
Wednesday, July 9th

9:00 AM to Noon

Plenary Session Room

**[SP1] PLENARY SESSION 1-TRANSFORMING OF EMERGING MARKETS:
LESSONS LEARNED**

Session Chairs

N.J. Delener
President, GBATA, U.S.A.

Hafiz Pashayev
Rector, ADA University, Azerbaijan

Keynote Speakers

Transformation of Azerbaijan's Economy

Samir Sharifov, Minister of Finance, Azerbaijan

Turning Baku into the Hub for Information Technologies in the Wider Caspian Region

Ali Mammad Oglu Abbasov, Minister of Communications & Info. Technologies, Azerbaijan

Management of Oil Revenues for the Diversification of Azerbaijan's Economy

Movsumov Shahmar, CEO, State Oil Fund of the Republic of Azerbaijan (SOFAZ), Azerbaijan

Discussants

Leon de Wet Fourie, Unitec Institute of Technology, New Zealand (presentation 1)

Susana Rodrigues, Polytechnic Institute of Leiria, Portugal (presentation 2)

Bruno Mascitelli, Swinburne University of Technology, Australia (presentation 3)

Fariz Ismailzade, ADA University, Azerbaijan (Q&A)

Wednesday, July 9th

1:00 PM to 2:30 PM

Room A

[EC1] CONTEMPORARY DEVELOPMENTS IN GLOBAL ECONOMIES 1

Session Chair

Muharrem Yesilirmak
ADA University, Azerbaijan

EU and China Regional Policy

Tereza De Castro, University of Economics, Prague, Czech Republic
Vera Formanova, University of Economics, Prague, Czech Republic

The Trans-Pacific Partnership: New Emphasis for United States Global Economic Relations

Frank Le Veness, St. John's University, U.S.A.

The Influence of Globalization on the Economic and Political Developments in South Africa

Mokoko Sebola, University of Limpopo, South Africa
Collen Mokobane, University of Limpopo, South Africa

Incorporating Qualitative Indicators of Well-Being into Quantitative Economic Research

Remigiusz Gawlik, Cracow University of Economics, Poland
Kamil Golebiowski, Cracow University of Economics, Poland

Discussants

Cynthia M. Phiri, University of Venda, South Africa (papers 1 & 2)
Nataliya Malanicheva, State University of Management, Russia (papers 3 & 4)

Wednesday, July 9th

1:00 PM to 2:30 PM

Room B

[FI1] BANKING IN GLOBAL MARKETS

Session Chair

Anna N. Zhilkina

State University of Management, Russia

Chinese Loans in Latin America-Comparison with the World Bank and the Inter-American Development Bank

Monika Erbenova, University of Economics, Prague, Czech Republic

A Tunisian Pioneer Islamic Bank: A Case Study of the Quality of the Website

Nabila El jed, Manouba University, Tunisia

Kaouther Zenaidi, ESSECT, Tunisia

The Relationship between Volatility and Trading Volume in Korea's Financial Markets

Shiyong Yoo, Chung-Ang University, Korea

Discussants

Halil Kiyamaz, Rollins College, U.S.A. (papers 1 & 2)

Alan Parkinson, University College London, U.K. (paper 3)

Wednesday, July 9th

1:00 PM to 2:30 PM

Room C

[IT1] CYBER SECURITY & INNOVATION MANAGEMENT

Session Chair

*Christina Schweikert
St. John's University, U.S.A.*

The Global Cyber Security Workforce-an Ongoing Human Capital Crisis

*Leon de Wet Fourie, Unitec Institute of Technology, New Zealand
Abdolhossein Sarrafzadeh, Unitec Institute of Technology, New Zealand
Shaoning Pang, Unitec Institute of Technology, New Zealand
Tamsin Kingston, Unitec Institute of Technology, New Zealand
Hinne Hetteema, University of Auckland, New Zealand
Paul A. Watters, Massey University, New Zealand*

The Chi-Square (X²) Distribution as a Research Tool, and Some of Its Most Important Parametric and Non-Parametric Applications

Athanasios Vasilopoulos, St. John's University, U.S.A.

Operating Dialectic between Information Search and Filtering Approaches: A State of the Art

Imen Gmach, Manouba University, Tunisia

Discussants

*Maria A. Campelo de Melo, Pontifical Catholic Univ. of Rio de Janeiro, Brazil (papers 1 & 2)
J.J. Prinsloo, North West University, South Africa (paper 3)*

Wednesday, July 9th

1:00 PM to 2:30 PM

Room D

**[MG1] EMPLOYEE SATISFACTION, CONFLICT MANAGEMENT & LEADERSHIP:
A SOUTH AFRICAN PERSPECTIVE**

Session Chair

Janine Clarke

ADA University, Azerbaijan

**An Investigation into Employees' Satisfaction regarding Leadership Styles in the Lao
Banking Sector**

Pieter S. Nel, Unitec Institute of Technology, New Zealand

Suksavanh Vongphanakhone, Unitec Institute of Technology, New Zealand

Sukesh Sukumaran, Unitec Institute of Technology, New Zealand

Harnessing Virtual Team Performance by Managing Conflict

Anita de Bruyn, University of South Africa, South Africa

Hester Nienaber, University of South Africa, South Africa

**Gendered Discrimination in Service Delivery Planning within Makanye Tribal Settlement
in Rural South Africa**

Ngoako J. Mokoetele, University of Limpopo, South Africa

**Data Mining and Customer Protection in the New Information Age: An Examination of
Some Legal and Ethical Questions within the South African Context**

Jamwell Maswanganyi, Tshwane University of Technology, South Africa

Discussants

Oleg N. Zhilkin, Peoples' Friendship University of Russia, Russia (papers 1 & 2)

Hyunjoo Jeon, SCCA, Korea (papers 3 & 4)

Wednesday, July 9th

3:00 PM to 4:30 PM

Room A

[IT2] TECHNOLOGY, NETWORKS & MANAGEMENT

Session Chair

Rim Jallouli

Manouba University, Tunisia

Security in Virtual DMZ Designs

Hira Sathu, Unitec Institute of Technology, New Zealand

Shiv Raj Singh, Network Edge Ltd, New Zealand

Dan Komosny, Brno University of Technology, Czech Republic

Knowledge Representation in Healthcare and Medical Informatics: A Clinical Trials Application

Christina Schweikert, St. John's University, U.S.A.

Bonnie MacKellar, St. John's University, U.S.A.

The Role of Digital Networks in Contemporary Public Demonstrations

Fatima Bayma de Oliveira, Fundaçao Getúlio Vargas, Brazil

Daniela Martins Diniz, Fundacao Dom Cabral, Brazil

Lygia Goncalves Costa, Fundacao Getulio Vargas, Brazil

Anderson de Souza Sant'Anna, Fundacao Dom Cabral, Brazil

Discussants

Abdolhossein Sarrafzadeh, Unitec Institute of Technology, New Zealand (papers 1 & 2)

Imen Gmach, Manouba University, Tunisia (paper 3)

Wednesday, July 9th

3:00 PM to 4:30 PM

Room B

[LA1] LAW & MANAGEMENT 2

Session Chair

Vincent F. Maher
Iona College, U.S.A.

Online Mediation in Cross-Borders Civil and Commercial Matters

Catia Marques Cebola, Polytechnic Institute of Leiria, Portugal
Fernando Martin Diz, University of Salamanca, Spain

International Deal-Making and Cross-Border Transaction Negotiation

Elnur Eyvazov, ADA University, Azerbaijan

International Law, the Right to Freedom of Religion and Religious Symbols: A Case Study of Sakeenah Dramat (16) and Her Brother Bilaal Dramat (13) Who Were Expelled from Their School in Cape Town in SA in 2013

Ndivhuho Tshisevhe, Tshwane University of Technology, South Africa

Discussants

Yllka Azemi, Univ. College of International Management, Republic of Kosovo (papers 1 & 2)
James Konow, Loyola Marymount University, U.S.A. (paper 3)

Wednesday, July 9th

3:00 PM to 4:30 PM

Room C

[MG2] PUBLIC SECTOR & DISASTER MANAGEMENT

Session Chair

Shaukat Ali

University of Wolverhampton, U.K.

The Role of Disaster Management Unit within South African Municipalities

M.A. Mamabolo, University of Limpopo, South Africa

Public Sector Procurement and Corruption: Inseparable Twins

Harry Pandelani Munzhedzi, University of Limpopo, South Africa

**Social Capital: A Narrowly Defined Business of Cooperatives as an Interconnected World
Substratum within Global Economy-a South African Perspective**

Nafta Mokate Lehobye, Tshwane University of Technology, South Africa

Discussants

Susana Rodrigues, Polytechnic Institute of Leiria, Portugal (papers 1 & 2)

Yvonne du Plessis, North-West University, South Africa (paper 3)

Wednesday, July 9th

3:00 PM to 4:30 PM

Room D

[MG3] SUSTAINABILITY & SOCIAL/ECONOMIC CHALLENGES

Session Chair

Anke Piepenbrink

ADA University, Azerbaijan

A Discussion of Slave Labor at Meat Packing Industries

Edmir Kuazaqui, Escola Superior de Propaganda e Marketing, Brazil

Teresinha Covas Lisboa, INESP College, Brazil

Maisa Emilia Raelers Rodrigues, Universidade Paulista, Brazil

An Examination of the System of Prescribing Minimum Wages for Farm Workers and Its Developmental Role: South African Experience

Jamwell Maswanganyi, Tshwane University of Technology, South Africa

Mokgadi Mokgokong, University of Limpopo, South Africa

The Challenges Facing Small, Medium and Micro Enterprises in South Africa

Caswell Maloka, University of Limpopo, South Africa

Discussants

Piotr Bula, Cracow University of Economics, Poland (papers 1 & 2)

Mona Chung, Deakin University, Australia (paper 3)

Wednesday, July 9th

4:45 PM to 6:15 PM

Room A

[EC2] EMERGING MARKETS-CHALLENGES & OPPORTUNITIES

Session Chair

Luis Lima Santos

Polytechnic Institute of Leiria, Portugal

China's Huawei: A Security Threat, a Telecoms Competitor or Just Legacies of the Cold War

Bruno Mascitelli, Swinburne University of Technology, Australia

Mona Chung, Deakin University, Australia

Homelessness Constructions in Johannesburg Inner-City, South Africa

Cynthia M. Phiri, University of Venda, South Africa

Community Development Planning as Micro-Level Approach to Development in the Post-Apartheid South Africa

Andani Madzivhandila, University of Limpopo, South Africa

Kgalema A. Mashamaite, University of Limpopo, South Africa

Discussants

Maxim Eygel, National Research University Higher School of Economics, Russia (papers 1 & 2)

Anita de Bruyn, University of South Africa, South Africa (paper 3)

Wednesday, July 9th

4:45 PM to 6:15 PM

Room B

[LA2] ETHICS, CORRUPTION & LEADERSHIP: A SOUTH AFRICAN VIEW

Session Chair

Anna Putnova

Brno University of Technology, Czech Republic

Implementing Ethics and Prevention of Corruption at Management and Leadership Levels of Organisations

Emeka E. Obioha, Tshwane University of Technology, South Africa

Olubunmi O. Obioha, Tshwane University of Technology, South Africa

The Protection of Rights in Terms of the Intellectual Property Act: Prospects and Challenges

Kanuku N. Ramatji, University of Limpopo, South Africa

Imperfect Contracting: How the Right of Free Choice to Trade Interconnects with Entrepreneurship-Decision of Mcdonald's v Joburgers Drive-Inn Restaurant (Pty) Ltd Et Al. 1997 (1) SA 1 (A)

Nafta Mokate Lehobye, Tshwane University of Technology, South Africa

Discussants

Tatiana Leonova, State University of Management, Russia (papers 1 & 2)

Christina Schweikert, St. John's University, U.S.A. (paper 3)

Wednesday, July 9th

4:45 PM to 6:15 PM

Room C

**[MG4] ENTREPRENEURSHIP & INNOVATION IN AN INTERCONNECTED
COMPLEX ENVIRONMENT**

Session Chair

Ken Mathu

Vaal University of Technology, South Africa

**A Discussion on Entrepreneurship, Creativity and Innovation Applied to International
Marketing**

Edmir Kuazaqui, Escola Superior de Propaganda e Marketing, Brazil

Part-Time or Nascent Entrepreneurs? Academic Hybrid Entrepreneurship

Anmari Viljamaa, Seinajoki University of Applied Sciences, Finland

Elina Varamaki, Seinajoki University of Applied Sciences, Finland

**Change-Fit Mental Models for Managers Having to Pioneer Business in an Interconnected
Complex Environment**

Yvonne du Plessis, North-West University, South Africa

Henriette Malherbe, University of Pretoria, South Africa

Discussants

Vitor Hugo dos Santos Ferreira, Polytechnic Institute of Leiria, Portugal (papers 1 & 2)

Leonel Cezar Rodrigues, Nove de Julho University, Brazil (paper 3)

Wednesday, July 9th

4:45 PM to 6:15 PM

Room D

[MK1] INTEGRATED MARKETING COMMUNICATIONS: SELECTED APPLICATIONS

Session Chair

Mornay Roberts-Lombard
University of Johannesburg, South Africa

Indian Muslims' Attitude towards Offensive Advertising

Mohd. Tariq, Aligarh Muslim University, India
Mohd. Afaq Khan, Aligarh Muslim University, India

Buyer Behavior of Craft Retailers in South Africa

K.M. Makhitha, Vaal University of Technology, South Africa

The Role of Students and Alumni in Relationship Marketing-an Exploratory Study at the Cape Peninsula University of Technology, South Africa

Braam Rust, Cape Peninsula University of Technology, South Africa

The Interplay of Social Media and Customer Retention

Wilson Ozuem, Regent's University London, U.K.
Ellen Stokinger, London Metropolitan University, U.K.

Discussants

George V. Priovolos, Iona College, U.S.A. (papers 1 & 2)
Mohamed M. Mostafa, Gulf University for Science and Technology, Kuwait (papers 3 & 4)

Thursday, July 10th

9:00 AM to 10:30 AM

Room A

[EC3] CONTEMPORARY DEVELOPMENTS IN GLOBAL ECONOMIES 2

Session Chair

Elkin Nurmammadov
ADA University, Azerbaijan

The Australian Trade Commission: Experimenting with Government Trade Facilitation?

Bruno Mascitelli, Swinburne University of Technology, Australia

Not Free Aid but Free Trade

P.X. Mhosva, University of KwaZulu-Natal, South Africa

Fairness Preferences and Work Incentives: Experimental Studies in the Developed and Developing World

James Konow, Loyola Marymount University, U.S.A.

Tatsuyoshi Saijo, Osaka University, Japan

Kenju Akai, Osaka University, Japan

Olof Johansson-Stenman, University of Gothenburg, Sweden

Peter Martinsson, University of Gothenburg, Sweden

Haileselassie Medhin, University of Gothenburg, Sweden

Discussants

Frank Le Veness, St. John's University, U.S.A. (papers 1 & 2)

Zenzo Lusaba Dube, National University of Science and Technology, Zimbabwe (paper 3)

Thursday, July 10th

9:00 AM to 10:30 AM

Room B

[IS1] EFFICIENCY IN HIGHER EDUCATION: FINANCIAL VIEW

Session Chair

Hamid Azari-Rad

State University of New York at New Paltz, U.S.A.

Efficiency of Grant Funding of Research: International Experience and Russian Outlook

Tatiana Leonova, State University of Management, Russia

Nataliya Malanicheva, State University of Management, Russia

Maxim Eygel, National Research University Higher School of Economics, Russia

Budgetary Response to Changes Occurring between the Existing State and the Proposed State of Schools

Simeon Maile, Tshwane University of Technology, South Africa

The Impact of School Budget on the Efficient Management of Selected Schools in District 15, Soshanguve, Gauteng Province

Ernest Khalabai Mashaba, Tshwane University of Technology, South Africa

Discussants

Michael Nkosinathi Khwela, University of Limpopo, South Africa (papers 1 & 2)

Fethi Saidi, Qatar University, Qatar (paper 3)

Thursday, July 10th

9:00 AM to 10:30 AM

Room C

[LA3] POLICY VS. PRACTICE: A SOUTH AFRICAN PERSPECTIVE

Session Chair

Stanley Mukhola

Tshwane University of Technology, South Africa

State-Owned Enterprises: Policy vs. Practice

Matshidisho D. Ledwaba, University of Limpopo, South Africa

Kanuku N. Ramatji, University of Limpopo, South Africa

An Examination of Collective Bargaining for Employees in Vulnerable Sectors, with Specific Focus on the South African Legal System

Jamwell Maswanganyi, Tshwane University of Technology, South Africa

Participatory Democracy and Decentralization in South Africa: It's Authenticity towards a Capable Democratic Development State

M.M. Mashamaite, University of Limpopo, South Africa

Discussants

Yllka Azemi, Univ. College of International Management, Republic of Kosovo (papers 1 & 2)

Hyunjoo Jeon, SCCA, Korea (paper 3)

Thursday, July 10th

9:00 AM to 10:30 AM

Room D

**[MG5] ORGANIZATIONAL COMMITMENT & CORPORATE SOCIAL
RESPONSIBILITY: A COUNTRY PERSPECTIVE**

Session Chair

Leon de Wet Fourie

Unitec Institute of Technology, New Zealand

**Internal Marketing, Organizational Commitment and Perceived Organizational Support:
A Correlation Study with University Teachers**

Leonel Cezar Rodrigues, Nove de Julho University, Brazil

Suzete Antonieta Lizote, Universidade do Vale do Itajaí, Brazil

Miguel Angel Verdinelli, Universidade do Vale do Itajaí, Brazil

Amelia Silveira, Nove de Julho University, Brazil

Logistic Flows through the Functions of the Cost Manager

Jose G. Hernandez, Universidad Metropolitana, Venezuela

Maria J. Garcia, Minimax Consultores C.A., Venezuela

Gilberto J. Hernandez, Minimax Consultores C.A., Venezuela

**Implementing of Corporate Social Responsibility on the Example of Republic of
Kazakhstan and Republic of Poland**

Janusz Teczke, Cracow University of Economics, Poland

Piotr Bula, Cracow University of Economics, Poland

Elmira Karimgozhina, Karaganda Economic University, Kazakhstan

Discussants

Vitor Hugo dos Santos Ferreira, Polytechnic Institute of Leiria, Portugal (papers 1 & 2)

Anna Putnova, Brno University of Technology, Czech Republic (paper 3)

Thursday, July 10th

11:00 AM to 12:30 PM

Room A

[EC4] NEW PHILOSOPHIES IN MANAGEMENT & GLOBAL ECONOMIC POLICIES

Session Chair

Theuns Pelser

North-West University, South Africa

**Creative Economy and Management of Allselves' Enlightenment and Empowerment
(MOSEE)**

Jaeyoon Rhee, Chung-Ang University, Korea

Hyung Wook Kim, Hongik University, Korea

Deindustrialization, Industrial Policy & Reindustrialization

Marija Penava, University of Zagreb, Croatia

Ivo Druzic, University of Zagreb, Croatia

Marko Druzic, University of Zagreb, Croatia

Monetary Policy and Economic Growth Interaction: Theoretical Aspects

Anna N. Zhilkina, State University of Management, Russia

Vladimir K. Krylov, State University of Management, Russia

Discussants

Pieter S. Nel, Unitec Institute of Technology, New Zealand (papers 1 & 2)

Vitor Hugo dos Santos Ferreira, Polytechnic Institute of Leiria, Portugal (paper 3)

Thursday, July 10th

11:00 AM to 12:30 PM

Room B

[IS2] ETHICAL CONDUCT IN GLOBAL MARKETS

Session Chair

Susana Rodrigues

Polytechnic Institute of Leiria, Portugal

Ethical Conduct in Business Organizations: The Opinion of American and South African Management Students

Geoff A. Goldman, University of Johannesburg, South Africa

The Role of the South African Police Services (SAPS) in Public Protests: Brutality or Peace Keeping Mission?

Mokoko Sebola, University of Limpopo, South Africa

Patience Mabule, University of Limpopo, South Africa

New Concept of the Company: SeaCircle Business

Hyunjoo Jeon, SCCA, Korea

Hochang Youn, SCCA, Korea

Jeongseok Oh, SCCA, Korea

Discussants

Andile Mji, Tshwane University of Technology, South Africa (papers 1 & 2)

Jamwell Maswanganyi, Tshwane University of Technology, South Africa (paper 3)

Thursday, July 10th

11:00 AM to 12:30 PM

Room C

[LA4] LAW & MANAGEMENT 1

Session Chair

Frank Le Veness

St. John's University, U.S.A.

When the Law Complicates Management: The Case of Marlise Munoz

Vincent F. Maher, Iona College, U.S.A.

George V. Priovolos, Iona College, U.S.A.

Elisabeth Maher, Case Western Reserve University, U.S.A.

Mediation in Bankruptcy: The Better Model for a Reasonable Solution?

Catia Marques Cebola, Polytechnic Institute of Leiria, Portugal

Ana Filipa Conceicao, Polytechnic Institute of Leiria, Portugal

**Crime and Youth Unemployment in the Cato Manor Policing Area of Kwazulu-Natal,
South Africa**

Emeka E. Obioha, Tshwane University of Technology, South Africa

Trevor B. Small, Tshwane University of Technology, South Africa

Discussants

Genesis T. Molepo, Tshwane University of Technology, South Africa (papers 1 & 2)

Imen Gmach, Manouba University, Tunisia (paper 3)

Thursday, July 10th

11:00 AM to 12:30 PM

Room D

[MK2] SOCIAL MEDIA & RISK MANAGEMENT

Session Chair

Johan W. de Jager

Tshwane University of Technology, South Africa

Perceived Risks to Online Shopping: An Examination of Gender and Age Differences

Mercy Mpinganjira, University of Johannesburg, South Africa

The Two Faces of Online Social Gambling: Theoretical Implications for Marketing Communications

Wilson Ozuem, Regent's University London, U.K.

Jason Prasad, University of Wales, U.K.

Analyzing the Importance of Social Media as a Tool of Marketing for Small Businesses

Koma Thato Serotho, University of Limpopo, South Africa

Semiotic Analysis of Cross-Cultural Chinese and American Advertisements

Satyendra Singh, University of Winnipeg, Canada

Discussants

David Pooe, Vaal University of Technology, South Africa (papers 1 & 2)

Rim Jallouli, Manouba University, Tunisia (papers 3 & 4)

Thursday, July 10th

1:30 PM to 3:00 PM

Room A

[IS3] HIGHER EDUCATION IN A GLOBAL ENVIRONMENT: MODEL DEVELOPMENT

Session Chair

Patrick Quinn

ADA University, Azerbaijan

Modeling Higher Education Attractiveness to Stand Global Environment

Leonel Cezar Rodrigues, Nove de Julho University, Brazil

Antonio Marcos Vivan, Nove de Julho University, Brazil

Valeria Riscarolli, Nove de Julho University, Brazil

An Investigation of South African Secondary School Student's Level of Knowledge about Environmental Pollution: A Comparative Study

Adejoke Christianah Olufemi, Tshwane University of Technology, South Africa

Andile Mji, Tshwane University of Technology, South Africa

Stanley Mukhola, Tshwane University of Technology, South Africa

Eve: An Affect-Sensitive Pedagogical Agent

Abdolhossein Sarrafzadeh, Unitec Institute of Technology, New Zealand

Samuel T.V. Alexander, Massey University, New Zealand

Leon de Wet Fourie, Unitec Institute of Technology, New Zealand

Scott Overmyer, Mount Washington College, U.S.A.

Tamsin Kingston, Unitec Institute of Technology, New Zealand

Discussants

Vincent F. Maher, Iona College, U.S.A. (papers 1 & 2)

Oliver Mtapuri, University of Limpopo, South Africa (paper 3)

Thursday, July 10th

1:30 PM to 3:00 PM

Room B

[MG6] COMPETENCY & EFFECTIVE MANAGEMENT

Session Chair

Tatiana Leonova

State University of Management, Russia

Professionalism in Public Sector Administrative Environments: A Baseline Investigation

Given Ramajoe, Tshwane University of Technology, South Africa

Esther Hoffmann, Tshwane University of Technology, South Africa

Esna Strydom, Tshwane University of Technology, South Africa

The Right to Freedom of Association by Senior Managers: Are Senior Managers Protected?

Ndivhuho Tshisevhe, Tshwane University of Technology, South Africa

Competency Based Public Servant Training in the New South Africa

Siphiwe Ndou, University of Limpopo, South Africa

Mokoko Sebola, University of Limpopo, South Africa

Discussants

Jamwell Maswanganyi, Tshwane University of Technology, South Africa (papers 1 & 2)

Hester Nienaber, University of South Africa, South Africa (paper 3)

Thursday, July 10th

1:30 PM to 3:00 PM

Room C

[MK3] SHOPPING ORIENTATIONS & CUSTOMER RETENTION STRATEGIES

Session Chair

Edmir Kuazaqui

Escola Superior de Propaganda e Marketing, Brazil

An Investigation of Gender Differences in Shopping Orientation: Implications for Online Retailing

Mercy Mpinganjira, University of Johannesburg, South Africa

Forget Me Not: The Impact of Social Media on the Luxury Fashion Sector

Wilson Ozuem, Regent's University London, U.K.

Madina Ansarin, University of Gloucestershire, U.K.

Corporate Governance Practices and Customer Retention Nexus in Nigeria Retail Banking Sector

Olubunmi O. Obioha, Tshwane University of Technology, South Africa

Ajay Garg, Tshwane University of Technology, South Africa

Discussants

Nilton Bernardo, Tshwane University of Technology, South Africa (papers 1 & 2)

Norman Chiliya, University of the Witwatersrand, South Africa (paper 3)

Thursday, July 10th

1:30 PM to 3:00 PM

Room D

[TI1] INNOVATIVE MANAGEMENT: INDUSTRY PERSPECTIVES

Session Chair

Hira Sathu

Unitec Institute of Technology, New Zealand

The Relation between Quality Management and Innovation Performance in the Textile Sector in Portugal

Vitor Hugo dos Santos Ferreira, Polytechnic Institute of Leiria, Portugal

Quality Infrastructure and Innovation in the Defense Industry in Brazil

Maria Fatima Ludovico de Almeida, Pontifical Catholic University of Rio de Janeiro, Brazil

Daniel Peterson Carvalho de Melo, Pontifical Catholic University of Rio de Janeiro, Brazil

Incentives to Promote Entrepreneurship in Greece: Results Based on the 'New Innovative Entrepreneurship' Program

Maria Markatou, National and Kapodistrian University of Athens, Greece

Yannis Stournaras, Minister of Finance, Greece

Discussants

J.J. Prinsloo, North West University, South Africa (papers 1 & 2)

Fatima Bayma de Oliveira, Fundação Getúlio Vargas, Brazil (paper 3)

Friday, July 11th

8:30 AM to 10:00 AM

Room A

**[HC1] GLOBAL HEALTHCARE MANAGEMENT-AN EMERGING MARKET
PERSPECTIVE**

Session Chair

Shaukat Ali

University of Wolverhampton, U.K.

**Challenges and Opportunities in the Health Care Industries of Emerging Markets: Mind
the Supply Chain Gap**

George V. Priovolos, Iona College, U.S.A.

Vincent F. Maher, Iona College, U.S.A.

Racial Disparities in the Tangible Environment of Public Health Care in South Africa

Johan W. de Jager, Tshwane University of Technology, South Africa

Stanley Mukhola, Tshwane University of Technology, South Africa

Therese Roux, Tshwane University of Technology, South Africa

Discussants

Braam Rust, Cape Peninsula University of Technology, South Africa (paper 1)

Caswell Maloka, University of Limpopo, South Africa (paper 2)

Friday, July 11th

8:30 AM to 10:00 AM

Room B

[MG7] INTERNATIONAL HUMAN RESOURCES MANAGEMENT

Session Chair

Maria Angela Campelo de Melo
Pontifical Catholic University of Rio de Janeiro, Brazil

Management Indicators for Human Resources Manager of the MoLoBaC

Jose G. Hernandez, Universidad Metropolitana, Venezuela
Maria J. Garcia, Minimax Consultores C.A., Venezuela
Gilberto J. Hernandez, Minimax Consultores C.A., Venezuela

Managing Diversity in a Volatile Environment: Women in Upper Rank Positions

Wilson Ozuem, Regent's University London, U.K.
Ashanti de Leon, London Metropolitan University, U.K.

CEO Turnover and Succession: Evidence from a Developing Country

Aylin Ataay, Galatasaray University, Turkey

Discussants

Genesis T. Molepo, Tshwane University of Technology, South Africa (papers 1 & 2)
Edward Rankhumise, Tshwane University of Technology, South Africa (paper 3)

Friday, July 11th

8:30 AM to 10:00 AM

Room C

[MK4] CUSTOMER SATISFACTION IN GLOBAL MARKETING

Session Chair

Mornay Roberts-Lombard
University of Johannesburg, South Africa

The Success Factors of CRM Systems-an Explanatory Analysis

Rim Jallouli, Manouba University, Tunisia
Houda Khlif, University of Tunis, Tunisia

The Implementation of the Green Supply Chain Management in the Manganese and Phosphate Mining Industry

David Pooe, Vaal University of Technology, South Africa
Khomotso Mhelembe, Vaal University of Technology, South Africa

The Effects of Public Attitudes towards the Inner City of Johannesburg as a Branded Destination

Norman Chiliya, University of the Witwatersrand, South Africa
Nikita J.C. Daya, University of the Witwatersrand, South Africa

Discussants

H.B. Klopper, Monash South Africa, South Africa (papers 1 & 2)
K.M. Makhitha, Vaal University of Technology, South Africa (paper 3)

Friday, July 11th

8:30 AM to 10:00 AM

Room D

[TI2] TECHNOLOGY & INNOVATION: A STRATEGIC APPROACH

Session Chair

J.J. Prinsloo

North West University, South Africa

Technology and Innovation Policy for the Development of the Rare Earth Industry in Brazil

Maria Fatima Ludovico de Almeida, Pontifical Catholic University of Rio de Janeiro, Brazil

Carlos Augusto Caldas de Moraes, Candido Mendes University, Brazil

From Nascent to Mature Innovation Ecosystem: Case Study of Czech Republic

Rashmi Assudani, Xavier University, U.S.A.

Tomasz Mroczkowski, American University, U.S.A.

Angeles Munoz-Fernandez, University of Granada, Spain

Shaista Khilji, George Washington University, U.S.A.

Joe Kadlac, Xavier University, U.S.A.

The Merger of Large Enterprises, Problems of Integration

Oleg N. Zhilkin, Peoples' Friendship University of Russia, Russia

Discussants

Theuns Pelsler, North-West University, South Africa (papers 1 & 2)

Abdolhossein Sarrafzadeh, Unitec Institute of Technology, New Zealand (paper 3)

Friday, July 11th

10:30 AM to Noon

Room A

[SP2] PANEL: MEET THE EDITORS

Moderator

*N.J. Delener, Editor-in-Chief, Journal of Global Business and Technology
GBATA, U.S.A.*

Panelists

*Bruno Mascitelli, Business Editor, Contemporary Issues in Business and Government
Swinburne University of Technology, Australia*

*Halil Kiyamaz, Editor, International Journal of Emerging Markets
Rollins College, U.S.A.*

Friday, July 11th

10:30 AM to Noon

Room B

[MK5] GLOBAL BRANDING & SERVICE QUALITY

Session Chair

George V. Priovolos

Iona College, U.S.A.

Arab Consumers' Brand Sentiment Analysis: A Text Mining Approach

Mohamed M. Mostafa, Gulf University for Science and Technology, Kuwait

Exploring the Influence of the 7Ps of Internal Marketing on the 4 Dimensions of Service Quality at a South African Staffing Brand

Mornay Roberts-Lombard, University of Johannesburg, South Africa

Candice Burin, University of Johannesburg, South Africa

H.B. Klopper, Monash South Africa, South Africa

**International Traveller Expectations of Domestic Airlines in South Africa and Malaysia-
an International Customer Expectations Approach**

Johan W. de Jager, Tshwane University of Technology, South Africa

Dion van Zyl, University of South Africa, South Africa

Discussants

David Pooe, Vaal University of Technology, South Africa (papers 1 & 2)

K.M. Makhitha, Vaal University of Technology, South Africa (paper 3)

Friday, July 11th

10:30 AM to Noon

Room C

[TI3] TECHNOLOGY MANAGEMENT: STRATEGY & PERFORMANCE

Session Chair

*Leonel Cezar Rodrigues
Nove de Julho University, Brazil*

Sustainable Innovation and the Four Dimensions of Complexity

Maria Angela Campelo de Melo, Pontifical Catholic University of Rio de Janeiro, Brazil

**Technology Management and the Link with Technology Strategy and Company
Performance**

*Theuns Pelser, North-West University, South Africa
J.J. Prinsloo, North West University, South Africa*

R&D, Patenting and the Greek SMEs

Maria Markatou, National and Kapodistrian University of Athens, Greece

Discussants

*Maria Fatima L. de Almeida, Pontifical Catholic Univ. of Rio de Janeiro, Brazil (papers 1 & 2)
Nilton Bernardo, Tshwane University of Technology, South Africa (paper 3)*

Friday, July 11th

10:30 AM to Noon

Room D

[TO1] TOURISM MANAGEMENT: A MULTIDISCIPLINARY PERSPECTIVE

Session Chair

Jeong-Gil Choi

Kyung Hee University, Korea

An Empirical Analysis of the Determinants of Medical Tourism: South Korean Perspective

Wilson Ozuem, Regent's University London, U.K.

Eunhee Sung, Cardiff Metropolitan University, U.K.

Attracting Tourists Seeking Health to South Africa: A Niche Market to Bring Development and Stem Brain Drain

Unathi Sonwabile Henama, Tshwane University of Technology, South Africa

Are We Adequately Preparing Hospitality Management Students Before They Start Work-Integrated Learning (WIL)? An Evaluation of the Work-Preparedness Program (WPP) at Walter Sisulu University in South Africa

Nombeko Dwesini, Walter Sisulu University, South Africa

Basic Studies on Empirical Research of Alienation from Travel among Young People

Masayuki Maruyama, Poole Gakuin University, Japan

Discussants

Che-Jen Su, Fu-Jen Catholic University, Taiwan (papers 1 & 2)

Paulo Jorge dos Santos Almeida, Polytechnic Institute of Leiria, Portugal (papers 3 & 4)

Friday, July 11th

1:00 PM to 2:30 PM

Room A

[CM1] CONTEMPORARY CHALLENGES IN EMERGING ECONOMIES

Session Chair

Anmari Viljamaa

Seinajoki University of Applied Sciences, Finland

SME Contributions for Diversification and Stability in Emerging Economies-an Empirical Study of SME Segment in Qatar Economy

Shaukat Ali, University of Wolverhampton, U.K.

Raj Fernandez, International Bank of Qatar, Qatar

Development of the National Metals Recycling System in Russia: Scenario Modeling to Assess the Industry's Prospects

Olga M. Pisareva, State University of Management, Russia

Strengthening the Role of Municipalities in Local Development: Experience from South Africa

Aklilu A. Asha, University of Limpopo, South Africa

Discussants

Maxim Eygel, National Research University Higher School of Economics, Russia (papers 1 & 2)

Kgalema A. Mashamaite, University of Limpopo, South Africa (paper 3)

Friday, July 11th

1:00 PM to 2:30 PM

Room B

[IS4] HIGHER EDUCATION: A PEDAGOGICAL APPROACH

Session Chair

Lynsie Chew

University College London, U.K.

Improved Learning through Peer Tutoring in a Declarative Programming Course

Abdolhossein Sarrafzadeh, Unitec Institute of Technology, New Zealand

Leon de Wet Fourie, Unitec Institute of Technology, New Zealand

Scott Overmyer, Mount Washington College, U.S.A.

Homework in Primary Schools: Is It Serving the Purpose?

Genesis T. Molepo, Tshwane University of Technology, South Africa

Andile Mji, Tshwane University of Technology, South Africa

Science Education for Self-Reliance through Entrepreneurship Education

Folashade Afolabi, Tshwane University of Technology, South Africa

Willy Nwakapenda, Tshwane University of Technology, South Africa

Discussants

Alan Parkinson, University College London, U.K. (papers 1 & 2)

Frank Le Veness, St. John's University, U.S.A. (paper 3)

Friday, July 11th

1:00 PM to 2:30 PM

Room C

[MG8] LEADERSHIP & STRATEGY DEVELOPMENT IN EMERGING MARKETS

Session Chair

Jaeyoon Rhee

Chung-Ang University, Korea

Strategy Formulation and Uncertain Environments

Gordon Bowen, Regent's University London, U.K.

Leadership, Talent Attraction and Retention

Susana Rodrigues, Polytechnic Institute of Leiria, Portugal

Florinda Matos, Intellectual Capital Accreditation Association, Portugal

Ermesinda Vinagre, ISLA Santarem, Portugal

International Human Resource Management in the Context of Human Capital of Multi-National Organizations in Laos

Pieter S. Nel, Unitec Institute of Technology, New Zealand

Minghouankham Sisavath, Unitec Institute of Technology, New Zealand

Discussants

Masayuki Maruyama, Poole Gakuin University, Japan (papers 1 & 2)

Edmir Kuazaqui, Escola Superior de Propaganda e Marketing, Brazil (paper 3)

Friday, July 11th

1:00 PM to 2:30 PM

Room D

[TO2] TOURISM MANAGEMENT: A CROSS-CULTURAL APPROACH

Session Chair

Paulo Jorge dos Santos Almeida
Polytechnic Institute of Leiria, Portugal

Studies on Effective Measures for the Mutual Co-Existence of International Tourism in China, South Korea and Japan

Sang-Jun Kim, Kinki University, Japan

Identifying Patterns of Relationships between Degree of International Diversification and Financial Performance in Multinational Restaurant Corporations

Jeong Gil-Choi, Kyung Hee University, Korea
Armigon Akhmedov, Kyung Hee University, Korea

The Moderating Role of Culture and Gender in Predicting Nature-Based Tourists' Evaluation of Experiences: A Cross-Cultural Study of France and Taiwan

Che-Jen Su, Fu-Jen Catholic University, Taiwan

Peace through Tourism: Lessons for South Africa and from South Africa

Unathi Sonwabile Henama, Tshwane University of Technology, South Africa

Discussant

Mornay Roberts-Lombard, University of Johannesburg, South Africa (papers 1 & 2)
Nombeko Dwesini, Walter Sisulu University, South Africa (papers 3 & 4)

Friday, July 11th

3:00 PM to 4:30 PM

Room A

[AC1] MANAGERIAL ACCOUNTING-SECTOR PERSPECTIVES

Session Chair

Anmari Viljamaa

Seinajoki University of Applied Sciences, Finland

The Perception of Management Accounting in the Portuguese Lodging Industry

Conceicao Gomes, Polytechnic Institute of Leiria, Portugal

Luis Lima Santos, Polytechnic Institute of Leiria, Portugal

Nuno Arroiteia, Polytechnic Institute of Leiria, Portugal

Paulo Jorge dos Santos Almeida, Polytechnic Institute of Leiria, Portugal

The Theory and Reality of Budget Management: A Study of Private Sector Managers

Alan Parkinson, University College London, U.K.

Lynsie Chew, University College London, U.K.

Assessing Segment Disclosure Quality under IFRS8 'Operating Segments'

Fethi Saidi, Qatar University, Qatar

Discussants

Nabila El jed, Manouba University, Tunisia (papers 1 & 2)

Monika Erbenova, University of Economics, Prague, Czech Republic (paper 3)

Friday, July 11th

3:00 PM to 4:30 PM

Room B

[IS5] HIGHER EDUCATION: MULTINATIONAL VIEWS

Session Chair

Stanley Mukhola

Tshwane University of Technology, South Africa

Economics and Business Education in the United States

Hamid Azari-Rad, State University of New York at New Paltz, U.S.A.

Value Priorities of Higher Education Teachers: A Survey on Their Personal Values

Emerson Antonio Maccari, Nove de Julho University, Brazil

Marcello Vinicius Doria Calvosa, Federal Rural University of Rio de Janeiro, Brazil

Fernando Antonio Ribeiro Serra, Nove de Julho University, Brazil

Cibele Barsalini Martins, Federal University of Santa Catarina/Nove de Julho University, Brazil

Rationalization of Schools in the North West Province: Concerns and Fears of Stakeholders

Genesis T. Molepo, Tshwane University of Technology, South Africa

Andile Mji, Tshwane University of Technology, South Africa

Discussants

Cynthia M. Phiri, University of Venda, South Africa (papers 1 & 2)

Simeon Maile, Tshwane University of Technology, South Africa (paper 3)

Friday, July 11th

3:00 PM to 4:30 PM

Room C

[MG9] NEW MANAGEMENT PERSPECTIVES: LOOKING AT THE FUTURE

Session Chair

Anna Putnova

Brno University of Technology, Czech Republic

Introduction to a New Scientific Discipline: Management of Allselves' Enlightenment and Empowerment (MOSEE)

Jaeyoon Rhee, Chung-Ang University, Korea

Taewoo Kim, Human Melody co, Ltd., Korea

The Myths and Realities of Management Practices: Evidence from Nkangala Health District, Mpumalanga Province

Edward Rankhumise, Tshwane University of Technology, South Africa

Organizational Change and the Stress Outcomes

Razali Bin Mat-zin, King Fahd University of Petroleum & Minerals, Saudi Arabia

Amine Nehari Talet, King Fahd University of Petroleum & Minerals, Saudi Arabia

Discussants

Geoff A. Goldman, University of Johannesburg, South Africa (papers 1 & 2)

Maria Reznakova, Brno University of Technology, Czech Republic (paper 3)

Friday, July 11th

4:45 PM to 6:15 PM

Room A

[FI2] INVESTMENT & FINANCIAL MANAGEMENT

Session Chair

Alovsat Muslumov

ADA University, Azerbaijan

**The Day of the Week Effect on Stock Market Returns and Volatility in Advanced
Emerging Markets**

Halil Kiyamaz, Rollins College, U.S.A.

Meltem Sengun Ucal, Kadir Has University, Turkey

Grady Perdue, University of Houston-Clear Lake, U.S.A.

**Corporate Financial Management: Graphical Analysis of Financial Liquidity-from
Company Managing to Manage of an Interconnection Word**

Anna N. Zhilkina, State University of Management, Russia

A New Institutionalism Analysis of the London Stock Exchange Years (1914–1939)

Zenzo Lusaba Dube, National University of Science and Technology, Zimbabwe

Encounters of New Venture Capital in South Africa

Siphiwe Ndou, University of Limpopo, South Africa

Discussants

Oleg N. Zhilkin, Peoples' Friendship University of Russia, Russia (papers 1 & 2)

Johannes Tsheola, University of Limpopo, South Africa (papers 3 & 4)

Friday, July 11th

4:45 PM to 6:15 PM

Room B

[IS6] POVERTY & FINANCIAL DISTRESS: A STRATEGIC APPROACH

Session Chair

Luis Lima Santos

Polytechnic Institute of Leiria, Portugal

Ubuntu: A Resource and Model for Participatory Community Development

Cynthia M. Phiri, University of Venda, South Africa

Business Rescue as a Redress Mechanism for Financially Distressed Companies

Nkhangweni Jerry Malange, Tshwane University of Technology, South Africa

Informal Sector Businesses in South Africa: An Approach for Poverty Alleviation and Job Creation

M.P. Thobakgale, University of Limpopo, South Africa

Discussants

Gordon Bowen, Regent's University London, U.K. (papers 1 & 2)

Olga M. Pisareva, State University of Management, Russia (paper 3)

Friday, July 11th

4:45 PM to 6:15 PM

Room C

[MG10] NEW TRENDS IN MANAGEMENT: POLICY FORMULATION

Session Chair

Susana Rodrigues

Polytechnic Institute of Leiria, Portugal

Age Management-a New Challenge: Case Study from the Czech Republic

Anna Putnova, Brno University of Technology, Czech Republic

Maria Reznakova, Brno University of Technology, Czech Republic

Decentralization of Public Policies in Brazil: Analysis of the Adhesion of the Management Model to PMI Practices

Emerson Antonio Maccari, Nove de Julho University, Brazil

Jose Moutinho, UERJ, Brazil

Claudia Teresinha Kniess, Nove de Julho University, Brazil

Cibele Barsalini Martins, Federal University of Santa Catarina/Nove de Julho University, Brazil

The Impact of Knowledge Creation and Exchange of SMEs Performance in Kazakhstan

Diana Amirbekova, Kazakh-British Technical University, Kazakhstan

Gulzhanat Tayauova, International Academy of Business, Kazakhstan

Dababrata Chowdhury, University Campus Suffolk, U.K.

Discussants

Bruno Mascitelli, Swinburne University of Technology, Australia (papers 1 & 2)

Shaukat Ali, University of Wolverhampton, U.K. (paper 3)

Saturday, July 12th

8:30 AM to 10:00 AM

Room A

[CM2] SOCIAL MEDIA IN A GLOBAL SETTING

Session Chair

Hester Nienaber

University of South Africa, South Africa

Social Media in Crises: A Global Perspective on the Role of PR Practitioners

Nilton Bernardo, Tshwane University of Technology, South Africa

De la Rey Van der Waldt, Tshwane University of Technology, South Africa

Social Media and SMEs: The Drivers of Success for Market Expansion in Transition Economies

Wilson Ozuem, Regent's University London, U.K.

Yllka Azemi, University College of International Management, Republic of Kosovo

Implications of Social Media for Marketing Communications

Wilson Ozuem, Regent's University London, U.K.

Irina Yankova, London Metropolitan University, U.K.

Discussants

George V. Priovolos, Iona College, U.S.A. (papers 1 & 2)

K.M. Makhitha, Vaal University of Technology, South Africa (paper 3)

Saturday, July 12th

8:30 AM to 10:00 AM

Room B

[EC5] INFRASTRUCTURE, TRADE & PRODUCTIVITY

Session Chair

Andile Mji

Tshwane University of Technology, South Africa

**Causal Relation between Transport Infrastructure and Private Sector Productivity:
Robustness of Econometric Techniques Which Proves Direct and Indirect of This Causality**

Matome Modipane, University of Limpopo, South Africa

BRICS Grouping and the Consolidation of State Capitalism at a Regional Scale

Johannes Tsheola, University of Limpopo, South Africa

Internationalization of Turkish Companies through Outward FDI

Aylin Ataay, Galatasaray University, Turkey

**Critical Analysis of the Planning and Implementation of Integrated Development Planning
in South Africa**

Aklilu A. Asha, University of Limpopo, South Africa

Discussants

Oleg N. Zhilkin, Peoples' Friendship University of Russia, Russia (papers 1 & 2)

Tereza De Castro, University of Economics, Prague, Czech Republic (papers 3 & 4)

Saturday, July 12th

8:30 AM to 10:00 AM

Room C

[IS7] SOCIO-ECONOMIC & GENDER DISCRIMINATION

Session Chair

Christina Schweikert

St. John's University, U.S.A.

Institutionalising Integrated Transport Planning (ITP) in South African Municipalities

Manyaka Rasodi Khutso, University of Limpopo, South Africa

The Socio-Economic Impacts of South African Coal Mining Industry

Ken Mathu, Vaal University of Technology, South Africa

Gender Discrimination and the Capitalist Economy in Post-Apartheid South Africa

Malesela Jim Masenya, University of Limpopo, South Africa

Noko Patricia Ramonyai, University of Limpopo, South Africa

Discussants

Kgalema A. Mashamaite, University of Limpopo, South Africa (papers 1 & 2)

Patrick Lekgothoana, Tshwane University of Technology, South Africa (paper 3)

Saturday, July 12th

10:30 AM to Noon

Room A

[IS8] SOCIO-ECONOMIC CHALLENGES IN EMERGING MARKETS

Session Chair

Remigiusz Gawlik

Cracow University of Economics, Poland

**The Impact of Labor Legislation to the Domestic Worker Sector in Limpopo Province,
South Africa**

Michael Nkosinathi Khwela, University of Limpopo, South Africa

**Blocked Sewages, Improper Dumping of Waste, Lack of Proper Sanitation, Lack of Access
to Water, Is It a Case of Poor Service Delivery or a Violation of Law and Human Rights by
South Africa Municipalities?**

Khangala Tshilidzi Knowles, Tshwane University of Technology, South Africa

**Strengthening Community Participation in the Integrated Development Planning Process
for Effective Public Service Delivery in the Rural Limpopo Province**

Kgalema A. Mashamaite, University of Limpopo, South Africa

Discussants

Nombeko Dwesini, Walter Sisulu University, South Africa (papers 1 & 2)

Siphiwe Ndou, University of Limpopo, South Africa (paper 3)

Saturday, July 12th

10:30 AM to Noon

Room B

[IS9] EMPOWERMENT IN GLOBAL BUSINESS & MANAGEMENT

Session Chair

Oleg N. Zhilkin

Peoples' Friendship University of Russia, Russia

The Implication of Gender Inequality on Women Empowerment in the Context of South African Democratic Dispensation

Ngoako J. Mokoete, University of Limpopo, South Africa

Malesela Jim Masenya, University of Limpopo, South Africa

Black Economic Empowerment and the Road Freight Transport System in South Africa: Some Empirical Reflections

M.M. Mashamaite, University of Limpopo, South Africa

Pumela Msweli, University of Limpopo, South Africa

Discussants

Fethi Saidi, Qatar University, Qatar (paper 1)

Jose G. Hernandez, Universidad Metropolitana, Venezuela (paper 2)

Saturday, July 12th

10:30 AM to Noon

Room C

**[MG11] ORGANIZATIONAL PERFORMANCE & SUSTAINABLE COMPETITIVE
ADVANTAGE**

Session Chair

Piotr Bula

Cracow University of Economics, Poland

**The Role of Organizational Structure in Small and Medium Enterprises (SMEs) in
Relation to Organizational Performance**

Wilson Ozuem, Regent's University London, U.K.

Martin Bozhilov, London Metropolitan University, U.K.

Employee Assistance Programmes as an Important Service at a Coal Mine in South Africa

Patrick Lekgothoana, Tshwane University of Technology, South Africa

Cecile Schultz, Tshwane University of Technology, South Africa

Organizational Culture as a Weapon for Sustainable Competitive Advantage

Vildan Durmaz, Anadolu University, Turkey

Israfil Huseynov, ER-AH Flight School, Turkey

The Applicability of the Process of Sustainable Development within an African Context

Andani Madzivhandila, University of Limpopo, South Africa

Caswell Maloka, University of Limpopo, South Africa

Discussants

Shaukat Ali, University of Wolverhampton, U.K. (papers 1 & 2)

Janusz Teczke, Cracow University of Economics, Poland (papers 3 & 4)

Saturday, July 12th

1:00 PM to 2:30 PM

Room A

**[IS10] THE ROLE OF UNIVERSITIES IN BUSINESS RELATIONSHIP
DEVELOPMENT**

Session Chair

Hamid Azari-Rad

State University of New York at New Paltz, U.S.A.

**University-Employer Partnerships for Work-Integrated Learning: Three Case Studies
from Walter Sisulu University, South Africa**

Nombeko Dwesini, Walter Sisulu University, South Africa

**The Role of Universities on Enterprise Development: A Quest for Spin-Offs in South
African Universities**

Siphiwe Ndou, University of Limpopo, South Africa

**Evaluation of the Public-Private Partnership in the Lekgalameetse Nature Reserve;
Maruleng Municipality in the Limpopo Province, South Africa**

Theresa Moyo, University of Limpopo, South Africa

Chris Mashale, University of Limpopo, South Africa

Oliver Mtapuri, University of Limpopo, South Africa

Discussants

Stanley Mukhola, Tshwane University of Technology, South Africa (papers 1 & 2)

Jaeyoon Rhee, Chung-Ang University, Korea (paper 3)

Saturday, July 12th

1:00 PM to 2:30 PM

Room B

[IS11] EMERGING CHALLENGES IN GLOBAL SETTINGS: POLICIES & STRATEGIES

Session Chair

Jose G. Hernandez

Universidad Metropolitana, Venezuela

The Critical Analysis of Exploitation of Children 'through Begging' on South Africa Roads: A South African Perspective

Khangala Tshilidzi Knowles, Tshwane University of Technology, South Africa

The Prevention of the Crime of Child Abuse in Nigeria and South Africa: An Edifice without Foundation

Adewale Olutola, Tshwane University of Technology, South Africa

Incarceration/ Rehabilitation and the Ensnarement of Offenders' Families to Poverty and Then Crime in South Africa

Michael Nkosinathi Khwela, University of Limpopo, South Africa

Discussants

Emeka E. Obioha, Tshwane University of Technology, South Africa (papers 1 & 2)

Bruno Mascitelli, Swinburne University of Technology, Australia (paper 3)

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Key

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