

ICBM-2015

21-22 August

Turkey



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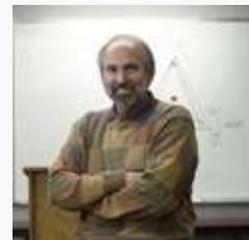
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International Conference on Business Management (ICBM-2015)

International Conference on Business Management (ICBM -2015) is an effort to bring together an interdisciplinary of Management, Marketing, Finance, HR, Education and International Business for the development and implementation of Business Management. With an ambition to transform ideas into reality, at ICBM academia and industry will be together to exchange futuristic research direction and stipulation. The conference will provide networking opportunity to interact with members inside and outside their own particular disciplines. Also, participants from different countries will create professional environment under one roof. Experts from their related fields having international recognition will assist you in your research work. Through networking and discussion at ICBM-2015 academic experts and industry professionals can move ahead in applied research in addition to academic research. Presented papers in different tracks will be forwarded to internationally recognized research journals for review and possible publication with authors consent. Participants presenting papers will be awarded honorary ABMC membership to enjoy special privileges.

Academy of Business Management Conferences (ABMC)

Academy of Business Management Conference (ABMC) is a premier platform for researchers, academics, professionals and students in scholarly management and organization space. Intellectuals across the world join ABMC to share their research contributions and ideas for raising business sector in more innovative and productive way. Additionally participants with multidisciplinary interests related to business get opportunities to interact with members of their and cross disciplines. According to contemporary trends ABMC select conference themes and titles. Our business related conferences cover different tracks including; entrepreneurship, leadership & general management, organizational studies, international business, strategic management, supply chain management, small & medium enterprises, sales & marketing, human resource management, total quality management & ISO, financial management, audit & accounts, economics & social sciences, corporate governance and project management. With collaboration of world renowned academic institutions and corporate sectors Academy of Business Management Conferences (ABMC) are organized covering contemporary themes under different titles at different attractive places in the world.

Charles L. Martin, PhD – **Patron ICBM-2015 Conference**



It is an honor for me to welcome the researchers, professionals, and academicians to the International Conference on Business Management (ICBM-2015) organized by Academy of Business Management Conferences. I am sure this conference will provide a great opportunity to the researchers, scholars and students to share their ideas and knowledge with each other. The representatives from various countries with their multi-cultural perspective will add new dimension to the existing repertoire of knowledge, and I assure you that it will prove to be a memorable event for the participants and the organizers.

Tahir M. Qureshi, PhD - **Chair ICBM-2015 Conference**



It gives me immense pleasure to welcome you in the International Conference on Business Management (ICBM-2015). We received over whelming response to our call for papers from 23+ nations globally. I am confident that research presentations in the ICBM-2015 will add valuable contribution to the existing body of research in the versatile field of business management and social sciences. This conference will provide a unique opportunity for researchers and professionals for exchanging ideas and learning about each other's research work. I am sure that with your contribution and continuous support Academy of Business Management Conferences (ABMC) will become center of excellence in research. I like to thank all the participants and wish them happy stay.

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Corporate Governance Mandatory Disclosures and Profitability of UAE Islamic and Conventional Banks

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Abstract: This paper aims to measure the level of mandatory corporate governance disclosure and examine its effect on UAE bank's profitability using annual data for listed banks on the UAE financial markets during the period 2003-2013. Our results show that the degree of mandatory corporate governance disclosure of conventional banks is higher than the Islamic banks. In addition, our results show no significant effect of the degree of mandatory corporate governance disclosure on profitability for both Islamic and conventional banks in the UAE.

The System of Analytical Indexes In Strategic Management Organization of Enterprise Innovative and Investment Activity

Lidiia Karpenko: Oessa National Economic University, Ukraine, Lidako@list.ru

Abstract: What are the reason(s) for writing the paper or the aims of the research? The aim of the paper is to determine the programmed and methodological foundations of innovative activities, systematization of analytical indicators of integrated management analysis of Odessa region innovative activities, motivation of stages of investment portfolio management process, conduction of comprehensive economic and statistical studies of innovation and investment activities of enterprises and identification of the region development prospects. In the course of writing of the paper a complex of economic and statistical research methods was used, as well as the management methods forms of comparative, problem-situational, technical and economical analysis, methods of economic evaluation of innovation and investment projects.

Leasing Contracts and The Legal-Economic Characteristics of This Efficient Financial Instrument in The Albanian Reality

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Abstract: The leasing contract is an economic instrument but also a legal relationship which is not much used in Albania. However, it is being understood, each day and more that the legal coating of the economic transaction in the form of leasing contract brings significant advantages. The purpose of this article is precisely to highlight the advantages of leasing contract compared with other contracts. Financial leasing as a contemporary form of medium-term financing, taking into account the economic level of our country, offers favorable conditions for small and medium-sized businesses since it offers a new form of purchasing when one does not have the necessary liquidity. On the one hand, in this article we will discuss legal aspects and features of the leasing contract and in turn will see the operation of this type of contract in Albania, aiming to show the importance that this instrument has for the market, as well as the advantages and risks that this new product is facing in the Albanian market.

Creating People Advantage: An Integrative Approach to Hrm - Firm Performance Link

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Abstract: Based on the review of the literature in the field, this paper argues that the HRM literature fragmentation is one of the main stumbling blocks for agreeing conceptualisation of how the relationship between HRM and firm performance works. In seeking to provide a more complete picture about the literature on the HRM - firm performance and thus increase our understanding of mechanisms by which HR decisions create and sustain value in an organisation, the paper proposes an integrative framework which draws on different literatures and multiple theoretical perspectives. The framework incorporates several streams of the research into the HRM - firm performance link: designing HR practices (resource based view), implementing HR practices (resource orchestration perspective), organisational roles responsible for HRM (role theory), contribution of HR department to strategic decision making on the board (resource-dependence/power perspective), and different measures of HR contribution to firm performance. The paper also identifies a gap that concerns the importance of incorporating insights from strategic leadership literature when considering strategic HR decision making, and discusses the implications of the integrative perspective for research and practice.

Media Coverage for crisis in Intercultures

Asad Khalid: American University in the Emirates, UAE, asad.khalid@ae.ae

Abstract: In this age of globalization when every citizen of the world is open to information and crisis of information at the same point in time; mass media, which includes social and new media as well, is the only main source of information for 7 billion people of the world. The image- building — either through print or electronic media — is unique to the country it is published from.. Although Pakistan and Yemen share similar religious and cultural values; A crisis is covered differently by Pakistani media and Yemen media despite all the similarities. This paper will attempt to answer the question if media is shaping a common culture; perceiving the situation well; and through its coverage reflecting the true picture of the different cultures at all levels. It will endeavor to answer this question by focusing on the coverage of Yemen crisis by Pakistani and Gulf Media, as a case study to analyse the news coverage in two different regions using. The paper intends to analyse The Express Tribune and The Dawn newspaper from Pakistan and GULF News and The National from United Arab Emirates from March 15- June 15. It would examine that sharing Islam as religion and cultural values related to Islam does not translate to having the same perspective on the issues which both Muslim states are grappling with.

Islamic Ethics in Management

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Abstract: Nowadays the most pivotal thing in management is ethics, I think if we search the Holy Quran we can manage a system of ethics in it and we can say to the world that we have ethical management in Islamic world, for example in Islamic management we have something about how to act with the others and workers. If we come back to Quran we will see that a Muslim manager act different from other managers and in this essay I will talk about some attributions of Muslim manager.

Is HR In State of Transition? An International Study on The Development of HR Competencies

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Abstract: The roles and activities of human resource management (HRM) have changed a lot in the past years. Driven by a changing environment and therefore new business requirements, the scope of human resource (HR) activities has widened. The extent to which these activities should focus on strategic issues to support the long term success of a company has been discussed in science for many years. As many economies of Central and Eastern Europe (CEE) experienced a phase of transition after the socialist era and are now recovering from the 2008 global crisis it is needed to examine the current state of HR positioning. Furthermore a trend in HR work developing from rather administrative units to being strategic partners of management can be noticed. This leads to the question of better understanding the underlying competencies which are necessary to support organisations. This topic was addressed by the international study "HR Competencies in international comparison". The quantitative survey was conducted by the Institute for Human Resources & Organisation of FHWien University of Applied Science of WKW (A) in cooperation with partner universities in the countries Bosnia-Herzegovina, Croatia, Serbia and Slovenia. This study used the questionnaire HR Competencies developed by Dave Ulrich in order to see how Ulrich's Model of HR competencies, which includes strategic positioner, credible activist, capability builder, change champion, HR innovator & integrator and technology proponent, fits for Austria, Bosnia and Herzegovina, Croatia, Serbia and Slovenia and whether any differences between the countries could be identified. A factor analysis was performed in order to see how many factors we could extract and how many items loaded on each factor. The principal axis factoring method was used to extract the factors due to the abnormality of our data. We also rotated the factors to get a better discrimination between them and to improve interpretation. The confirmatory and exploratory factor analyses were calculated for the whole dataset containing all five countries. The scope of this study was to research if the HR Competency model developed by Dave Ulrich fits these five countries and whether any differences between the countries could be identified. Generally, the data seem to go along with Ulrich's HR competencies model. 49 of our 60 items had loadings greater than 0.4, and almost two thirds of them had loadings even greater than 0.5. Especially the items associated with the HR innovator & integrator, the technology proponent, the strategic positioner and the credible activist separated well into the factors. Four competencies can clearly be distinguished in our data. Overall the competence model is quite well supported and so the aggregated means and other measures are used to look at differences between the countries.

A User-Side Analysis Of The Public-Private Partnership: The Case Of The New Bundang Subway Line In South Korea

Saiful Islam: Yonsei University, South Korea, sislam.1968@yahoo.com

Abstract: The purpose of this study is to examine citizen satisfaction and competitiveness of a Public Private Partnership project. The study focuses on PPP in the transport sector and investigates the New Bundang Subway Line (NBL) in South Korea as the object of a case study. Most PPP studies are dominated by the study of public and private sector interests, which are classified in to three major areas comprising of policy, finance, and management. This study will explore the user perspective by assessing customer satisfaction upon NBL cost and service quality, also the competitiveness of NBL compared to other alternative transport modes which serve the Jeongja – Gangnam trip or vice versa. The regular Bundang Subway Line, New Bundang Subway Line, bus and private vehicle are selected as the alternative transport modes. The study analysed customer satisfaction of NBL and citizen's preference of alternative transport modes based on a survey in Bundang district, South Korea. Respondents were residents and employees who live or work in Bundang city, and were divided into the following areas Pangyo, Jeongjae – Sunae, Migeun – Ori – Jukjeon, and Imae – Yatap – Songnam. The survey was conducted in January 2015 for two weeks, and 753 responses were gathered. By applying the Hedonic Utility approach, the factors which affect the frequency of using NBL were found to be overall customer satisfaction, convenience of access, and the socio economic demographic of the individual. In addition, by applying the Analytic Hierarchy Process (AHP) method, criteria factors influencing the decision to select alternative transport modes were identified. Those factors, along with the author judgement of alternative transport modes, and their associated criteria and sub-criteria produced a priority list of user preferences regarding their alternative transport mode options. The study found that overall the regular Bundang Subway Line (BL), which was built and operated under a conventional procurement method was selected as the most preferable transport mode due to its cost competitiveness. However, on the sub-criteria level analysis, the NBL has competitiveness on service quality, particularly on journey time. By conducting a sensitivity analysis, the NBL can become the first choice of transport by increasing the NBL's degree of weight associated with cost by 0,05. This means the NBL would need to reduce either it's fare cost or transfer fee, or combine those two cost components to reduce the total of the current cost by 25%. In addition, the competitiveness of NBL also could be obtained by increasing NBL convenience through escalating access convenience such as constructing an additional station or providing more access modes. Although these convenience improvements would require a few extra minutes of journey time, the user found this to be acceptable. The findings and policy suggestions can contribute to the next phase of NBL development, showing that consideration should be given to the citizen's voice. The case study results also contribute to the literature of PPP projects specifically from a user side perspective. **Keywords:** Public Private Partnership, Customer Satisfaction, Public Transport, New Bundang Subway Line

The Use Of Plastic Bags In The Retail Establishments : Case Of Kingdom Of Bahrain

Arpita Dutta: Ama International University, Bahrain, arpita.dutta@amaiu.edu.bh

Abstract: The use of Non Biodegradable Packaging Methods in the Retail Establishments: The case of Bahrain Author: Arpita Dutta, PhD College of Administrative and Financial Sciences AMA International University Salmabad, Kingdom of Bahrain Abstract The increased usage of Non Biodegradable packaging materials as well as ineffective recycling strategies results in greenhouse gas emissions, more harmful than carbon dioxide. This study identified consumer behaviour and perception related to the increased use of plastic bags in transporting household goods from shops. Specifically, the study identified the status and effectiveness of the use of Non-Biodegradable packaging methods amongst retailing establishments in Budaiya, in the Kingdom of Bahrain in terms of Use, Frequency, Recycling Strategies adopted, and the problems encountered in recycling and reusing packaging materials. Descriptive Study Method of Research was used in this study. Likewise the researcher also used the 5 point Likert's Scale in the Study. The respondents strongly agreed that there is high usage of plastic bags in the Kingdom of Bahrain. The reason given was, durability, cheaper price, lighter than other alternatives and easy storage. The rating of agree was given in terms of high frequency of single use thin plastic bags given to the customers than other packing methods, because of the shopping trips made frequently. The respondents moderately agreed that recycling strategies adopted by both the retail establishments and the consumers are in place in the Kingdom of Bahrain but indiscriminate use and disposal of these plastic carrier bags do pose a significant environmental threat to the country. Plastic carrier bags were found to be favored in transporting high-risk food products to avoid possible cross contamination. The most common challenge noted was lack of strict regulations concerning use of reusable bags, lack of awareness level among the citizens, and innovative recycling strategies. Consumers' perceptions and usage behaviors in connection with respective government's policies and implementation of recycling systems could be highly decisive in reducing the eco-impact of plastic and paper shopping bags. Keywords: Usage, Plastic Bags, Reduce; Reuse; Recycle; Disposal to Landfill.

Design & Explanation Development and Renovation Model for Managerial Systems in Transportation Section

Ali Rezaei: Azad Univercity Shrerey Branch, Iran, rezaei_ali@yahoo.co.uk

Abstract: Making a contingency and balance between different aspects of a development is a very important subject that always is lost. Although, it is a worldwide problem but it is more common and visible in less development countries. I believe most of problems in these countries are resulted from it. Unfortunately, our country is not an exception, and we can find lots of evidence. For example, you can not find a suitable consistency between hardware aspects and software aspects of developing programs in Iran. As visible evidence you can see the Transportation Sector in Iran. As it is mentioned above, in last years, we have experienced the hardware aspect of development, while, software aspect of development -which renovation management is one of it's branches- is less considered and is run to corner. Inequity use of hardware potentials is a result of this thought. Because, management can achieve an optimal production by optimal combination of resources (Human resources, Capital and so on). In this study, after a brief review on different aspects of renewing and development in transportation sector, we have a review on renovation management systems.

A Survey On Finding Relationship Between Personality Factors And Entrepreneurship Among Students Of Educational Center Of Jihad-E-Agriculture In Tehran Province

Hadi Rajabbeigi: Applied Science and Technology University, Iran, h.rajabbaigy@gmail.com

Abstract: In this study regarding the importance of applied scientific education in developing entrepreneurs, the students' personality factors were investigated. The aim of this study is to answer to this important question that how the personality factors affect on entrepreneurship traits. The statistical population of this study consists 583 senior students of Educational center of Jihad-e-Agriculture in Tehran province. For this purpose, a questionnaire with 30 questions about entrepreneurship and personality factors has been designed and distributed among 164 of senior students as sample of study. In this study, statistical methods are used to ensure the accuracy of the measurement model. The results of data analysis show the positive relationship between personality factors including risk taking, freedom, success-seeking, goal oriented and self-control with entrepreneurship. The data also showed the risk taking, freedom and self-control variables were the best predictor for entrepreneurial and respectively explain 20.2 percent, 14.4 percent, 9.36 percent of entrepreneurship.

A Short List Of Proxies To Measure Spiritual Capital For Muslims

Ashar Awan: Pakistan, asharawan786@hotmail.com

Abstract: Along with debate of difference in religiosity and spirituality, their measurement has also received increased attention by social scientists. After the seminal paper on spiritual capital by Iannaccone and Klick (2003), economists are interested in this new debate. Unlike religiosity, spirituality is not limited to practices only, as it has other dimensions for its adherents. The current paper discusses the measurement of spiritual capital for Muslims with a special focus on difference types of spirituality and ways of its manifestation. A content analysis is presented in the paper which explores literature from classical strand of books discussing spirituality among different school of thoughts. The paper presents some empirical results from Divine Economics Survey 2013. The empirical results uses Principal Component Analysis (PCA) to measure spiritual capital in Muslims from three different dimensions; practices, experiences and pleasure. The results of this study will help future researcher interested in measurement of spiritual capital among Muslims. The study is grounded for Muslims settings only, thus it is unable to offer religion independent scale to measure spiritual capital.

Planning And Empowerment Of Human Resource Management In The Community And Industry

Hamid Saremi: Islamic Azad University, Iran, hadi_sarem@yahoo.com

Abstract: In this paper, an introduction to the concepts of human resource management has expressed the role of human resource management in the community and industry review. after that the director of human resources in the organization and management of human resource nurturing look on. then we show that human resources management is even more important than financial management. then one of the main tasks of the management plan and to review management synergies. at the end of a few mistakes and solutions for human resource managers say they apply. Keywords Human resource management, human resources within the organization empowerment, planning, synergistic.

Consumer Ethnocentrism: Does It Really Matter For Indian Consumers?

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Abstract: Current phenomena of globalization is changing the world economy at an accelerating pace as the domestic consumption basket of an average household now comprises of wide varieties of goods and services being marketed by companies located in different parts of the world. In this regard, it has become necessary to assess the consumer preferences for different types of domestic and foreign products. Industrial revolution followed by the phenomena of globalization and liberalization have not only led to the exponential growth of world trade but also played significant role in convergence of economic ideologies. Furthermore, technological innovations have created virtual character of markets offering a wide choice to make or buy decisions which maximizes consumer welfare. Keeping in view the pace of integration of world economies, the formal tariff barriers are likely to be reduced considerably but the informal tariff barriers will continue to have the wide scope in the international markets and as such ethnocentrism may play a crucial role in global market place. The new 'forms of protectionism' of the domestic businesses, called 'cross-currents' of globalization by the Porter (1986), to attenuate the international competition and consumer ethnocentrism is one such non-tariff barrier. The focus of present research is to assess the ethnocentric tendencies of Indian consumers particularly the younger generation so as to suggest the measures for domestic and international marketers to widen their market base.

The Links between Perceived Training Utility, Supervisor's Support, Peer's Support, Opportunity To Perform And Transfer Of Training

Kamran Iqbal: University of Lahore, Pakistan, sgd.kamran@gmail.com

Abstract: The objective of the current study were to explore the moderating effect of Supervisor's support, Peer's support and opportunity to perform between perceived training utility and transfer of training. Data was collected from the banking sector of Pakistan. Finally 215 questionnaires were used for final analysis which was 72% of the distributed Questionnaires. SPSS software was used to extract the information from the collected data. The regression analysis proved that there is positive relationship between perceived training utility and transfer of training and also Supervisor's support, Peer's support and opportunity to perform moderate the relationship between perceived training utility and transfer of training.

Voluntary Disclosures of Anti-Money Laundering

Haitham Nobanee: Abu Dhabi University , UAE, nobanee@gmail.com

Abstract: Money laundering refers to the process by which the proceeds of crime, and the original ownership of those proceeds, are changed so that they appear to come from a legitimate source (The Law Society, 2013). In this paper we first develop a measure for the quality of the Anti-Money Laundering (AML) disclosure based on the AML regulations, acts, and guidelines around the world. Our suggested AML disclosure index includes six main categories; the disclosure of general ALM information, AML statistics and reports, Know Your Customer (KYC), risk assessments, transactions monitoring and investigations, and AML technology. We have measured the degree of AML disclosure from both annual reports and websites of the UAE conventional and Islamic banks, then we have tested the differences of AML disclosure between UAE conventional and Islamic banks, and finally we have examined the effect of AML disclosure on the performance of UAE conventional and Islamic banks using dynamic panel data two- steps robust system estimation. The results show that the AML disclosure is at low level of all UAE banks, conventional and Islamic banks. The results also show higher degrees of AML disclosures from the websites of the UAE banks comparing with the disclosures obtained from the UAE banks annual reports. The conventional banks have higher levels of AML disclosures comparing with Islamic banks. And finally the results of the dynamic panel data two-steps robust system estimation shoe insignificant effects of the degree of AML disclosures on banking performance of all UAE, conventional and Islamic banks.

Mediating Role of Formal and Informal Socialisation Mechanisms in the relationship between Supplier Selection and Supplier Performance

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Abstract: Recent developments relating to influence of socialization mechanisms in the context of supply chain management have heightened the need for effective inter-organisational buyer-supplier relationship. This is consistently governed by the extent of its commitment to formal supplier evaluation, technical capabilities and communication quality as relevant performance metrics. From the resource-based view perspective, the mediating role of formal and informal socialization were examined against the effect of antecedent variables such as supplier evaluation, communication quality and technical capabilities towards achieving superior supplier performance. The expectation was that, there would be a greatest impact of supplier evaluation, communication quality and technical capabilities on socialization, with an indirect effect on supplier performance in a long term cooperative relationship. It is evident that previous researches have examined the relationship between socialization mechanisms within the context of firm performance. However, specific study on socialization mechanisms, formal supplier evaluation, communication quality, technical capabilities and supplier performance improvement is limited, albeit unavailable in the context of Nigerian Telecommunications Companies, which the present study conceptualizes on. In this study, we argue that formal and informal socialization mechanisms mediate the relationship between supplier evaluation, communication quality, technical capabilities and supplier performance. Anecdotal points of reference to our claims were adequately delineated relative to factors influencing supplier performance outcomes.

ICBM-2015 Conference Grid

Friday August 21st, 2015

Session	Description	Start	End
		GMT Time	GMT Time
	Welcome Note: Conference Chair	07:00 AM	07:10 AM
Finance and Economics	<p>Session (I) Paper Presentations:</p> <ol style="list-style-type: none"> Design & Explanation Development and Renovation Model for Managerial Systems in Transportation Section, Ali Rezaei, Azad University, Iran (11:40 AM to 12:55 AM in Iran time) The System of Analytical Indexes In Strategic Management Organization of Enterprise Innovative and Investment Activity, Lidiia Karpenko, Oessa National Economic University, Ukraine (10:10 AM to 11:25 AM in Ukraine time) Leasing Contracts and The Legal-Economic Characteristics of This Efficient Financial Instrument in The Albanian Reality, Artan Spahiu, "A.Xhuvani" University, Elbasan, Albania (09:10 AM to 10:25 AM in Albania time) Media Coverage for crisis in Intercultures, Asad Khalid, American University In The Emirates, UAE (11:10 AM to 12:25 PM in UAE time) Creating People Advantage: An Integrative Approach to HRM - Firm Performance Link, Jelena Petrovic, Kingston University London, UK (08:10 AM to 09:25 AM in UK time) Is HR In State of Transition? An International Study on The Development of HR Competencies, Barbara Covarrubias Venegas, Fhwien University of Applied Sciences, Austria (09:10 AM to 10:25 AM in Austria time) <p>Q & A Session</p>	07:10	08:25
Management	<p>Session (II) Paper Presentations:</p> <ol style="list-style-type: none"> Islamic Ethics in Management, Abbas Gohari, Islamic Azad University, Iran (10:25 AM to 11:40 AM in Iran time) A User-Side Analysis Of The Public-Private Partnership: The Case Of The New Bundang Subway Line In South Korea, Saiful Islam, Yonsei University, South Korea (05:25 PM to 06:40 AM in South Korea time) The Use Of Plastic Bags In The Retail Establishments : Case Of Kingdom Of Bahrain, Arpita Dutta, Ama International University, Bahrain (11:25 AM to 12:40 AM in Bahrain time) A Survey On Finding Relationship Between Personality Factors And Entrepreneurship Among Students Of Educational Center Of Jihad-E-Agriculture In Tehran Province, Hadi Rajabbeigi, Applied Science and Technology University, Iran (12:55 PM to 02:10 PM in Iran time) A Short List Of Proxies To Measure Spiritual Capital For Muslims, Ashar Awan, , Pakistan (01:25 PM to 02:40 PM in Pakistan time) <p>Q & A Session</p>	08:25	09:40

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Friday August 21st, 2015

Marketing and Business	<p>Session (III) Paper Presentations:</p> <ol style="list-style-type: none"> 1. Planning And Empowerment Of Human Resource Management In The Community And Industry, Hamid Saremi, Islamic Azad University, Iran (02:10 PM to 03:40 PM in Iran time) 2. Consumer Ethnocentrism: Does It Really Matter For Indian Consumers?, Sheeraz Tantray, Central University of Jammu, Jammu (03:10 PM to 04:40 PM in Jammu time) 3. The Links Between Perceived Training Utility, Supervisor's Support, Peer's Support, Opportunity To Perform And Transfer Of Training, Kamran Iqbal, University of Lahore, Pakistan (02:40 PM to 04:10 PM in Pakistan time) 4. Voluntary Disclosures of Anti-Money Laundering, Haitham Nobanee, Abu Dhabi University , UAE (01:40 PM to 03:10 PM in UAE time) 5. Corporate Governance Mandatory Disclosures and Profitability of UAE Islamic and Conventional Banks, Nejla Ellili, Abu Dhabi University , UAE (01:40 PM to 03:10 PM in UAE time) 6. Mediating Role of Formal and Informal Socialisation Mechanisms in the relationship between Supplier Selection and Supplier Performance, Dr. Mohammed Sangiru Umar , Modibbo Adama University of Technology, Yola, Nigeria (10:40 AM to 12:10 PM in Nigeria time) <p>Q & A Session</p>	09:40	11:10

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