



**EURASIA RESEARCH LIVE**  
**ONLINE CONFERENCE**  
**PROCEEDINGS**

International Conference on Social Science &  
Humanities (ICSSH), 2021

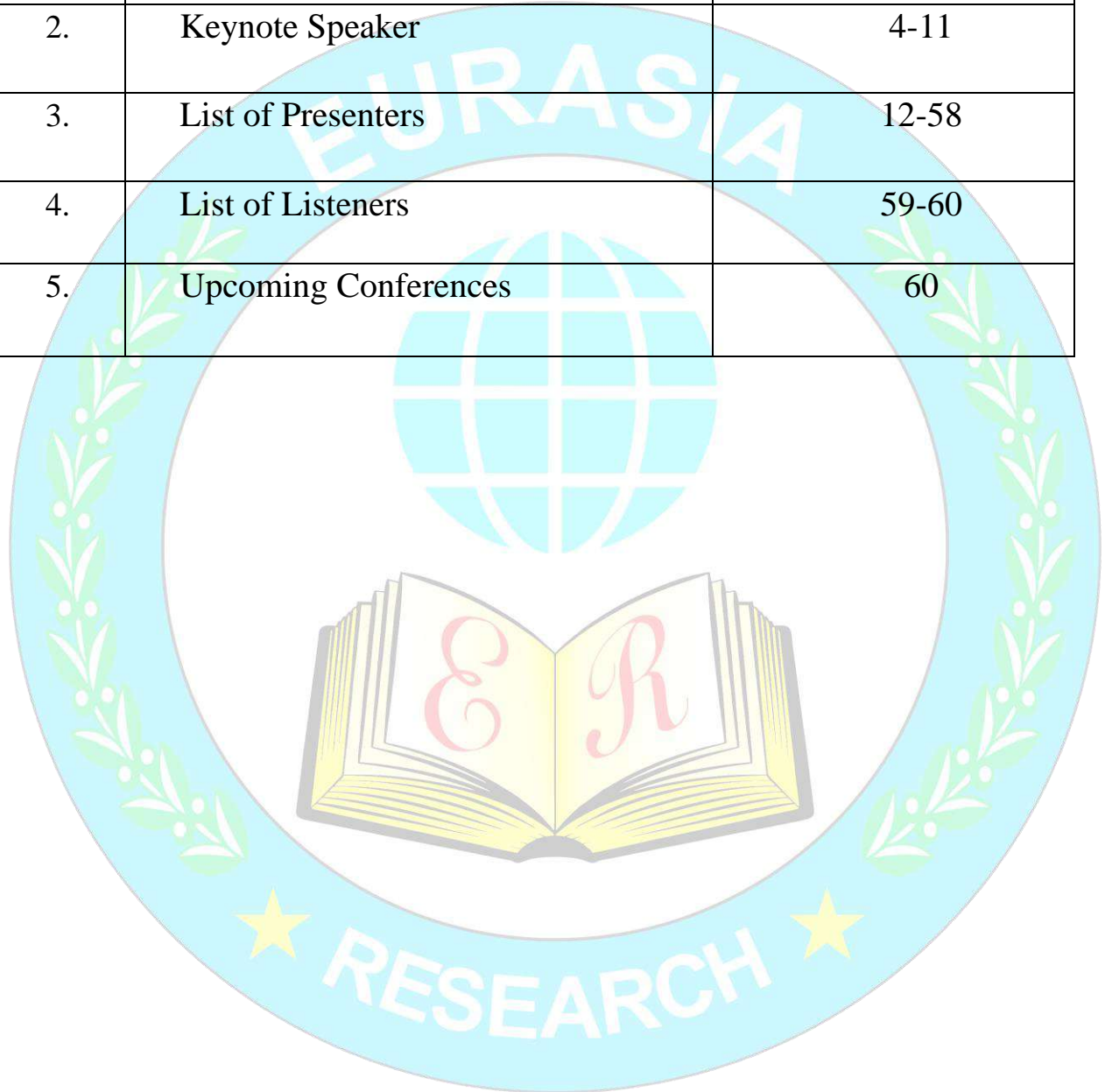
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## **Preface:**

Social Science and Humanities Research Association (SSHRA) is a global group of scholars, academicians and professionals from the field of Humanities and Social Sciences for encouraging intellectual development and providing opportunities for networking and collaboration. This association achieves its objective through academic networking, meetings, conferences, workshops, projects, research publications, academic awards and scholarships. The association is driven by the guidance of the advisory board members. Scholars, Academicians, Professionals are encouraged to freely join SSHRA and become a part of this association, working for benefit of academia and society through research and innovation.

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Our mission is to make continuous efforts in transforming the lives of people around the world through education, application of research & innovative ideas.

## **LIST OF KEYNOTE SPEAKERS**



**Prof. Dr Meryem Laadem**  
**Assistant Professor, Higher School of Technology**  
**Meknes (ESTM), Moulay Ismail University of**  
**Meknes, Morocco**  
**Topic: A Linguistic Study of Some Secret**  
**Languages in Morocco: Focus on Specific**  
**Occupations**



**Assoc. Prof. Marek Matejun**  
**Associate Professor, Department of**  
**Entrepreneurship and Industrial Policy, Faculty**  
**of Management, University of Lodz, Poland**  
**Topic: Improving Research Relations with**  
**Respondents in the Methodology of Management**  
**Sciences**



**Dr. Radzuwan Ab Rashid**  
**Associate Professor, Faculty of Languages and**  
**Communication, Universiti Sultan ZainalAbidin,**  
**Terengganu, Malaysia**  
**Topic: Negotiating Islamic Authoritative**  
**Discourse on Social Media: A Discursive**  
**Psychological Analysis**



**Asso. Prof. Csizmazia Roland Attila**  
**Associate Professor Academy of Advanced**  
**Studies, Glocal Education Center, Kwangwoon**  
**University, Seoul, Republic of Korea**  
**Topic: Issues of higher-education in Korea in**  
**COVID-19 era – Is there a chance for**  
**fundamental changes in higher education?**



**Assoc. Prof. Katalin LIPTÁK**  
Associate Professor, Head of Department,  
University of Miskolc, Faculty of Economics,  
Department of Labour Market and Employment  
Policy, Miskolc, Hungary  
**Topic: The Impact of the COVID-19 Pandemic  
on the Labour Market**



**Subrahmanian Muthuraman**  
Assistant Professor, Faculty of Business Studies,  
Arab Open University, Oman Branch, Muscat  
**Topic: Adaptive Intelligence Pathway through  
mBraining**



**Karin Ariadne de Villa**  
Assistant Professor, Spanish, Department of  
Communication, Cultures, English & World  
Languages, Texas Lutheran University, Seguin,  
United States  
**Topic: Engaging Students via Telecommunication**



**Isabel Fernandes Silva**  
Associate Professor, Communication Sciences  
Department at Universidade Autónoma de  
Lisboa, Portugal  
**Topic: Shifting to Online and Hybrid Teaching -  
Challenges and Opportunities**



**Henrique Teixeira Gil**  
Senior Lecturer, Polytechnic Institute of Castelo  
Branco, IPCB – Portugal  
**Topic: The Use of ICT in Language Learning**



**Michael Levin**  
**Former Fortune 50 Senior Executive, Founder of 4 Multi-Million Dollar Companies, International Keynote Speaker, California, USA**

**Topic: Creating an Entrepreneurial Workplace®: Breaking the Archaic Rules of an Autocratic Leadership**



**Ana Sofia Saldanha**  
**Translator (English and Spanish into Portuguese), Lecturer, Mentor (Member of the EMCC and Associate Board Member IMA), Lisbon, Portugal**

**Topic: How can CPD help to boost a career in any area?**



**Dr. Rajendra Parsad Gunpath**  
**Dean of Faculty of Law & Management, Professor of Law with a Personal Chair in International Comparative Law, University of Mauritius, Mauritius**

**Topic: The Impact of Covid 19 on Research: Innovations, New Concepts & Developments in a Modern Era**



**Dennis Relajo-Howell**  
**University of Edinburgh, United Kingdom**

**Topic: How Mental Health Blogs Can Promote Mental Health**



**Dr Sudaporn Sawmong**  
**Associate Professor, Dean of King Mongkut's**  
**Institute of Technology Ladkrabang Business**  
**School (KBS), Bangkok, Thailand**

**Topic: Thai Consumers' Purchase Intention in**  
**Organic Foods for Health Benefits**



**Prof. Kenneth Lee**  
**Professor, Asian Religions, California State**  
**University, Los Angeles, California**

**Topic: Developing Love for Nature Using**  
**Buddhist Notion of Mindfulness**



**Dr. Shahryar Sorooshian**  
**Associate Professor, Department of Business**  
**Administration, University of Gothenburg,**  
**Sweden**

**Topic: Lessons Learned from COVID-19**



**Hazriq Idrus**  
**The Speaking Factory Pte Ltd, Singapore**

**Topic: Pump Up Your Creative Leadership**  
**Muscles**



**Navidreza Ahadi**  
Full time lecturer, Kingmonkgut's Institute of  
Technology, Ladkrabang, Bangkok  
**Topic: ASEAN Opportunities in Thailand (Kra)  
Canal**



**Asso. Prof. Singgih Widodo Limantoro**  
Associate Professor, Lektor Kepala, Politeknik  
Ubaya Surabaya, Indonesia  
**Topic: The Implementation of a Games-Based  
Learning to Enhance the Cross-Cultural  
Knowledge**



**Asso. Prof. Dr. Mohd Noor Azman Othman**  
Deputy Vice Chancellor, Research and  
Innovation Department, KUPTM (Kolej  
Universiti PolyTECH MARA), Kuala Lumpur,  
Malaysia  
**Topic: Challenges in Dealing with Gen Z**



**Albert R. Zhou**  
Professor, Language and Intercultural  
Communication Studies, Department of Global  
Communication, Faculty of Global Studies,  
Musashino University, Japan  
**Topic: Negotiating the Meaning of Language and  
Identity amidst Linguistic/Cultural Multiplicity:  
Narratives from a Multicultural Classroom  
Community**





**Kubra Aksoy**  
**Lecturer, Hasan Kalyoncu University, Gaziantep,  
Turkey**

**Topic: Speech Functions, Politeness and Cross-  
Cultural Communication**



**Alan Mulvey**  
**Department of International English, Kyoto  
Tachibana University, Japan**

**Topic: UNDP SHG 4.3., Inclusive and Equitable  
Quality Education - A Shared Preference for  
Active Learning**



**Seetha Sagar**  
**Personal Development Trainer, Lifestyle  
Consultant, Motivational Speaker, Mentor**  
**Topic: Creating Serendipity for Personal and  
Professional Empowerment**



**Dr. Hima Parameswaran**  
**Assistant Professor, Department of HRM, City  
University College of Ajman, United Arab  
Emirates**

**Topic: Resource-based Paradigm in Talent  
Management**



**Dr Ma. Victoria Castillo Magayon**  
**Research Teacher, Guidance Counsellor, Taytay Senior High School, Department of Education, Rizal, Philippines**

**Topic: Sink or Swim: Mapping Students' Deciding Factor to Survive and to Quit Schooling Amidst COVID 19 Pandemic through Root Cause Analysis**



**Dr. Noor Hanim Rahmat**  
**Deputy Dean Research, Publication, Linkages, Industry, Community and Alumni, Akademi Pengajian Bahasa (Academy of Language Studies), Universiti Teknologi MARA, (UiTM) Malaysia**

**Topic: The Innovation Cycle for Academicians**



**Oleg Cohan Shovkovyy**  
**Adjunct Lecturer for teaching Digital Marketing and Communication unit of MBA (Marketing) program awarded by the University of Bedfordshire (UK) conducting at STI Myanmar University, Burma, Myanmar**

**Topic: Defining Digital Bureaucracy**



**Dr. Lauren B. Birney**  
**Professor STEM Education, Private University in New York City, New York, USA**

**Topic: Integrating Environmental Restoration with Computer Science in New York Harbor with New York City Public Schools (STEM +C)**



**Dr. Shazia Malik**  
**Assistant Professor, Institute of Education and  
Research, University of the Punjab, Lahore,  
Pakistan**

**Topic: Talk on Parent-Teacher Communication  
Barriers regarding the lack of Parental  
Involvement in the Curriculum of Special  
Children in Pakistan**



## PRESENTERS

Akif Morođlu  
ERCICBELLP2031053

### The Impact of Fx Position on Systematic Risk: Empirical Evidence from Turkey

Akif Morođlu  
Business Administration, Accounting and Finance, Social Sciences Institute, Marmara University,  
Istanbul, Turkey

#### Abstract

Emerging market companies usually borrows foreign currency denominated loans, which make them vulnerable to exchange rate volatilities. These companies may face significant fluctuations on their profitability and even encounter default risk, which cause dramatic change in their share price and impact beta coefficient. The main goal of this thesis is to analyse the relationship between the beta coefficient and the foreign currency position of the companies. In order to analyse the relationship between the systematic risk and the FX position of the companies, a regression analysis with panel data is constructed, based on 2010-2019 data of 175 firms listed in Borsa Istanbul. In addition to FX Position, this study includes also degree of operating leverage, degree of financial leverage, current ratio, short term debt ratio, FX volatility and an interaction term between FX Position and FX Volatility as explanatory variables. The empirical results show that interaction term between the FX Volatility and FX position is a significant indicator of systematic risk. The interaction term (FXP\_FXVol) has a negative direct impact on systematic risk, as predicted to have. Fluctuations in the exchange rate cause companies with high FX short position to have higher changes than the main stock market index. In other words, share prices of companies with FX long positions tend to have less dramatic changes than the market, as their potential FX gain (/loss) will partially offset the exchange rate movement's negative (/positive) impact on the stock. FX volatility have a significant positive effect on the systematic risk, as predicted to have.



Kritika Gupta  
ERCICBELLP2031054

### Child Abuse: Terror Subsisting In The Essence Of Mankind In India

Kritika Gupta  
Law, Amity Law School, Noida, India

#### Abstract

During the past 50 years, there have been reported cases of increased child abuse and harassment across the globe. Irrespective of the economic status, almost all the countries globally have faced heinous incidents on child abuse and sexual assaults that have disgraced the worldwide phenomenon of gender equality. Child abuse and sexual assaults on children being global issues have considerably plagued the global culture and integrity to a significant extent. The traumatized cases of child abuse have been so devastating that it destroys the psychological growth of the child mind-set. It even pushes the child towards conducting outrageous acts of self-destruction and suicidal indulgences. This article is based on the derivate that have been inducted from a range of studies conducted on the basis of a myriad of sources that decode the implications and limitations of child abuse cases in India. With special focus on the POCSO, Child Labour Act, Child Marriage Act and other such pertinent legal acts hedging the issue of child protection are being explicitly discussed through the literature review. Considering the experience of child abuse as early as at the age of 11 months, the article offers a strong artefact of evidentiary renditions and the significant constraints that need to be resolved.

Le June Yun  
ERCICBELLP2032058

### South Korean Suicide Prevention Strategies and Actions taken before and during the Corona Virus Pandemic

Le June Yun  
Emory University, Atlanta, GA, USA

#### Abstract

The coronavirus (COVID-19) pandemic has caused great chaos to people's lives. The rapid spreading of the disease prevented people from working, shopping and travelling, causing painful economic damage. For many people, the inability to socialize caused profound psychological

	<p>damage. A variety of factors, ranging from the fear of contracting the disease, economic loss and stress induced by physical distancing measures have caused the probability of suicide to increase in certain countries.</p> <p>South Korea, which has the second largest suicide rate in the world today with 15 deaths per 100,000 according to the WHO, has been severely impacted by the COVID-19 pandemic. This paper will research what both governmental and non-governmental organizations have been doing over the years immediately preceding the pandemic - and during the pandemic - to address the country's high rate of suicidal behaviors. South Korean individuals and organizations have made collective efforts to reduce suicide rates by creating psychological support groups and conducting preemptive intervention to reduce mental distress. This paper will also address theories explaining the particularly high suicide rates of South Korea - is it associated with the homogeneity of the nation? Are there perceived societal norms or clear standards for actions that cause depression and thoughts of self-harm? The final topics this paper will study are the effectiveness of existing suicide prevention policies in South Korea (including restricting the reporting of suicides in the media and reducing access to lethal harm which may lead to harmful outcomes) and identify the potentially new ideas and suicide prevention actions that can be implemented in the future.</p>
<p>SiyuanZheng ERCICBELLP2032060</p>	<p style="text-align: center;"><b>Anchoring Effect and Predictability: Evidence from China's A-share market</b></p> <p style="text-align: center;">Siyuan Zheng Wenlan School of Business, Zhongnan University of Economics and Law, Wuhan, China</p> <p style="text-align: center;"><b>Abstract</b></p> <p>We propose the closeness to the highest price within a year and the closeness to the historical highest price as the psychological anchor of investors' decision-making behavior and use it as the predictor of stock returns. By employing the transaction data of Chinese A-shares firms from 2003 to 2017 and using CAR model, we find that anchoring effect does exist in China's A-share market. The closeness to the highest price within a year can capture the under-reaction of investors, and can positively predicts the future excess return of the stock, while there is no evidence that the closeness to the historical highest price serves as a psychological anchor. We further show that our proxies contain information about future market returns that is not captured by traditional risk-factor-models and macroeconomic variables. Our study indicates that investors in Chinese stock market exists irrational investment behaviors, and policy regulation should be focus more on information disclosure.</p>
<p>GáborMélypataki ERCICBELLP2032049</p>	<p style="text-align: center;"><b>Digitalization of Work in the mirror of Labour Law Principles in Hungary</b></p> <p style="text-align: center;">GáborMélypataki Faculty of Law, University of Miskolc, Miskolc, Hungary</p> <p style="text-align: center;"><b>Abstract</b></p> <p>The field of labour law can be characterized primarily as a legal branch regulating personal relations. Of course, this is true for most of the legal branches as well. But more fewer legal regulatory fields can tell that there is a relation between the parties with a specific nature of trust. Of course, this is not classic trust, but it is similar. The relation between the employer and the employee usually supposes a relation based on long-term personal contribution in which all the participants have their own task, right and obligation. We are talking about a complex relation system in which personal nature and stability has an especially important role.</p> <p><b>Keywords:</b> AI, Digitalization, Labour Law, Principles of Labour Law</p>



DóraSzendi, László  
Molnár, Szép Tekla,  
Zoltán Nagy, Zsolt  
Peter  
ERCICBELLP2032049

### Miskolc as a “Smart City” – Experiences of a Questionnaire Survey

DóraSzendi, László Molnár, Szép Tekla, Zoltán Nagy, Zsolt Peter  
Institute of World and Regional Economics, Marketing and Tourism Institute, University of  
Miskolc, Miskolc, Hungary

#### Abstract

In today’s globalized world the socio-economic role of cities is decisive, therefore they have become one of the most important scenes where responses are given to the complex challenges facing our society. For a city to be successful and competitive, it is necessary to strengthen its flexible resistance, in other words, its resilience. For this purpose, efficient steps could be taken, benefiting from the results of digitization and Industry 4.0, by using smart applications and developments. Nowadays, smart city development and the application of smart/intelligent technologies are gaining an increasing focus in the development of a city. In our study we present the partial results of a primary quantitative research that we conducted in 2019 among the inhabitants of the City of Miskolc, in the age group of 20-64 years. With the help of a questionnaire survey, we were looking for the main focus points that should be given priority in urban smart developments according to the inhabitants’ opinion.

Currently, Miskolc is at a medium level in terms of available smart cities technologies – in the inhabitants’ view. According to the opinion of the inhabitants of Miskolc it would be of outstanding importance to introduce smart solutions in the health care, education, safety and fire protection, environmental protection and air pollution.

**Key words:** Smart City Concept, Resilience, Smart Applications, Urban Development Areas



Eri Kondo  
ERCICSSH21011051

### Do We Need the Work of Translations?

Eri Kondo

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#### Abstract

Historically linguists might have translated language for understanding and interpreting the meaning literally in communicating with people having other cultural backgrounds. However, decades have passed and information technologies have developed. We humans become to manage to grasp patterns of structures and recognize sounds too rapidly. Then teachers in education should ask a question that teachers might not give the work of translations anymore because it has been done through computers in the soft or game of internet unfortunately. In my opinion, teachers have to agree with taking another activity or approach for advancing the language proficiency, for it develops the fluency of speakers or listeners. This research shows that the ability of speaking and listening might not be grown through translations exactly. First, as Cutler (2015) who is a researcher of phonology, says, it is likely said that language has stress significantly; therefore, the growth of proficiency might be based on time. Next, brains have the accessibility toward information (Rost 2016). It means that easy forms or meanings are more accessible than complicated or difficult ones. Moreover, it is also interpreted as interlanguage (Selinker 2014). Finally, Hughes (2013) who investigates on speaking indicates that speech is linear. To this end, this study insists that we teachers must not follow the instruction of syntax through translations and introduces that the French-Canadian immersion education is too effective as a history definitely.

Moshe Sharabi  
ERCICSSH2101053

### The Effect Religiosity Degree Work Ethic among Muslims and Jews in Israel

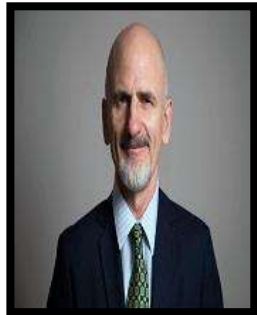
Moshe Sharabi

Department of Sociology and Anthropology, Yezreel Valley Academic College, Israel

#### Abstract

There are no studies that compare the work ethic of Jews and Muslims in and out of Israel. This study examines and compares the work ethic among Jews and Muslims in Israel according to their degree of religiosity. The sample included 898 Jews and 215 Muslims representing the labor force that filled out the MOW (Meaning of Work) questionnaire. The work ethic dimensions were: obligation norms, entitlement norms and work centrality. Among Jews, the agreement with obligation and entitlement norms was the highest among religious respondents and the lowest

among their secular counterparts, while secular Jews have higher work centrality than traditionalists, especially than religious Jews. Muslim society was found to be more homogenous than Jewish society since the work ethic dimensions among Muslims are not affected by religiosity degree and even when it is controlled, the other demographic variables do not generally influence work ethic dimensions. The meaning of the finding and their implications are discussed.  
Key words - Work Ethic, Religiosity, Muslim, Jews, Israel.



Yehuda (Javier) Bar Shalom (Bogoslavsky)  
ERCICSSH2101054

**How David Burns' Secrets of Effective Communication and Agenda Setting Can be Helpful for Management and Counseling Settings**

Yehuda (Javier) Bar Shalom (Bogoslavsky)  
Education and Counseling, Hebrew University Jerusalem, Israel, Mexico City, Mexico

**Abstract**

In this presentation the speaker will show how the advanced therapy techniques created by Prof. Dr. David Burns from Stanford can be a very effective tool for therapists and lay people alike, in the context of helping individuals and groups communicate with each other more effectively, and also, helping individuals and groups overcome resistance to change processes. The speaker will Present David Burns T.E.A.M which puts much emphasis in Testing, Empathy, Agenda Setting and Methods. Among the powerful communication skills that will be discussed are the disarming technique, thought and feeling empathy, I feel statements, open ended questions and affirmations. Listeners would be able to apply these tools right away, in their personal and professional settings. Prof. Dr. Bar Shalom (Javier R. Bogoslavsky) is an international trainer of the T.E.A.M method, he brought David Burns' method to Mexico, where he served as University President, and has trained and helped individuals and organizations in many places in Latin America, The U.S.A, Europe and the Middle East.



Feng Xie  
ERCICBELLP2101058

**Chinese Outward FDI To the Belt and Road Countries: Determinants and Implications to The Host Countries' Economic Growth**

Feng Xie  
Faculty of Economics, Thammasat University, Bangkok, Thailand

**Abstract**

In 2013, China put forward "the Belt and Road" initiative. By the end of 2018, China's outward foreign direct investment (OFDI) stock to the Belt and Road countries reached \$172.76 billion. At present, in the period of the "the Belt and Road" initiative gradually and steadily implemented, exploring Chinese OFDI-economic growth nexus has become the hot topic of research now.

Based on the endogenous economic growth model, the Chinese outward FDI variables and moderating variables are introduced into the model to discuss the factors of economic growth in the host country theoretically. This paper applies the SYS-GMM model to estimate the empirical results. Through empirical analysis, this paper draws the following conclusions: firstly, China's OFDI to countries along the Belt and Road can more effectively promote host countries' economic growth. Secondly, "the Belt and Road" initiative affects the Belt and Road countries' economic growth. Thirdly, the labor force's size is an essential factor affecting the countries' economic growth along the routes. Fourth, technological development is one of the factors affecting the Belt and Road countries' economic growth but to a lesser extent. Fifth, the scale of host country government debt is a crucial driver affecting the relationship between China's OFDI and the Belt and Road countries' economic growth. Finally, the degree of trade openness of host countries is a critical factor affecting the OFDI-economic growth relationship.

Keywords: Outward FDI, Economic Growth, "The Belt and Road" Initiative



Xuande Fan  
ERCICSSH2102060

**An Analysis of the Status Quo of China's Aid to Pacific Island Countries**

**Xuande Fan**

**Research Center for Pacific Island Countries, Liaocheng University, Shandong Province, China**

**Abstract**

In recent years, with the increase of China's aid to Pacific island countries, the issue of China's aid to Pacific island countries has become a research hotspot in academic circles, and scholars from various countries have conducted different degrees of research on this. This article is a review article, enumerating some major books and articles for research on this issue. After sorting it out, it is found that scholars have different attitudes towards China's aid to Pacific island countries. Some scholars hold negative views of China's aid, while Chinese scholars appreciate China's aid. Regarding the development trend of this issue, scholars gradually gained a more comprehensive and detailed understanding of China's aid in the region and began to conduct more case studies.

Xiaohua Ma  
ERCICSSH2003069

**China, Japan, and the United States in War and Peace**

**Xiaohua Ma**

**Ph.D., Associate Professor, Department of Global Education, National Osaka University of Education**

**Abstract**

What is the relationship between the museum and the state? More precisely, in what way does the publicly sponsored museum reflect efforts by the state to expand its power at large? And how do its efforts contribute to the transformation of a nation's identity? These questions have recently begun to be raised not only in the Western context, but also among Asian countries. In most countries, museum is not just a neutral public space where visitors come to view paintings, sculptures, or valuable cultural and historical heritages. As with other aspects of Chinese and Japanese cultural life, the museum has become highly politicized in recent years. Both in their conceptual foundations and contents, Chinese, Japanese, and American museums established in the postwar era reflect very specific political ends.

This paper focuses on war museum, which is an important tool for history education and peace-building, to examine how the national identity of China, Japan and the United States has transformed politically and socially in the postwar era. By comparing different memories of war created in different periods in the public museums of the three countries, we understand how a nation attempts to reconstruct its national identity through the process of selecting historical facts to exhibit in the museum. Furthermore, through the examination of war memory and history education, we can understand how a nation deals with its conflicting national narratives in the global era.

Mizuno Norihito  
ERCICSSH2102084

**Wartime Education for Overseas Japanese Children: A Study of Japanese Educational Institutions in Nanjing from the 1930s until the End of the Second World War**

**Mizuno Norihito**

**Akita International University**

**Abstract**

The purpose of this presentation is to discuss the education for Japanese children overseas during the wartime period from the 1930s until the end of the Second World War with a case study of the Japanese schools in Nanjing.

As is the case today, education of their children had been one of the greatest concerns of Japanese residents living overseas since before the end of the Second World War. When the war was over in the summer of 1945, approximately 1.7 million Japanese, excluding military personnel, lived in China, including Manchuria. In the south of Manchuria alone, about 500,000 Japanese had formed communities all over the continent and established educational institutions of different levels from kindergarten to secondary schools for their children. Nanjing was one such example, where there were compulsory elementary schools, high schools for girl, youth school, and kindergarten, and most of the budget of the Nanjing Japanese Residents' Association (and Residents' Corporation after 1940s) was allocated to education-related expenses. Focusing the Japanese educational



institutions in Nanjing in the 1930s and the early 1940s through the analysis and Japanese diplomatic archives, Japanese language newspaper published in the area, and so on, this presentation will make the following arguments: first, in the 1930s, before the Sino-Japanese Conflict broke out in the summer of 1937, Japanese schools in Nanjing were at the mercy of anti-Japanese sentiment intensified as Sino-Japanese relations became more tense; second, the Japanese military occupation of Nanking at the end of 1937 brought unprecedented peace to the Japanese community and the unprecedented increase in the Japanese population, and Japanese educational institutions also expanded drastically; third, as the war dragged on, the Japanese schools in Nanjing, like their counterparts in the homeland, were forced to adapt to the wartime system.

Mridula Gungaphul  
ERICSSH2003059

Exploring the factors affecting green buying behavior among Mauritian consumers: an extension of the TPB model

Mridula Gungaphul  
University of Mauritius, Mauritius  
&  
Soheenee Devi Heeroo  
University of Mauritius, Mauritius

**Abstract**

The purpose of this study is to explore the major predictors of green purchase behavior in Mauritius through the application of an extension of the Theory of Planned Behavior (TPB) model by including advertising and sales as two new factors. A survey was conducted and data were gathered through a self-administered questionnaire using quota and judgmental sampling. 150 respondents judged to be knowledgeable about environmentally friendly products were approached to participate in the survey. The findings reveal that Mauritians have a strong positive attitude towards the environment. Sales promotion, subjective norms and attitude towards the environment are found to be significant determinants of green purchase intention. Perceived behavioral control and advertising were identified as not very significant variables. Results further show that there is not enough advertising done concerning green products in Mauritius. A positive relationship between green purchase intention and green purchase behavior was also identified. The results of this study can assist marketers in developing effective strategies when marketing green products in Mauritius. This study has used an extension of the TPB model to identify the factors having an impact on green purchase intention in Mauritius. Two additional factors have been included in the model namely advertising and sales promotion, on which very little research has been done, in relation with green purchase behavior.

**Keywords:** Green Buying Behavior, TPB, Mauritius



Dr. Shannu Narayan  
ERICIBELLP2102051

**Implementing Cross-Border International Insolvency Law in India**

Dr. Shannu Narayan  
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**Abstract**

The UNCITRAL Model Law on Cross-Border Insolvency (Model Law) was evolved to assist states in relation to the regulation of corporate insolvency and financial distress involving companies which have assets or creditors in more than one state. Cross border insolvency (CBI) is the treatment of assets of the corporate debtor which is situated outside the country. India enacted Insolvency and Bankruptcy Code (IBC), 2016 for making insolvency resolution process quicker and more efficient. It consolidates and amends the laws relating to the insolvency resolution process for companies, LLPs, partnership firms, and individuals. CBI benefits both resolution applicant and debtor because if a committee of creditors (CoC) does not deliver a revival plan through resolution process, liquidation process could be initiated. Under IBC, there are two important provisions which discusses CBI disputes: Agreements with foreign countries and upon letter of request.

The research objectives of this paper are to analyze possible hindrances in implementing the Model Law vide Indian law; and examining whether harmonization and standardization across the world would work against individual countries economic interests, such as India. Doctrinal Research Methodology and hermeneutics will be applied to analyze and review the research objectives

	<p>critically. A perusal of various legal provisions, case laws decided by Indian courts depicts that such harmonization of Model Law into Indian Law may be not only detrimental to the economic interests but also affect the sovereign rights of the country. The paper intends to facilitate study among similar emerging economies while adopting Model Law, benefiting diplomats, insolvency professionals, practitioners, corporate entities and academicians. Futuristically, India could consider adopting legal arrangement/mechanism through guidelines or protocols while deciding CBI disputes.</p>
<p><b>Rene Cuartero</b> ERCICBELLP2034054</p>	<p><b>Institutional Development and Stock Price Synchronicity: A Comparative Study on the ASEAN-5 Region</b></p> <p><b>Rene Cuartero</b> Ramon V. del Rosario College of Business - Financial Management Dept, De La Salle University, Manila, Philippines</p> <p><b>Isabel Benito</b> Ramon V. del Rosario College of Business, De La Salle University-Manila, Philippines</p> <p><b>Juan Diego Lozano</b> Ramon V. del Rosario College of Business, De La Salle University-Manila, Philippines</p> <p><b>Rafael Luis Pascual</b> School of Economics, De La Salle University-Manila, Philippines</p> <p><b>Abstract</b> Efficient Market Hypothesis (EMH) posits that firms in efficient markets can make optimal investment decisions as stock prices reflect information. However, information asymmetries exist between firms and investors. Traditional theory suggests this is due to firm-level decision, while more contemporary literature suggest that institutional factors may shape corporates' decision to be disclose information, and thus lead to more informative stock prices. This study aims to provide evidence on the influence of country-level institutional development on firms' degree of corporate transparency as revealed by their stock price synchronicity. We used panel regression analysis on 420 observations from publicly listed firms culled from Indonesia, Malaysia, Philippines, Singapore, and Thailand from 2013 to 2017. We find that Rule of Law, Voice and Accountability, and Regulatory Quality positively influence the stock price informativeness in Indonesia, Malaysia, the Philippines, and Thailand. Interestingly, we were able to show that Government Effectiveness negatively influences stock price informativeness in Singapore. Finally, our study revealed that Political Stability and Control of Corruption also influence stock price informativeness, but only in Indonesia, Malaysia, Singapore, and Thailand. We recommend future researchers to disaggregate institutional development measures to avoid collinearity. We also recommend researchers to explore this relationship when using clustered industry-level data as some institutional standards and rules are set separately for certain industries. <b>Keywords:</b> Stock Price Synchronicity, Corporate Transparency, Institutional Development, ASEAN, Agency</p>
<p><b>Nkem Violet Ochei</b> ERCICBELLP2034051</p>	<p><b>The Impact of MNOC's Level of Engagement with Human Rights Obligations in Transnational Human Rights Litigations Arising from The Niger Delta</b></p> <p><b>Nkem Violet Ochei</b> The Law School, Robert Gordon University, Aberdeen, Scotland</p> <p><b>Abstract</b> The approach that Multinational Oil companies (MNOCs) use to comply with their human rights obligations translates to the different levels of engagement with stakeholders. For example, concerns regarding alleged human rights and environmental violations of MNOCs usually starts with a notification, and then a formal complaint and if this is handled improperly will result in litigation. The ways MNOCs handles the disputes reflects whether the company pursues an inactive, reactive, active or proactive level of engagement with its human right obligations. This paper evaluates each approach (based on stakeholder engagement, business operations, human rights obligation, liability,</p>

	<p>and legal disputes) against a selected set of transnational human rights and environmental litigations arising from the Niger Delta. This evaluation reveals that MNOCs with a proactive approach considers the conduct of their affiliates (e.g., subsidiaries and suppliers) as a shared societal responsibility, and are more inclined to looking at the background of the complaint to solve the underlying problems in collaboration with all stakeholders. This paper, therefore, concludes that a proactive approach will lead to an improvement in human rights and environmental protection, in partnerships with local governments, local communities and NGOs.</p>
<p><b>Azhar Gawarir</b> ERCICSSH2033051</p>	<p><b>Lived Experiences of Women in Leadership Positions in the Public Sector in Saudi Arabia Post-Promulgation of Vision 2030</b></p> <p><b>Azhar Gawarir</b> Brighton Business School, University of Brighton, United Kingdom</p> <p><b>Abstract</b></p> <p>The culture of the Arab is quite conventional towards the gender contribution for society especially of Saudis. The trend of women leadership is growing day by day throughout the world but the allocation of women for the top managing positions is very low as compare to the men specially in under developing and even in developing countries. This research addressed the effect of traditional patriarchy on the career growth and performance of the women at their job place. The effect of family roles on the job commitments were also incorporated in this research. Moreover, the Vision 2030 and the variations in organizational policies associated with the progression of the women leadership and progression were also kept under consideration in this research study. An exploratory approach was adopted in this study with the help of survey and interview sessions getting the responses of 164 Government or Public Sector employees. The analysis of these responses was done to cover the mandatory aspects of this study.</p>
<p><b>Dr. Mouna Abou Assali</b> &amp; <b>Dr. Mohammed Dowaiikat</b> ERCICBELLP2035051</p>	<p><b>Positive Perspectives Matter: Enhancing Positive Organizational Behavior</b></p> <p><b>Dr. Mouna Abou Assali</b> Faculty of English, Rabdan Academy, Abu Dhabi, UAE</p> <p><b>Dr. Mohammed Dowaiikat</b> Rabdan Academy, Abu Dhabi, UAE</p> <p><b>Abstract</b></p> <p>This paper is an attempt to shed light on positive organizational behavior and the significance of three psychological perspectives in relation to fulfilling positivity in the workplace; namely attribution theory of motivation and emotion, Broaden-and-Build and emotional intelligence theories. Reference to the most relevant literature review is discussed and linked with the three theories. The main points in each theory are highlighted followed by a claim that justify their possible effectiveness in creating positive organizational and employee behavior. The paper, therefore, will provide what is hoped to be practical guidelines that might be beneficial to both the organization and the employees.</p>
<p><b>Wang Yuan</b> ERCICBELLP2035054</p>	<p><b>Profitability Differences between Large and Small Banks and their Sources: Empirical Evidence from Chinese Banks</b></p> <p><b>Wang Yuan</b> Wenlan School of Business, Zhongnan University of Economics and Law, Wuhan, China</p> <p><b>Abstract</b></p> <p>In China, the banking system is the basic component of the financial system. The banking system plays an important role in the allocation of social funds. An efficient operating banking system is very important for the economic development of a country. China's credit market is dominated by large state-owned banks and joint-stock commercial banks, supplemented by small and medium-sized regional commercial banks. There are great differences between them in economic strength and credit preference. This paper calculates the relative profitability of large and small banks in China. By referring to the analysis framework of O'Donnell (2012) and Feng &amp; Wang (2018), the paper analyzes why the profitability of small banks is inferior to that of large banks. Under the</p>

framework of efficiency decomposition, it is observed that small banks are inferior to large banks in specific aspects. We break down the relative profitability of small and large banks in two stages. In the first stage, the relative profitability is decomposed into the price part and the effect part. In the second stage, the two indexes are further decomposed. The price part is decomposed into input price index and output price index. The efficiency part can be divided into four parts: efficiency frontier, technical efficiency, scale efficiency and mixed efficiency. The empirical results show that small banks have some advantages in labor costs, but their profitability is still lower than that of large banks due to their low total factor productivity. Through the decomposition of total factor productivity, this paper finds that the low total factor productivity of small banks mainly lies in their low technical efficiency and mixed efficiency.



Ruth Frimpomaa  
Anarfi  
ERCICSSH2103230

The Interrelationship Between Rape and Constructions of Masculinity And Development Assistance in The Democratic Republic Of Congo (Drc)

Ruth Frimpomaa Anarfi  
Social Science, Kofi Annan International Peacekeeping Training Centre, Ghana

**Abstract**

Conflict in the Democratic Republic of Congo (DRC) claimed the lives of more than five million people (voanews.com). The conflict caused heinous damage to infrastructure and property and halted development. The people of the DRC suffered greatly, especially women and girls. However, even though the two wars of DRC have had a great effect on women and children, this research delved into the Interrelationship between Rape and Constructions of Masculinity and Development Assistance in the DRC. The study employed a qualitative approach relying solely on literature from publications, presented papers, journals, books, and useful websites as well as administered questionnaires. The rebel soldiers capitalized on rape as a weapon of war and this apart from making the soldiers feel overly superior destroyed the women in the conflicting area physically and psychologically. Most rape victims could not live in their communities and were compelled to live in camps set up by NGOs. However, since the end of the cold war, Africa has suffered throughout history, some leading to violence against women which has become an integral aspect of militarization and war-rape. Other forms of sexual violence are used as instruments of violence and terror as torture, punishment, intimidation, coercion, humiliation and degradation. Nonetheless, it is only recently that the international human rights community has recognized rape as violence rather than as an assault on honor or a crime against morality. Given this, the study outlined some recommendations which include the setting up of women non-governmental organizations to address violence against women and girls, this should be encouraged to inform other women and support groups with local and national authorities and media on gender and sexually-based violence sensitization. Again, there should be more women leaders' involvement in decision making to address the needs of women who bear the brunt of armed conflict.

**Key words:** Conflict, Rape, DRC, Women

Local Taxes Between Obligation and Fiscal Citizenship

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ERCICBELLP2103083

Dorina Sandu  
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**Abstract**

With a history as long as that of human communities, local taxes have gone through a long process of historical and fiscal transformations from the simple collection of gifts in kind, the performance of work and services, to monetary contributions. The fiscal compliance of the taxpayer reported in percentages regarding the realization of the receipts exceeds in meaning the payment of an obligation established at the level of fiscal policy. As an individual or an entity, the citizen-taxpayer transfers sums of money in the form of tax, but this transfer has in addition to the historical-economic-legislative component and a defining psycho-social one for what we call fiscal citizenship. Visible only in the voluntary fulfillment of fiscal obligations, less in positive attitudes and beliefs, perceptions, motivation and trust in local authorities, fiscal citizenship remains the barometer of the citizen-public administration or public service relationship. I set as research objectives the identification of key elements of strengthening the relational-managerial and socio-psychological dimension of tax citizenship, identifying the degree of understanding of tax citizenship, the presence

of this attitude in taxpayers' behavior, identifying the drivers of taxpayer- local tax administration partnership. Following the analysis of the answers, the factors that block the sincere and natural manifestation, from the conviction of fiscal citizenship are: obligation, fiscal pressure, lack of decisional transparency, lack of a functional link between local tax administration-taxpayer, incompetence and administrative indifference, lack of public services quality, officials with undesirable behavior, tax evasion, discrimination, politicization, bureaucracy. Another type of message is needed from the tax authority in communicating with taxpayers. Fiscal citizenship and its defining elements can indicate the extent to which citizens feel defended by democracy and the rule of law. You cannot strengthen fiscal citizenship without strengthening trust in public authorities in terms of fiscal policy and taxation, without the responsibility for the efficient use of the amounts collected, without considering the taxpayer in a threefold way: partner, beneficiary and client of the local public tax service. A culture based on rights and responsibilities or on the reciprocity of responsibility and the empowerment of the citizen-taxpayer is needed.

**Keywords:** Public Administration, Local Taxes and Fees, Fiscal Citizenship



**Jakub Kucharczuk  
&  
Karol Walachowski  
ERCICBELLP210308**

### **Economic and Institutional Urban Resilience On COVID-19: Case of Poland**

**Jakub Kucharczuk**

**Centre for Analysis of the Jagiellonian Club, Poland, Cracow**

**Karol Walachowski**

**Department of Economic Policy and Development Programming, Cracow University of Economics,  
Poland, Cracow**

#### **Abstract**

The aim of the article is to examine the institutional and financial capacity of Polish cities to respond to the effects of COVID-19. Thus, the article complements existing publications in three ways. First, the study covers a large population of cities. We analyzed 66 cities with poviats rights. So far, research on the impact of COVID-19 on the development of cities in Poland has been limited only to the largest metropolises. Secondly, the article identified those functions of cities that, in the face of a pandemic, showed high or low resistance to pandemic disturbances. Thirdly, the article verifies to what extent the systemic position of cities in Poland, regulated by the Act on Crisis Management and the Act on Public Finance Management, is adequate against threats such as COVID-19. Methodological triangulation was used in the study of the institutional and financial capacity of Polish cities to respond to the effects of COVID-19. The study consists of two parts - qualitative and quantitative. The economic resilience of cities has been studied in two ways. First, cities were classified according to the effects of the crisis in the most important areas of operation: the labor market (unemployment), public finances (budget revenues) and private enterprises (number of companies). Then, an analysis of the causes of urban vulnerability was carried out. The study shows that the COVID-19 pandemic accelerated the processes of divergence in the development of Polish cities. Smaller cities, other than voivodeship capitals, turned out to be more sensitive. The current crisis also confirms the hypothesis related to the need to diversify the economic structure of cities. Tourist cities were characterized by a lower level of immunity. The presence of numerous medium-sized companies turned out to be a positive feature. According to the resilience theory, the most important moment for the development of Polish cities takes place at the time of writing this article. Crises create the potential to reorganize the position of centers in the global economy. Robustness and adaptation of cities to new conditions that will shape a new path dependence that may improve or worsen the competitive position of cities.



Dr. Kwok Wai Jing  
ERCICSSH2104066

**Students' Perceptions of Design-Based Interactive Learning Tools in A Constructivist-Based Learning Environment**

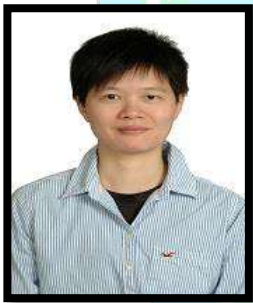
**Dr. Kwok Wai Jing**

**Advertising Department, Xiamen University Malaysia (XMUM), Sepang, Malaysia**

**Abstract**

In this 21st century, the development of technology has brought changes in many aspects of our life, especially brought huge impact in education sector. Research has shown that the current graduates did not equipped with the skills needed by the employers. Curriculum today should be reviewed and redesigned to integrate future skills explicitly. Research has shown that constructivist-based learning environment provide students with more active, engaging and problem-solving learning experiences. Interactive learning tools such as blog and Kahoot are able to provide more interactive, real time feedback, enhance communication and collaboration between teacher and students. It has shown to be effective way in teaching and learning as it promotes critical reflection, allow students to be creative and problem solving. This study investigates students' perception of using interactive learning tools in a constructivist-based learning environment. Qualitative research approach was adopted to gauge the students' attitudes and perceptions towards the use of blog and Kahoot in their learning process. The results of the study have shown that students have become active learners by actively participated in class activities. Apart from that, it has been found that students improve continuously, became independent learners, actively giving and receiving feedback from lecturer and classmates. The results of this study will bring benefits to lecturers and higher education institutions where they will understand the advantages of integrating interactive learning tools in the constructivist-based learning environment. Lecturers will need to design and impart skills and competences that employers need the most so that they can integrated in the curriculum.

**Keywords:** Interactive Learning Tools, Constructivist-Based Learning Environment, Active Learning, Problem Solving



Yung-Chan Chen  
ERCICBELLP2104053

**Gendered Discourse Analysis of Senior High School Students**

**Yung-Chan Chen**

**Department of Modern Languages, National Pingtung University of Science and Technology, Pingtung, Republic of China**

**Abstract**

Gender difference has been one research area in sociolinguistics for a long time. The relationship between language and gender has become one of the major issues in sociolinguistics since 1970s. From then on, some famous linguists such as Robin Lakoff, Dale Spender, and Deborah Tannen have provided their points of view or theories to explain the difference of gender discourse. Early linguists who worked on this area claimed that men's speech style was a symbol of power and norm, while women's use of language in a distinct way and argued that it is characterized by its uncertainty, weakness, lack of any sense of humor and excessive politeness. However, some researchers held different point of view and insisted that men and women just belong to different cultures so they show different speech styles. Generally speaking, female's linguistic features tend to be more supportive, acknowledging and building on others' speech, and pursuing a style based on solidarity. On the other hand, men seem pursue a style of interaction based on power, and tend to ignore each other's utterances. These linguistic features characterize women's collaborative style and men's competitive style. To extend sociolinguistics on gender, the purpose of my research aims to analyze talks among students of two genders in avocational high school to observe gendered differences in conversational styles. The main contribution of this study is to provide a complimentary insight to existing literature on language and gender studies which, however, are mainly based in Western societies and rarely in Chinese-speaking communities.

**Keywords:** Sociolinguistics, Gender Difference, Conversational Styles

Riwei Lin  
ERCICBELLP2104056

**The Cloth that Changes the World: Exploring the Chinese Disposal Face Mask Industry using Survey Data**

**Riwei Lin**

**Arts and Science, Jinhua Foreign Language School, Jinhua, China**

	<p style="text-align: center;"><b>Abstract</b></p> <p>A large and growing body of research has been conducted to examine the impact of the pandemic on the global economic well-being. Among social scientists, there is widespread consensus that the pandemic hits global economy hard, dragging down countries' GDP growth rate, shrinking the size of economies, causing severe unemployment, and enlarging financial gaps between the rich and the poor. Whereas, from little to no studies have been done to explore how public health equipment industries have reacted to the increasing demand of PPEs across nations, even though an understanding of this issue proves to be extremely important to the political economy of world health. In this paper, I delve into this question by looking at the case of China. The PRC is an interesting case to study not only because of China's relatively successful accomplishments in fighting the public health threat, but also due to the encouraging phenomenon that the Chinese medical equipment industry has been particularly robust to shocks. To date, China has become one of the largest exporters of PPEs and supply the international community with a significant number of medical resources. In this research, I conduct dozens of individual in-depth interviews with Chinese factory works and businesspeople in the disposal face mask production industry. Using such qualitative methodology, my survey data yields strong evidence which indicates that this industry has benefited largely from selling PPEs to not only domestic buyers but international purchasers as well. The well-suited government regulations, on time policy assistance, complete and developed production &amp; supply chain as well as the abundant labor capital resources at the domestic arena has contributed significantly to the robustness of Chinese face mask productions. I found further support for the qualitative claim using quantitative data analysis models. This study has important implication for policymaking and governance around the globe.</p> <p><b>Keywords:</b> Face Mask, COVID-19, Survey Data, Supply Chain</p>
<p><b>Asokan Vasudevan</b> ERCICBELLP2104057</p>	<p style="text-align: center;"><b>An Empirical Study of the Impact of working from Home on Employee Productivity in the 21st Century</b></p> <p style="text-align: center;"><b>Asokan Vasudevan</b> Faculty of Business, Communication and Law, INTI International University, Malaysia</p> <p style="text-align: center;"><b>Abstract</b></p> <p>The world is currently going through a change where a shift in the paradigm has forced the acceptance of new norms and has accelerated the need for changes to happen in the workplace. Companies are now being forced to shift operations out of the workplace and into the homes of their employees while doubts are still being casted if productivity would remain. The factors influencing productivity when working from home have been put under the spotlight to see if they are really significant as times are calling for work from home arrangements to be the next new norm. This research was conducted to investigate the impact of working from home on employee productivity in the 21st century. The study has thoroughly examined academic papers and theories that were relevant to the area and settled on using Self-Determination Theory for this particular research. Self-Determination Theory speaks of the factors that affect an individual's motivation and broken what drives them into three basic human needs that need to be satisfied in order for them to feel motivated. The primary data collection method for this research was through the use of a well-structured questionnaire and its analysis was done using IBM Statistical Package for the Social Sciences (SPSS) 26. The questionnaire was constructed using items that were derived directly from the Self-Determination Theory measurement instrument. The questionnaire was distributed to a number of different service industry organizations in Malaysia. 100 questionnaire responses were received at the end of the data collection period and analysis was performed on the data for purposes of this study. The results determined that Autonomy had the highest correlation and strongest determinant of employee productivity and proved itself to be a significant influence on employee productivity alongside Competence. It can be concluded that only two out of the three presented hypotheses were accepted in this research.</p> <p><b>Keywords:</b> Employee Productivity, Working from Home, 21st Century</p>
<p><b>Pornpirun Tanyasri</b> ERCICBELLP2105051</p>	<p style="text-align: center;"><b>Protection of Fashion Design: A Comparative Case Study between Intellectual Property Code (Code de la propriété intellectuelle) And United States Code Title 35 – Patents Act</b></p> <p style="text-align: center;"><b>Pornpirun Tanyasri</b></p>

VongchavalitkulUniversity, Nakhon Ratchasima, Thailand

**Abstract**

The purpose of this research is to study legal protection for fashion design in Thailand and comparative Case Study between Intellectual Property Code (Code de la propriété intellectuelle) and United States Code Title 35 – Patents Act. This research and analyze data were based on laws, textbooks, books, thesis, articles, journals, legal opinions, judgments, online public information, documents and foreign laws. These data were collected, analyzed and draw to conclusion and suggestion about a guideline for protecting of capability in legal defense by accused in correspond with the spirit of the laws. It is to say that fashion design is considered an industrial design that has been protected as a product design under the patent law and at the same time, it is considered as the work of an applied art in accordance with Thai copyright law. The copyright law did not stipulate the explicit fashion design section but it only stipulated the listed protected work as the type of artistic works. Additionally, the definition of applied art was ambiguous and required legal interpretation based on legal knowledge and fact of each case. Based on my study of fashion design protection in foreign countries, especially France, the law clearly states the protection for fashion design and listed protected works stipulating type of protected works and includes the clear rules for what action constitutes for the infringement. As result to this strong protection of law, innovation was created and progression for fashion design industry was supported. In the United States of America, several ways of fashion design are protectable. Under trademark, designers may protect their design works by investing in a distinctive logo or trade name that recognizing by public and its source. As for the patent law, designers can apply for a design which qualify as new, unique and ornamental design and shall be eligible for protection under copyright law. Conclusively the author opines that Copyright law should be amended by stipulating the explicit definition of fashion design and categorized separately as one of an artistic work, and stating the type and category of protected apparel, including the appropriate protection period by considering the benefits of the creator or fashion designers as well as the public benefit.

**Keywords:** Design, Fashion

Howard Chitimira  
ERCICBELLP2105053

**The Liability and Constitutional-Related Legal Consequences for Social Media-Related isconduct  
In the South African Workplace**

Howard Chitimira  
Professor of Law Northwest University, South Africa

**Abstract**

Employees have a duty to act in the best interests of the employer. This fiduciary duty is owed to employers by employees in many countries, including South Africa. However, the advent and use of social media platforms in the workplace poses potential risks on the employer-employee relationship, especially in respect of the liability and legal consequences for social media-related misconduct. This article discusses the liability and legal consequences for social media-related misconduct in the South African workplace during office working hours on the part of both the employees and employers. In this regard, the author submit that employees could be held liable for their social media-related misconduct committed in the workplace during office working hours. In the same vein, employers could also be held liable for their own social media-related misconduct or that of their employees, if it was committed in the workplace during office working hours. Accordingly, the article is focused on the liability and consequences for social media-related by both employees and employers in the workplace during office working hours. To this end, the article analyses the detrimental consequences of such social media-related misconduct on the employees as well as the employer's business, personal reputation and related aspects. Thereafter, possible recommendations to curb the legal consequences for social media-related misconduct in the South African workplace will be provided.

**Keywords:** Social Media-Related Misconduct, Dismissal, Workplace, Vicarious Liability, Inside Trading

Xingqiao Wang  
ERCICBELLP2105057

**Old Wine in New Bottle: Economic Methods in in Fighting Disease**

Xingqiao Wang  
Arts and Science, Northeast Yucai Academy, Shenyang, China



**Abstract**

Recently, the outbreak of COVID-19 has drawn significant concern from the worldwide—civilians, politicians, scholars and many others acknowledge the lethal harm this disease has and will potentially continue to inflict on the well-being of the mankind. While the mass public is desperately looking forward to the creation of vaccines that could be adopted to cure the infected, little progress has taken place in medical research on COVID-19 as the creation of vaccine still await lengthy research devotions. Since the entire species of our kind is at stake, it is rational one should think out of the box and seek for unconventional while creative approaches to disentangle the complexity in such lengthy vaccine research. In this article, I strive to propose a new method to fight COVID-19 from a socio-economic perspective. I argue it is not medical technique one shall solely rely on to control the spread of COVID-19 in our community, but rather, it is more urgent that we utilize existing non-medical approach to fight the disease. Throughout the globe, China has achieved significant accomplishment in its anti-pandemic campaign—strict quarantine, infection population tracing, social distancing, population-based testing, with these approaches, China has successfully minimized the spread of the virus. What can we learn from the Chinese anti-pandemic campaign and practice these outside the Chinese border? The answer to the question is vital to the world's joint effort in fighting the disease. To probe these questions, I look at socio-economic methods used in China's anti-COVID-19 campaign, that how this superpower has reshuffled its state health department and enabled a more efficient medical supply productivity. With extensive field work in Northeast China's hospitals and COVID clinics, I found the Chinese government's social administrative strategy has proposed to be more effective than conventional medical approaches. My research has great implication not only to the interaction between social economics and public health, but also my work contributes to the global joint effort in fighting COVID-19.

**Keywords:** Economic Methods, Medical Resources, Disease Control

**Experience of China's Agricultural Assistance A Case Study on China-Guinea-Bissau Agricultural Technical Cooperation Project**

Sha Sha

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Sha Sha  
ERCICSSH2105066

**Abstract**

For more than sixty years, China has been providing development cooperation to developing countries under the framework of South-South Cooperation, thereby making concrete contributions to the achievement of the United Nations (UN) Millennium Development Goals (MDGs). In the context of the UN-led 2030 Agenda for Sustainable Development, China is not only making efforts to achieve the 17 Sustainable Development Goals (SDGs) domestically but is also proactively supporting other developing countries in achieving them. Agricultural assistance has always been one of the major components of China's development assistance. Providing agricultural assistance to Africa is not only a prime example of China's participation in international development cooperation, but also a key area for cooperation between China and Africa. Agricultural technical cooperation projects (ATCPs) are one of the major forms of China's agricultural assistance in Africa. Centered on transferring China's agricultural technology, technical cooperation projects are executed by Chinese experts responsible for organizing agricultural technology training sessions and providing relevant assistance—such as in-field demonstrations and guidance for production activities. These activities are carried out with the intention to help other developing countries improve their capacity for agricultural self-development and production. This case study examines the China-Guinea-Bissau agricultural technical cooperation project (ATCP) as a typical epitome of hundreds of Chinese agricultural technical cooperation projects in African countries. The case study design drew from approaches to assessments used by the international community, including its framework and indicators. Field research is the primary method, complemented by desk reviews and questionnaires. The case study combines both qualitative and quantitative analytical methods and looks at the project from six aspects, namely "relevance", "efficiency", "effectiveness", "results", "sustainability", and "cooperation and partnership". The study found that the China-Guinea-Bissau ATCP contributed to agricultural development in Guinea-Bissau in four aspects. Firstly, the project delivered positive results for both agricultural development and, more generally, people's production and livelihood in

the countryside, which is aligned with Guinea-Bissau's national development priorities and in line with priorities of international organizations' development work. Secondly, the project brought agricultural technologies suitable for local conditions and provided relevant training to local communities; this led to an improvement in technological capacity and mechanization in Guinea-Bissau of participated farmers. It also contributed to poverty reduction in the Guinea-Bissau region. Thirdly, the project identified and extended rice varieties suitable for the local environment through years of breeding refinements, which contribute to hunger reduction and food security in Guinea-Bissau to some extent. Fourthly, through capacity building activities, a great number of local agricultural technicians have been trained to improve their technical knowledge and skills. As a result, women were able to improve their family and social status. The China-Guinea-Bissau ATCP also employed community-based approach focused on establishing partnerships with local communities and farmers, which thereby stimulated their interest in rice production activities. Interestingly, an increasing number of farmers hope that the Chinese experts of the China-Guinea-Bissau ATCP could build demonstration sites in their regions. ATCPs are a type of South-South Cooperation from China that emphasize local involvement from inception onwards and aim to provide demand-driven agricultural assistance and promote self-development capacities in African countries. This is valuable experience that China can offer to the international agricultural assistance community. Such experience provides the foundation for China to more effectively carry out agricultural development assistance in the future, thereby further supporting the agricultural and socio-economic development of other developing countries. Moreover, it has inspired China's work on global agricultural assistance and has contributed to the provision of new ideas for international communities in this area.

**Keywords:** South-South Cooperation, Agricultural assistance, China, Guinea-Bissau



Yanxiu Lu  
ERCICBELLP2036058

**Analysis of the Fluctuation Characteristics and Influencing Factors of Soybean Price in China**

Yanxiu Lu

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**Abstract**

In 1995, China abolished the management of soybean import quotas, and import tariffs dropped significantly. From the following year to the present, imports have continued to increase, becoming a net soybean importing country. The gap between supply and demand in the domestic soybean market has been expanding. A large amount of soybean demand is dependent on foreign markets, with frequent price fluctuations affecting farmers' income and decreasing planting incentives. This paper aims to study the characteristics of soybean price volatility and the factors influencing it. This study covers 244 monthly data sets from 2000 to 2020. The ARCH family model was used to estimate the empirical results. The results of analyzing the characteristics of soybean price volatility show that soybean price volatility in China is distinctly nested, not "high risk, high return," and asymmetric. That is, "information on price increases and decreases" has the same impact on soybean price volatility. Analysis of the factors influencing soybean price volatility. The results show that pre-soybean prices, domestic and international futures market prices, and net soybean imports have a crucial impact on the volatility of soybean prices in China.

**Keywords:** Soybean Prices, Price Fluctuation, ARCH Family Model



Nebojša Janićijević  
ERCICSSH2108054

**Organization in the Era of Information and Communication Technology**

Nebojša Janićijević

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**Abstract**

The paper explores how information and communications technology (ICT) impacts contemporary organization. The organization is considered in the paper as the internally consistent configuration of two hard components: structure and mechanism of control and coordination as well as two soft components: culture and leadership. The starting assumption is that ICT implementation in contemporary organizations leads towards a more even distribution of power within them, as well as towards domination of social over work component of organizations. By solving the problem of information processing in organizations, ICT has reduced the importance of information itself and increased the importance of its use and knowledge creation. Since the creators of knowledge are

people with a significant degree of autonomy, ICT has contributed to the dominance of social over the technical component of the organization as well as the levelling of the distribution of power in organizations. For this reason, ICT shapes modern organizations by strengthening their tendencies to adopt a type of structure, culture, control, and leadership that is characterized by equal distribution of power and dominance of the social component in relation to the work component. When it comes to organizational culture, it is people culture from Handy's classification. Following Mintzberg's classification of organizational structures, we can assume that ICT favors the adhocracy structural model. ICT also favors people-oriented participative leadership, and coordination through direct interpersonal communication. Thereby, ICT leads contemporary organizations towards the implementation of an innovative model characterized by adhocracy structure, people culture, direct interpersonal communication as coordination mechanism and people oriented participative leadership.

**Keywords:** Information Communication Technology, Organization, Organizational Structure, Organizational Culture, Leadership, Control and Coordination



**Faiza Dekhir**  
ERCICBELLP2108054

**Understanding the Uses of Cultural Heritage**

**Faiza Dekhir**

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**Abstract**

Undoubtedly, for a thing to be, in some sense, useful for one and all is to claim universally on the role that it should play in people's lives. Some argue that heritage has different roles as it is conceived as knowledge molded in accordance to different meanings. Having all that in mind, the aim of this study is to explore the nature of heritage, mainly the notion of cultural heritage as it is a contested subject. Of particular interest for this study would be an analysis of heritage as social and cultural constructions articulated within cultural practice. Within this respect then, heritage is represented as a conceptualization of different meanings linked to space, time, performance and commemoration, affect, and tangibility/intangibility. To that end, the study points to some preliminary examples from the Algerian context to explain heritage uses.

**Keywords:** Uses of Cultural Heritage, Performance, Locality, Identity, Tangible/Intangible Cultural Heritage, Algeria

**Dr. Jerry Amadi**  
ERCICBELLP2108053

**Application of Statutes of Limitation under the Electronic Filing Regime**

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**Abstract**

The law abhors stale claim. Every seeker of justice must do so with dispatch. Statutes of limitation are designed to fix the time frame when any given aggrieved person must seek justice. When an action is brought after the lapse of the stipulated time it is said to be statute barred. Statutes of limitation are called in aid where a litigant could be said to be blameworthy for letting time to slip. But there could be occasions where factors outside the control of a litigant may foist the negative effect of limitation law upon his claim. An example is where the litigant does not control the means of commencing litigation. The electronic filing procedure is relatively new in developing jurisdictions. The procedure comes with manifold challenges, some of which relate to access to the portal for filing of processes. Where a litigant had set out within time to file his process, but could not file within the period required by any applicable statute of limitation owing to defects or glitches in the electronic filing system, the question is whether his claim should be caught by the statute of limitation.

**Keywords:** Limitation, Electronic Filing, Stale, Lapse

**Isha Bhatt**  
ERCICSSH2107054

**Emerging Trends in Tribal Textile of India**

**Isha Bhatt**

Banasthali Vidyapith, Newai, Tonk, Rajasthan, India

**Abstract**

Textiles have a long tradition in the world. Indian tribal textiles are one of the oldest in the world, dating back to the Indus Valley civilization. One of the early parts of the Veda, the Rigveda, mentions textiles and weaving. There were a great variety of different textiles in Indian epics like Mahabharata and Ramayana, which indicates the importance that they have in Indian culture. These epic stories talk about the clothing that was worn by the common people and the aristocrats as well. Exporting Indian tribal textiles was a very common topic in Indian writings, too. Trading textiles as very common between India and other countries in the ancient world. The Romans enjoyed the silk that was woven by the Indians during the Christian era. Egyptians enjoyed the many different cottons textiles; even as early as the 5th century A.D. Small remnants of the textiles were found in Egyptian tombs. Indonesia was a frequent customer for the silk textiles from south India in the 13th century. Other customers for Indian textiles include Muslims from Bengal and the British East India Company who traded silk and cotton textiles. You can still see the same attention to detail and high quality that was found during these periods in the designs, techniques, and patterns of the textile weavers. India has traded to countries across the world and this has helped to build the rich tradition that they have now.

**Keywords:** Emerging,Trends,Tribal,Textile of India

**Baituan Zhou**  
ERCICSSH2107056

**The Impact of COVID-19 on International Food Trade; Evidence from the Chinese Market**

**Baituan Zhou**

**Department of Arts and Science, Northeast Yucai Academy, Shenyang, China**

**Abstract**

To date, there has been extensive literature that aims to research if, and through what specific mechanisms, does the unprecedented global pandemic affect the living conditions of ordinary people in the world. It is widely agreed among policy makers and scientists that COVID-19 has huge impact on food industry. Indeed, many countries do not have comprehensive farming and food processing industries and therefore have to rely on international trade to satisfy the daily needs of their citizens. Whereas, while globalization help the free flow of factors of productions around the globe which helps promote social welfare, the pandemic prohibited this food trade activities among countries. In such case, how should different countries deal with this tractable challenge. In this article, I probe this question by looking at the case of China. By using qualitative data on Chinese food industries during 2020 to 2021, I delve into the specific policy made by the Chinese government to cope these new problems. This research has important policy implication to the international political economy of the global pandemic.

**Keywords:** Global Pandemic, Import-Export, Food Industry, China



**NenengDjuaeriah**  
ERCICSSH2107057

**The Impact of Capital Structure and Agency Cost on Indonesian Firm's Profitability**

**Neneng Djuaeriah**

**School of Accounting, Swiss German University, Tangerang, Indonesia**

**Abstract**

This study attempts to determine the impact of the capital structure and agency costs on the firms' profitability of Indonesian firms listed in LQ45 Indonesian Stock Exchange (IDX). he samples period is from year 2013 to 2017 processed by SPSS version 25. The sample size employed is 29 out of 580 listed companies in IDX. Long term debt ratio, short term debt ratio and equity ratio is used to explain the capital structure, while agency costs is measured by using total operating expenses divided by total annual sales. Meanwhile, firm's profitability is calculated using return on assets (ROA) and return on equity (ROE). On the other hand, firm's size and sales growth act as control variables in order to clarify the correlation between dependent and independent variables. The results indicate both LTD and STD are determined the ROA at significant level of 1 percent, whereas the ROE is determined by STD at significant level of 1 percent and LTD at 5 percent. The agency cost, size and growth are positively insignificant correlated for both ROA and ROE.

**Keywords:** Agency Cost, Capital Structure, Growth, Size, Long Term Debt, Short Term Debt



Kajohnsak Wongwirach  
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ERICSSH2107058

**Community-Based Adaptation Affecting Quality of Life in the COVID-19 Situation: Case Study of Upper North Region Thailand**

**Kajohnsak Wongwirach**  
Faculty of Management Science, Lampang Rajabhat University, Lampang, Thailand

**Abstract**

This survey and qualitative research intended to explore community-based adaptation to livelihoods that can create the quality of life under the Coronavirus 2019 outbreak. The researchers gathered the data from interviews among community leaders and those involved in managing, preventing, campaigning, and supporting government agencies to prevent the spread of COVID-19 at the community level as the target groups or sample groups. The study areas were in Lampang and Lamphun provinces, the target area for academic service of Lampang Rajabhat University, under the collaboration of the Rajabhat University network throughout the country. According to the qualitative research methodology, the total number of data participants was 108 and analyzed by content analysis. The results revealed about the establishment of a community management mechanism that effectively prevents and stops the spread of the coronavirus outbreak in the first and second waves of Thailand. They are a mechanism for building cooperation of community health network at the community level, community communication management mechanism, and management mechanisms for the foundational economy in the community. They are the critical mechanism for community management, leading to a better quality of life under the COVID-19 outbreak.

**Keywords: Community Management Mechanism, Coronavirus 2019, Quality of Life**

**OnurBasarOzbozkurt**  
ERICSSH2107061

**Does Psychological Ownership Affect Green Organizational Behavior?**

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**Abstract**

This paper explores the impact of psychological ownership in an organizational plane on green organizational behavior which in turn plays a significant role in creating a sustainable environment and helps to mitigate ecological issues of the world. The present study aims at being fulfilled the research gap by exploring the impact of psychological ownership on green organizational behavior. To this end, the data was collected from 237 employees working at one of the leading fastener manufacturers of Turkey by using the convenience sampling method. The data obtained from the questionnaire that has been analyzed via "SPSS 26.0". Our findings suggest that psychological ownership has a statistically significant impact on green organizational behavior and to contribute to theoretical and practical implications.

**Keywords: Psychological Ownership, Green Organizational Behavior, Organizational Sustainability, Environmental Sustainability**



**The Impact of "Free Movement of Labor" Commitments on Vietnamese Policies and Regulations on Attracting ASEAN Skilled Workers**

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**Abstract**

In the context of the 4.0 technology revolution creating an economic platform transformed from a model based on low-cost labor to a knowledge economy requiring high skilled workers, Vietnam witnessed the sharply increasing demand in high skilled workers. Since joining ASEAN, Vietnam has been proactively participating and implementing commitments of free movement of labor

<p><b>TrầnThúyHàng</b> <b>ERCICBELLP2107052</b></p>	<p>within the ASEAN Economic Community. These commitments are expected to have a positive impact on Vietnam in directing a policy on attracting ASEAN skilled workers and making pressure on the revision of legal regulations. However, in this article, the authors show a gray picture of the possible impacts of ASEAN's "free movement of labor" on Vietnamese's policy and regulations. By analyzing the changes of the Vietnam's policies and law on attracting skilled labor before 2003 and since 2003 until now, the analysis finds that Vietnam has oriented the policies on attracting skilled foreign worker more clearly and some laws have been amended and supplement to be pursuant to the Vietnamese's commitments in ASEAN to make more convenience for ASEAN skilled labor to access the Vietnamese's labor market. The results of this study show that the Vietnam's commitments on free movement of labor in ASEAN positively impacts on the completions of Vietnam policy and regulations on attracting ASEAN skilled labor but the level of impacts is limited.</p> <p><b>Keywords:</b> Free Movements of Skilled Labor, Impacts, Vietnam's Policy and Law, Attract ASEAN Skilled Labor</p>
<p><b>Yui Nakamura</b> <b>ERCICBELLP2107053</b></p>	<p style="text-align: center;"><b>Effects on Class-Size Reduction on Students' Performance</b></p> <p style="text-align: center;"><b>Yui Nakamura</b> Faculty of Economics, Fukuoka University, Fukuoka City, Japan</p> <p style="text-align: center;"><b>Abstract</b></p> <p>A major factor affecting students' academic performance is the classroom environment, where class size is one of the important factors. This study focused on the impact of lowering class sizes and evaluating student performance and examined a number of other factors affecting students' performance. The results were established using a simple model based on Lazear (2001). The results reveal the benefits of class-size reduction, and notably, how elementary students benefited from the smaller class size. This study will help school managers, teachers, and society to understand the importance of creating an optimal learning environment based on students' needs.</p> <p><b>Keywords:</b> Class-Size Reduction, Learning Environment, Eagerness Toward Studying, Optimal Class Size</p>
 <p><b>Eduardo Martin Novillas</b> <b>ERCICSSH2110059</b></p>	<p style="text-align: center;"><b>The Influence of Online Travel Companies in Selecting Hotel Accommodations</b></p> <p style="text-align: center;"><b>Eduardo Martin Novillas</b> College of Tourism and Hospitality Management, De La Salle University Dasmariñas, Cavite, Philippines</p> <p style="text-align: center;"><b>Abstract</b></p> <p>Reviews have proven to be a more reliable source of information because it continuous to be updated throughout the years by different people who wants to share their experience with the products offered. In this Study, the researchers have conducted a Qualitative Content Analysis on Online Travel Companies such as Agoda and TripAdvisor where the Researchers have gathered the information needed using the Stimulus Organism Response Theory 4 indicators for Reviews were used Perceived Interactivity, safety and Privacy, Price &amp; Promotion and eWom these 4, are chosen to act as a theme in order to categorize the gathered reviews from Hotel Monticello of Tagaytay, Cavite. As the results has shown Perceived Value was the most common indicator used for hotel reviews and this research will discuss on why it was first on both online booking website. The Researchers limited the gathered data of Online Travel Companies from year 2016-2019 on Hotel Monticello Tagaytay, Cavite. The Researchers decided to not include the year 2020-2021 due to the still going pandemic. After analyzing and chunking the reviews The Researchers had categorized and summarized using QDA (Qualitative Data Analysis Miner Lite) The Researchers data analysis resulted that the indicator that had a major impact when it comes to influencing a customer's choice of Accommodation is Perceived Interactivity &amp; eWOM for both Agoda and TripAdvisor.</p> <p><b>Keywords:</b> Hotel Reviews, SOR Model, QDA Miner Lite, TripAdvisor, Agoda</p>



Emiel Vince Turdanes  
ERCICSSH2110060

**A Content Analysis of Filipino Movies from 2018 - 2019 Vis-A-Vis with Criteria Set by Cine Turismo**

**Emiel Vince Turdanes**  
College of Tourism and Hospitality Management, De La Salle University, Dasmariñas City, Philippines

**Abstract**

People often see movie theaters wherever they go and, literally, in all countries for that matter and, with the advanced technologies, you can have movies right inside the comfort of your own home. A lot of emotions are drawn, new knowledge, wisdom, philosophies are acquired, and new found places and adventures are virtually explored which an individual would dream of experiencing. In most of these, it is the wonders of nature, new sites, development, cultural heritage, and people that really draw curiosity to adventurous individuals and thus, help push tourism at the helm. This specific aspect or area of study dwells mainly on the correlative impact of cinematography/filmmaking with that of the growth of the tourism industry particularly in the Philippines. Having this hypothesis in mind, the researchers gathered some fifty (50) movies from the MTRCB files from the period covering 2018-2019 and on the process of its review, the researchers used the criteria as set forth by the Cine Turismo Campaign. And, in addition to this, the researchers made use of the descriptive content analysis method and other secondary data like written articles, write ups, documentaries from blogs and vlogs. Having had all these methodologies, strategies, and information, the results showed that there is a strong impact between the film industry where shooting locations become tourist destinations contributing directly and indirectly to the growth of tourism in the Philippines.

**Keywords:** Film Induced Destinations, Film Tourism, Cine Turismo, MTRCB, DOT, TPB, Criteria

Katarzyna Banasik  
ERCICSSH2109053

**Non-Punitive Reaction Measures in Polish Petty Offences Law**

**Katarzyna Banasik**  
Chair of Criminal Law and Criminal Procedure, Faculty of Law, Administration and International Relations, Andrzej Frycz, Modrzewski Krakow University, Krakow, Poland

**Abstract**

The subject of the article is non-punitive reaction measures (non-punitive means of reaction) existing in Polish petty offences law. The Polish Code of Petty Offences, in addition to penalties and penal measures, provides for non-punitive measures of reaction to petty offences. These are the means of educational influence and the means of social influence. The means of educational influence are used by public prosecutors and entities having the powers of a public prosecutor in petty offence cases. The means of social influence may be applied by the court in the event of waiving the penalty for the offence committed. The author analyses selected issues relating to both categories of non-punitive reaction measures. As a result of the analysis, the author formulates several de lege ferenda postulates.

**Keywords:** Non-Punitive Reaction Measures, Means of Educational Influence, Means of Social Influence, Petty Offences Law, Polish Criminal Law



Abul Basher Md Ziaul  
Haque Bhuyan  
ERCICSSH2112058

**The Historical Transformations of the Traditional Yatra Genre in the Twentieth Century. (Based on the Examples of Theatre Practice in Bangladesh)**

**Abul Basher Md Ziaul Haque Bhuyan**  
Ph. D. Researcher at the Department of History of Foreign Theatre, Faculty of Theatre Studies, Russian Institute of Theatre Arts, Moscow, Russia

**Abstract**

In the 20th century, Yatra adapted itself in various socio-political contexts, embraced secular and everyday life as the content, sharpened itself as a weapon of political protest. Through continuous addition, subtraction, and assimilation, this popular genre has maintained its existence. Besides these, it has incorporated and discarded stock characters like Adhikari and Vivek, made spaces for actresses in female roles, and sad but true, has also borne criticism for its obscenity. This study revisits Yatra's historical reformations in three time periods: (i) in East Bengal (1900 - 1947), (ii) in

East Pakistan (1947 - 1971), and (iii) in Bangladesh (1971 to date). This study intends to evaluate that how the transformations made a way of creating the contemporary form of the traditional Yatra genre.  
\*Bangladesh – Bengal was the part of the British-ruled India. Following the collapse of British colonial rule in 1947, two independent states emerged in the subcontinent, named India and Pakistan. Bengal was divided into two parts: the West Bengal was in India and the other, East Bengal was in Pakistan. East Bengal became the provincial state of the Pakistan state and newly named East Pakistan. In 1971, East Bengal was liberated from Pakistan and became the new independent state named Bangladesh. Dhaka remained as the capital of the new state as it was the capital of the East Pakistan.

Luela Liçi  
ERCICSSH2112073

**Translation Quality in International Large-Scale Assessments in Education**

Luela Liçi  
Faculty of Foreign Languages, University of Tirana, Tirana, Albania

**Abstract**

During the last 20 years, the large-scale international assessments in education became the part of international research. The increased number of countries participating in the international studies of PISA, TIMSS, and PIRLS and translation of their assessment instruments in many languages of the world is accompanied by the request to ensure translation quality. Translation quality and its management became and is an important concern for the PISA, TIMSS and PIRLS. The linguistics quality control centers have developed translation policies, standards and procedures. This paper aims to present the translation policy and translation quality management procedures implemented by PISA, TIMSS and PIRLS in last 20-years. The paper is focused on the need of the translation quality; illustrates how translation quality is managed in practice; and presents the advantages and challenges of the translation quality management procedures in the equivalent quality of the assessment instruments across all instruction languages used in the participating countries. The paper is based on the translation guidelines, secondary data from the technical reports of these international assessment studies and resent research findings. This paper concludes that the suitable policy and procedures of translation quality used by PISA, TIMSS and PIRLS have provided a high quality of translated instruments that has enabled the comparison of assessment results. The article also highlights PISA's, TIMSS's and PIRLS's contribution to development of translation quality theory and practice of the educational materials.

**Keywords:** Translation Quality, Translation Quality Management, Translation Policy, Adaptation, Verification



Mahan Tahvildari  
ERCICBELLP2112064

**A Quantitative Performance Analysis of German Robo-Advisors During the COVID-19 Crisis**

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Faculty of Economics and Business, UCAM Catholic University of Murcia, Murcia, Spain

**Abstract**

In wealth management, digital transformation is happening primarily due to the emergence of automated wealth management tools for personalized investment advice, so-called robo-advisors (RAs). To date, little is known about the performance of RAs. This study compares the risk-adjusted performance of 44 portfolios from seven German RAs to appropriate benchmarks during the financial crisis caused by the COVID-19 pandemic in the period between December 2019 and February 2021. Both symmetric and asymmetric risk-adjusted performance measures are calculated, as well as other key figures, such as the recovery time since the low point during the COVID-19 market crash. Only two of the 44 portfolios were able to outperform their benchmark in terms of their Sharpe Ratio. However, in terms of asymmetric risk-adjusted performance, ten portfolios from three RAs were able to reduce the drawdown risk compared to their benchmarks, resulting in slightly better performance. The recovery time shows that all portfolios, except for one, took longer to reach their pre-downturn level after their low during the COVID-19 crisis. Further analysis shows that the RAs suffered significantly fewer losses during the market downturn. Apart from obvious factors such as higher fees, the underperformance can be explained by the fact that the trading strategies of most RAs lowered the risk during the downturn by reducing the equity exposure but increased the equity exposure too late after the downturn by rebalancing, and thus



	<p>benefited less from the recovery. These findings suggest that the asset allocation strategies of RAs have weaknesses in times of crisis and that there is still a need for improvement. Keywords: Robo-Advisor, FinTech, Digital Wealth Management, Algorithmic Decision-Making, COVID-19</p>
<p>Wanrong Deng ERCICBELLP2112066</p>	<p><b>The Impact of Opening Up on Human Capital Investment—A Quasi Experiment Based on OBOR Initiative</b></p> <p>Wanrong Deng International Business School, Southwestern University of Finance and Economics, Chengdu, China</p> <p><b>Abstract</b></p> <p>Promoting the Silk Road Economic Belt and the 21st-century Maritime Silk Road initiative (OBOR) and the talent power strategy is an important measure to promote the high-quality development of China's economy in the new era. This paper uses family education expenditure and reading volume in the 2010-2018 CFPS data as the indicator of human capital investment, based on the policy impact of the OBOR initiative and identifies the causal relationship and the influence mechanism from the perspective of regional labor market adjustment and cultural impact effect. The study has found that the OBOR initiative has significantly promoted the local human capital investment. The first influence mechanism is: the proposal of the OBOR initiative can effectively promote the technical complexity of China's export trade and can expand the import of the final products. This not only has a negative impact on local labor, especially low-skilled labor, reducing the opportunity cost of people receiving education, but also expands the income difference in local high and low skilled labor and increases the expected income of education. Both the cost effect and the income effect can have a positive impact on the human capital investment. The second path of influence is: the improvement of the flow of personnel between governments, enterprises and universities under the OBOR initiative has brought knowledge spillover effect, changed people's concept of education investment, and affected personal investment in material and intangible human capital. The conclusion of this paper provides a theoretical basis and empirical support for China to further deepen the construction of OBOR initiative, and formulate trade policies and education policies in line with high-quality economic and social development. Keywords: Silk Road Economic Belt and the 21st-century Maritime Silk Road initiative (OBOR), HumanCapitalInvestment,HighQualityDevelopment, DID</p>
<p>Ruben Hayrapetyan ERCICSSH2113069</p>	<p><b>Effective Local Governance: Large or Small Units (The Armenian Case)</b></p> <p>Ruben Hayrapetyan Management, Armenian State University of Economics, Yerevan, Armenia</p> <p>Tigran Mnatsakanyan Ph.D. in Economics, Armenian State University of Economics, Yerevan, Armenia</p> <p><b>Abstract</b></p> <p>The purpose of this research was to identify the impact of the size of local government units on the local public services, whether small or large local government units are preferable for the implementation of effective local governance. A whole complex of financial and socio-economic indicators from 465 amalgamated communities in Armenia, as well as the newly formed 52 clusters were collected and analyzed, by creating a database and polynomial regression models to quantitatively measure the impact of the size of local government units on the provision of public services. The analysis has quantitatively proven that for certain public services it would be much favorable to have larger local government units, however the small and medium size consolidated clusters do not provide significant increase in the provision of public services. Thus, for having substantial outcomes from consolidation the new local government units have to be much larger than they were before. Moreover, for effective local governance both large and small local government units are necessary with their respective authorities and powers. Disclosure of such relationships can be useful not only for ensuring better reforms in territorial administration and local governance, but also in terms of contribution both to the theory and practice of public administration and local government. Keywords: Local Governance, Public Administration, Consolidation, Enlargement, Polynomial</p>

Regression



Alice Bodoc  
ERCICBELLP2113052

Syntactic Dislocation Phenomena in the Adverbial Clauses of Romance Languages

Alice Bodoc

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Abstract

The present paper represents an attempt to describe the complex sentences with clausal adjuncts in three related Romance languages (Romanian, French, and Italian), as they appear in articles from present-day online media. Within the broad research area of media discourse, one may distinguish a particular type of discourse, print press/journalism, which focuses on publishing articles addressed to mass audience, and therefore have chosen two international magazines and three representative daily newspapers from each of the three languages (published during the last five years: 2015-2019). The elements investigated in this paper relate to syntactic dislocation phenomena, such as scrambling, interpolation, left or right dislocations, and these are going to be discussed, by comparison, for the complex sentences with clausal adjuncts (temporal, locative, causal, and concessive adjuncts), starting from the features of present-day Romanian. The analysis is going to be done from a new and complex point of view, using the concepts of Syntax, Semantics, and Pragmatics. My premise is that a minimal discourse unit of media communications (magazines and newspapers) provides an excellent locus for investigating the complex sentences, as it expresses an embodiment of the speaker's experience, as a way of communication, and, ultimately, as a form of understanding the world. Considering the actual state of art of the international research in the area of Romance linguistics, and the growing interest for introducing Romanian data in these studies, the paper is going to enrich the (comparative) linguistics area, by the integrative approach that combines the instruments of three domains. The contribution of the paper to the syntactic field resides in the comparative perspective undertaken, focusing on the information structure and word order of complex sentences with clausal adjuncts. The innovative character of this article is given by the fact that it uses an original corpus, created by the author himself, and it aims at synchronizing the Romanian linguistic research with current developments at an international level, thus giving the researchers interested in Romance languages the opportunity to use Romanian data in their comparative studies.

**Keywords:** Adverbial Clauses, Information Structure, Comparative Analysis, Romance Languages

The Impact of Industrial Infrastructure on Foreign Direct Investment in China and the Rest of Asia

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ERCICBELLP2113053

Ismatilla Mardanov

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Abstract

The tension between America and China will continue because of the tremendous negative trade balance for the U.S. China had been imposing trade restrictions against the U.S. for years while enjoying tariff-free exports to the U.S. The new American policy is to reform the supply chain to facilitate greater domestic production. While China is rapidly becoming a fierce competitor and adversary, the American government may further encourage U.S.-based companies to relocate their production operations from China to home and other developing countries in Asia or elsewhere. Other member nations of NATO may follow. Other Asian nations have a weaker industrial infrastructure than China to accommodate such spillovers of capital. The present study's subject is to analyze the strength of other Asian countries' infrastructure in attracting greater foreign direct investment (FDI). Results indicate that industrial infrastructure (energy availability and trade and transport-related logistics) significantly impacts FDI attractiveness.

**Keywords:** FDI, Industrial Infrastructure, China, Vietnam

1. Introduction

The new American administration did not cancel the previous administration's China policies. Instead, it agreed with Europe to be tough on China's ambitions to become the world's economic and military leader. In this accord, other Asian countries become the subject of considerations if

they have an appropriate institutional and industrial infrastructure. Many companies started assembling finished products across the China-Vietnam border to avoid tariffs to mark goods as “Made in Vietnam” (Cao, 2019) even though most component parts of those products were still produced in China. Vietnam’s industrial infrastructure is much weaker than that of China. Other Asian nations also have an insufficient industrial infrastructure. Some of them cannot provide essential services to their population, such as electricity, petroleum, water, and natural gas. Some of them have an inconvenient geographic location such as not having access to the sea. Such countries are the last candidates for relocating Western companies from China. Also, it is possible to help those countries build their industrial infrastructures so that Western companies relocate to those countries. In the present study, I analyze the levels of industrial infrastructure in Asian countries on the example of Vietnam and China: I assert that a country’s FDI attractiveness depends on the degree of development of industrial infrastructure. In the full version of the paper, I will involve a wider range of Asian countries.

## 2. Literature Review

The Lovemoney (2021) published facts of multinational corporations exiting China. The reason is the trade war between the U.S. and China. Relationships between liberal democracies and China are deteriorating. Also, production costs in China are increasing. China is violating human rights, breaking international law by stealing the intellectual property of Western, Japanese, and South Korean companies and capitalizing on it to boost the effectiveness and efficiency of domestic companies and dump cheap products around the world to outcompete foreign companies. The magazine brings examples of companies that have partially or fully exited China. Among them are Nike, Apple, Samsung, LG, Adidas, Puma, Zoom, Sharp, Hasbro, KIA, Hyundai, Stanley Black and Decker, Dell, HP, Google, Microsoft, GoPro, Intel, Sony, Nintendo, Under Armor, Steve Madden, and Old Navy/Gap. Some of them had slightly different reasons, but most companies tried to avoid American tariffs and moved their operations to the neighboring smaller countries and India to produce and export goods free of tariffs to the American market. Those Asian and South American countries have some adequate industrial infrastructure but are not as good as the Chinese infrastructure. Determinants of FDI are diverse, one of which is location as a region. Traditional determinants of FDI are gross national product (GNP), population, political and economic stability, infrastructure, low barriers, and cultural proximity (Sethi, et al., 2003). Other determinants are cost-reduction opportunities and the institutional environment, such as economic and political freedoms. The literature mainly investigated institutions and left behind infrastructure. Many developing countries have insufficient energy and water supplies and have bad roads and poorly developed railroads. Without these supporting resources, it is impossible to operate manufacturing uninterrupted. There is a lack of literature that relates FDI decisions to industrial infrastructure. There was a rare working paper by Fung et al. (2005) where they considered hard (highways and railroads) and soft (institutions and market reforms) FDI infrastructure. Ledyeva (2009) found that FDI inflows into Russian regions depend on the market size, the availability of large cities and seaports, oil and gas availability, proximity to the European market, and political and legislative risks. Kalyoncu et al. (2015) emphasized the importance of energy availability, among other factors.

## 3. Hypotheses

**Hypothesis 1:** The better the population's access to electricity, the more attractive foreign direct investment is.

**Hypothesis 2:** The higher the energy intensity level of primary energy, the more attractive the country is for foreign direct investment.

**Hypothesis 3:** The more energy imports, the more the country is attractive for foreign direct investment.

**Hypothesis 4:** The higher the logistics performance index (quality of trade and transport-related infrastructure), the more the country is attractive for foreign direct investment.

## 4. Methods

The data source is the “Open Data” of the World Bank (<https://data.worldbank.org/>). The most relevant indicators are access to electricity (percent of the population), abbreviated as ATE, energy intensity level (EIL), energy imports (EIM), logistics performance index: Quality of trade and transport-related infrastructure (LPI). The mentioned indicators are independent variables. The

dependent variable is FDI (percent in GDP). Comparisons of China and Vietnam are the main purpose. The data range is 2009-2018.

### 5. Results

OLS estimation and correlations indicate that not all infrastructure indicators are equally developed and significantly impact FDI in China and Vietnam (Table 1).

Table 1: Infrastructure indicators and FDI in China and Vietnam

		Unstan dardiz ed B	Std. Erro r	t- statist ics	Sig.	F- statist ics	Sig.	R- squar e	Correl ation with the DV	Sig.
ATE	China	-.919	1.112	-.827	.432	.683	.432	.079	-.281	.216
	Vietnam	-.296	.205	-1.447	.120	2.093	.186	.207	-.455	.093
EIL	China	.778	.286	2.723	.026	7.413	.026	.481	.694	.013
	Vietnam	2.549	.848	3.005	.017	9.029	.017	.530	.728	.008
EIM	China	-.234	.150	-1.554	.159	2.415	.159	.232	-.482	.079
	Vietnam	-.080	.069	-1.173	.275	1.375	.275	.147	-.383	.137
LPI	China	-6.866	2.445	-2.808	.023	7.885	.023	.496	-.705	.011
	Vietnam	-1.320	.966	-1.367	.209	1.869	.209	.189	-.435	.104

Dependent variable (DV): FDI, percent in GDP

ATE – Access to electricity (% of population

EIL – Energy intensity level of primary energy (MJ (mega Joule)/\$2011 PPP GDP)

EIM – Energy imports, net (% of energy use)

LPI – Logistics performance index: quality of trade and transport-related infrastructure (1=low to 5=high)

### 6. Discussion

Hypothesis 1 is not supported in Vietnam. When the population consumes more energy, less electricity remains for foreign businesses, while electricity production is always limited in developing countries. In China, access to electricity is not significant in explaining FDI inflows. Hypothesis 2 is fully supported in both countries. Hypothesis 3 is not supported. In China, it has a statistically significant negative impact on FDI. Hypothesis 4 is not supported because trade and transport-related logistics significantly negatively impact FDI in China and have no significance in Vietnam. This negative impact is evidence of insufficient trade and transport-related logistics development in China (which has moderately developed infrastructure) and the lack of good infrastructure in Vietnam.

Future research should involve analyzing a wider range of Asian countries and using more diverse estimation methods to appraise the industrial infrastructure. Depleted infrastructure causes severe problems for FDI. Therefore, not all developing countries are equally attractive for FDI.

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<p>Monica Gomoescu ERCICBELLP2113063</p>	<p style="text-align: center;"><b>Results of Franz Kett Pedagogy in Preschool Education</b></p> <p style="text-align: center;">Monica Gomoescu Department of Applied Linguistics, Transilvania University of Brasov, Brasov, Romania</p> <p style="text-align: center;"><b>Abstract</b></p> <p>The Romanian educational system exaggerates the cognitive dimension involved in the teaching – learning process, forgetting that pupils also have an active dimension (they want to do, test, try); an emotional dimension and a social dimension. Learning is not a process by which we transfer a „bag” of knowledge from one side to another, but, if we look at the beneficiary, where it should happen, it is a process of transformation. In the pedagogical reality in which we live and work, partly due to supersaturation, there is a real thirst for pedagogical approaches and didactic methods that serve the personality of the educated person in their wholeness. Both poles are the two facets of a search for the teacher's commitment, the struggle to personalize or even disillusion the whole school reality. It is not a question of reflecting on this phenomenon, I would just like to point out that it is always worthwhile to search and experiment, if we want to offer values and suggest that there are many pedagogical concepts that should be explored and used throughout our career. Therefore, we decided to undergo a research program in order to see the differences that occur between the traditional educational methods and Franz Kett Pedagogy (for the description of this Pedagogy, please refer to Gomoescu, 2019). We worked with two different groups of preschool children, one working with the traditional method and the other with Franz KettPedagogy.The results we discovered are worthy to mention and they will be presented and discussed in our presentation and final paper.</p> <p><b>Keywords:</b> Franz Kett Pedagogy, Pedagogical Methods, Preschool Education</p>
<p>Nikol Polakova ERCICBELLP2113068</p>	<p style="text-align: center;"><b>How Bad Are Trade Wars: Evidence from Trade Costs?</b></p> <p style="text-align: center;">Nikol Polakova Faculty of Social Sciences, Charles University, Prague, Czech Republic</p> <p style="text-align: center;"><b>Abstract</b></p> <p>We use more than 1,600 estimates from 71 studies to investigate the relation between international trade flows and tariffs. Our results suggest that the empirical literature suffers from the presence of publication bias, which has exaggerated the effect (the true elasticity is closer to zero). After accounting for publication bias, we estimate the trade elasticity with respect to tariffs to be between \$-0.9\$ and \$-2.0\$. The results of Bayesian model averaging, which takes into account model uncertainty, show that the differences among estimates are systematically driven by the type of data (panel and level of aggregation), the data source (WITS vs. other databases), control variables (distance and trade agreements dummy), and estimation techniques (use of country-level fixed effects). The effect is also diminishing over time.</p>
<p>Yuval Eytan ERCICSSH2116056</p>	<p style="text-align: center;"><b>The Problematic Ideal of Happiness: Marx's Dialectical Negation of Misery</b></p> <p style="text-align: center;">Yuval Eytan School of Philosophy, Linguistics, and Science Studies, Tel Aviv University, Israel</p> <p style="text-align: center;"><b>Abstract</b></p>

In keeping with the Western philosophical tradition, Marx seeks an ideal of life in which man realizes the qualities that set him apart from all other species. In this article, I emphasize that one of Marx's most significant innovations lies in the idea that a particular inner element in human beings is the most essential basis for what sets their action apart: the ability to change their living conditions and, in the process, consciously and deliberately alter their own nature, that is, realize their freedom. I believe that Marx's individualistic conception of needs is in line with the fact that from 1845 onward, he does not address the issue of happiness in the free society he anticipates. The radical source of misery is not a lack of satisfaction, but rather the inability, relevant to workers and capitalists alike, to fulfill "free needs." These are not the same as free choices, but express the realization of unique elements of the individual that provide individual and human enjoyment and must not be confused with happiness. Marx's purpose is indeed to overcome misery, but in contrast to many commentators, I claim that this is done not for the sake of happiness, but rather for "real individual activity," which points to the individuation of all senses and needs and also entails positive suffering involved in the free and open process of self-enrichment.



Nebojša Janićijević  
ERCICSSH2117052

#### Managing Organization and Workforce during the Crisis Caused by the Covid-19 Pandemic

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##### Abstract

The paper focuses on the new approaches in managing organization and people during the COVID-19 pandemic, which began to develop even with the ICT revolution and globalization. With the COVID-19 outbreak, the application of these new forms of flexible organizing had to be additionally innovated so the organizations were able to adapt to working during the pandemic. Therefore, organizations around the world were forced to innovate and apply completely new methods of flexible, horizontal, and vertical organizing and managing of people. These new flexible organizing and managing methods haven't yet been sufficiently studied. COVID-19 pandemic had a deeply disturbing impact on organizations in different sectors around the world, forcing them to quickly adapt and find new, flexible forms of organizing and functioning in order to achieve their goals and social roles, while simultaneously enabling the required level of employees and clients' protection. Main organizational challenges included: • Fast organizational redesign through reconsidering high and low priority tasks and critical roles and key positions, job redesign, regrouping units and cross-functional teams, developing effective decision-making under various scenarios, introducing flexible and remote work options, and redefining mechanisms to coordinate and control the activities of different units. • New focus in people management: ensuring effective communication with employees, organizing safe work environment for employees who cannot work remotely, preparing for increased absenteeism, responding effectively to the increased stress burden on employees and life-work imbalance, preparing temporary succession plans for key executives and critical roles and introducing new leadership styles, providing necessary trainings and regular payroll payments, etc. The main goal of the paper is to explore approaches in managing organization and people implemented by organizations directly or indirectly affected by COVID-19 pandemic and to discover the most effective organizational responses that best served organizations, employees and the community.

**Keywords:** Covid-19, Flexible Organization, Organizational Restructuring, Job Redesign, Managing Workforce, Remote Work



Rasha Salhab  
ERCICSSH2117083

#### The Semiotic Analysis of Posters Against Domestic Violence in Jordan

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##### Abstract

The purpose of this paper is to define the role of the communication posters organized by the feminist protesters in expressing the rejection of domestic violence against women in the light of the scarcity of studies that tackling this type of topic in Jordan. The Jordanian feminist arranged a protest march in the middle of the capital city "Amman" after a famous domestic violence case in 2019 against a Jordanian suburban woman subjected to physical violence by her husband in front of her child's eyes. Accordingly, this violence turned her to become a permanently disabled woman.

In addition, Several Female protesters joined the demonstration carrying reflective visual and verbal posters to show their empathy among the victim and refusal of the victimization. Moreover, the posters have circulated via Twitter users by commenting on the images and using several hashtags such as #No\_conciliation and #Fed\_up that prove the effectiveness of these posters in expressing women's rights in claiming security and protection against violence. The Paper methodology is a qualitative case study through applying semiotic analysis on the case study by decoding and analyzing the most expressive posters that have been raised during the march and spread via Twitter to reflect the denial of the brutal physical violence against the Jordanian victim.  
**Keywords:** Domestic Violence, Violence Against Women, Semiotic Analysis



Nagbdu Kamarova  
ERICSSH2117087

**The Image of the Motherland in the Poetry of Fariza Ongarsynova**

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**Abstract**

The article examines the image of the Motherland in the poetry of the Kazakh famous poetess Fariza Ongarsynova. Here is revealed the connection of poetess's poems with folklore works. It is argued that Mangystau, poetess's small homeland, is the source of her poetic inspiration. The idea is substantiated that the image of a small homeland occupies a special place in the work of the Kazakh poetess. It is also noted that the lyrical hero of the poetess's works feels like a part of his native land, its nature and destiny. Thanks to the study of the characteristic poetic feature of Fariza Ongarsynova, it is possible to clearly recognize her poetic skill. Artistic individuality, ideological and thematic themes of poetry, contribution to the national artistic tradition, the corresponding place and figurative character occupied in modern Kazakh poetry will be studied.

**Keywords:** Fariza Ongarsynova, Kazakh Poetry, Lyrics, Types of Tropes, Image, National Idea, National Image



Wiktoria Morawska  
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**The Continuum of Decision Dependence in Promoting Women and the Decision Autonomy of the Post-Transformation Generation- Characteristics of the Issue**

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**Abstract**

The moment in history, which we are currently in both in Poland and around the world, has led to the emergence of a clear polarization in each area of social reality. The aim of the presentation is to indicate the polarized scale of life and inequality towards women: as a research problem that requires the use of tools and language other than before. The first and fundamental aim of the research is to try to identify barriers to allocating promoted women in the social structure due to the presence or limitation of the continuum of decision dependence. The goal set in this way results from the observation that Polish women before the age of 35 reject the current economic patterns with a simultaneous partial transfer of cultural patterns. As a consequence of these processes, the decision-making independence of women is limited by a continuum of decision dependence: in a new context and a different dimension than in recent centuries. As a result, this research aims to explore the issue of female decision-making subjectivity along with the search for a new language that we can use to address the almost "invisible" inequalities towards women, which can be described as privileged and successful.

**Keywords:** Decision Dependency Continuum, Social Stratification, Marginalization, Feminist Analysis Of The Economy, Polarization, Investments, Critical Sociology, Promotion, Women's Allocation

<p><b>Christopher Wright</b> ERCICSSH2118062</p>	<p><b>Recidivism, Reengagement, and Returning to the Fight: Explaining Terrorist Reengagement at Home and Abroad</b></p> <p><b>Christopher Wright</b> Department of Criminal Justice, Austin Peay State University, Clarksville, Tennessee, United States</p> <p><b>Abstract</b></p> <p>The measured rates of those who reengage in extremist violence vary greatly and by orders of magnitude not easily explained with conventional theoretical frameworks. This paper explores the typologies used to account ideologically motivated reengagement and argues that much of this variance can be accounted for by simple typological conflation. The conditions of a jihadi returning to the fight in an active war zone are far enough removed from a convicted terrorist reengaging in illegal violent behavior domestically that the two distinct behaviors are not amenable to ready comparison. Varying conditions affect extremist perceptions of the legitimacy of violent acts. Just war theory helps explain such disparate intercategory variations but is often ignored by social scientists. Intracategory variations tend to be much smaller and can be more readily explained by social scientific theories.</p>
<p><b>Babak Naysary</b> ERCICBELLP2118052</p>	<p><b>Capital Structure and Corporate Performance of Listed Healthcare Companies in Malaysia</b></p> <p><b>Babak Naysary</b> Fobcal, Inti International University, Nilai, Malaysia</p> <p><b>Lim Wan Ching</b> Fobcal, Inti International University, Nilai, Malaysia</p> <p><b>Abstract</b></p> <p>This study is focus on describing the dependent variable phenomenon under study which is corporate performance. The study will evaluate the influences of capital structure and the dimensions towards corporate performance of listed healthcare companies in Malaysia. The nature of the investigation is quantitative based correlation design and the purpose of this investigation is to determine the existence of relationship between debt to total asset ratio, debt to total equity ratio and long-term debt ratio of capital structure with corporate performance of listed healthcare companies in Malaysia. The study aims to look at the power of influence of factors capital structure on corporate performance. This study setting is non-contrived as there are no changes made in the study setting and it is merely collecting data from secondary resources. There is no manipulating any of the study environment. The data of listed healthcare companies in Malaysia will be randomly selected from company annual report. The sample size of this study is 24 of listed healthcare companies in Malaysia from year 2018 to year 2020. The measurement will be based on the calculation of financial formula. The study utilized quantitative analysis using appropriate statistical techniques to examine the influences of capital structure on corporate performance. The findings indicated that DAR, DER and LDR had statistically significant linear relationship on ROE; whereas DAR, DER and LDR had no significant linear relationship on ROA. In addition, with these findings, it had shown that company corporate value will be affected by other factors such as Liquidity ratios, dividend policy and other factor.</p> <p><b>Keywords:</b> Malaysia, Listed Healthcare Companies, Capital Structure, Corporate Performance</p>





Galina Dondukova  
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### Homeland in the Poetry of Bair Dugarov: Mental Map versus Geographical Map

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#### Abstract

The article analyzes the motif of homeland in the creative activity of a Buryat poet, Bair Dugarov adopting the idea of Franco Moretti's literary maps from the methodology of distant reading. We aim to draw a map of homeland following the place names used in Dugarov's poems as well as to trace how the mental map of the poet is contrasted to the geographical maps and borderlines. The research mainly focuses on two collections: *Concave* (1986) and *Asian Allure* (2013) by Dugarov and 'reduces' the text to fewer elements – place names – used both in titles and within the body of the poems.

Keywords: Literary Maps, Homeland, Distant Reading, Buryat Literature



Alice Bodoc  
ERCICSSH2119060

### Vs Syntactic Configurations Inromance Adverbial Clauses

Alice Bodoc

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#### Abstract

The starting point of the present paper is a previous research study (Bodoc, to appear, 2021) in which I brought evidence for the strong relationship between syntax and information structure. The results of the analysis revealed that different types of syntactic dislocation phenomena, such as scrambling, interpolation, left or right dislocations, are affecting the regular order of the constituents in the complex sentences with clausal adjuncts (temporal and causaladjuncts), from present-day Romance languages. Still, there are many aspects that remain to be investigated, and this is the purpose of the article. Based on an original corpus, built by the author himself, and also on the important contributions of Haegeman 2012, Lahousse & Lamiroy 2012, and Pană Dindelegan & Maiden 2013, I intend to demonstrate here that there are specific factors that influence the VS syntactic configuration of an adjunct clause, and these factors are directly connected to the internal information structure. From a methodological point of view, this is an empirical study, combining comparative and corpus analyses, qualitative and quantitative observations, and using the instruments of Morphosyntax and Pragmatics. In the end, the results of the analysis highlight the idea that both information structure and the „pro-drop” feature have a big impact on the word order of the constituents, generating a significant discrepancy between Romanian and Italian, on the one hand, and French, on the other hand.

Keywords: Adverbial Clauses, VS Configuration, Corpus Analysis, Romance Languages

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Protection and Conservation policies with special reference to the Archaeological Sites in  
Seven sister States of North Eastern India

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ABSTRACT

History has been becoming more and more relevant of late with increasing importance of heritage and cultural tourism which has both national and international appeal. While there is a need to protect and conserve our own rich historical and cultural heritage, it is also imperative to show case our past to the present by way of proper protection and conservation of historical locations across India. There has been some effort in this direction since independence with regard to more popular and prominent sites in the north and south India. At the same time, the protection, conservation and popularization of our heritage have regional imbalances with some coming under lime light while few other sites in some regions are still awaiting attention. This Paper on ` Protection and Conservation policies of Hindu, Buddhist, Jain and Christian Sites with special reference to is an attempt to Archaeological Sites in Seven sister States of North Eastern India capture the importance rich historical and cultural heritage of the seven north eastern states which witnessed diverse historical development and processes right from pre-historic times to modern period. This is, in a way, a first comprehensive attempt to bring all key historical sites in these seven states under one umbrella study to find out the current status of the historic locations with significant implications for history, archaeology, tourism, culture and folklore studies. Over the years, there has been a widening gap between the North-eastern states and rest of the country in various aspects including in preservation of heritage and culture and their promotion. Popularly called as Seven Sisters, these states have been almost cut off from the rest of the country not only geographically but also culturally. The physical and cultural isolation has also resulted in a widened distance of mind between the people of Northeast and those in other parts of the country. Most of Indians have no idea about the culture of these states. This region is rich in greenery, diverse culture and therapeutic beauty. As per available data, none of these states figure on the top ten visiting tourist places in India. They have immense potential to accelerate the revenues it can generate for Indian Tourism. Right from the Prehistoric cultures which dot the Kashi and Garo Hills of north-eastern India, these states abound with rich historical and archaeological heritage. There is an urgent need to highlight various archaeological sites with a special reference to Protection and Conservation policies of Hindu, Buddhist, Jain and Christian Sites. This paper thus hopes to address these lacunae in research pertaining to these aspects.

Keywords: Cultural, Heritage, History, Tourism, Research



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Expatriate spouses and organizational support in times of crisis

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Abstract

Research in International human resource management has traditionally focused on employees or the expatriate, who has been appointed by the organization to relocate to a foreign country. Expatriates are often accompanied by their family and the role of the “trailing spouse” gained increased attention with the rise of dual earner and dual career couples. Multinational organizations have increasingly been experiencing difficulties in finding employees/expatriates willing to relocate due to the reluctance of the partner to give up his or her own career (Harvey, 1998; van der Velde et al., 2004). Spouse and family adjustment factors abroad have been found to be a critical factor in the success of international assignments (Cole, 2011; McNulty, 2015; Lazarova et al., 2010), and the importance of organizational support to foster adjustment has been highlighted. However, few studies have looked at spouses empirically, and little is known about expatriate spouses’ and how to best support them during a pandemic or crisis. This presentation will focus on expatriate spouses and explore research in relation to stress and support during a foreign assignment and provide four supportive actions for organizations to better assist expatriate spouses during crisis.

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## How do Fixed Yield Tokens Behave?

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### Abstract

Block chain technology enabled various smart contracts that provide benefits to investors. Lending protocols have gained spectacular demand from investors and this study aims to provide evidence for their growth and their relations with other instruments like gold, Brent oil, Dollar index and treasury bonds. Maker, Compound and Aave are the leaders of fixed yield tokens that enable lending and borrowing. Their structure, characteristics and returns are analyzed with a regression model along with Bitcoin for comparison purposes. Trading volume of Compound token is found to have a negative impact on Maker's return (99%) and trading volume of Maker has a negative impact on Compound return indicating a competition among them. Return of both maker and Compound has a significant effect (99%) on each other. Aave volume had a significant and a negative effect on Maker's return. Bitcoin returns are negatively affected from Maker's and Compounds trading volume. For our sample period, Gold returns have significant positive (99%) effect; trading volume of gold has negative significant (95%) on Maker and Compound returns. Brent oil prices have a significant effect on Maker's return.

**Keywords:** Decentralized Finance, Lending Protocols, Fixed Yield Tokens

### Introduction

The impact and future of Block chain technology is yet undeterminable as decentralized finance may duplicate numerous operations of traditional banking and finance. Particularly, lending protocols earn ground as they advance. Their return, trading volume and structure may attract further demand for these tokens and their association with Bit coin may play a role in explaining their growth as well. The aim of this study is to shed light to these relationships as well as addressing the structure of these tokens. As fixed yield tokens earn ground, their connectedness with gold prices and other economic variables may be of interest for investors. This study aims to provide evidence for the price behavior of these asset classes as well.

#### 1.1. Lending Protocols

Lending requires a notional principle, interest rate, a fixed maturity date and some sort of collateral to secure the lenders' capital. Fixed yield tokens of decentralized finance, fy tokens, fulfill the requirements above but equires their own ERC20 token contract for all maturities and may offer higher efficiency compared to traditional bonds market. Decentralized finance works with codes and is based on open protocols and applications. A ledger is used to track records of ownership. A Token is the representation of the process of adding new assets to a block chain. [15]

The interest rate is embedded in fixed yield token prices and determined by the supply and demand for these tokens When an investor buys a fixed yield token, actually he lends the target asset. At the maturity of the fixed yield token, the investor will redeem his funds in terms of the collateral asset including the interest earned. For the borrower, crypto assets are deposited as a collateral to get the crypto loans and at the maturity loan amount and the interest is repaid via Defi lending platform. Accumulated collateral, funds nested and ratings may cap the amount of credits for the borrower [13].

##### 1.1.1. Characteristics of Lending Protocols

Fy tokens are fungible and similar to treasury bonds, their price is negatively related with the interest rates. The interest rate is not determined in London such as LIBOR but determined by the demand in their token market. Majority of the lending protocols use floating rates.

Fy tokens are trustless; investors can obtain loans from decentralized platforms (P2P lending).

Transparency is another feature of these protocols and there are no intermediaries. Lending protocols are permissionless, meaning any investor from any location may take part in these lending processes. There is no restriction regarding with amount deposited.

##### 1.1.2. Mechanism of Lending Protocols

An investor aiming to earn interest with her funds from fixed yield tokens needs to go to Uniswap

and purchase some amount of fyUSD that will be redeemable to ETH at the maturity. Almost always, fyUSD is sold at discount as they resemble zero coupon bonds but at maturity they are priced at their face values. The difference between the discount price and the face value will be the interest earned by the investor. These contracts need assets that preserve their value against fiat monies and Tether may be a good choice.

Fixed yield tokens resemble zero coupon bonds, they sell at a discount. Settlement takes place in a future predetermined date depending on the value of some target asset. Target ERC20 token can be used for cash settlements but it requires an on-chain price oracle which conveys the price of the target asset in terms of the collateral asset. At the time of settlement parties receive the collateral assets from the settlement prices. Secondly, investors may select physical settlement but the target asset shall be a token or an investor may issue or borrow the target ERC20 token from a different platform and may settle synthetically [14]

Investors create vaults and they either burn fixed yield tokens to decrease their debt levels or produce fixed yield tokens but the safety is provided by a system. Like clearing houses for future contracts, there is a margin requirement for each vault and if the cushion for the vault is endangered, the vault will be forced to liquidate its assets.

#### 1.1.3. Leading Lending Protocols

**MKR-** Maker is the management protocol for DAI stable coin that uses Ethereum block chain and Maker is a system that produces tokens that are pegged to a target asset and the collateral used is a different asset. The created tokens' prices shall be in tandem with the target price. 150% collateralization ratio is required and 3 % discount is applied during liquidation. Investors can leverage their collateral assets by converting them to new tokens and loans are closed by paying the debt amount plus a stability fee[11]. Total value Locked (USD) in Maker is \$12.903B as of October 03 2021. The locked amounts function as a reserve for paying back to depositors and also they form collateral [16]

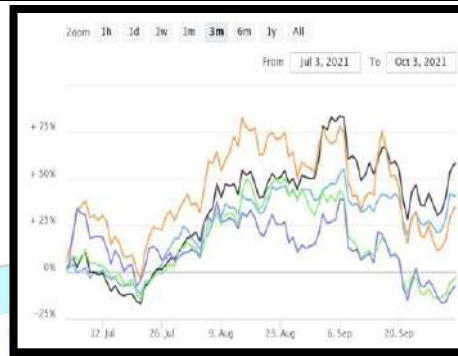
**COMP-** Compound is an on-chain money market protocol on Ethereum. Compound is a system of lending where investors deposit their assets that will be sold like credits. Deposits can be withdrawn any time but may incur losses due to price changes of the tokens. Either short term or long term, investors may earn the rent of their capital at a price determined by market prices of these tokens. In other words, investors need to post an Ethereum transaction to unbond their tokens and start earnings yields [4]. Total value Locked (USD) in Compound is \$10.040B as of October 03 2021. 5% discount serve as a sweetener for liquidators.

**AAVE-** Aave is an open source liquidity protocol on Ethereum. Investors may deposit their assets and earn returns in return. Flash loans that are unsecured but instant are traded on Aave protocol. Borrower repays the loan without providing collateral. Lender's risk is minimized by reversing the transaction when smart contract terms are not met. A fee is charged for profitable flash loans that have been realized. Fees charged for liquidity providers offset the cost of arbitrage and decrease rebalancing [6]. Liquidity providers of volatile tokens shall be rewarded more than stable coin providers. Thus, fees shall be appealing for more volatile tokens such as Aave [7]. Total value Locked (USD) in AAVE is \$15.410B as of October 03 2021.

#### 1.1.4. Lending Protocols Market

Crypto currency market has a total market capitalization of 2.1 Trillion USD and Bitcoin and Ethereum Dominance are 42.2 % and 18.5 % respectively. Defi market size has grown exponentially to \$ 20 Billion as of 03 October 2021.

Figure 1 depicts the latest quarter returns for the three biggest lenders for Defi; Maker, Aave and Compound as well as Ethereum and Bitcoin. It is apparent that token prices generally move in tandem.



**BTCAAVEMKRETH COMP**

Source: Coincap

Figure 1: Latest Performance of Lending Protocols Tokens

### 1.2. Gold Prices and Crypto Currencies

The relationship between crypto currencies and commodities are widely studied in the literature. It is common to observe Bit coin to serve as proxy for crypto currencies. Particularly gold prices and crypto currencies are of in terms of hedging purposes. On one hand, there are researches that claim no significant relation between them [1], [3] and, [10]. For risk management Bit coin and gold may be used for hedging against uncertainty [17]. Bit coin and Ethereum are found to have weak function in terms of being a safe haven for international equity markets [5]. Bit coin is found to be a leading indicator for risk management decisions. Yet, gold is found to be superior to Bit coin for hedging purposes [9].

On the other hand, some researchers have found bidirectional volatility spillover among them [12]. Assymmetric and non-linear relation is stated via ARDL models for gold and Bit coin prices [2]. A NARDL model is used to provide evidence for connectedness between gold prices and leading crypto currencies [8].

#### Data and Methodology

Our sample size is composed of daily returns of 271 days and our sample period is between 18.08.2020 to 14.09.2021. Our crypto currencies used as variables are MKR, COMP, AAVE, and BTC. The NASDAQ 100 index (NDX), US dollar Index Futures (DXZ1), GOLD, BRENT and treasury bonds(US2yr) are the remaining variables.

In this study, after checks for stationarity, Prais-WinstenAR(1) regressions are run for the return of three fixed yield and Bit coin returns. Return and trading volume of the three remaining coins and the trading volume of the explained token is used as independent variables. For the second set of regressions, Maker and Compound returns are regressed with return and trading volume of Gold, Brent oil, Dollar Index, and, treasury bond returns.

#### Findings

As shown in Table 1. Trading volume of Maker has positive significant effect (99%) on its return. Increasing volume may attract investors and lead to higher prices. Return of Compound has also similar positive effect on the token's return but its trading volume has a negative effect on Maker's return indicating a substitute effect. BTC returns also have a significant positive effect on maker's return; strengthening the view that crypto currency prices move in tandem.

Table 1: Regression Analysis for Maker (MKR)

Prais-Winsten AR(1) regression -- iterated estimates

Source	SS	df	MS			
Model	1.01560041	7	.145085773	Number of obs =	271	
Residual	.6666189	263	.002534673	F( 7, 263) =	57.24	
Total	1.68221931	270	.006230442	Prob > F =	0.0000	
				R-squared =	0.6037	
				Adj R-squared =	0.5932	
				Root MSE =	.05035	

MKR	Coef.	Std. Err.	t	P> t	[95% Conf. Interval]	
MKRVOL	6.58e-06	7.73e-07	8.51	0.000	5.06e-06	8.10e-06
COMPVOL	-4.33e-07	1.42e-07	-3.04	0.003	-7.12e-07	-1.53e-07
AAVEVOL	-6.06e-08	2.80e-08	-2.16	0.032	-1.16e-07	-5.40e-09
COMP	.4593594	.0520577	8.82	0.000	.3568565	.5618623
AAVE	-.0001573	.0005867	-0.27	0.789	-.0013125	.0009978
BTCVOL	8.19e-10	2.27e-09	0.36	0.718	-3.64e-09	5.28e-09
BTC	.4857421	.0905812	5.36	0.000	.3073855	.6640986
_cons	-.0071369	.0059488	-1.20	0.231	-.0188503	.0045765
rho	-.1691023					

Durbin-Watson statistic (original) 2.292281  
Durbin-Watson statistic (transformed) 2.009730

Compound's return is regressed similarly with other token's returns and trading volumes in our second model. Both MKR and BTC returns explain the return in compound (99%). COMP and BTC trading volume both have a positive significant effect (99%), whereas MKR trading volume has a negative significant effect (95%). The first two models tested resemble each other and strengthen our thesis that Fixed yield token returns do not differentiate themselves yet but they are competing with themselves in terms of trading volume.

**Table 2: Regression Analysis for Compound (CMP)**

Prais-Winsten AR(1) regression -- iterated estimates

Source	SS	df	MS			
Model	.992998999	7	.141857	Number of obs =	271	
Residual	.716944472	263	.002726025	F( 7, 263) =	52.04	
Total	1.70994347	270	.006333124	Prob > F =	0.0000	
				R-squared =	0.5807	
				Adj R-squared =	0.5696	
				Root MSE =	.05221	

COMP	Coef.	Std. Err.	t	P> t	[95% Conf. Interval]	
COMPVOL	7.49e-07	1.48e-07	5.08	0.000	4.59e-07	1.04e-06
MKR	.4997232	.0557981	8.96	0.000	.3898553	.6095911
MKRVOL	-1.85e-06	9.38e-07	-1.97	0.050	-3.70e-06	4.34e-10
AAVE	.0003481	.0006145	0.57	0.572	-.0008618	.0015581
AAVEVOL	4.89e-08	3.09e-08	1.58	0.115	-1.20e-08	1.10e-07
BTC	.6230388	.0919869	6.77	0.000	.4419143	.8041633
BTCVOL	-4.72e-09	2.42e-09	-1.95	0.052	-9.47e-09	4.29e-11
_cons	-.024377	.0062868	-3.88	0.000	-.0367558	-.0119982
rho	-.0849651					

Durbin-Watson statistic (original) 2.139910  
Durbin-Watson statistic (transformed) 1.979078

Aave returns are regressed with the selected crypto currency returns and trading volume as depicted in Table 3. However, none of them has statistically significant explanatory power in explaining the change in Aave's return. Our inference is that Fy tokens may be valued differently if the fy token is not yet earn the required credibility or acceptance by the market participants.

**Table 3: Regression Analysis for Aave (AAVE)**

Prais-Winsten AR(1) regression -- iterated estimates

Source	SS	df	MS			
Model	25.8650879	7	3.69501256	Number of obs =	271	
Residual	7155.98048	263	27.2090512	F( 7, 263) =	0.14	
Total	7181.84557	270	26.599428	Prob > F =	0.9955	
				R-squared =	0.0036	
				Adj R-squared =	-0.0229	
				Root MSE =	5.2162	

AAVE	Coef.	Std. Err.	t	P> t	[95% Conf. Interval]	
AAVEVOL	-1.29e-06	3.31e-06	-0.39	0.696	-7.82e-06	5.23e-06
MKR	-2.258622	6.302698	-0.36	0.720	-14.66879	10.15155
MKRVOL	6.85e-06	.0000986	0.07	0.945	-.0001873	.0002201
COMP	4.882188	6.130768	0.80	0.427	-7.189448	16.95382
COMPVOL	1.34e-06	.0000159	0.08	0.933	-.00003	.0000326
BTC	-2.054437	9.967594	-0.21	0.837	-21.68088	17.572
BTCVOL	3.52e-08	2.51e-07	0.14	0.889	-4.60e-07	5.30e-07
_cons	.2955794	.6763283	0.44	0.662	-1.036128	1.627287
rho	.0035192					

Durbin-Watson statistic (original) 1.993084  
Durbin-Watson statistic (transformed) 1.999861

Table 4 shows that BTC returns are positively affected by MKR and COMP returns at 99%. Conversely, they are affected negatively by their trading volumes, 99% and 95 % respectively. BTC and fy token prices seem to move together but as fy tokens earn ground in the crypto currency market, they harm the returns of the market leader.

**Table 4: Regression Analysis for Bit coin (BTC)**

Source	SS	df	MS	Number of obs = 271		
Model	.262147658	7	.037449665	F( 7, 263) =	36.01	
Residual	.273542847	263	.001040087	Prob > F =	0.0000	
Total	.535690505	270	.001984039	R-squared =	0.4894	
				Adj R-squared =	0.4758	
				Root MSE =	.03225	

BTC	Coef.	Std. Err.	t	P> t	[95% Conf. Interval]
BTCVOL	1.34e-09	1.53e-09	0.87	0.383	-1.68e-09 4.36e-09
MKR	.1938686	.0372844	5.20	0.000	.1204546 .2672825
MKRVOL	-2.00e-06	5.87e-07	-3.41	0.001	-3.16e-06 -8.48e-07
COMP	.2391962	.0350573	6.82	0.000	.1701674 .3082249
COMPVOL	-2.45e-07	9.61e-08	-2.55	0.011	-4.34e-07 -5.55e-08
AAVE	-.0000613	.000381	-0.16	0.872	-.0008115 .0006889
AAVEVOL	-2.06e-08	1.99e-08	-1.03	0.302	-5.99e-08 1.86e-08
_cons	.0216077	.0038889	5.56	0.000	.0139504 .029265
rho	-.0294691				

Durbin-Watson statistic (original) 2.049775  
Durbin-Watson statistic (transformed) 1.999621

The NASDAQ 100 index (NDX), US dollar Index Futures (DXZ1), GOLD, BRENT and treasury bonds (US2yr) are regressed against Maker (MKR) return as shown in Table 5. Gold returns have positive impact (99%) but gold volume has negative impact (%95) on Maker's returns. Brent returns also explain the change in Maker's return (95%) as well.

**Table 5: Regression Analysis for Maker (MKR) vs. Economic variables**  
Frais-Winster AR(1) regression -- iterated estimates

Source	SS	df	MS	Number of obs = 271		
Model	.19520623	9	.021689581	F( 9, 261) =	3.78	
Residual	1.49615496	261	.005732394	Prob > F =	0.0002	
Total	1.69136119	270	.006264301	R-squared =	0.1154	
				Adj R-squared =	0.0849	
				Root MSE =	.07571	

MKR	Coef.	Std. Err.	t	P> t	[95% Conf. Interval]
NDX	-.0908642	.3643076	-0.25	0.803	-.8082203 .6264919
NDXVOL	-9.94e-11	7.44e-11	-1.34	0.183	-2.46e-10 4.72e-11
DXZ1	1.241317	1.388256	0.89	0.372	-1.492291 3.974924
DXZ1VOL	-7.25e-07	5.12e-07	-1.42	0.158	-1.73e-06 2.84e-07
GOLD	2.013608	1.490669	1.47	0.009	1.126219 2.901039
GOLDVOL	-1.14e-07	4.50e-08	-2.53	0.012	-2.03e-07 -2.54e-08
BRENT	.5246533	.2294113	2.29	0.023	.0729207 .9763859
BRENTVOL	2.53e-08	4.35e-08	0.58	0.562	-6.03e-08 1.11e-07
US2yr	-.0393987	.0741472	-0.53	0.596	-.1854016 .1066043
_cons	.0422391	.0190514	2.22	0.027	.004723 .0797532
rho	-.2470694				

Durbin-Watson statistic (original) 2.447354  
Durbin-Watson statistic (transformed) 1.940652

A similar model is run for Compound in Table 6. Nasdaq 100 index' trading volume has a weak impact (90%) on COMP returns. Similar to MKR, Gold returns affect COMP returns positively (99%) but gold trading volume affects negatively (95%). Brent returns also have a positive significant (95%) effect on COMP returns.

**Table 6: Regression Analysis for Compound (COMP) vs Economic variables**

Source	SS	df	MS	Number of obs = 271		
Model	.193133026	9	.021459225	F( 9, 261) =	0.0002	
Residual	1.51363172	261	.005822344	R-squared =	0.1128	
Total	1.71276474	270	.006343573	Adj R-squared =	0.0822	
				Root MSE =	.0763	

COMP	Coef.	Std. Err.	t	P> t	[95% Conf. Interval]
NDX	-.3063703	.3709181	-0.83	0.410	-1.036743 .4240026
NDXVOL	-1.38e-10	7.75e-11	-1.78	0.076	-2.90e-10 1.46e-11
DXZ1	.9610502	1.416789	0.68	0.498	-1.828741 3.750841
DXZ1VOL	-4.00e-07	1.39e-07	-2.74	0.006	-8.60e-07 6.60e-07
GOLD	1.793009	.4588332	3.91	0.000	.8895231 2.696495
GOLDVOL	-1.13e-07	4.88e-08	-2.33	0.021	-2.09e-07 -1.74e-08
BRENT	.4200865	.2346029	1.79	0.075	-.0418687 .8820438
BRENTVOL	-7.45e-08	4.64e-08	-1.61	0.109	-1.66e-07 1.68e-08
US2yr	-.0840068	.0751379	-1.12	0.265	-.2319605 .0639468
_cons	.0652785	.0202289	3.23	0.001	.0254459 .105111
rho	-.1464971				

Durbin-Watson statistic (original) 2.235892  
Durbin-Watson statistic (transformed) 1.969892

### CONCLUSION

Fixed yield tokens are attracting increasing amount of funds from investors in recent years. Maker and Compound tokens' returns seem to move together along with Bitcoin, but the competitor tokens' trading volume are found to have a decreasing effect on their returns. Despite the foregoing increase in their trading volumes, the competition among them is apparent according to our findings. For hedging motivations, it may be interesting to note that gold returns and Brent oil returns explain the change in these token returns positively but gold volume has a negative relationship with both Maker and Compound return for our sample.

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Tibetan Medicine as Anthropic Ecology

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Abstract

Tibetan medicine is a unique system of healing, which was formed as accumulation and improvement of Chinese, ancient Indian and Arab medicine, together with traditional methods of healing in Tibet itself. It developed as a medical system in the 5th-8th centuries along with the spread and adaptation of Buddhism to the realities of Tibet. Tibetan medicine considers everything that surrounds a person as a possible cure or source of danger, depending on the dose, relevance, season, age and other factors. It treats a person as a balanced ecosystem, his health as the harmony of all spheres of his life. The ecological purity of nature is of great importance for man healing, preparation of medicines and maintaining a healthy lifestyle. From this perspective Tibetan medicine can be seen as an example of traditional anthropic ecology.

Keywords: Tibetan Medicine, Ecology, Healthy Lifestyle, Buddhism





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### Methodological Challenges of Research on Inequalities Towards Women: Promotion and the Continuum of Decision Dependency

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#### Abstract

**Argument:** The aim of the presentation is to present the next stage of research on the phenomenon of the continuum of decision dependence using the potential of combining sub-disciplines; economic sociology and the trend of feminist analysis of the economy. Together, they can be used to analyze and eliminate social inequalities. The possibilities of these areas of study are discussed in the context of own research in the initial phase of the second stage of the project: data collection and analysis, which will then be used to develop a methodology or recommendations. This project is based on the belief that social research not only contributes to increasing scientific knowledge and understanding of social reality but can make a real contribution to improving people's well-being. As a result, the considerations are aimed at combining a multi-level analysis of economic processes with the decision-making independence of specific women, "drawing" from the assumptions of action research, feminist and activist orientation, as well as the transformative-emancipatory model according to Caraccelli and Green. Results and conclusions. The main conclusion is the complexity of the problem of allocating women in a semi-peripheral country, and as a result: the need to adopt different research methods than before. The aforementioned complexity results not only from the economic changes after 1989, the strong polarization of the economy, but most of all: the polarization of the position within the gender group of women and the differences in the situation of women and men. The presentation presents the first results of own research at the second stage of the project: on the identification of barriers to the allocation of promoted women in the social structure due to the presence or limitation of the continuum of decision dependence.

**Keywords:** Decision Dependency Continuum, Social Stratification, Marginalization, Feminist Analysis of the Economy, Polarization, Investments, Critical Sociology, Promotion, Women's Allocation



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### 5s Kaizen in the Workplace the University of Mindanao Tagum Campus

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#### Abstract

The study was conducted to determine the level of adoption of the 5S Kaizen practices among the University of Mindanao Tagum Campus employees in terms of set, sort, standardize, systematize and self-discipline. Moreover, it also determined the level of outcome of the practices on the employees in terms of safety, productivity, discipline, motivation and time management. The study used a survey questionnaire in gathering the data and relevant information from the 100 respondents of the University of Mindanao Tagum Campus in Tagum City. The data gathered were analysed using descriptive statistics to describe the profile of the University of Mindanao Tagum Campus employees and to determine their level of adoption on the 5S Kaizen practices as well as the level of outcome on the practices. Moreover, the One-way Analysis of Variance (One Way ANOVA) and t-test were employed to determine the mean difference on the level of adoption according to category while correlation statistics was used to determine whether a significant relationship exist between the level of adoption of 5S Kaizen practices and the level of outcome. Findings of the study showed that female respondents outnumbered the male respondents, most of them are ages 31 to 40 years old, most of the employees acquired college degrees and most of them have served the university for less than 10 years. Results revealed that the overall mean for the level of adoption of 5S practices in the workplace was high. Results revealed that the overall mean for the level of outcome of the 5S practices was high. Results revealed that among the indicators on the level of adoption only sort showed significant difference to the employees. Other indicators such as set, standardize, systematize and self-discipline did not differ significantly. Furthermore, it also revealed that on the level outcome such as safety, productivity, discipline, motivation, and time

management, there is no significant difference when grouped to teaching and non-teaching. Finally, the study showed a significant relationship between level of adoption and level of outcome.

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**Financing through Special Purpose Acquisition Company (SPAC), the Demarcation Line of Qualifications as Alternative Investment Fund**

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**Abstract**

Special Purpose Acquisition Companies (SPACs) create opportunity of simple capital raising from the public through an initial public offering (IPO) of shares (and warrants) on a stock market to finance a planned merger, acquisition or similar transaction of one or more operating companies not listed on the stock market, thereby indirectly bringing them to the stock market.

SPACs growth and popularity in recent months are not surprising in the context of the market economy. An impact of the current economic growth and increasing demand for alternative investment opportunities such as private equity or venture capital, even for less qualified or creditworthy investors, can be mentioned. Further flexibility, lower regulatory, financial, and administrative complexity of the SPACs stands out especially when directly compared to established operating companies in the context of an initial public offering of shares on the stock market. At last, the current absence of clear European public law, interpretation, and established legal practice, must be mentioned. When structuring SPACs, the question whether and when SPACs fulfil objective criteria of an alternative investment fund (AIF), respectively activities indicating the characteristics of alternative investment fund management. The Alternative Investment Fund Managers Directive (AIFMD), which has been transposed into the national legal systems of European countries is prime example. SPACs are, in fact, similar in their basics to the alternative investment funds whose investment strategy is directed towards private equity or venture capital.

The aim of this paper is to answer the presented question, which is crucial for an actual financial market practice. If the intended SPACs investment structure fulfils the criteria of an alternative investment fund, it can only be implemented under the rules (and restrictions) arising from respective regulation. Any misconduct is then severely sanctioned. This paper brings is a closer reflection on mentioned question in the context of current regulation and available interpretation and practice.

**Keywords:** Special Purpose Acquisition Companies (SPACs), Alternative Investment Funds (AIF), Alternative Investment Fund Managers Directive (AIFMD), Initial Public Offering (IPO), Private Equity (PE), Venture Capital (VC)



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**“Negotiating Regulatory Data Protection of Pharmaceuticals and Agricultural Chemical Products in the Trans-Pacific Partnership: The Case of Malaysia and New Zealand”**

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**Abstract**

This research asks why intellectual property (IP)-importing states were strongly opposed to Data Exclusivity (DE) provisions for pharmaceuticals and biologics but only weakly opposed to the same clause for agrochemicals in the Trans-Pacific Partnership (TPP) negotiation. By combining the two-level game logic and theories on transnational networks in its analytical framework, this research explores how actors within two distinct transnational networks – one comprising business actors in favour of DE provisions and the other comprising NGOs and activists against this IP clause – influenced the policy position of negotiating States. It argues that how such issues are framed by transnational networks can change the configuration of domestic preferences and, thus, the negotiating position of states. Frames can enhance or weaken the domestic legitimacy of the issue in question and therefore affects the policy position of States by constraining or expanding their negotiating win-sets. Case-studies on two IP-importing states - Malaysia and New Zealand - are conducted using the method of process tracing to determine the causal mechanism that led to their policy position in the negotiation. Preliminary findings suggest that New Zealand found its initial policy position against 10-year DE for agrochemicals affected by changing domestic preferences in

favour of stronger data protection. The preference change was the result of actions taken by a key domestic industry association for multinational corporations that produce agrochemicals, Agcarm NZ, which framed the 10-year DE as imperative to New Zealand's agricultural productivity and competitiveness. By highlighting DE in terms of its benefit to agrochemical users rather than the producers of these agrochemicals, Agcarm NZ successfully changed the position of key user groups from opposing to supporting stronger DE. This led to the weakening of the initial domestic opposition to DE, enabling eventual agreement by New Zealand to the 10-year data protection proposed by US in the TPP.

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**The Essence and Factors of Socio-Economic Sustainability of the Region**

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**Abstract**

Socio-economic sustainability refers to economic growth involving practices that maintain a preferred percentage of a region's development. This "special mode of regional development activity" will be one where the population of a given territory lives above the minimum level. From the point of view of both social sustainability and economic sustainability, economic sustainability is aware of the impact of production entities on workers and society as a whole. This includes consideration of human rights, health and safety, community engagement, work-life balance, philanthropy, diversity and equality. The article analyzes the essence of the economic stability of the region, considers the main factors of its economic stability. It is necessary to improve all its components in a particular region, as well as to make favorable use of factors that affect socio-economic sustainability. The author comes to the conclusion that the unstable development of the region can lead to even more serious risks, which in the future will be difficult to solve.

**Keywords:** region, sustainability, sustainable development, socio-economic development of the region, socio-economic stability of the region, factors of socio-economic stability of the region.



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**Current Socio-Economic Development of the Regions of the Republic of Kazakhstan**

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**Abstract**

This article provides a comparative analysis of socio-economic development of the regions of the Republic of Kazakhstan for the decade from 2011 to 2020. The analysis is based on statistical data of the main macroeconomic indicators, such as: Gross regional product, the region's share in the structure of GRP, the growth rate of the region's economy, GRP per capita. On the basis of the analysis imbalances in regional economic development have been identified; in particular, donor regions, which contribute the most to the GRP structure of the country and recipient regions, which contribute the least to the country's economy, have been identified. The regions with the fastest GRP growth over the last decade and those with slow economic growth were also identified. In addition, GRP per capita is the main macroeconomic characteristic of the region, which reflects well-being of population. The analysis has identified regions with the highest and the lowest levels of GRP per capita. Thus, on the basis of the comparative analysis of the regions for the past 10 years, disparities in regional development, existing economic problems, reflected in different dynamics of the basic macroeconomic indicators have been identified. On the basis of the analysis recommendations for further improvement of the state policy of regulation of socio-economic development of the regions in the Republic of Kazakhstan have been proposed.

**Keywords:** Socio-Economic Development of Regions, Gross Regional Product, Economic Growth Rates, Share of GRP of Regions, GRP Per Capita, Analysis of Regional Development, State Regional Policy, Imbalances in Regional Development, Regulation of Economic Development of Regions, Competitiveness of Regions



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**Some Aspects of Innovation Activities in the Regions of Kazakhstan**

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**Abstract**

The article substantiates the need to stimulate innovation activity in Kazakhstan. The dynamics of external and internal costs for research and development work, which are one of the key indicators of the country's innovative development, is considered. The analysis of internal costs for research and development work in the context of the country's regions is carried out. Changes in the level of activity of regional enterprises on product and process innovations are determined. Recommendations on the accelerated implementation of the state strategy for the support of research and development works and innovations are proposed.

**Keywords:** Region, Innovation, Research and Development Work, Innovative Economy, Innovative and Active Enterprises, The Level of Innovation Activity, Internal Costs

Jiamin Li  
ERCICSSH2123057

**Women in Norse Literature: The Limitation of Christianity's Impacts on Scandinavian Society**

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**Abstract**

Scandinavian societies had transformed from paganism to Christianity in the centuries before the Middle Ages, yet historians might have exaggerated the new religion's impacts in some areas. To illustrate, some historians have long assumed that the advent of Christianity ameliorated women's social status significantly, especially in marital relationships. While in truth, Christianity introduced few new concepts in terms of breaking gender boundaries. Instead of viewing Old Norse literature as holding completely outdated beliefs and writings in the Christian era as reflecting transformative ideas, this paper contends that written accounts in both periods depict ordinary women in traditional gender roles while some Old Norse mythology and saga narratives challenge conventional gender codes with its atypical female characters. This paper mainly explores the written accounts of Norse mythology and legendary sagas, rather than realistic documents, to examine the extent to which these writings accurately reflect real-life situations and the extent to which they resemble men's idealization.

Selina Zheng  
ERCICSSH2123066

**The Association Between Smartphone Use and Psychological Well-Being Among College Students**

**Selina Zheng**  
The Association Between Smartphone Use and Psychological Well-Being among College Students

**Abstract**

People's overdependence on smartphones have led them into an abundance of psychological well-being issues. Various literature has examined the association between digital-screen engagement, addictive behaviours, and mental well-being. To develop a deeper understanding in the correlation among these factors, the current study aims to find the relationship between smartphone use and psychological well-being, specifically on how students' media use has led them to mental health issues such as addiction, depression, anxiety, sleep problem, and the fear of missing out (FoMO). The results supported hypotheses 1, 2, and 3, smartphone addiction correlates with anxiety,

	<p>depression, and FoMO; however, the results of the study do not support hypothesis 4, in which there is no correlation between smartphone addiction and sleep issues. In conclusion, smartphone overuse and addiction may subsequently affect an adolescent's mental well-being.</p>
 <p><b>Cheng Huang</b> ERCICSSH2123073</p>	<p><b>Analyzing the Problems of Lacking Education that Women Face in Western China and Southern Sudan and the Solution</b></p> <p><b>Cheng Huang</b> Student, Branksome Hall Asia, Jeju, South Korea</p> <p><b>Abstract</b> This paper examines the problem of lacking education in two regions: western China and southern Sudan. The paper will mainly discuss three problems that young women face: the role that discrimination in the workplace plays in such villages, the role that family plays in promoting education of males more than females, and the problem of school bullying.</p>
 <p><b>Ariadne De Villa</b> ERCICBELLP2123058</p>	<p><b>Paradox 2050: The Language in the U.S.</b></p> <p><b>Ariadne De Villa</b> Communication, Cultures, English and World Languages, Texas Lutheran University, Seguin, U.S.A</p> <p><b>Abstract</b> This paper focuses on current qualitative and quantitative research in the area of the Spanish language in the United States. Statistics point out that by the year 2050, the United States of America will surpass Mexico in being the country with the greatest population of Spanish-speakers, by becoming the first country with the most speakers of this language in the entire world. This data is relevant whether or not immigration from Spanish-speaking countries continues. The Nielsen Report is a clear proof of how business, education, and other aspects of society are changing to personalize the demand of Hispanic and Latino corporations, having as a result an increase of the Spanish language in the labor force. Furthermore, the often-polemic subject of Spanish of the United States will be addressed as well as strategies of how Spanish (or any other heritage language) can be encouraged and taught inside and outside the classroom, serving this way as an educational tool to promote diversity and erase stereotypes.</p>
 <p><b>Shuyang Wei</b> ERCICSSH2123058</p>	<p><b>Smartphones and Mental Health</b></p> <p><b>Shuyang Wei</b> Highschool International Curriculum Center, Middle School, Renmin University of China, China</p> <p><b>Abstract</b> In this study, the goals are to testify the relationship between smartphone addiction and depression, smartphone addiction and anxiety, and media use and sleep respectively. In order to test the correlation, we selected variables from a secondary dataset. Specifically, we looked at the variables: sleep, depression, smartphone addiction, anxiety, media use, and general media use. In the original study participants of this study were recruited through a voluntary subject pool sign up. We found that smartphone addiction is positively correlated with depression and anxiety. However, we did not find a relationship between media use and sleep. The findings help people get a deeper understanding on how the use of smartphones relates to people's mental health.</p>
<p><b>Elena-Sabina Turnea</b> ERCICBELLP2127059</p>	<p><b>From Physical Work to Hybrid Work. The Biggest Challenges of Online Working</b></p> <p><b>Elena-Sabina Turnea</b> Alexandru Ioan Cuza University of Iași, Department of Management, Marketing and Business Administration, Iași, Romania</p> <p><b>Abstract</b> The work environment is changing these days and the way the work is done is changing. Thus, employees can only adapt themselves to the online context and change their requirements necessary</p>

to perform work from home (with adequate work equipment, flexibility of working time, etc.) - where possible. The present study aims to outline preliminary results on the main challenges that employees face with when working remotely. With a number of over 260 respondents, data was collected using an online questionnaire, starting with November 2021. The respondents who participated in the research are undergraduate or master students from the Faculty of Economics and Business Administration in Iasi, Romania. Being a relatively young group of respondents, the results are specific to their vision of the online work environment. Partial results indicate that in the future, 52% of students would like to work in a hybrid way (physical and online), while only 15% would like to work only remotely. Although the online work environment offers multiple facilities, in the students' perception, top 3 challenges for the online work environment are: communication challenges, technology challenges and management challenges. Future statistical analyzes will be performed to complete the entire research.  
Keywords: Online Work, Employees, Challenges, Organizational Rewards, Perceptions.



Titikorn Tantawutho  
ERCICSSH2124051

**Unmanned Aircraft System for Media Production: An Extension of Defense Technology**

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**Abstract**

The defense industry has played a major impact in enhancing global economy. S-curve 11th is the target industry which promotes Eastern Economic Corridor (ECC) in Thailand. The state-of-the-art in defense technology is increasing all the time including Unmanned Aircraft System (UAS) which can be used for the media production in defense technology. UAS pilots for media production in defense technology are different from other UAS pilots. They require hard and soft skills such as management, decision, planning and knowledge for controller and cinematography. The UAS knowledge and controller can be learned from a remoted pilot license course but the soft skills can be partly developed from experiences. The purpose of this study is to lay guideline for using the UAS media production in defense technology with the expectation of providing specific views and multiple domains in research area. It is a combination of engineering, art and management. The content in this article is based on experiences from UAS operation.

Keywords: UAS Cinematography, Media Production, UAS Pilots, Defense Technology

**Shreya Rakshit**  
ERCICSSH2124057

**Legislations for Women's Rights and Their Occupational Distribution Between 1919 and 1930 in India and Poland: A Transnational Study**

**Shreya Rakshit**

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**Abstract**

This article explores the legislations of women's rights after the end of the First World War. Before the world war, in both Poland and India, the legal status of women in both public and private spheres, were limited. In between 1919 and 1930 Poland and India, wherein former became the Second Republic in 1918 while latter under the colonial rule of the British, tussled with women's questions on many fronts. In the new republic of Poland in 1919, a Commission for Codification was set up. This laid the building blocks in the interwar period in empowering women through legislations. In India, on the other hand, specific social state policies relating to women in British India shows the different proactive elements at play for legislations and reforms determining the rights and status of women i.e. Indian liberals, the conservatives, women suffragists and ultimate authority of the British Government in India. The issues in women's demand related to their full

enfranchisement displays the contradictory approaches of Britain's liberalisation of women's position. Last but not the least this study also shows the occupational comparisons of women in different economic sectors in both the nations, from statistics with percentages we can see both the nations were chiefly dependent on primary sectors of economy.

**Keywords:** Indian history, Transnational history, Poland, Women's rights, Occupation



Zornitsa Lachezarova  
ERCICSSH2124058

**Urban and Rural Epiphanies: Reflective Aspects of Recapturing Nature within a Rus in Urbe Setting**

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**Abstract**

The contemplation of cityscapes often leads to poetic mirages of the urban oasis: a place which is constructed as a bricolage of the poet's experience within a rural setting. The poet as a castaway from the safe country landmarks of their poetic material becomes aware of new creative potencies. This paper considers John Archer's ideas on the rus in urbe phenomenon in relation to its manifestation in the poems of Patrick Kavanagh and Dimecho Debelyanov. The analysis of several poems follows the recaptured texture of the rural within the urban as a form of epiphany, where the poet reaches beyond the established tropes of longing for the lost countryside of the past and settles into a world of pristine contemplation of the present. The synthesised experience of the rus in urbe setting lends a new perspective on a poetic past and offers a re-evaluation of the image and conceptualization of the city and its attributes.

**Keywords:** Poetry, Urban, Rural, Nature



Hue Ha Thi Thu  
ERCICSSH2125055

**Highlighting the Socio-Cultural Perception of Mangrove Ecosystem Services in Decision-Making Processes: The Case Study of Xuan Thuy National Park, Vietnam**

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**Abstract**

The require to save mangroves is growing, however, debasement has persisted for decades, because the processes of decision-making are inefficient, found solely on economic factors. This study provides a tool for mangrove conservation and management, which is to explore the socio-cultural values of mangrove ecosystem services through research in Xuan Thuy National Park, one of nine Ramsars in Vietnam, and also an area heavily affected by shrimp farming. 150 households were selected for interview, 5 focus group discussions in 5 buffer zone communes, 10 in-depth interviews were carried out to find out the ecosystem services that mangroves provide, compared with literature review, 3 cultural services listed by the local people as the characteristics of the mangroves here are lifestyle change, strengthening family relationship, implicit division of labor in the community. This proves that local people are ambassadors connecting the mangroves and the government. This finding suggests that the socio-cultural aspect of mangrove services should be deliberated by policy makers as a measure of great concern when facing the challenges of wetland ecosystem conservation.

**Keywords:** Wetland, Shrimp Aquaculture, Cultural Ecosystem Services, Socio-Cultural Valuation, Xuan Thuy National Park



I Gede Wira Adhi  
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**Asymmetric Decentralization: An Analysis of the Implementation of Aceh Special Autonomy and Its Impact on the Welfare of Acehnese Society**

I Gede Wira Adhi Darmawan

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**Abstract**

Indonesia has passed through long hard times to stand as an independent country. The past struggles to break from colonialism out were in concordance with Indonesia's efforts to maintain and secure its territorial sovereignty. Upheavals, threats and even rebellions to leave the Republic have often arisen in various regions even since the beginning of Indonesia's independence. One of which has occurred in the Province of Aceh. The considered injustice in the distribution of benefits from natural resources has led to conflict in Aceh. To deal with this issue, through the enactment of the Law No. 11 of 2006, the central government aims to confirm the special autonomy for Aceh to induce peace as well as security and achieve social justice within the region. Besides to improve education, quality of life, health, infrastructure, accelerate economic development through the special autonomy fund allocation. How the special autonomy has been implemented hitherto and how it contributes to improve Acehnese welfare is considered critical as well as interesting to analyze. The term 'welfare' is analyzed based on four aspects of analysis namely: (1) poverty and (2) unemployment alleviation, (3) Human Development Index (HDI), and (4) Gini Ratio. The study adopted a qualitative exploratory research design by which data were derived from analysis of secondary sources through literature review. The results show that Aceh is considerably dependent on the special autonomy fund. There are also seven priority sectors set by the government, namely: infrastructure, economic empowerment, poverty alleviation, education, social, health, and Aceh privileges. Furthermore, Aceh's special autonomy fund in general has had a positive impact on the welfare of the Acehnese society besides the Gini Ratio that is still high.

**Keywords:** Gini Ratio; Human Development Index, Implementation, Poverty, Special Autonomy, Special Autonomy Fund, Unemployment, Welfare



Deewasnari Muddat  
ERCICSSH2125058

**Echoing the Need for Achievement and Self Esteem: Hone Micro-Enterprise Performance in Sabah, Malaysia**

Deewasnari Muddat

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**Abstract**

This study examines whether the need for achievement and self-esteem affect micro-enterprise performance in Sabah, Malaysia. Sabah is widely considered to be Malaysia's poorest state. Numerous studies on micro-enterprise have previously concluded that achievement and self-esteem are vital factors affecting business performance. However, the validity of these claims is debatable, and once again, limited research focuses on microenterprises in Sabah, Malaysia. This study adopts non-probability sampling, known as a purposive sampling method, in selecting micro-enterprises. A total of 600 questionnaires structured on a 7-point Likert scale is distributed, and subsequently, 525 questionnaires are returned. The entrepreneurial attitude orientation (EAO) dimensions assessed in the paper are the need for achievement and self-esteem. Data collected are analysed using the SEM-PLS technique through the SmartPLS 3.3.2 software. The findings indicate that the micro-enterprise performance level is moderately low even though the need for achievement and self-esteem significantly impact micro-enterprise performance. Accordingly, this paper's theoretical and practical implication supports some of the previous findings and arguments that the need for achievement and self-esteem play a central role in influencing micro-enterprise performance and thus distinguishes entrepreneurs from non-entrepreneurs. Moreover, future research recommended intervening government assistance as the moderating factor that impacts business achievement and



self-esteem among the micro-enterprise owners better to understand the Malaysian micro-enterprise scenario, particularly in Sabah, Malaysia.  
Keywords: Entrepreneurial Attitude Orientation, Micro-Enterprise, Need for Achievement, Self-Esteem



Luthfan Qashmal  
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**Gas Turbine Repair Business in Indonesia: Case Study of a Maintenance, Repair, and Overhaul (MRO) Company**

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**Abstract**

Maintenance, repair, and overhaul (MRO) of power plant equipment businesses in Indonesia are entering a mature state as more companies that provide the services exist today. To survive in the market, every company must have unique value compared to its competitor, one of which is repairing Gas Power Plant equipment. PT ABC, a company specializing in MRO businesses, planned to develop a GT component repair business. However, PT ABC did not own the special machinery required to repair, and this research will be performed to analyze some alternatives for PT ABC's business growth plan. Two alternatives were evaluated: (1) direct investment in the machinery; and (2) partnering with a subcontractor. This research used the capital budgeting analysis method to determine the better alternatives for PT ABC, with the main criteria being Net Present Value (NPV) and Internal Rate of Return (IRR) of the project Free Cash Flow (FCF).

The biggest challenge in developing FCF in MRO businesses was the limited benchmarking sources to calculate the market size. In this research, the market size calculation method has been developed and tested for PT ABC GT component repair project. The market share of PT ABC was found by evaluating the company's business situation analysis and its competitiveness in the industry.

From the Capital budgeting analysis results, it was found that direct investment is the preferred option for PT ABC because this alternative generates the higher value of both NPV and IRR. Through financial risk analysis, it was found that this project was susceptible to the price of the repair and long-term debt interest rates. This research can contribute to the power plant MRO business management field, which the authors found is still a lack of research or publication from the MRO company point of view.

Keywords: Gas Turbine, Maintenance, Repair, and Overhaul (MRO), Capital Budgeting Analysis, Financial Risk Analysis



Joshua E. Lou  
ERCICBELLP2125054

**Developing an Extended Theory of Planned Behavior Model for Small E-Waste Recycling: An Analysis of Consumer Behavior Determinants**

Joshua E. Lou

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**Abstract**

Waste Electrical and Electronic Equipment (WEEE), also called e-waste, is the world's fastest-growing waste stream but only has a 17.4% recycling rate according to the Global E-waste Monitor 2020. The collection rate for small WEEE (sWEEE), e.g. used mobile phones, is even lower than 10% due to stockpiling at home and improper disposal via the general waste or private informal channels. The purpose of this paper was to (a) review how the Theory of Planned Behavior (TPB) is applied in the literature related to consumer behavior intention for WEEE recycling and determine the most significant TPB predictors by comparing their standardized influence coefficients across various studies, and (b) to identify additional behavior determinants specific to sWEEE recycling and thus develop a new TPB-sWEEE theoretical framework by integrating the TPB model with these new determinants in order to improve the predictability of consumers' sWEEE recycling behavior intention. This paper reviewed over 30 peer-reviewed studies from Scopus and high impact factor journals and led to the following three key findings: (a) more variables of recycling behavioral intention determinants such as the size of WEEE need to be considered; (b) Eight

sWEEE-specific behavioral determinants are identified and included in the newly developed TPB-sWEEE model, including consumers' Sentimental Attachment, Data Security Concern, Economic Incentives, and How-to Knowledge; (c) For some sWEEE-specific determinants, their extent of influence differs across various regions and countries. This paper contributes to the sWEEE-specific consumer recycling behavior theoretical framework to fill the existing gap in the literature and provides recommendations through the new model for research-based behavioral intervention strategies and policy designs globally.

**Keywords:** Waste Electrical and Electronic Equipment (WEEE), Small WEEE (sWEEE), E-Waste, Consumer Recycling Behavioral Intention, Theory of Planned Behavior (TPB), Determinants, TPB-sWEEE Theoretical Framework

**Propose New Product Development Mykpc Application for Human Resources Information Systems Using Design Thinking & Lean Startup Case Study: Pt Kaltim Prima Coal**

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**Abstract**

PT KPC (Kaltim Prima Coal) is one of the largest coal companies in Indonesia with land concessions of around 84,938 hectares and coal production of around 70 million tons per year. With the development of technology, PT KPC must also develop. Regarding this matter, PT KPC has carried out the first phase of the digitization project, which focuses on optimization in the field of mining operations, such as dashboards for real time operations. The company has executed business transformations that relied on digitalization to increase process efficiency and business effectiveness.

The way to see what users need in using HRIS (Human Resource Information Systems) is with Design Thinking and Lean Startup. Design Thinking, consisting of empathizing, defining, ideation, prototyping, and testing. Executing the Design Thinking process can create products that focus on the user and know what the user really needs. To better understand what users need, this study uses the Value Proposition Canvas to determine pains, gains, and customer jobs, and later will define pain relievers, gain creators, and products or services. Another framework used is the Customer Journey Map to determine the overall user experience in using the HR system.

In this research, the author will use the Design Thinking and Lean Startup approach to do situation analysis and problem analysis. There are 7 features that are generated based on the pains and gains of the user. From a total of 7 features, RICE scoring is prioritized to find out which is more useful and a priority for users, and these features are developed to become prototypes and perform usability testing for users using completion rate. The seven features that were tested on users with usability testing were Profile Employee, E-Attendance, E-Leave, Performance Employee, E-Pay, E-Hazard and E-Form.

**Keywords—**Lean Startup, Design Thinking, Human Resources Information Systems, Value Proposition



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