heritage learners. As expected, “character learning” has been ranked by the study participants as the most difficult aspect in learning Chinese (compared to speaking, listening, reading, writing). While there were no clear differences regarding the character learning strategies between learners in different locations in our study, learners from a character-based L1 background, interestingly, tended to more rely on phonetic (-first) strategies in learning/memorizing Chinese characters. In contrast, students from an alphabet-based L1 background, e.g. Germans, were more likely to use graphic strategies. With regard to listening, the international language learners in China seem to use more sophisticated learning strategies than the learners in their home country. It may be due to the availability and variety of language resources of the on-site learning environment in China. The theoretical contribution of the research and the practical implication of the findings for Chinese language learning and teaching will be discussed.

Keywords: Chinese as a Foreign Language, Learning Motivation, Learning Strategies, L1 Background, Learning Environment

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ERCICBELLP1905068

An Anatomy of Participatory Monitoring and Evaluation in Africa: Insights from Indigenous System

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Abstract
There is evidence to suggest that development inclusivity, reporting and citizens based monitoring and evaluation (M&E) were some of fundamental principles in most African societies prior to the advent of the Europeans expansionism. The Africa traditional governance system in many instances could be described as an embodiment of participatory democracy and decentralized administration. However, Africa’s transition from the colonial imperialist administration back to self-government in the late 1950’s brought immense political, social and economic alterations. In the decentralised indigenous communities, the paradigm shifts in political control established the modern state which predominantly relied on policies such as divide and rule, thus emphasising the ‘rulers’ and disabling the ‘ruled’. Thus, alienating people in the communities, and diminishing their power and ownership on matters that affect them directly. This paper argues that over time, the indigenous practices of community monitoring have effectively been disabled. In an effort to
address the developmental challenges and to improve the socio-economic livelihoods of the people, it may be vital to reconsider what once was in these communities (empowerment and ownership in governance through participatory monitoring). Could it be that the fact that African countries have embraced varying development knowledge, learning, and experiences from the global West; premised on western notions of democracy, modern monitoring and evaluation may have flaunted her authentic pathways to economic growth and development? Historically, it has been disputed that participatory development, democracy, monitoring and evaluation and good governance are not unfamiliar concepts in Africa and inference have been made to the traditional political administration (chieftaincy) that existed prior to modern connotation given to these concepts. Utilizing an exploratory approach, the paper interrogated the past and present conceptualization of PM&E by juxtaposing the African indigenous system of governance and mainstream administration. The paper further unravelled the nexus between the two dispensations while professing some of the unnamed principles, paradigm, model, methods, concepts, and approaches. The paper concludes that the tenets of the modern PM&E differs from what has existed in Africa indigenous governance systems, in context, form and nature, thus, the need for synergy.

Keywords: Monitoring, Evaluation, Participation, Indigenous System, Governance

| Sucharat Rimkeeratikul ERCICBELLP1905069 | Influences of Demographic Differences on Communication Apprehension in L2 (English) among People at Work
|**Sucharat Rimkeeratikul**
Language Institute, Thammasat University, Bangkok, Thailand|

**Abstract**
Communication Apprehension (CA) is an important communication trait found to impact many aspects of an individual's life including perceived personal attractiveness, efficiency, competence, success in job interview, and career promotion. More than that, high CA is known as a communication obstacle that impedes people from communicating effectively. The current study using ANOVA and T-test exhibits that people working in the central part of one the most popular provinces in the upper north of Thailand regarding their ages have different CA when they are involved with group discussions. Also, the result of the current research reveals that male and female in the study have different CA in the contexts of meetings and interpersonal conversations. English language trainers may gain benefits from the research results when they plan the courses for helping people in that area to communicate effectively using English at their workplaces.

Keywords: Communication Apprehension(CA), Ages, Male, Female, English Language

| Bhavya Dalal ERCICBELLP1905088 | A Study on Female Labor Force Participation in India
|**Bhavya Dalal**
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**Abstract**
The prediction of the neoclassical theory of HR suggests that increase in women’s education and literacy levels should generally result in an increase in female labor force participation. As per the report of census in 2010, an inversely proportional relationship is been seen between them. This is also known as the U-shaped relationship that exists between the female literacy levels and workforce participation rates. In India, the Female Labor Force Participation (FLFP) rate remains extremely low around 27% in comparison with the male labor force participation rate, which is around 79.9%. In the recent years, India has seen this trend of vanishing women workforce, which was opposite from what was predicted due to the increase in female literacy level. According to an IMF (International Monetary Fund) research it is predicted that if the women’s participation in workforce is increased to the level of men, it can boost the Indian economy by 27%. India is still a patriarchal society, and even if the women are working, they are still expected to contribute to their household chores and duties. This creates a demotivating factor and lack of enthusiasm to overtake more responsibilities in their workplace. In spite of providing flexible work hours, the employees effectiveness in Indian working scenario is still judged on the basis of long working hours, the tendency to travel for work, which is not that much feasible for any middle class working female. The objective of this study is to identify certain cultural and...
Paarmita Sanghvi  
ERCICBELLP1905089  
Transforming Human Resource Strategies to Cope with Diversity: Literature Review  
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School of Liberal Studies, Pandit Deendayal Petroleum University, Gandhinagar, India  
Abstract  
This age of globalisation has made the world seem smaller, which has made companies claim their foothold in other cultural diversities. There is a conscious effort in making the workforce more diverse than ever, the efforts are strengthening day by day. The interest in the term diversity began in the United States of America in the 1980s. Nowadays workforce diversity is considered to be one of the main challenges for human resource management in modern organisations. Despite the importance of this problem, many models in the field of human resource management consider workforce as homogenous and generic. Leaders need to understand the need for managing diverse organization to their own strengths than neglecting it just from just one viewpoint. This will increase efficiency and productivity of the organization as diverse teams will produce better results and the organization will gain a market advantage. The aim of this paper is to review the literature of diversity among employees in strategic human resource management. Nevertheless, efforts to define and understand cross-cultural and diversity-oriented models still remain undeveloped. The objective being, identifying limitations in previous research to drive positive future research in this field with newer models to determine a solution to this problem. There is a need to create strategies that create cultural environments incorporating values of humanity. And so this paper views that managing a heterogeneous workforce requires a holistic transformation of human resource strategies.  
Keywords: Workforce Diversity, Human Resources Management, Strategic Human Resource Management, Heterogeneous Workforce.

Abdulrahman Alfatta  
ERCICBELLP1905144  
The Rich History of Arbitration in Arabia and its Importance in Islam  
Abdulrahman Alfatta  
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Abstract  
This paper will illustrate, the concept of commercial arbitration has long been a part of the culture of the Arabian Peninsula, stretching back beyond the birth of the prophet Muhammed and the emergence of Islam and the pre-Islamic period. This chapter will trace the history of arbitration in the Arabian Peninsula from the pre-Islamic period through to the establishments of the modern Islamic countries and the enactment of the New Arbitration Laws such as the Saudi Arabian Arbitration Law 2012, and will show that far from being anti-arbitration, Shar’iah law, and the region that now makes up countries like the Kingdom of Saudi Arabia, both have a rich history of encouraging arbitration stretching back for well over a millennium. It will consider the origins of arbitration in the region and the importance of arbitration in Islam.  
Keywords: Law, Legal, Islamic Law, Arbitration and Arab

Afreem Komal  
ERCICBELLP1905145  
Outcome of Trauma Based Intervention for Flood Affected Adolescents in Pakistan  
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Abstract  
The present research was aimed to find out the therapeutic efficacy of “Teaching Recovery Technique” (TRT) for psychological implications of natural trauma (flood) affected adolescents. Non probability purposive sampling was used and sample was consisted of (N=275) adolescents with age range of 11-16 years, recruited from girls high school (girls, n= 97) and boys high school (boys, n=178) of district Muzzafargarh. Demographic form, Children’s Revised Impact of Event Scale (CRIES-13) (Horowitz, 1979), Child Trauma Screening Questionnaire (CTSQ) (Kenardy, 2006) and Depression Self-Rating Scale for Children (DSRS) (Birleson, 1981) were used for  

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assessment. ABA within group research design was used and on the basis of above cut off scores on screening measures, adolescents (N=56) were selected for intervention; two groups of girls (girls, n= 27) and two groups of boys (boys, n=29). Results of Paired Samples t-Test showed significant reduction in posttraumatic stress symptoms (intrusion, avoidance, arousal), child trauma and depressive symptoms in trauma affected adolescents at post assessment.

Keyterms: Psychological Implications, Posttraumatic Stress Symptoms, Child Trauma, Depressive Symptoms, Therapeutic Efficacy, Teaching Recovery Technique (TRT), Flood

The current study intended to provide in-depth analysis of the impact of HR Practices on Organizational Commitment. The study attempts to examine the impact of HR practices on organizational commitment of non managerial employees in selected listed commercial banks in Puttalam district of Sri Lanka. Data were collected on employee’s perception about HR practices of training, pay, promotion and organizational commitment by using structured questionnaires. Sample consisted of 100 non managerial employees from selected four commercial banks. Research was deductive in nature and descriptive statistics, correlation analysis and simple and multiple regression analysis were used for various analysis of the study. The findings of the study revealed that HR practices are positively and significantly correlated with organizational commitment and HR practices have a significant impact on organizational commitment. Correlation coefficient between the HR Practices and Organizational Commitment was .509 with the significant level of .000 and 99% confidence level. It was founded a strong positive relationship between the HR Practices and organizational commitment. According to the multiple regression analysis with enter model the adjusted R square was 0.436 which indicated that 43.6% of the variation in Organizational Commitment is explained by the HR Practices. According to the Stepwise Multiple regression analysis promotion explained 40.9% of organizational commitment and this is increased by 2.1% when training added to the model. The model explained 43% of the variance in organizational commitment. Pay is excluded from the model. Thus pay does not have a significant impact on organizational commitment. According to the multiple regression analysis HR practices significantly impact on organizational commitment. The stepwise regression and enter regression prove that promotion and training are the key factors which determine the organizational commitment. While promotion has a strong positive impact on organizational commitment. According to the findings of the correlation analysis, regression analysis it provides enough statistical evidence to accept all the hypotheses which were determined for the study.

Keywords: HR Practices, Organizational Commitment

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Upcoming Conferences

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- 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
- Lisbon – International Conference on Social Science & Humanities (ICSSH), 25-26 June 2019
- 3rd Singapore – International Conference on Social Science & Humanities (ICSSH), 26-27 June 2019
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- 2nd Budapest – International Conference on Social Science & Humanities (ICSSH), 09-10 July 2019
- 2nd Mauritius – International Conference on Social Science & Humanities (ICSSH), 20-21 July 2019
- 3rd Bangkok – International Conference on Social Science & Humanities (ICSSH), 24-25 July 2019
- 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

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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


2nd London – International Conference on Social Science & Humanities (ICSSH), 10-11 September 2019


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
➢ 2nd Prague – International Conference on Social Science & Humanities (ICSSH), 15-16 October 2019
➢ 4th Bangkok – International Conference on Social Science & Humanities (ICSSH), 15-16 October 2019
➢ 2019 – XXII International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), Oct 16-17, Bangkok