



COMMUNICATION ECONOMICS ORGANIZATION

24-25 December 2021 - Ukraine

3rd

ABSTRACT BOOK

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EDITORS

Prof. Dr. Khabib Kholikovich Razzokov

Mr. Luigi Pio Leonardo Cavaliere

Dr. Ali Ahmad

Serhat Ademoğlu

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International CEO

(**C**ommunication, **E**conomics, **O**rganization)

Social Sciences Congress

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Serhat Ademoğlu, PhD. Candidate

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We are delighted to introduce Samarkand Branch of Tashkent University of Economics, International Vision University, Alfred Nobel University, International Gorazde University, Nişantaşı University, University of Prizren, Cyprus West University, Central Asian American University, Mohanalal Sukhadia University, Insec, NCM Publishing and CEO Tekmer served as the vehicle of dissemination for a showpiece of articles at the **International CEO (Communication, Economics, Organization) Social Sciences Congress (CEO SSC 2021, Ukraine)** that was held online on December 24–25, 2021. CEO Congress aims to provide a platform for discussing the issues, challenges, opportunities and findings of **Communication, Economics, Organization and Social Science** research. The organizing committee with feedback from the division chairs and the members of the **scientific committee** foresaw an opportunity and research gap in the conference theme, that pitches for pressing issues in the business world.

Presentations are in **Turkish, English & Russian**. With the participation and contributions of academics from **32 countries**: *Afghanistan, Argentina, Albania, Australia, Azerbaijan, Bulgaria, Indonesia, Morocco, Philippines, Georgia, India, Italy, Japan, Turkish Republic of Northern Cyprus, Kyrgyzstan, Colombia, Kosovo, Macedonia, Nigeria, Uzbekistan, Pakistan, Poland, Serbia, Chile, Turkey, Romania, Srilanka, Tunisia, UK, New Zeland, Vietnam, Zambia*. It is a great privilege for us to present the proceedings of **CEO SSC 2021** to the authors and delegates of the conference.

Several manuscripts from prestigious institutions could not be accepted due to the reviewing outcomes and our capacity constraints. Participation from **114 different institutions or Universities**. The 2 days long conference gathered close to **164 national and international attendees** to enliven a constellation of contributions. 76 papers of the 112 papers approved to present at the congress are outside of Turkey. **68% of the papers presented at the congress are from outside Turkey**. 6 awards were issued to distinguished papers, and a total of **112 oral presentations**.

On the day of completion of this journey, we are delighted with a **high level of satisfaction and aspiration**. It is important to offer our sincere thanks and gratitude to a range of organizations and individuals, without whom this year's conference would not take place. This conference would have not materialized without the efforts of the contributing **authors for sharing the fruit of their research and the reviewers for scrutinizing**, despite their busy schedules. We also thank **our members and colleagues who accepted the duty to participate in the Scientific Committee** and for their valuable help in the screening, selecting, and recommending best contributions.

All presentations made during the congress were published on the social media accounts of the CEO Congress. It can also be downloaded from the links below.

Here is the link for the recording of the first day (Access code: \$6XL1\$!U):

https://duan.zoom.us/rec/share/mQxuO_ksTrI9tGPup_8zME5P4SBXVbx7dXISngQtM9GWBfQ2SngClOmLW Dh0rxs.FJ8-AHsEm77sZ84W

Here is the link for the recording of the second day (Access code: m68%+AzZ):

<https://duan.zoom.us/rec/share/4MsaUxUjuqnNIKJDCLG77zBFbJMjxcYB3dDVKGg2N8xgSzf12jhnrsOF8H1 2zx94.0-Y2czdI9SB-8NE3>

Uluslararası CEO (İletişim, Ekonomi, Organizasyon) Sosyal Bilimler Kongresi

24-25 Aralık 2021 tarihlerinde "**3. Uluslararası CEO İletişim, Ekonomi ve Organizasyon Sosyal Bilimler Kongresi**" Alfred Nobel University ev sahipliğinde Ukrayna'da Mohanlal Sukhadia University, International Vision University, Samarkand Branch of Tashkent University of Economics, International Gorazde University, Nişantaşı Üniversitesi, Cyprus West University, University of Prizren, NCM Yayıncılık ve Insec iş birliği ile gerçekleşmiştir.

Kongremizde *Afganistan, Arjantin, Arnavutluk, Avustralya, Azerbaycan, Bulgaristan, Endonezya, Fas, Filipinler, Gürcistan, Hindistan, İtalya, Japonya, Kuzey Kıbrıs Türk Cumhuriyeti, Kırgızistan, Kolombiya, Kosova, Makedonya, Nijerya, Özbekistan, Pakistan, Polonya, Sırbistan, Şili, Türkiye, Romanya, Srilanka, Tunus, Birleşik Krallık, Yeni Zelanda, Vietnam, Zambiya* gibi **32 ülkeden ve 114 kurum/üniversiteden 164 akademisyen** tarafından hazırlanan **112 bildiri** sunulmuştur.

Kongremize 137 bildiri özeti gönderilmiş, editör ve hakem süreçlerinden sonra bunlardan 114 tanesi sözlü sunuma kabul edilmiş, ancak **16 oturumda 112 bildirinin sunumu** gerçekleşmiştir. Sunulan bildiriler, **978-605-73822-1-4** ISBN'li bu e kitapta yayımlanmaktadır. Belirtilen tarihe kadar **kongre sitesine yüklenen tam metin bildiriler** ise, **yazarın tercihin**e, **editör ve hakemlerin değerlendirmelerine göre** tam metin bildiri kitabında **bildiri** olarak, edit kitapta **kitap bölümü** olarak veya web sitesinde belirtilen dergilerde **makale** olarak yayımlanma fırsatına sahiptir. Yazar, tercihleri ile ilgili çalışmasının tam metnini ceocongress.info@gmail.com adresine mutlaka gönderilmelidir.

Kongrede sunulan 112 bildirinin 76'sı yurt dışındandır. Yayımlanan **bildirilerin %68'i Türkiye dışındandır. Önceki Uluslararası CEO Kongre'lerde olduğu gibi 3. Uluslararası CEO Kongre'de de hem bildiri özet kitabında hem de tam metin kitabında yabancı oranı %50'den fazladır.**

Onaylı ve yayımlanan **112 bildiriden üçü Türkiye'den ve üçü yurt dışından olmak üzere altısına en iyi bildiri ödülü duyurulmuştur.**

Kongre esnasında gerçekleşen tüm sunumlar kongrenin sosyal medya hesaplarında yayımlanmıştır. Tekrar yararlanmak istendiği durumlarda CEO Congress sosyal medya hesaplarından izlenebilir. Bununla birlikte aşağıdaki linklerden indirilmesi de mümkündür.

Here is the link for the recording of the first day (Access code: \$6XL1\$!U):

https://duan.zoom.us/rec/share/mQxuO_ksTrI9tGPup_8zME5P4SBXVbx7dXISngQtM9GWBfQ2SngClOmlW_Dh0rxs.FJ8-AHsEm77sZ84W

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<https://duan.zoom.us/rec/share/4MsaUxUjuqnNIKJDCLG77zBFbJMjxcYB3dDVKGg2N8xgSzF12jhnRsoF8H12zx94.0-Y2czdI9SB-8NE3>

Kongrenin bilim insanlarına, kamu ve özel sektör ile STK'ların yönetiminin etkinliğine katkı bulunmasını temenni eder, bildirileriyle katkıda bulunan akademisyenler ile düzenleme kurulu, danışma kurulu, bilim ve hakem kurulundaki meslektaşlarımıza ziyadesiyle teşekkür ederiz.

A Special Thanks To...

Below is a list of individuals who have supported **CEO Congress 2021 Ukraine** by donating some of their time. It is these people who make our work possible and have been a great help. We would like to say a special THANK YOU for all those listed below.

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Yöneticilerde Kültürel Zekanın Lider Etkililiğine Etkisi

Doç. Dr. Ercan ERGÜN

Gebze Teknik Üniversitesi
eergun@gtu.edu.tr

Orcid: 0000-0002-9168-7340

Öğr. Gör. Ayça YÜKSEL

İstanbul Aydın Üniversitesi
aycayuksel@aydin.edu.tr

Orcid: 0000-0003-3456-1925

Yüksek Lisans Öğrencisi Gökhan ERDİNÇ

Gebze Teknik Üniversitesi
gokhan.erdinc@hexagonstudio.com.tr

Orcid: 0000-0001-9146-1854

ÖZET

Bu çalışmanın amacı, uluslararası faaliyet yürüten firmaların yöneticilerinin kültürel zekalarının yönetsel etkililiğine etkisini araştırmak ve aralarında herhangi bir ilişki olup olmadığını ortaya koymak ve kültürel zeka ile liderlik alan yazınına katkı sağlamaktır. Çalışmada, veri toplama tekniği olarak anket yöntemi kullanılmıştır. Ankette çalışanların demografik bilgileriyle birlikte, Kültürel Zeka ölçeği ve Lider Etkililiği ölçeği yer almıştır. Yapılan anket çalışması ile İstanbul'da uluslararası alanda faaliyet gösteren otomotiv ve turizm firmalarında görev alan 89 çalışandan elde edilen verilerin analiz edilmiştir. Araştırma kapsamında, araştırmaya katılanların demografik özelliklerine ilişkin frekans ve yüzde değerleri hesap edilmiştir; katılımcıların; cinsiyeti, eğitim durumu, yaşı ve çalışma süresi incelenmiştir. Araştırma hipotezleri test edilmeden önce kullanılan veri toplama araçlarına ilişkin açıklayıcı faktör analizi yapılmıştır. Ayrıca, tespit edilen boyutların Cronbach's Alfa (α) güvenilirlik katsayısı değerleri hesap edilmiştir. Araştırma kapsamında yöneticilerin kültürel zeka özelliklerinin yöneticilerin etkililiği üzerine ait tanımlayıcı istatistikler hesap edilmiştir. Dolayısıyla değişkenlerin aritmetik ortalama ve standart sapma değerleri belirlenmiştir. Ayrıca, yöneticilerin kültürel zeka boyutları ve lider etkililiği arasındaki korelasyonel ilişkilere bakılmış, regresyon analizi ile de çalışma modeli test edilmiştir. Araştırma sonucunda kültürel zeka boyutlarından bilişsel kültürel zeka ve motivasyonel zekanın lider etkililiği üzerinde anlamlı etkisi olduğu bulunmuştur.

Anahtar Kelimeler: Kültürel Zeka, Lider Etkililiği, Yöneticiler

The Effect of Managers' Cultural Intelligence on Leader Effectiveness

ABSTRACT

The aim of this study is to investigate the effect of cultural intelligence on the managerial effectiveness of the managers of international companies and to reveal whether there is any relationship between them and to contribute to the literature on cultural intelligence and leadership. Questionnaire method was used as data collection technique in the study. Cultural Intelligence scale and Leader Effectiveness scale were included in the survey along with the demographic information of the employees. With the survey study, the data obtained from 89 employees working in automotive and tourism companies operating internationally in Istanbul were analyzed. Within the scope of the research, the frequency and percentage values of the demographic characteristics of the participants were calculated; participants; gender, education level, age and working time were examined. Before testing the research hypotheses, exploratory factor analysis was conducted regarding the data collection tools used. In addition, Cronbach's Alpha (α) reliability coefficient values of the determined dimensions were calculated. Within the scope of the research, descriptive statistics on the effectiveness of managers' cultural intelligence characteristics were calculated. Therefore, the arithmetic mean and standard deviation values of the variables were determined. In addition, the correlational relations between the cultural intelligence dimensions of managers and leader effectiveness were examined, and the working model was tested with regression analysis. As a result of the research, it was found that cognitive cultural intelligence and motivational intelligence, which are cultural intelligence dimensions, have a significant effect on leader effectiveness.

Keywords: Cultural Intelligence, Leader Effectiveness, Managers

Assessing The Effect of Satisfaction on Employee Retention: Does Love for Money Moderate The Relationship?

Dr. Sudin BAG*

Vidyasagar University, India
sudinbag1@gmail.com
Orcid: 0000-0002-6289-245X

Mrs. Payel AICH

Vidyasagar University, India
payel007.aich@gmail.com
Orcid: 0000-0003-0751-0508

Dr. Abhijit SINHA

Vidyasagar University, West Bengal
asphd1979@gmail.com
Orcid: 0000-0003-3034-0930

ABSTRACT

The study investigates the relations between satisfaction and retention of employees of star-category hotels in India. Besides, the research also explores the role of employees' love for money as a mediator in the association between satisfaction and employee retention in the hotel industry. This cross-sectional, quantitative research uses partial least square structural equation modeling (PLS-SEM) to test the proposed hypothesis. The findings are based on a sample of 264 hotel employees drawn from the state of Karnataka. The satisfaction of employees in hotel industry depends on their well-being with organizational environment and customers. The study finds that love for money plays an influencing moderating role in relations between employees' satisfaction and retention in hotel industry.

Keywords: Employee, Wellbeing, Satisfaction, Love For Money, Employee Retention, PLS-SEM

*corresponding author

What Should We Do For The Gdp Economic Growth of the Afghanistan

Abdulmarof Hamidzay

hamidzay.abdulmarof@gmail.com

Parwan University – Afghanistan

ABSTRACT

Afghanistan's needs to operate more like the unified government of a country facing a national crisis. Tens of billions of dollars in Afghan private capital is being held outside the country, but the money is unlikely to be repatriated and invested effectively in Afghanistan unless confidence in the future increases, the GDP becomes more effective, and prospects for reconciliation and reduced violence improve.

Near-term measures to increase confidence and stimulate the economy include increasing overall demand (for example, by starting some sizable infrastructure projects, regularizing informal urban settlements, and implementing selected urban income-generation and job programs); shifting demand away from imports toward domestic production (through targeting spending programs disproportionately at the urban poor, increasing local procurement, and imposing moderate import tariffs on agricultural cash crops); promoting export value chain development for high-value cash crops; creating fiscal space (including limited government borrowing).

Corruption needs to be combated strategically and selectively; too broad an approach, let alone comprehensive, would divert attention from the most important corruption problems and squander limited political capital.

Economic reforms and development programs that are too broad could also divert attention and resources away from a priority agenda and be counterproductive in the short run; examples include quick privatization of numerous public enterprises; efforts to quickly reduce opium poppy cultivation; expensive, long-gestation, financially unviable railway investments; excessive tax concessions to promote private investment; and the thin spreading of limited resources across numerous, small rural projects.

If the Afghan government takes urgent actions to revive the economy—including through greater political effectiveness—the international community must respond proactively and flexibly by funding high-level expertise to support economic management and innovative programs, front loading aid to support priority initiatives, and restructuring project portfolios to shift funding toward activities that achieve faster results.

Keywords: Gdp, Economic Growth, Afghanistan

3rd International CEO Communication, Economics, Organization & Social Sciences Congress
**Digging Deep into Ethical Decision Making: Extending the General
Theory of Marketing Ethics**

Dr. Syed Afzal Moshadi SHAH

COMSATS University Islamabad- Abbottabad Campus,
Pakistan
afzalshah@cuiatd.edu.pk
Orcid: 0000-0002-0729-8597

ABSTRACT

The literature on ethical decision making still lacks a model that adequately explains the decision-making process by consumers. The General Theory of Marketing Ethics” by Hunt & Vitell (1986) holds a central place in the ethical decision making literature. However, the model seems also seems to fail the call of the literature. This study aims to link the teleological section of the model with The Issue Contingent Model (Jones, 1991), Theory of Neutralization Techniques (Sykes & Matza, 1957) and non-rational aspect of self-conscious emotions (Scheier & Carver, 1985) in order to develop a more robust ethical decision making model. The study has adopted an online survey-based approach to gather data from 350 respondents. The study reports descriptive statistics, correlation using SPSS and path coefficients using structural equation modelling using AMOS. The result of the study support and confirms the extension of teleological section of “The General Theory of Marketing Ethics”. The results show that moral intensity positively impact on the generation of self-consciousness among consumers. Both private self-consciousness and social self-consciousness are positively associated with neutralization techniques. The limitations associated with online survey-based technique and cross-sectional research designs are inevitable. Future studies may replicate the findings of this study in other business and cultural settings to develop a more comprehensive understanding of the field. The study open ups a whole new dimension into ethical decision-making models. The study of Shah & Amjad (2017) is the first of its kind that has linked The Issue Contingent Model, Self-consciousness and the Theory of Neutralization (Jones, Beattie, & Rashid, 2017). This study has conceptually linked and empirically examined this relationship with The General Theory of Marketing Ethics. The study is among the pioneer studies that extends the Hunt & Vitell Model by extending the teleological section and theoretically linking and empirically examining Issue Contingent Model, theory of neutralization and self-consciousness.

Keywords: Moral Intensity, Self-consciousness, Neutralization Techniques, Consumer Ethics, Decision Making, Hunt & Vitell Model, The General Theory of Marketing Ethics

3rd International CEO Communication, Economics, Organization & Social Sciences Congress
**Building and promoting family culture in the process of globalization:
A study in Vietnam**

Nguyen Minh TRI

HUTECH University, Ho Chi Minh City, Vietnam

E-mail: nm.tri@hutech.edu.vn

Orcid: 0000-0003-2535-1766

Dinh The HOANG

The University of Social Sciences and Humanities, Vietnam National University, Ho Chi Minh City, Vietnam

E-mail: dinhthehoang91@gmail.com

ABSTRACT

Family is an important environment to form, nurture and educate human personality, preserve and promote good family culture, and fight against social evils. Family is the first place and also the last place to perform emotional and moral education, lifestyle for people in particular, and family culture in general. In the process of international integration, along with the development of social life, the work of caring for and developing family culture has achieved great achievements, contributing to the success of the goal of building a family. Vietnam is prosperous, equal, progressive, civilized, and happy. However, in that context, it also puts family culture in front of changes and many difficulties and challenges. Therefore, building and developing a family culture in the process of international integration is a significant issue in building a healthy cultural environment, which is the mission to found, form personality, and good qualities for the Vietnamese today with the aspiration to build a prosperous and happy nation.

Keywords: Family Culture, Globalization, People, Sustainable Development, Vietnam

Proje Tipi Örgütlerde Ödül Sistemlerinin Tasarımı İçin Kalite Fonksiyon Yayılımının (KFY) Uygulanması

Dr. Bircan GÜNER
Tashkent, Uzbekistan
bircan.k.guner@gmail.com
Orcid: 0000-0001-5505-4522

ÖZET

Kalite fonksiyon yayılımı, müşteri istek ve beklentilerinin neler olduğunun belirlenerek bunların işletmenin teknik unsurları ile nasıl karşılanacağına analizi yapılarak rakiplerle durumunu kıyaslamaya yardımcı olan bir kalite sistemidir. Kalite fonksiyon yayılımının bir aracı olan kalite evi, işletmenin mal üretimi ve hizmet sunumundaki süreçlerinin tasarlanmasına yardımcı olmaktadır. Bu bağlamda örgüt çalışanları, iç müşteri olarak nitelendirilip onların işletmeden ödül olarak neler beklediğinin belirlenip bir ödül sistemi tasarlanmasına gidilmiştir. Proje tipi örgütlerde nitelikli iş gücünün varlığı söz konusu olduğundan bu iş görenlerin örgütsel bağlılıklarını arttırmak ya da işten ayrılma niyetlerini engellemek için onların ihtiyaç ve beklentilerinin karşılanması gerektiği düşünülmektedir. Bu durumda çalışanlara verilebilecek ve tabi ki onların tatminlerini ve motivasyonlarını sağlayacak ödüllerin belirlenmesi gerekir.

Proje tipi örgütlenmeye örnek olarak kamu sektöründe enerji lisanslama projesi için oluşturulmuş bir proje tipi örgütlenme seçilmiştir. Araştırmaya projede görev alan çalışanlar arasından 50 kişi katılım sağlamıştır. Farklı kademelerde görev alan çalışanlar ile farklı teknikler (odak grup mülakatları, anket, mülakat vb.) kullanılarak, çalışanların ihtiyaç ve beklentileri belirlenmiştir. Kurumda uygulanan mevcut ödül sistemi analiz edilip, kalite evinden de yararlanarak çalışanların ihtiyaç ve beklentileri ile uyumlu olarak ödül sisteminin yeniden tasarlanması için yapılabilecekler öneri olarak ortaya konulmaya çalışılmıştır. Çalışmanın yapılacağı yerin bir kamu kurumu olması nedeniyle yapılan çalışmalar uygulayıcılar için tavsiye olarak değerlendirilmelidir. Ayrıca bu çalışma ile üretim ve işlemler, pazarlama gibi alanlarda kullanılan kalite fonksiyon yayılımının örgüt tasarımı gibi alanlarda da değerlendirilebileceği ile yazına teorik olarak katkı sunacağı düşünülmektedir.

Anahtar Kelimeler: Kalite Fonksiyon Yayılımı, Kalite Evi, Ödül, Ödül Sistemi Tasarımı

Application of Quality Function Deployment (QFD) for Design of Award Systems in Project Type Organizations

ABSTRACT

Quality function deployment is a quality system that helps to compare the situation with competitors by analyzing what the customer demands and expectations are and how they will be met by the technical elements of the enterprise. The quality house, which is a tool of quality function deployment, helps to design the processes of the production of goods and services. In this context, the employees of the organization were defined as internal customers and they determined what they expect from the company as a reward and a reward system was designed. Since there is a qualified workforce in project-type organizations, it is thought that the needs and expectations of these employees should be met in order to increase their organizational commitment or prevent their intention to

leave. In this case, it is necessary to determine the awards that can be given to the employees and which will ensure their satisfaction and motivation.

As an example of a project type organization, a project type organization created for a public energy licensing project was selected. Arařtırmaya projede grev alan alıřanlar arasından 50 kiři katılım saęlamıřtır. Farklı kademelerde grev alan alıřanlar ile farklı teknikler (odak grup mlakatları, anket, mlakat vb.) kullanılarak, alıřanların ihtiya ve beklentileri belirlenmiřtir. The current award system applied in the institution was analyzed and the quality house was used to provide a suggestion for the redesign of the reward system in accordance with the needs and expectations of the employees. Since the place where the study will be carried out is a public institution, the studies should be considered as a recommendation for the practitioners. In addition, it is thought that with this study, quality function deployment (QFD), which is used in areas such as production and operations, marketing, can also be evaluated in areas such as organizational design and will contribute to the literature theoretically.

Keywords: Quality Function Deployment, House of Quality, Reward, Reward System Was Designed

3rd International CEO Communication, Economics, Organization & Social Sciences Congress
**Islamic Civilization & Cultural Identity in Historic Perspective and Role of
Muslim Thinkers in Rebuilding Process**

Muhammad Umar Riaz Abbasi

National University of Modern Languages Islamabad Pakistan
drumarabbasi101@gmail.com
<http://orcid.org/0000-0001-6977-9516>

ABSTRACT

Civilization is an extension of the eminent public concept that's encouraged through the entire development of abilities and is declared with eagerness to chase the revel in wherein several religions in addition to ethnicities should contribute. The capacity foundations upon which the civilizations are shaped at the side of their have an effect on at the humankind are the distinguishing elements among diverse civilizations. Based upon those genuine observations, Islamic (or Tawhidic) civilization relies upon the oneness of Allah SWT, that's in entire contradiction to any race or ethnic-primarily based totally civilization. This kind of outstanding racial in addition to ethnic groups such as Persians, Africans, Chinese, Arabs, Malays, Turks, and Indians at the side of different smaller organizations followed Islam and took part in the established order of its civilization. Furthermore, Islam in no way hesitated to analyze from the civilizations of the sooner instances and integrating their learning, culture, and technological know-how into the worldwide opinion of its own, till or until they're in opposition to the Islamic principles. Undoubtedly, according to the ancient evidence, at some point of the technology of darker ages, amidst 700-1200 A.D, skilled through Western civilization, Islamic dynasty prolonged from Middle Asia as much as the areas of Southern Europe. Arabic Muslims and residents particularly appeared scholarly knowledge, and that they drastically participated in arithmetic in addition to technological know-how. That is why this studies has been carried out to explore the determinants and foundation of ascending and descending of Islamic civilization below the effect of worldwide mind and educational responses to the ones effect of the Muslim scholars.

Keywords: Islam, Civilization, Rise, Culture, Decline, Thinkers, Rebuilding

Sergio QUIROGA
ICAES, Argentina
sergioricardoquirolga@gmail.com
Orcid: <http://orcid.org/0000-0003-2586-6321>

ABSTRACT

This work investigates the contributions of Robert Craig to the theory of communication. The American academic is practically unknown in the Latin American academy with few exceptions. On the one hand, the contributions of Latin American communicators in the main international communication magazines are still scarce, which increases their invisibility, and on the other, these magazines seem not to be too interested in Latin American production.

For long years, communication theories sought to find a shared definition for their object of study and a model that faithfully expressed the communicative process. However, as time went by, it was realized that this was a difficult, complex, unfinished, and fruitless task. With the progressive development of theories, each one of them proposed their own definitions and communication models and was placed on the epistemological map of the social sciences, producing a great conversation and subsequent debates, aimed at clarifying the meaning of the term "communication."

Keywords: Theories, Communication, Academy, Latinamerica

Revizyonist Westerne Bir Örnek: The Power of the Dog

Dr. Öğr. Üyesi Neslihan Göker

Fırat Üniversitesi, İletişim Fakültesi

neslihanyucesoy@gmail.com

Orcid: <https://orcid.org/0000-0002-8294-8916>

ÖZET

Western, sinema tarihinin ilk yıllarından itibaren üretilen, günümüzde de popülerliğini koruyan önemli bir türdür. Yapımcıların üretmekten keyif aldığı, seyircilerin de büyük bir izleme motivasyonu ile sinema perdesinin karşısına geçtiği bu türün günümüzde etkin olmasının sebepleri geçmiştekinden farklıdır. Sinema tarihinin altın çağında önemli bir tür olarak inşa edilen westernlerin günümüzdeki örnekleri arasında özellikle de kadın yönetmenlerin ürettiği westernlerde türe ilişkin anti-yapılar dikkat çeker. Sinema tarihinin belli dönemlerinde türe ilişkin beklentileri ters yüz eden anti-kovboy filmleri yapılmış olsa da son dönemde artarak devam eden kadın sinemacıların westernleri, türün oluşturduğu sınırı ve oluşturduğu temsilleri yıkma konusunda önemli imgelerle doludur. Klasik anlatı yapısının mucidi Hollywood sinemasından hem hikâye kurulumu hem de söylem açısından farklı bir duruş sergileyen çağdaş kadın yönetmenlerin revizyonist westernleri, sinemadaki ayrıksı duruşları ve farklı sinema anlayışlarını tazelemektedir. Western türünü kadın yönetmenlerin sorgulamasının en temel saiki, erkek odaklı yazılan sinema tarihine karşı çıkma sebepleriyle ortaktır. Erkek bakışıyla yazılan sinema tarihinin görmezden gelinen kadın yönetmenleri, kadını bakılan ve gözetlenen olmaktan çıkararak, erkeğin kadını manipüle ettiği anlatılara başkaldırırlar. Başkaldırırlarının bir diğerini de westernin erkek odaklı yazılan yönlerini ters yüz ederek gösterirler. Maço erkek kültürünün bileşenlerini oluşturan western türünü yapı bozuma uğratarak western türüyle sağlaştıran erkeklik temsillerini yok etmeye çalışırlar. Western türü klasik anlatı yapısının bilindik hikayesini ortaya çıkardığı gibi, toplumsal cinsiyet rollerine ilişkin kalıpları da belirgin hale getirir. Bu, çağdaş kadın sinemacıların westerni sorgulamasında ve dönüştürmesindeki itici gücü oluşturur. Bu çalışma, çağdaş Yeni Zelandalı yönetmen Jane Campion'nun 2021 yapımlı The Power of The Dog filmine odaklanmaktadır. Bu film, western türünün bilindik kalıplarını ve kodlarını değiştirmektedir. Bu çalışmanın hedefi, yönetmenin western türünün yerleşik kalıplarını ve temsil sistemini nasıl revize ettiğini tespit etmeye çalışmaktır.

Anahtar Kelimeler: Western, Erkeklik, Revizyonist Western.

An Example of Revisionist Western: The Power of the Dog

ABSTRACT

Western is an important genre that has been produced since the first years of cinema history and still maintains its popularity today. The reasons for the effectiveness of this genre, in which enjoyed by the producers and the audience is in front of the cinema screen with a great motivation to watch, are different from those in the past. Among the current examples of westerns, which were built as an important genre in the golden age of cinema history, anti-structures related to the genre draw attention, especially in westerns produced by female directors. Although there have been anti-cowboy films that turned the expectations of the genre upside down in certain periods of the history of cinema, the westerns of female filmmakers, which have been increasing recently, are full of important images about destroying the boundaries and representations of the genre. The revisionist westerns of contemporary female directors, who take a different stance from Hollywood cinema which the inventor of the classical narrative structure, in terms of both story setup and discourse, refresh their distinctive stances and different cinematic understandings in cinema. The most fundamental motive for the questioning of the Western genre by female directors is shared by the reasons for opposing the history of cinema written with a male focus. The female directors, who are ignored in the history of cinema written with a male perspective, saved women from being watched and surveillance and rebel against the narratives in which the man manipulates the women. They show another of their revolts by reversing the male-oriented aspects of the western. They try to destroy the representations of masculinity reinforced by the western genre which is the component of macho male culture by deconstructing the western genre. Western genre not only reveals the familiar story of the classical narrative structure, but also makes the stereotypes related to gender roles evident. This constitutes the impetus for contemporary female filmmakers to question and transform the western. This study focuses on The Power of The Dog by contemporary New Zealand director Jane Campion. This movie changes the familiar patterns and codes of the western genre. The aim of this study is to try to determine how the director revises the established patterns and representation system of the western genre.

Keywords: Western, Masculinity, Revisionist Western

Alman Federalizminin Tarihi ve Yapısal Sorunların Kökenleri

Dr. İsmail Bahadır TURAN

Bahçeşehir Kıbrıs Üniversitesi

ibahadirturans@gmail.com

Orchid: 0000-0002-9938-0175

ÖZET

Alman yönetim geleneği oldukça uzun bir geçmişe sahiptir ve Almanya Federal Cumhuriyeti (AFC)'nin federal yapısı da geçmişten gelen geleneğin devamı olarak kabul edilmektedir. Ancak Almanya'nın kendine özgü federal yapısının oluşumu rasyonel planlamadan çok, belirli ve özel siyasi gelişmelere dayanmaktadır. İsviçre ve ABD'den farklı olarak Alman federalizmi biçimlendirici bir güce sahip kurucu düzen prensibini değil, acil olmayan iktisadi-siyasi gerekliliği tanımlamaktadır. AFC'nin II. Dünya Savaşı sonrasındaki başarı hikâyesinin anahtarı, federalizm olarak görülmüş ve bu bağlamda federal sistemin erdemleri anlatıla gelmiştir. Diğer taraftan federal devletin kuruluşundan hemen sonra temel ilkelere ilişkin tartışmalar da başlamıştır. Ancak AFC'nin başarısı, federal sisteme dair tartışmaları ve reform düşüncelerini gölgede bırakmıştır. 1962'den itibaren "üniter Federalizm" kavramıyla başlayan eleştiriler, federal yapıda reform konusunu sürekli gündemde tutmuştur. Günümüzde de reform ihtiyacı, Alman federalizminin zayıf noktaları olarak görülen ve devletin örgütlenmesine dair sorunlara dayandırılmaktadır.

Bu çerçevede sunumda, Almanya'da federal sistemin tarihi, ayrıksı yanları vurgulanarak ele alınacak ve bu sistemin ayırt edici bazı özellikleri üzerinden reform ihtiyacının varlığı tartışılacaktır.

Anahtar Kelimeler: Almanya, Federalizm, Eyalet, Reform, Yönetim.

The History of the German Federalism and the Origin of the Structural Problems

ABSTRACT

The German administrative tradition has a long history and the federal structure of the Federal Republic of Germany is considered as a continuation of the tradition from the past. However, the formation of Germany's unique federal structure is based on specific and special political developments rather than rational planning. Unlike Switzerland and the USA, German federalism defines non-urgent economic-political necessity, not the founding principle of order with a formative power. The key to Germany's success story after the Second World War was seen as federalism, and in this context, the virtues of the federal system were explained. On the other hand, discussions on basic principles started right after the establishment of the federal state. Nonetheless, Germany's success overshadowed the debates and reform ideas about the federal system. Since 1962, the criticisms that started with the concept of "unitary Federalism" kept the issue of reform in the federal structure on the agenda. Even today, the need for reform is based on problems with the organization of the state, which are seen as the weak points of German federalism.

In this context, in the presentation, the history of the federal system in Germany will be briefly discussed by emphasizing its distinctive aspects, and the need for reform will be discussed through some distinctive features of this system.

Keywords: Germany, Federalism, State, Reform, Administration.

Determinants and Mitigations of Food Losses and Waste in the Agricultural Supply Chain Globally

Enock SIANKWILIMBA

University of Zambia
enocksiankwilimba@gmail.com
Orcid: 0000-0003-0483-9412

ABSTRACT

For many years, food losses and waste have been associated with post-harvest losses. This research review aims at assessing factors that have over the years contributed to food losses and waste in many countries. It also aims at proposing climate-smart mitigation strategies for food losses and wasting. The paper collected peer-reviewed articles from different reputable journals and also grey documents from trusted sources such as Web Sciences. Over 90 papers were randomly downloaded using search engine with biasness on "food losses", "food waste", "post-harvest losses" "production losses". The collected papers were coded and analyzed according to the themes.

Results indicated that conflicts, droughts, COVID-19, methods of production, methods of harvesting, methods of storage, methods of preparation, and culture of consumption were some of the factors responsible for food losses and wasting in many countries. Wasting and losses are more significant in crop-based foods than in livestock-based foods. The results further show that food losses and wasting happen in small quantities at household levels but when aggregate over the years become a very huge loss at National, regional and continental levels.

Food loss and waste is one of the major lead to hunger and famine in most countries especially those that are prone to climate change (drought, floods) and perpetual conflicts and wars.

Production losses and wasting (time of planting, rearing livestock and management) have been found to be a shadow of the post-harvest losses. Therefore, there is a link between production and post-harvest losses and waste in the food supply chain.

The research discovered that there are many modern improved climate smart technologies that can be used to reduce food losses and waste that have been invented by the private sector players and many governments. Pests and cold chain facilities can reduce the food losses and waste for both the smallholder farmers and consumers across the global with assured safety.

Traditional mitigation strategies such as hoarding and drying cannot be underestimated in trying to mitigate food losses and waste, especially among smallholder farmers that cannot afford expensive modern strategies.

However, for all these mitigation strategies to work, smallholder farmers and consumers need to have access to affordable, inclusive nutritional extension service systems that help them realize how much it costs to reduce food losses and waste.

Keywords: Food, Losses, Waste, Agricultural Supply, Chain

Similar and Distinctive Outlines of Globalization and Modernization

Dr. Elnur Beybala oglu Hajaliyev

Leading researcher of the Institute of Philosophy of ANAS

Doctor of Philosophy in Political Sciences

elnurhacali@mail.ru

ABSTRACT

The article clarifies the concepts of globalization and modernization, their similar and distinguishing features, and also emphasizes their interdependence. The essence, features and directions of modernization in the process of globalization are analyzed. Attention is focused on the main aspects of the concepts of industrial society and technocracy related to modernization, the industrial level of modernization is outlined, and the specific features of modernization caused by globalization are investigated.

Keywords: Globalization, Modernization, Industrial Society, Industrial Country, Technical Progress

Transatlantik İlişkilerin Dönüm Noktaları ve Gelişme Beklentileri

Efendiyeva Gunel Memmed qızı

efendigunel@gmail.com

Azerbaijan State Administration Academy

+994513304134

ÖZET

Avrupa ile ilişkiler, savaş sonrası dönemde ABD dış politikasının ana önceliklerinden biriydi. Avrupa bölgesi, küresel tehditlere karşı iki büyük aktörün ortak bir askeri-politik ablukası için elverişliydi. Soğuk Savaş sonrası 1980-1990-lar döneminde Amerika Birleşik Devletleri, Doğu Avrupa devletlerinin Batı bloğuna veya daha doğrusu Avrupa Birliği'ne katılma sürecini hızlandırmak için Avrupa entegrasyon süreçlerini destekledi. Avrupa Birliği'nin iç temellerinin güçlenmesi ve bu birliğin uluslararası siyasi bir varlık olarak güçlenmesiyle birlikte Amerika Birleşik Devletleri, bu birliği geniş dış politika vektöründe önemli bir faktör olarak görmeye başladı. Özellikle Amerika Birleşik Devletleri, Avrupa Birliği'nin ekonomik potansiyelini ABD dış politikasının çıkarları doğrultusunda kullanmak için bu ilişkileri geliştirmekle ilgilendi. Örneğin, bu politika daha çok Obama yönetimi tarafından desteklendi.

Avrupa entegrasyon süreçlerinde son dönemde yaşanan sıkıntılar, özellikle Ortadoğu'dan gelen mülteci akını, Brexit'in de göstergesi olan kriz, Yunanistan'ın borcunun çökmesi, zayıf Avrupa ekonomilerinde bankacılık ve finans sorunlarının çözümlenmesinin Avrupa'yı ve transatlantik ilişkiler etkiledi.

2016 cumhurbaşkanlığı seçimlerinden sonra iktidara gelen Trump ve yönetimi, Avrupa ile ilişkilere farklı bir bakış attı. Böylece Trump, Avrupa ile birleşmenin (TTIP) dünya pazarında ABD için ciddi bir rakip olacağını ve AB'nin güçlenmesi için koşullar yaratacağını iddia etti.

Bu nedenle Trump, özellikle Balkanlar'da NATO'nun genişleme politikasını destekledi. Ona göre, Kuzey İttifakı ABD politikasını etkileyen ana güçlerden biridir. Aynı zamanda Trump yönetimi, ulusal çıkarlar açısından bazı Doğu Avrupa ülkelerinden Brüksel'in merkezine yönelik artan baskıyı destekledi. Obama'nın aksine, Trump Avrupa Birliği'ne tamamen kayıtsızdı. Yeni "Brexit" göz önüne alındığında bu politikayı bile destekledi. Brexit, İngiltere'nin 2018'de 2,8 trilyon doları aşacak olan GSYİH'sının AB'nin toplam potansiyelinden ve 2015-2024 için 278 milyar dolarlık on yıllık savunma yatırım programından düşüleceği anlamına geliyordu. Bu, diğer herhangi bir AB ülkesinden önemli ölçüde daha yüksektir.

Bayden, kampanyası sırasında dış politika stratejisinin Avrupalı müttefikleriyle ilişkilerini iyileştireceğini açıkça belirtti. Trump'ın başkanlığı sırasında dondurulan ve iptal edilen bazı anlaşma ve projelerin geri getirilmesi için adımlar atılacağını söyledi.

2021 Münih Konferansı sırasında Amerika Birleşik Devletleri, Amerikan-Avrupa ilişkilerini iyileştirme çabalarını açıkça ortaya koydu. ABD-AB ilişkilerinde biriken sorunlar dikkate alındığında Bayden yönetiminin atacağı adımların kesin ve yapıcı olması gerekiyor. Her şeyden önce, yeni hükümet NATO içindeki güvenlik ve tehditlere karşı bir eylem politikası geliştirmeye başlamıştır.

Anahtar kelimeler: transatlantik ilişkiler, politika, entegrasyon, tehditler, güvenlik

Turning Points And Development Prospects of Transatlantic Relations

ABSTRACT

The statement is about the stages of development and intersections of relations between the United States and the European Union in modern times. Here is an analysis of the prospects for the development of transatlantic relations in foreign policy of the B.Obama, D.Trump and J.Biden administrations.

Keywords: Transatlantic Relations, Politics, İntegration, Threats, Security

Challenge and Importance of e-banking in Albania

Dr. Valbona CINAJ

Albanian University
v.cinaj@albanianuniversity.edu.al
Orcid: 0000-0001-5767-6552

Mr. Luigi Pio Leonardo CAVALIERE

Department of Economics, University of Foggia
luigi.cavaliere@gmail.com
Orcid: 0000-0003-3169-567X

ABSTRACT

Technological development is a phenomenon that has affected all activities of our lives. He is involved in all the main activities and especially in the economy, orienting us towards what is known today as "Digital Economy". One form of technological development on the economy is the approach of a product, the new service known as E-banking. For E-banking has shown great interest from both foreign and Albanian authors due to its presence over the last years in Albania. The theme of this study focuses on the analysis of this new service which touches on one of the most important activities of our lives such as the economic. In order to explain the importance of E-banking, its spread, to analyze the strengths and weaknesses and to get acquainted with the preferences of individuals towards this service, through a designed questionnaire. E-banking can be defined as one of the distance services, offered through electronic distribution and communication channels, traditional and new banking products and services. And at last conclusion after analyzes that this service is not at all unknown to Albanians and its use consists to a considerable extent. Among other things, the theory is consistent with the conclusions from the interview. Forecasts on the development and spread of this service in our country are optimistic although there is still much to do.

Keywords: E-Banking, Forecast, Analyses

A Study to Investigate the Challenges of Islamic Banking and Finance (IBF) in Australia

Dr. Faraz Umair AFZAL

Central Queensland University, Australia
faraz.afzal@cqumail.com
Orcid: 0000-0002-1087-345X

Dr. Aqsa SULTAN

Torrens University Australia
aqsa.sultan@health.torrens.edu.au

Mr. Luigi Pio Leonardo CAVALIERE

Department of Economics, University of Foggia
luigi.cavaliere@gmail.com
Orcid: 0000-0003-3169-567X

ABSTRACT

Purpose: The aim of this research is to investigate the challenges of Islamic banking and finance (IBF) in Australia, where the Muslim population is low and there is no well-developed Islamic bank available, because IBF operates under the guidance of Shariah law, which consists of Shariah principles made by Allah (SWT).

Methodology: To achieve the objective of this independent research, the study uses qualitative research approach. Collecting data in words using an in-depth interview technique. Drawing sample from those who were the key respondents' members of Islamic and conventional banking operations, including Islamic scholars, Islamic and conventional financial representatives, university students, and government officials.

Results and Discussion: The major challenges identified were Demographic Issues, Australian legal framework, Australian regulations, Australian taxation, and Accounting Standards. While legal framework is one of the significance barriers in growth of Islamic banking and finance, the government regulations required compatibility with the Islamic banking and finance framework. Australian taxation and Accounting Standards are also incompatible with the IBF.

Conclusion: This research paper has examined the challenges of Islamic Banking and finance in Australia. It calls for improvements in the Australian legal system, Government regulations, compatible Taxation and Accounting standards and most importantly to minimise demographic issues including scepticism factor and difference of opinion in Muslims and non-Muslims in Australia to connect with Islamic banking and finance, with the aim of establishing a fully developed Islamic bank for every Australian.

Limitations: Due to limited resources, this study contained 30 in-depth interviews, so it was not possible to cover all the issues of concern with respect to the development of Islamic banking and finance.

Keywords: Islamic Banking and Finance, Challenges, Australia

The Liberation Era in Ligao And the Aftermath of World War Ii 1944-1945

Dr. Delia V. MENDOZA

University of Saint Anthony, Iriga City, Philippines
delmendoza1029@gmail.com

ABSTRACT

This study was an attempt to trace the historic events of the war years and the liberation period in Ligao and the aftermath of World War II to the Ligaoenos based on the personal accounts of the living witnesses as one of the primary sources of the study. Specifically, the study sought the answers to the following questions on the historic events that paved the way to the liberation period in Ligao and the aftermath of World War II to the Ligaoenos along politics, social, economics, culture and education and the educational materials that can be developed as reference guide based on the findings of the study.

This study made use of descriptive-qualitative method of research in collating the data. The researcher conducted personal interview with the use of a questionnaire. The informants' firsthand accounts, to include their encounters and experiences as interviewed and written on the questionnaires were considered as primary sources about the historic and momentous events that happened in Ligao.

As revealed in the study, the Philippines was drawn into the vortex of the war between America and Japan for political, military and economic grandeur. The Philippines was attacked by the Japanese Imperial Army because of the presence of the Americans in the country.

The famous lines made by General Douglas MacArthur, "I have returned" in Leyte Gulf on October 20, 1944, was considered a historic event not only in the Philippines but also international. The landing and attacked in the key cities in the country, particularly in Legazpi by the American forces was an event that prompted the Japanese to immediately leave Ligao and went to their hideout in a tunnel in Mt. Kitwinan in Camalig, Albay.

Ligaoenos were not interested in politics during the liberation period because the residents were then preoccupied in coping up with their economic activities for survival. Life was not so bleak after all because social activities were not totally banned. Even if the Japanese were all known to be hostile, others befriended the Ligaoenos. Food shortage and inflation were experienced by Ligaoenos during and after the enemy's occupation of the place. Though they were adversely affected economically, the residents of Ligao were able to survive the ordeal and hardships in life.

The propagation of the Japanese culture did not reflect much on the people's way of life particularly among the Ligaoenos. Their period of stay was so short and to add more to it, their atrocious rule belied their noble intentions of emancipating the people from the Americans. Hence, the Ligaoenos did not embrace the Japanese culture. Moreover, the Japanese respected some traditions and beliefs of the people particularly in their practice of their religion. Despite poor enrolment and attendance, classes continued at the Primary Building. The Ligaoenos though in desperate situations, did not only allow themselves to be subjugated by the Japanese rule but also tried their best to bring out the best they could and rose from the darkest moments of their lives up to the liberation of Ligao.

The researcher therefore recommends that the history of Ligao be part of the curriculum and be utilized in teaching Local History in Araling Panlipunan (Social Studies) under the K to 12 Curriculum. The reference guide developed in this study be reproduced and distributed to all public and private schools in Ligao.

Researchers are invited to conduct scholarly studies on the: Biographical studies on the lives of historical personages like Captain Salvador del Rosario, Sr., Ex -Mayor Jose Parlade, Jr. and Elias Tibor. A comparative study on the three colonial rules in Ligao; and an in-depth study on the Historical and legendary background of Ligao.

Keywords: Liberation, Aftermath, Local History

Azerbaycan'ın Tarihi Kültürel Mirasının Korunması ve Tanıtılmasında Uluslararası Türk Kültürü ve Sanatını Geliştirme Teşkilatı- TÜRKSOY ile İşbirliği

PhD Cand., Vüsale ŞERİFOVA

The Academy of Public Administration of Azerbaijan
vusala.asif@gmail.com
Orcid: 0000-0001-9218-967X

ÖZET

Türkçe konuşan halkların UNESCO'su olarak bilinen TÜRKSOY, Türk kültür ve dilini taşıyan ülke ve halkların birleşmesi ilkesi temelinde 1993 yılında kurulmuş ve bu ülkelerle kültür ve sanat alanında işbirliklerini başarıyla sürdüren bir kuruluştur. 1993 yılından bu yana TÜRKSOY Dada Korkut, Manas, Nizami, Fuzuli, Yesevi, Mahmud Kaşgari, Yusif Balasagunlu, Uluğbey, Yunus İmre, Navai, Mahdingulu, Abay mirası gibi nadide incileri insan medeniyetinin hazinesine veren Türk halklarının kültürel entegrasyonu, bu eski ve zengin mirasın araştırılması ve keşfedilmesi, dünyada yaygın olarak tanıtılması, çeşitli kültürel projelerin uygulanması konularında faydalı çalışmalar yapmıştır. Dehaların, Türk kültürünün milli aydınlarının, insanlık kültürünün incisi sayılan milli destanların, halklarımızın hayatındaki önemli ve tarihi olayların önemli yıldönümlerini kutlamak bir gelenek haline gelmiştir.

1994 yılından bu yana Azerbaycan ile TÜRKSOY arasındaki ilişkiler genişlemiş ve kültürel mirasın tanıtılmasına yönelik bir dizi proje hayata geçirilmiştir. Makale, işbirliğinin ilk yıllarında yapılan çalışmaları tartışmakta ve bu ilişkilerin zengin mirasın gelecek nesillere aktarılmasındaki önemini vurgulamaktadır. Azerbaycan ile karşılıklı işbirliği çerçevesinde TÜRKSOY, Bakü'de İslam dünyası ile bağlantılı olarak düzenlenen küresel öneme sahip çok sayıda önemli kültür forumlarına katılmıştır. TÜRKSOY heyeti, 2009 yılında “İslam Kültürü Başkenti Bakü” yılının açılış etkinliklerine ve Haziran 2018’de “2018 Nahçıvan İslam Kültürü Başkenti” etkinliklerine de katıldı. Bu toplantıların sonuçlarına ve önemine de değinildi. Örgütün Azerbaycan diaspora örgütleriyle birlikte yürüttüğü birçok ilginç proje var. Makale, özellikle somut olmayan mirası teşvik etmeyi amaçlayan bu projeleri göz ardı etmedi. Bu nedenle Azerbaycan'ın önde gelen şahsiyetlerinin yıldönümü etkinliklerinin bu organizasyon içinde düzenlenmesi, Azerbaycan şehirlerinin kültür başkenti ilan edilmesi, zengin kültürel değerlerimizle ilgili ortak proje ve etkinliklerin hayata geçirilmesi, kapsamlı ilişkilerin genişletilmesi açısından oldukça önemlidir. Azerbaycan-TÜRKSOY ilişkilerinin daha da genişletilmesi, Azerbaycan kültür ve sanatının, zengin kültürel mirasın ortak Türk kültürünün değerleri olarak tüm Türk ülkelerine ve tüm dünyaya yayılması anlamına gelmektedir.

Anahtar kelimeler: TÜRKSOY, Kültürel Miras, İşbirliği, Proje, Toplantı, Uluslararası Organizasyon

Cooperation with The International Organization for The Development of Turkish Culture and Art - TURKSOY In the Protection and Promotion of The Historical and Cultural Heritage of Azerbaijan

ABSTRACT

TURKSOY, known as the UNESCO of Turkish-speaking peoples, was founded in 1993 on the basis of the principle of unification of countries and peoples bearing Turkish culture and language, and is an organization that successfully maintains cooperation with these countries in the field of culture and art. Since 1993, establishing cultural integration and researching rich heritage among Turkish peoples who have given precious pearls such as Dada Korkut, Manas, Nizami, Fuzuli, Yesevi, Mahmud Kaşgari, Yusif Balasagunlu, Uluğbey, Yunus İmre, Navai, Mahdingulu, Abay heritage to the treasury of human civilization, TURKSOY has carried out useful work in promoting it widely in the world and implementing various cultural projects. It has become a tradition to celebrate important anniversaries of geniuses, national intellectuals of Turkish culture, national epics considered the pearl

of human culture, important and historical events in the lives of our peoples. Since 1994, relations between Azerbaijan and TURKSOY have expanded and a number of projects have been implemented to promote cultural heritage. The article discusses the work done in the early years of cooperation and highlights the importance of these relationships in transferring the rich heritage to future generations. Within the framework of mutual cooperation with Azerbaijan, TURKSOY has participated in many important cultural forums of global importance held in Baku in connection with the Islamic world. The TURKSOY delegation also participated in the opening events of the year "Baku, the Capital of Islamic Culture" in 2009 and the events of "2018 Nakhchivan Islamic Culture Capital" in June 2018. The results and importance of these meetings were also mentioned. There are many interesting projects that the organization carries out with Azerbaijani diaspora organizations. The article did not disregard these projects aimed specifically at promoting intangible heritage. For this reason, it is very important to organize the anniversary events of Azerbaijan's leading personalities within this organization, to declare the cities of Azerbaijan as the cultural capital, to implement joint projects and activities related to our rich cultural values, to expand comprehensive relations. Further expansion of Azerbaijan-TURKSOY relations means the spread of Azerbaijani culture and art, rich cultural heritage, as values of common Turkish culture, to all Turkish countries and to the whole world.

Keywords: TURKSOY, Cultural Heritage, Cooperation, Project, Meeting, International Organization

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**Advantage of Biological Nitrogen Fixation in Wheat Based Legume
Polyculture in Sustainable Agriculture System**

Dr. Iqtidar Hussain

Department of Agronomy, Faculty of Agriculture
Gomal University, Dera Ismail Khan, Pakistan
iqtidarhussain453@yahoo.com

ABSTRACT

Pakistan's agriculture is facing numerous climatic issues including salinity, health hazards of soil and pollution. Biological nitrogen fixation (BNF) is a very economical to nitrogen fertilizer in sustainable agriculture. By cereal legumes polyculture, we can obtain the advantage of BNF through legumes. To compare the biological nitrogen fixation by two legumes i.e. Gram (*Cicer arietinum*) and lentil (*Lens culinaris Medic*) in wheat (*Triticum aestivum*), an experiment was launched during 2017-18. The study consisted of two wheat based inter-cropping with legume i.e. wheat-gram and wheat-lentil in 1-row, 2-row and 3-row strips including sole cropping of all component crops. The results revealed that grain yield, number of grains and seed weight were significantly increased by both inter cropping system over sole cropping of each. However, number of tillers per plant registered maximum in wheat-lentil 1-row strip over other treatments. Land equipment ratio was fairly high in all inter-cropping treatments but the highest LER was recorded for wheat + lentil 3-rows inter-cropping treatment. The soil analysis done before and after harvesting the crop, showed a favorable impact on increasing the percentage of organic matter and nitrogen in the soil. So it is concluded from this research that sustainable agriculture system in D. I. Khan must rely on BNF for eco-friendly conditions in changing climate scenario. The process of BNF offered an economically attractive sound means of reducing synthetic fertilizer and improved the health of soil as in our case of all treatments.

Key Words: Wheat, Legumes, Polyculture, BNF.

Tribal Identity-A path towards their Holistic Development

Dr. Swati Bijawat

Amity University, UP, INDIA
swatibijawat21@gmail.com
Orcid: 0000-0002-8907-8802

Dr. Sanjana Sharma Marwaha

Amity University, UP, INDIA
sanjanadse@gmail.com
Orcid: 0000-0002-3860-4585

ABSTRACT

The tribes are our aboriginal communities present since prehistoric times and they are the fundamental and unique to our Indian culture and tradition. They are characterised by the rich indigenous ethnicities. Their rich and profound ancient acquaintance of curing diseases, crafting and painting is exemplary. For them, prominently the land and the nature forms their livelihood through which they epitomize their cultural distinctiveness and actuality. Now a day the tribal communities of India has speedily advanced their identities with the help of the natural resources available around them. With the collaboration of forest basics and new technological advancement, they are progressing their customs, values, traditions and social –religious life.

The following article throw light on the present progressive status of tribes in India. The content highlights the various welfare steps and educational policy facilitated for the development of tribes and tribal. Tribal welfare further helps in maintaining the dignity of these people and constitutional provision ensures equality and gives liberty to tribal people such that their long-standing ‘self-representation’ can remain intact.

Keywords: Tribe, Tribal, Welfare, Indigenous, Identity.

Örgütlerde İş Tatmininin İşgören Performansı Üzerine Etkisi

Asst. Prof. Dr. Tuğba YAŞIN

University of Turkish Aeronautical Association

tyasin@thk.edu.tr

Orcid: 0000-0001-7298-6735

Dr. Alper Bahadır DALMIŞ

University of Turkish Aeronautical Association

abdalmis@thk.edu.tr

Orcid: 0000-0002-9069-3917

ÖZET

Örgütlerin varlıklarını sürdürebilmeleri, çevre ve rakiplerine karşı rekabet edebilmesine bağlıdır. Bu da teknolojik gelişmelerin takibi ve işgücünün etkin kullanılmasıyla olacaktır. Fakat örgütlerin en önemli kaynağı iş görenlerdir ve insan faktörü var olmadan örgütlerin olması mümkün değildir. Bunun nedeni, örgütler ne kadar teknoloji ile donatılmış olsalar da temeli insan faktörüne dayanıyor olmasıdır. Teknolojinin sürekli olarak gelişmesi ile örgütler tarafından bu teknolojiyi kullanan iş görenlerin arzu, istek ve beklentilerinin karşılanması gerektiği anlaşılmıştır. Eğer bu arzu, istek ve beklentileri dikkate alınmazsa iş görenler örgütler tarafından belirlenen amaçlar doğrultusunda harekete geçmeleri zordur. Bu nedenle iş görenleri örgütsel amaçlara ulaşabilmek için motive edilmesi, kişinin hem fiziki hem de psikolojik olarak örgütte daha mutlu hissetmesi ile mümkündür.

Yönetim biliminde örgütün verimliliği açısından iş görenlerin fiziksel ve psikolojik durumları üzerinde durulması gereken önemli bir konudur. Çünkü iş görenlerin bu sağlık durumları, o örgütten sağlanan iş tatmini ile bir ilişki içerisindedir. Bu nedenle, sağlıklı ve iş doyumuna ulaşmış bir iş görenden yüksek düzeyde verimlilik ve yüksek performans beklenir. Buna göre iş tatmini, örgütsel verimlilikte etkisi olan bir kavram olarak karşımıza çıkmaktadır (Özaltın vd, 2002:423).

Literatüre göre pek çok iş tatmini tanımı bulunmaktadır. İş görenlerin çalışma hayatları boyunca edinmiş oldukları bilgi, beceri ve deneyimleri sonucunda çalışmış oldukları örgüte karşı iş tatmini veya iş tatminsizliğini ortaya çıkarmaktadır (Sevimli ve İşcan, 2005:56). Fritzsche ve Parrish (2005)'e göre iş tatmini; iş görenlerin işlerinden hoşlanmaları olarak tanımlanmıştır. Weiss (2002), Edvardsson ve Custavsson (2003)'e göre iş tatmini ise iş görenlerin örgütte göstermiş oldukları olumlu ve olumsuz davranışlar olarak tanımlanmıştır.

İş görenlerin etkili olabilmeleri psikolojik olarak mutlu olmalarından geçmektedir. Bu nedenle iş görenlerin fiziksel ve psikolojik sağlığının sağlanması örgütsel amaçlar için oldukça önemlidir. Fisher ve Locke (1992)'de iş gören tatmini üzerine yapmış oldukları bir çalışmada, iş gören devri, işe devamsızlık ve geç kalma gibi örgütlerde istenmeyen davranışlar arasında bir ilişkinin olduğunu ortaya koymuşlardır. Bu nedenle iş tatmininin iş görenler üzerinde hangi tür etkiye neden olduğunun bilinmesi, örgütler açısından oldukça önem arz etmektedir (Yüksel, 2002:68).

İş tatmini, iş görenlerin bir işi yerine getirirken göstermiş oldukları faaliyetlerin kalitesini etkilemektedir. Yoon ve Suh (2003)'e göre, iş tatminine ulaşmış iş görenler daha çok çalışmakta ve daha kaliteli hizmet sunabilmek için daha ilgili ve örgüte adanmış olmaktadır. Bu nedenle örgütler, iş görenlerin tatminleri arttırmak için çeşitli yöntemler kullanmaktadır. İş tatminini artırıcı yöntemler sayesinde ise, iş tatmininde doyuma ulaşan iş görenlerin performans ve verimliliklerinde olumlu sonuçlar sağlamaktadır (Schoderbek vd, 1991:380). İş tatmini sonucunda iş gören performansı, örgütsel büyüme hızı, verimlilik ve örgütün başarısı beklenen olumlu sonuçlar arasındadır (Örücü ve Esenkal, 2005:145).

Babin ve Boles (1998)'e göre iş tatmini, iş görenlerin verimlilik düzeyi ile ilişkili olan iş gören performansı üzerinde önemli etkiye sahiptir. Örgütte çeşitli beklentileri olan iş görenler, bu beklentilerinin karşılanması oranında mutlu olmaktadır ve böylece verimliliğini ve performansını arttırmaktadır (Nelson ve Quick, 1995).

İş tatmini sonucunda örgütlerin temel kaynaklarından biri olan insan faktörünün verimliliği ve performansının artırılmasında etkisi olması ile örgütlerde iş tatmininin araştırılmasının önemini arttırmaktadır. Bu nedenle yukarıdaki bilgiler yardımıyla bir kamu kurumunda iş tatmininin iş gören performansı üzerine etkisi araştırılmıştır.

Literatür taraması sonucunda “ *H1: örgütlerde iş tatmininin iş gören performansı üzerinde olumlu etkisi vardır*” hipotezi öngörülmektedir.

Araştırmanın evrenini, Ankara’da bir kamu kurumu oluşturmaktadır. Evrenin kütesinde yaklaşık olarak 350 personel çalışmaktadır ve %5 hata payı ile örnekleme 206 kişi oluşturmaktadır. Anketlerden elde edilen verilere sırasıyla faktör ve güvenilirlik analizi uygulanmıştır. Daha sonra aralarındaki ilişkiyi ve etki derecesini ölçmek için SPSS (Versiyon 22.00) istatistik paket programı kullanılarak korelasyon ve regresyon analizi yapılmıştır. Araştırma kapsamında iş tatmini üzerinde geçerliliği kabul görmüş 20 maddelik Minnesota İş Tatmin Ölçeği ve Sigler ve Pearson’ın 4 maddelik Performans Ölçeği kullanılmıştır.

Yapılan araştırma sonucunda iş tatmini ile performans arasında olumlu yönde bir ilişki bulunmuştur. Literatürde bugüne kadara yapılmış çalışmalarda olduğu gibi bu araştırmada da elde edilen sonuçlar yaklaşımı destekler niteliktedir. Bu bağlamda örgütler mevcut varlıklarını sürdürebilmek için iş görenlerin memnun olmaları istemektedir. Bunu sağladıkları sürece de hizmet kalitesinde, verimlilikte ve iş gören performansında araştırmamızda olduğu gibi olumlu çıktılar elde edileceği düşünülmektedir.

Anahtar Kelime: İş Tatmini, Performans, Verimlilik, Motivasyon

The Effect of Job Satisfaction on Employee Performance in Organizations

ABSTRACT

The survival of organizations depends on their ability to compete against the environment and their competitors. This will be achieved by following the technological developments and using the workforce effectively. However, the most important resource of organizations is their employees and it is not possible for organizations to exist without the human factor. The reason for this is that although organizations are equipped with technology, its basis is based on the human factor. With the continuous development of technology, it has been understood that the desires, wishes and expectations of the employees who use this technology should be met by the organizations. If these desires, wishes and expectations are not taken into account, it is difficult for employees to take action in line with the goals determined by the organizations. For this reason, it is possible to motivate employees to achieve organizational goals and to feel happier in the organization both physically and psychologically.

In terms of the efficiency of the organization in management science, the physical and psychological conditions of the employees is an important issue that should be emphasized. Because these health conditions of the employees are in a relationship with the job satisfaction provided by that organization. For this reason, a high level of productivity and high performance is expected from a healthy and satisfied employee. Accordingly, job satisfaction appears as a concept that has an impact on organizational productivity (Özaltın et al., 2002:423).

According to the literature, there are many definitions of job satisfaction. As a result of the knowledge, skills and experiences acquired by the employees throughout their working life, job satisfaction or job dissatisfaction with the organization they worked for emerges (Cemented and İşcan, 2005:56). According to Fritsch and Parrish (2005), job satisfaction is; It is defined as the enjoyment of the employees in their work. According to Weiss (2002), Edvardsson and Custavsson (2003), job satisfaction is defined as positive and negative behaviors of employees in the organization.

Employees can be effective if they are psychologically happy. For this reason, ensuring the physical and psychological health of employees is very important for organizational purposes. Fisher and Locke (1992), in their study on employee satisfaction, revealed that there is a relationship between undesirable behaviors in organizations such as employee turnover, absenteeism and being late. For this reason, it is very important for organizations to know what kind of effect job satisfaction has on employees (Yüksel, 2002:68).

Job satisfaction affects the quality of the activities of the employees while performing a job. According to Yoon and Suh (2003), employees who have achieved job satisfaction work harder and become more engaged and dedicated to the organization in order to provide higher quality service. For this reason, organizations use various methods to increase employee satisfaction. Thanks to the methods that increase job satisfaction, it provides positive results in the performance and productivity of employees who reach job satisfaction (Schoderbek et al., 1991:380). As a result of job satisfaction, employee performance, organizational growth rate, productivity and success of the organization are among the expected positive results (Örücü and Esenkal, 2005:145).

According to Babin and Boles (1998), job satisfaction has a significant effect on employee performance, which is related to employee productivity. Employees who have various expectations in the organization are happy to the extent that these expectations are met, thus increasing their productivity and performance (Nelson & Quick, 1995).

As a result of job satisfaction, the human factor, which is one of the main resources of organizations, has an effect on increasing productivity and performance, increasing the importance of researching job satisfaction in organizations. For this reason, the effect of job satisfaction on employee performance in a public institution was investigated with the help of the above information. As a result of the literature review, the hypothesis "H1: job satisfaction in organizations has a positive effect on employee performance" is predicted.

The universe of the research is a public institution in Ankara. Approximately 350 personnel work in the mass of the universe and the sample consists of 206 people with a 5% margin of error. Factor and reliability analysis were applied to the data obtained from the questionnaires, respectively. Then, correlation and regression analysis were performed using SPSS (Version 22.00) statistical package program to measure the relationship between them and the degree of effect. Within the scope of the research, the 20-item Minnesota Job Satisfaction Scale and the 4-item Performance Scale of Sigler and Pearson were used.

As a result of the research, a positive relationship was found between job satisfaction and performance. The results obtained in this study, as in the studies carried out in the literature so far, support the approach. In this context, organizations want their employees to be satisfied in order to maintain their current existence. As long as they provide this, it is thought that positive outputs will be obtained in service quality, efficiency and employee performance, as in our research.

Keywords: Job Satisfaction, Performance, Efficiency, Motivation

Youth-Oriented Policies in the Context of Public Policy Analysis in the Republic of Azerbaijan

Assoc. Prof. Dr. Murteza HASANOGLU

The Academy of Public Administration of Azerbaijan

m_hasanoglu@yahoo.com.tr

ORCID ID: <https://orcid.org/0000-0003-3734-4045>

Shurakhanim SALIMOVA

The Academy of Public Administration of Azerbaijan

shura.salimova611@gmail.com

ABSTRACT

The article reflects the history of the state youth policy and the main features of its development. Today the youth are in the center of the state's attention, as in the time of national leader Heydar Aliyev. Youth policy is an integral and important part of state policy. A number of state programs have been developed in this area and are being successfully implemented. The main purpose of youth policy in the Republic of Azerbaijan is to create conditions for the physical, mental and moral development of the young people, to help them to realize their opportunities and skills, to solve their social and economic problems and to ensure the protection of their rights.

Today, the young are extremely involved in science, education, culture, art, sports and in a number of areas and they gain achievements. The Republic of Azerbaijan implements numerous measures for the integration and comprehensive development of youth with special needs and the state always supports talented and creative youth. Every Azerbaijani youth is brought up in the spirit of patriotism and Azerbaijanism. As it is today, youth policy will always be successfully pursued by the Republic of Azerbaijan.

Key words: The Republic of Azerbaijan, Government Program, Public Policy, Youth Policy, Development.

Covid-19 Pandemi Döneminde Örgütsel Bağlılık ile İşgören Motivasyonu Arasındaki İlişki: Tam Hizmet Sunan Bir Havayolu Örneği

Öğr. Gör. Ayşe ÇELİK

Türk Hava Kurumu Üniversitesi, Ankara Havacılık Meslek Yüksekokulu
aysec@thk.edu.tr
Orcid: 0000-0002-8528-2590

Öğr. Gör. Handan KARAKÜLAH

Türk Hava Kurumu Üniversitesi, Ankara Havacılık Meslek Yüksekokulu,
hkarakulah@thk.edu.tr
Orcid: 0000-0002-3733-179X

ÖZET

Örgütsel bağlılık, organizasyonlarda hayati önem taşıyan bir faktördür. İşgörenlerin bağlı oldukları organizasyona karşı sorumlulukları neticesinde doğan iş gücü kaynaklı eylemleri ve buldukları pozisyonlarda işverene karşı yükümlü oldukları sorumlulukları ile ilişkilendirilir. Örgütsel bağlılığı yüksek, kararlı işgörenlerin bağlı oldukları organizasyonlarda daha üretken, verimli ve işinden ayrılma olasılıklarının daha düşük olduğu gözlemlenmektedir. Örgütsel bağlılık, işgörenin çalıştığı örgüt ile arasındaki güçlü bağı ifade etmektedir. Örgütsel bağlılık kavramının, örgütsel performansı olumlu yönde etkilediği düşünülmekte, bu çerçevede, örgütsel bağlılığın işe geç kalma, performans yetersizliği ve işten ayrılma gibi organizasyonlar tarafından istenilmeyen eylemleri azalttığı, ayrıca ürün ve hizmet kalitesine pozitif yönde etki ettiği ileri sürülmektedir (Doğan ve Kılıç, 2007:38). Örgütsel bağlılığı, işgörenin örgüte karşı beslediği sadakat duygusu ve çalıştığı örgütün başarılı olabilmesi için gösterdiği çaba ve iyi niyet davranışı olarak tanımlanmaktadır. Örgütsel bağlılık kavramında; yaş, örgüt içi kıdem sıralaması gibi bireysel değişkenler ve iş tasarımı, örgütlerde yönetici rolüne sahip işgörenlerin liderlik özellikleri taşıyıp taşımadığı gibi örgütsel değişkenler önemli rol oynamaktadır (Bayram, 2006:125).

Örgütlerin en önemli sermayesi işgörenlerdir. Burton'a göre (2012) işgörenlerin örgütsel bağlılıklarının zayıf olması durumunda, başarılı olabilmeleri için motive edici bir teşvikte bulunulmamaktadır. Günümüzde örgütlerin öncelikli gayesi, işgörenlerinin bağlılıklarını artırarak motivasyonlarını sağlayıp örgütsel hedeflerine ulaşabilmektir. Örgütler, günümüz küresel piyasa koşullarında rekabet üstünlüğünü ellerinde tutabilmek için, işgörenlerinin örgüte bağlılığını artırmayı önemli bir faktör olarak benimsemektedir. Diğer bir deyişle, örgütler; bağlılık ile işgörenlerin performansını, verimliliğini ve motivasyonunu artırarak işten ayrılma niyeti ve üretim karşıtı davranışları azaltmayı hedeflemektedir.

Motive etme kavramı ise pek çok farklı şekilde karşımıza çıkmaktadır. Motive etmek eylemi, kişilerde bir şey yapma isteğini canlandırmak, özendirmek ve teşvik etmek olarak tanımlanmaktadır. Bir başka deyişle, bireyi isteklendirmek, güdülemek olarak ifade edilebilir. Motivasyon kavramı, gerçekte, bireyi bazı değişkenlerin etkisi altında bırakarak, onun bu değişkenler olmadan önce sergileyeceği davranıştan farklı bir şekilde eyleme geçmesini sağlamayı ifade etmektedir. Böylelikle, bireyin tutumunda kayda değer bir farklılığın ortaya çıkmış olması, bireyin güdülendiği anlamına gelmektedir (Gellerman, 1970). Farklı şekillerde tanımlansa da, aslında ifade edilmek istenen benzerdir. Motivasyon, bireyleri durumlar ile ilgili güdüleyen eylemler bütünüdür. Bireyler için motivasyon ne kadar önemliyse, örgütler için de bir o kadar hayati önem taşır. İşgörenin motivasyonunu sağlamak ve devamlı kılmak isteyen işveren, uygulayacağı motivasyon yöntemine karar vermeden önce, işgörenin beklentilerini ve hangi durumlarda motive olabileceğini iyi analiz etmelidir. İşveren eğer işgörenin önceliklerini belirleyebilirse, uygulayacağı ve uygulatacağı motivasyon yöntemi de bu bağlamda biçimlenecektir. Böylece, işverenin seçeceği doğru motivasyon yöntemi ile işgörenin performansı pozitif bir ivme kazanacaktır. Bu durumda işverene, işgörenlerini mutlu ve üretken kılmak için, ihtiyaçlarını belirlemek ve beklentilerini karşılamak hususunda büyük bir sorumluluk düşmektedir. Ancak bu şekilde, işveren işgörenin olası işten ayrılma niyetinin önüne set çekebilir, örgütsel bağlılığını artırarak, organizasyonun gelecekteki potansiyel başarısına ve bu başarının sürdürülebilirliğine yatırım yapmış olur.

Örgütsel bağlılık ve motivasyon arasındaki ilişkiyi inceleyen çalışmalar var olsa da, 2019 yılında Wuhan'da ortaya çıkan ve dünyayı hızla etkisi altına alan literatürdeki ismiyle COVID-19 salgınının yol açtığı pandemi durumu ve gündelik hayata etkileri ayrı bir konu başlığı olarak mevcut alışkanlıklarımıza yeni boyutlar kazandırmaya başlamış, başta sağlık sektörü ve iş dünyası olmak üzere birçok alanda etkisini sürdürmeye devam etmiştir.

Salgının hızlı ve farklı varyasyonlara evrilerek yayılması ile birlikte devam eden bu belirsizlik süreci, örgütlerin artan maliyetler nedeni ile işgöreni işten çıkarmayı çözüm olarak görmeleri, işgörenlerin salgına yakalanma ve işini kaybetme korkusu, endişe ve kaygı ortamı yaratmaktadır. Bu durum da işgörenlerin çalışma hayatındaki motivasyonunu etkilemektedir. Bu çalışmada, tam hizmet sunan bir havayolunda çalışmakta olan işgörenlerin, çalıştıkları organizasyona karşı duydukları örgütsel bağlılık ve bunun motivasyonları üzerindeki etkisinin Covid-19 dönemini kapsayacak şekilde incelenmesi hedeflenmektedir.

Tüm organizasyonların işleyişini derinden sarsan salgın süreci, havacılık sektörünü de büyük ölçüde etkilemiş, Dünya Sağlık Örgütü (WHO) tarafından yapılan pandemi ilanı ile birlikte çeşitli önlemler alınması gerekliliğini doğurmuştur. Ülkelerin sınırlarını, birer birer diğer ülkelere kapatmaya başlaması ve uçuş operasyon faaliyetlerini önce azaltıp sonrasında ise tamamıyla durdurması, önlemlerden bazılarıdır (Craig, Heywood ve Hall, 2020, 51). Havayollarının frekans sıklığı olarak da nitelendirdikleri uçuş programları salgının sektöre negatif yönde etkisi ile ciddi değişimlere uğramış, havayollarına ait uçaklar önemli olarak adlandırabilecek birçok hava sahasının kapanması ile birlikte faaliyetlerini yerine getirememiştir. Bu durum sektör işgörenlerini de etkilemiş, birçok havayolu, azalan operasyonel hareketlilik nedeni ile işgören sayısını azaltmak zorunda kalmıştır. Bu durum işgörende motivasyon kaybı ve bağlı buldukları organizasyonlara karşı güven eksikliği etkisi yarattığı düşünülmektedir. İlgili literatürde örgütsel bağlılık ile işgörenlerin motivasyonu üzerindeki etkisini inceleyen birçok çalışmanın olduğu belirlenmiştir. Ancak Covid-19 pandemi döneminin örgütsel bağlılık ile işgörenlerin motivasyonu üzerindeki etkisinin tam hizmet sunan bir havayolu örneği bağlamında araştırıldığı ve örgütsel bağlılık ile motivasyon ilişkisinin önemini ortaya konulduğu sınırlı sayıda çalışma olduğu görülmektedir. Bu çalışmanın amacı özellikle küresel olarak yaşanan covid dönemini kapsam altına alarak örgütsel bağlılık ve motivasyon ilişkisini havayolu sektörü üzerinden irdelemektir.

Bu çalışmada, Covid-19 pandemi döneminin örgütsel bağlılık ile işgörenlerin motivasyonu üzerindeki etkisi tam hizmet sunan bir havayolu örneği bağlamında araştırılacaktır. Araştırma evrenini, tam hizmet sunan bir havayoluna bağlı olarak görev yapan personel oluşturacaktır. Araştırmada, çalışanların örgütsel bağlılık davranışlarını ölçümlemek üzere, Allen ve Meyer (1990), (1997) ve (2001) araştırmalarında geliştirilen, günümüze kadar çeşitli defalar revize edilerek kullanılan Üçlü Örgütsel Bağlılık Ölçeği ve Gagne vd. (2014) tarafından geliştirilen İş Motivasyonu Ölçeği kullanılacaktır. Aralarındaki ilişkiyi ve etki derecesini ölçmek için SPSS (Versiyon 22.00) istatistik paket programı kullanılacaktır. Bu çalışmada edinilmesi beklenen bulgular ile örnekleme incelenecek havayolu işgörenlerinin Covid-19 pandemi döneminde organizasyonlarına bağlılıklarının, sergiledikleri motivasyonel tutumlarını etkileyebileceği sonucu ve örgütsel bağlılık oranı yüksek işgörenlerin motivasyonlarının da eş zamanlı olarak artabileceği sonucu (Steyrer vd. 2008: 346-374) elde edileceği düşünülmektedir.

Anahtar Kelimeler: Örgütsel Bağlılık, Motivasyon, Havacılık, Covid-19 Pandemisi

The Relationship Between Organizational Commitment and Employee Motivation During the Covid-19 Pandemic Period: A Case Study of A Full Service Airline

ABSTRACT

Organizational commitment is a vital factor in organizations. It is associated with the labor-based actions of the employees as a result of their responsibilities towards the organization they are affiliated with and their responsibilities to the employer in their positions. It is observed that determined employees with high organizational commitment are more productive, efficient and less likely to leave their jobs in their organizations. Organizational commitment refers to the strong bond between the employee and the organization he/she works for. It is thought that the concept of organizational commitment affects organizational performance positively, and in this context, it is argued that organizational commitment reduces undesirable actions by organizations such as being late for work, insufficient performance and quitting, and also positively affects product and service quality (Doğan and Kılıç, 2007: 38). Organizational commitment is defined as the employee's sense of loyalty towards the organization and the effort and goodwill behavior for the organization to be successful. In the concept of organizational commitment; individual variables such as age, seniority in the organization and organizational variables such as job design and whether the employees who have managerial roles in organizations have leadership characteristics play an important role (Bayram, 2006: 125).

The most important capital of organizations is their employees. According to Burton (2012), if the organizational commitment of the employees is weak, there is no motivating incentive for them to be successful. Today, the primary purpose of organizations is to increase the commitment of their employees, to ensure their motivation and to reach their organizational goals. Organizations adopt increasing the commitment of their employees to the organization as an important factor in order to keep their competitive advantage in today's global market

conditions. In other words, organizations aim to reduce turnover intention and anti-production behaviors by increasing the performance, productivity and motivation of employees with commitment.

The concept of motivation appears in many different ways. The act of motivating is defined as stimulating, encouraging and encouraging the desire to do something in people. In other words, it can be expressed as motivating the individual. The concept of motivation, in fact, refers to making the individual act in a different way from the behavior he/she would have exhibited before these variables, by leaving him/her under the influence of some variables. Thus, the emergence of a significant difference in the individual's attitude means that the individual is motivated (Gellerman, 1970). Although it is defined in different ways, it is actually similar to what is meant to be expressed. Motivation is the set of actions that motivate individuals about situations. Just as motivation is for individuals, it is just as vital for organizations. The employer, who wants to ensure and maintain the motivation of the employee, should analyze the expectations of the employee and in which situations he/she can be motivated before deciding on the motivation method to be applied. If the employer can determine the priorities of the employee, the motivation method that he/she will apply and have it implemented will also be shaped in this context. Thus, with the right motivation method chosen by the employer, the performance of the employee will gain a positive momentum. In this case, the employer has a great responsibility to identify their needs and meet their expectations in order to make their employees happy and productive. Only in this way, the employer can prevent the employee's possible intention to quit, increase organizational commitment, and invest in the future potential success of the organization and the sustainability of this success.

Although there are studies examining the relationship between organizational commitment and motivation, the pandemic situation that emerged in Wuhan in 2019 caused by COVID-19 epidemic as called in the literature and its effects on daily life, rapidly affected the world, and as a separate topic started to add new dimensions to our current habits. It continued to maintain its influence in many areas, especially in the health sector and the business life. This uncertainty process, which continues with the spread of the epidemic by evolving into rapid and different variations, creates an atmosphere of disquiet and anxiety, as organizations see the dismissal of employees as a solution due to increasing costs, employees' fear of catching the virus in the epidemic and losing their job. This situation affects the motivation of the employees in working life. In this research, it is aimed to examine the organizational commitment of employees working in a full-service airline which is the organization they work for and its effect on their motivation, covering the Covid-19 period.

The epidemic process, which deeply shook the functioning of all organizations, also greatly affected the aviation industry, necessitating various measures to be taken with the pandemic declaration made by the World Health Organization (WHO). Some of these measures are that countries start to close their borders to other countries one by one, and they first reduce and then completely stop their flight operation activities (Craig, Heywood and Hall, 2020, 51). The flight schedules of the airlines, which they also describe as the frequency, have undergone serious changes with the negative effect of the epidemic on the sector, and the aircraft belonging to the airlines could not perform their activities with the closure of many important airspaces. This situation also affected the employees of the sector, and many airlines had to reduce the number of employees due to decreasing operational mobility. It is thought that this situation creates the effect of loss of motivation and lack of trust in the organizations they are affiliated with. In the related literature, it has been determined that there are many studies examining the effects of organizational commitment and motivation of employees. However, it is seen that there is a limited number of studies that have investigated the effect of the Covid-19 pandemic period on organizational commitment and motivation of employees in the context of a full-service airline sample, and the importance of the relationship between organizational commitment and motivation. The aim of this study is to examine the relationship between organizational commitment and motivation through the airline sector, especially by covering the global covid period.

In this study, the impact of the Covid-19 pandemic period on organizational commitment and motivation of employees will be investigated in the context of a full-service airline sample. The population of the research will be employees of a full-service airline. In the research, Allen and Meyer the Triple Organizational Commitment Scale which was revised and used many times till today (1990), (1997), (2001) and Gagne et al. (2014) Work Motivation Scale will be used. SPSS (Version 22.00) statistical package program will be used to measure the relationship between them and the degree of impact. With the expected findings in this study, it is thought that the commitment of the airline employees to be examined in the sample during the Covid-19 pandemic period may affect their motivational attitudes and the motivation of the employees with high organizational commitment may increase simultaneously (Steyrer et al. 2008: 346-374).

Keywords: Organizational Commitment, Motivation, Aviation, Covid-19 Pandemic.

Yüksek Performanslı Organizasyonunun En Önemli Kaynağı Çalışanlar: Yüksek Performanslı Çalışan Profilini Belirlemek İçin Bir Model Önerisi

Assoc. Prof. Dr. Gülbeniz AKDUMAN

Bilgi University
gulbeniz@akduman.com
Orcid: 0000-0002-3256-982X

ÖZET

Dünya’da ve Türkiye’de hızla gelişip değişen, karmaşık ve belirsizliklerle dolu iş dünyasında pazar ve sektördeki değişimlere hızla cevap vererek rekabet avantajı sağlamak isteyen kurumların yüksek performanslı olmaya odaklanmaları gerekmektedir. Bu kapsamda çevik bir işgücü portföyü olan, yetkinlikleri iş ile uyumlu, kendilerinden beklenen görev ve sorumlulukları yüksek performansla yerine getiren nitelikli çalışanlar yüksek performanslı organizasyonların en önemli kaynağıdır. Çalışanların sahip olması gereken yetkinlikler ve özellikler her sektörde nitelikli işgücü oluşması için önemlidir. Kurumlarda yüksek performans sağlamanın ilk koşulu kişinin sahip olduğu bilgi, beceri ve yetenekleri işinde kullanabilmesidir. Çalışanın kişiliği, sahip olduğu özellikler ve yetkinlikler işe uygun olduğunda, kişi ve iş uyumu sağlanırken iş tatmini, çalışan mutluluğu ve motivasyonu, memnuniyet, üretkenlik ve performans artarken işten ayrılma oranları ise düşmektedir. Aksi durumda ise verimlilik ve performans düşerken stres, memnuniyetsizlik ve mutsuzluk artmaktadır. Çalıştığı kurumda yüksek performans gösteren, memnuniyet oranı yüksek çalışanlar kişi ve iş uyumunu en yüksek seviyede sağlayan ve organizasyonu yüksek performansa ulaştıracak çalışan profilini ortaya çıkaran rol modellerdir. Bu bağlamda araştırmanın amacı yüksek performans gösteren, memnuniyet oranı yüksek çalışanların kişilik özellikleri ve yetkinliklerini analiz ederek kişi ve iş uyumunu en yüksek oranda sağlayan yüksek performanslı çalışan profilini belirlemek için kullanılacak bir model önermektir. Bu model yüksek performans gösteren çalışanların özelliklerini ortaya çıkararak hem yeni işe alımlarda tercih edilecek aday profilini belirlemede hem de mevcut çalışanlarının gelişmesi gereken yetkinliklerini analiz etmede faydalı olacaktır. Araştırma kapsamında aynı kurumda çalışan 46 beyaz yakalı çalışana uygulanan kişilik ve yetkinlik analizi sonuçları, çalışan memnuniyeti ve performans değerlendirme sonuçlarıyla eşleştirilerek yüksek performanslı çalışan grubunun sahip olduğu kişilik özellikleri ve yetkinlikler analiz edilmiş en iyi kişi-iş uyumunu sağlayan kriterler belirlenmiştir. Model uygulaması sonucunda belirlenen kişilik özellikleri ve yetkinliklere göre kurumdaki işe alım süreci gözden geçirilerek yetkinlik bazlı mülakat formu güncellenmiş ve değerlendirme sürecine ilgili kişilik ve yetkinlikleri analiz eden envanterler eklenmiş, ilgili yetkinlikler ile ilgili mevcut çalışanlara eğitimler verilerek yüksek performansa ulaştıracak yetkinlikleri geliştirilmeye çalışılmıştır.

Anahtar Kelimeler: Yüksek Performans Organizasyonu, Yüksek Performanslı Çalışan, Kişi İş Uyumu

Employees The Most Important Resource of a High Performance Organization: A Model Suggestion for Identifying the High Performance Employee Profile

ABSTRACT

Institutions that want to provide competitive advantage by responding to changes in the market and sector in the rapidly developing and changing, complex and uncertain business in the world and in Turkey need to focus on being a high performance organization. In this context, qualified employees, who have an agile workforce portfolio, whose competencies are compatible with the job, and who fulfill the duties and responsibilities expected from them with high performance, are the most important resources of high performance organizations. Competencies and features that employees should have are important for the formation of a qualified workforce in every sector. The first condition of achieving high performance in institutions is to be able to use the knowledge, skills and abilities one has in their work. When the personality, characteristics and competencies of the employee are suitable for the job, job satisfaction, employee happiness and motivation, satisfaction, productivity and performance increase, turnover rates are falling. Otherwise, while productivity and performance decrease, stress, dissatisfaction and unhappiness increase. Employees with high performance and high satisfaction rate in the institution they work for are role models that provide the highest level of person and job harmony and reveal the employee profile that will bring the organization to high performance. In this context, the aim of the research is to propose a model that can be used to determine the high-performing employee profile that provides the highest level of person and job harmony by analyzing the personality traits and competencies of high-performing and high-satisfaction employees. By revealing the characteristics of high-performing employees, this model will be useful both in determining the candidate profile to be preferred for new hires and in analyzing the competencies of existing employees that need to be developed. Within the scope of the research, the personality, competence and value analysis results applied to 46 white-collar employees working in the same institution were matched with the employee satisfaction and performance evaluation results, and the personality traits, competencies and values of the high-performance employee group were analyzed and the criteria that ensure the best person-job fit were determined. According to the personality traits and competencies determined as a result of the model application, the recruitment process in the institution was reviewed, the competency-based interview form was updated, and inventories analyzing the relevant personality and competencies were added to the evaluation process, trainings were given to the existing employees about the relevant competencies and competencies that will lead to high performance has been developed.

Keywords: High Performance Organization, High Performance Employee, Person Job Alignment

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**Örnek Olay İncelemesi Aracılığıyla Kurumsal Yönetişim Kavramının
İrdelenmesi**

Assoc. Prof. Dr. Arzu GÜRDOĞAN

Muğla Sıtkı Koçman University

agurdogan@mu.edu.tr

Orcid: 0000-0003-0649-4374

ÖZET

Kurumsal yönetişim kavramı 1990'lı yıllarda iş yaşamına girmeye başlamıştır. Son yıllarda dünyada pek çok ülke tarafından üzerinde önemle durulan “governance” kavramı, tam Türkçe'si ifade edilemediği için “yönetişim” olarak ifade edilmektedir. Kurumsal yönetişimin ilk defa isminin resmi olarak geçtiği rapor olan Cad Bury raporunda, kurumsal yönetişim şirketleri idare ve kontrol eden bir sistem olarak tanımlanmaktadır (Bay, 2019: 49). Günümüzde işletmeler, kar elde etmenin yanında, kendisini sektörde kabul ettirebilme ve güven duyulan bir işletme olarak görülme amacını gütmektedir. Bu ve benzeri birçok sebep, şirketlerin kurumsal yönetişim sistemini benimseme ve uygulama çabası içine girmelerini sağlamaktadır. Kurumsal yönetim, işletme hedeflerine ulaşabilmek için bir çatı oluşturmakla birlikte iş süreçleri, performans, iç denetim, şeffaflık gibi yönetimin her alanını kapsamaktadır (Canbay ve Güneş, 2015: 63). Bu çalışmada, Türkiye’de uzun yıllardır sektörde var olan ve turizm faaliyetinde bulunan şirketler grubu olan bir turizm işletme grubu üzerinde araştırma gerçekleştirilmiştir. Çalışma, nitel araştırma desenlerinden örnek olay incelemesi ve doküman analizi kullanılarak yürütülmüştür. Araştırmada, X şirket grubunun kurumsal yönetişim işleyişini nasıl algıladığı ve bünyesindeki şirketlerle birlikte kurumsal yönetişim sistemini nasıl uyguladığı tespit etmek amaçlanmıştır. Elde edilen bulgular, X şirketler grubunun kurumsal yönetişim algısına sahip olduğu ve bünyesindeki şirketlerle birlikte kurumsal yönetişim sistemini uyguladıkları ve bu yönde çalışmalarda bulduklarını göstermektedir.

Anahtar Kelimeler: Yönetişim, Kurumsal Yönetişim, Kurumsal Yönetişim Mekanizması, İşletme Değeri.

Examination of Corporate Governance Concept Through Case Study

ABSTRACT

The concept of corporate governance began to enter business life in the 1990s. The concept of “governance”, which has been emphasized by many countries in the world in recent years, is expressed as “governance” because its full Turkish cannot be expressed. In the Cad Bury report, which is the report where corporate governance is officially mentioned for the first time, corporate governance is defined as a system that manages and controls companies (Bay, 2019: 49). Today, businesses aim to make themselves accepted in the sector and to be seen as a trusted business, as well as making profits. These and many other reasons enable companies to try to adopt and implement the corporate governance system. Corporate governance, together with creating a framework to achieve business goals, covers all areas of management such as business processes, performance, internal audit, and transparency (Canbay and Güneş, 2015: 63). In this study, a research was carried out on a tourism business group, which is a group of companies that have been in the sector for many years and engaged in tourism activities in Turkey. The study was carried out using case study and document analysis from qualitative research designs. In the research, it is aimed to determine how the X company group perceives the corporate governance process and how it implements the corporate governance system together with the companies within it. The findings show that the X group of companies has a corporate governance perception, and they implement the corporate governance system together with the companies within it and are working in this direction.

Keywords: Governance, Corporate Governance, Corporate Governance Mechanism, Enterprise Value.

Features of Economic Development and Democracy in Muslim Countries

Assoc. Prof. Dr. Gulmira Kerim
İstanbul Aydın University,
Faculty of Economics and Management
Istanbul, Turkey.
gulmiranamatova@aydin.edu.tr

ABSTRACT

The present work proposes to analyze the evolution of reflection, which inspires political scientists and economists, in relation to the connection between the political regime and development, considered in the framework of its two links: the political regime as an explanatory variable of the level of development, or, conversely, the level of development as an explanatory variable of the political regime. In light of this, the case of Muslim countries, including Central Asia, will be examined. Having characterized the political regime, we will try to determine the nature of the relations that govern its level of development and its political regime.

Key words: evolution of reflection, political regime, economic and social conditions.

The article is based on the scientific works of Dr. Mahmoud Ben Romdhane

An Overview of the Measures Taken to Implement Child Rights Before the Independence in Sri Lanka

Lecturer Raveenthiran Vivekanantharasa

Department of Secondary and Tertiary Education

The Open University of Sri Lanka

rvive@ou.ac.lk

ABSTRACT

This article focuses on the measures which were taken to implement Child Rights before Independence in Sri Lanka. The history of child rights in Sri Lanka comes under four sections, which are, Indigenous time of Sri Lanka, Portuguese and Dutch period, the period of British colonialism and Post-independence period. Though the origin of the rights of child began in the early times of Sri Lanka, there were no more concern on the rights of child and the children were considered as the property of parents, which led the parents to control the children.

After that, Sri Lanka underwent 443 years of colonialism of the colonial masters such as the Portuguese, the Dutch and the British, had different protocols and policies in the safeguard and protection of the rights of child. Many steps were taken during the time of colonialism. The Portuguese followed the same ways as it was in early times of Sri Lanka, but the Dutch colonial master introduced different laws in line with the rights of child especially, The Roman Dutch law included all aspects in the safeguard and protection of the rights of child. After that, the British colonial period started in 1796 and they introduced many laws and legislations in order to safeguard and protect the rights of child.

Keywords: The Rights of Child, Indigenous Period, Colonialism, Measures and Protocols

Gıda Sektöründe Satın Alma Sürecindeki Hataların ve Risklerin Hata Türü ve Etkileri Analizi (FMEA) Yöntemi ile Değerlendirilmesi

Asst. Prof. Dr. Atakan ALKAN

Kocaeli University, Engineering Faculty
aalkan@kocaeli.edu.tr

Assoc. Prof. Dr. Gülşen AKMAN

Kocaeli University, Engineering Faculty
akmang@kocaeli.edu.tr

İpeknur POYRAZ

Kocaeli University, Engineering Faculty
ipeknur.074@gmail.com

ÖZET

Hata Türü ve Etkileri Analizi (FMEA), olası bir ürün veya işlem hatasının etkilerinin ortaya çıkma ihtimalini ortadan kaldırmaya veya azaltmaya yönelik bir kalite yöntemidir. Bu teknikte, olası sorunlara bağlı risk düzeylerini gösteren risk öncelik numaraları belirlenmektedir. Bu sayılara genellikle uzmanların geçmiş deneyimlerinden ulaşılır. Bu çalışmada, bir gıda firmasının direkt satın alma sürecini geliştirmek için FMEA yöntemi uygulanmıştır. Öncelikle firmanın satın alma süreci incelenmiş ve firma için olumsuz sonuçlara yol açan problemler Fiyat, teslimat, kalite, ARGE, kapasite, finans, yasal riskler ve doğal afet riskleri başlıkları altında incelenmiş ve bu başlıkları etkileyen durumların neler olduğu düşünülerek 24 adet hata türleri belirlenmiştir. Bu hata türleri FMEA ile değerlendirilerek Risk Öncelik Sayısı 100'ün üzerinde olan risklerin sayısı 8 olarak bulunmuştur. Daha sonra risk değerlendirme çalışmasının sonuçları ile hata türlerinin ortadan kaldırılması veya etkilerinin azaltılması için alınabilecek aksiyonlar belirlenmiştir.

Anahtar Kelimeler: Risk Değerlendirmesi, Hata Türleri ve Etkileri, FMEA, Gıda Sektörü, Satınalma

Evaluation of Failures and Risks in the Purchasing Process in the Food Sector by Failure Mode and Effects Analysis (FMEA) Method

ABSTRACT

Failure Mode and Effects Analysis (FMEA) is a quality method for eliminating or reducing the possibility of the effects of a potential product or process failure. In this technique, risk priority numbers are determined, which indicate the risk levels due to possible problems. These numbers are usually derived from the past experiences of experts. In this study, FMEA method was applied to improve the direct purchasing process of a food company. First of all, the purchasing process of the company was examined and the problems that caused negative results for the company were examined under the headings of price, delivery, quality, R&D, capacity, finance, legal risks and natural disaster risks, and 24 failure modes were determined by considering the situations affecting these headings. These failure types were evaluated with FMEA and the number of risks with a Risk Priority Number above 100 was found to be 8. Then, the results of the risk assessment study and the actions that can be taken to eliminate the failure modes or to reduce their effects were determined.

Keywords: Risk Assessment, Failure Modes and Effects, FMEA, Food Industry, Procurement

Comparison of Data Mining Methods: Interest Rate Estimation Application

PhD(c). Enes KOÇOĞLU

Türkiye Emlak Katılım Bankası A.Ş
enes-kocoglu@hotmail.com
Orcid: 0000-0002-7137-5323

Prof.Dr. Filiz ERSÖZ

Karabuk University
fersoz@karabuk.edu.tr
Orcid: 0000-0002-4964-8487

ABSTRACT

Today, most of the countries deal with the management of basic economic problems such as inflation, interest, exchange rate and unemployment rate. The main cause of economic problems in developing countries is due to insufficient capital. Country managers make financial decisions, such as the interest rate, which allows foreign capital to come to the country. This study was conducted to compare three machine learning methods that can be used to develop an estimation method based on quantitative data that banks may need in order to determine the correct price while pricing their loans to their customers. In the research, the variables affecting the interest rate were determined by decision tree analysis; The most important variable affecting the interest rate in an increase or decrease direction has been the inflation rate. The second important variable affecting the interest rate is the unemployment rate.

Keywords: Banking, Interest Rate, Data Mining, Machine Learning, SVM, Random Forest, Decision Tree.

Türkiye’de Kadın ve Siyaset İlişkisinin Analizi

Asst. Prof. Dr. Uğur ORAL

Yaşar University

ugoral@gmail.com

Orcid: 0000-0001-7460-0381

ÖZET

Türkiye’de, ulusal ölçekte gerçekleştirilen son seçim olan 31 Mart 2019 Mahalli İdareler Genel Seçiminde, Yüksek Seçim Kurulu’nun verilerine göre toplam 57 milyon 58 bin 636 oy kullanılmıştır. Oyların cinsiyete göre dağılımında ise kadın seçmenlerin sayısı 28 milyon 929 bin 732 ve toplam seçmen üzerindeki payı yüzde 50,7’dir. Erkek seçmenlerin sayısı ise 28 milyon 128 bin 904 ile yüzde 49,3 oranındadır. Bu oranlar, kadın seçmenlerin oylarının Türkiye’deki seçimlerin kaderinde daha belirleyici bir öneme sahip olduğunu göstermektedir. Bu yüzden, Türk kadınının siyasal bilinç düzeyi, siyaseti algılama şekli ve siyaset kurumuyla ilişkisi, Türkiye’nin siyasi geleceği, demokrasinin ve rejimin yarınları açısından önem taşımaktadır. “Türk Kadını ve Siyasal Bilinç” başlıklı bu araştırma bu konulara açıklık getirmeyi, yani kadınların siyaset kurumuna dair eleştirilerini ve beklentilerini ortaya koymayı hedeflemektedir.

Türkiye’nin farklı coğrafyalarında yaşayan ve farklı sosyokültürel özelliklere sahip 958 kadının katıldığı araştırma çarpıcı bulgular ortaya koymuştur. Araştırma bulgularına göre kadınlar siyasetin oyuncusu değil seyircisi olmayı tercih etmekte, ya da etmek zorunda bırakılmaktadır. Seçim sistemine ve siyasi partilere inançlarının düşük olduğu belirlenen kadınların büyük bölümü bir partiye üye olmadıklarını belirtmişlerdir. Parti üyesi kadınlar ise katılımlarının partilerinden gelen bir davet sonucunda değil, kendi çabalarıyla gerçekleştiğini belirtmişlerdir. Kadın seçmenlerin aktif siyaset yapan kadın politikacılarla aralarındaki iletişimsizlik de yine araştırmanın dikkat çeken bulgularından biridir. Bir diğer önemli sonuç ise Türkiye’de kadınların lider odaklı politikalara değil, partilerin programlarına ve vaatlerine göre oy verdikleri sonucudur.

Araştırma, sonuçlarıyla hem kadınların desteğini almak isteyen siyasi partilere farklı bir bakış açısı sunmakta hem de siyaset sahnesinde daha çok kadının yer alabilmesi açısından kadınların beklentilerini ortaya koymaktadır.

Anahtar Kelimeler: Kadın, Seçmenler, Siyaset, Türk Siyaseti

Analysis of the Relationship between Women and Politics in Turkey

ABSTRACT

According to the data of the Supreme Election Board, a total of 57 million 58 thousand 636 votes were cast in the 31 March 2019 Local Administrations General Election, which was the last election held on a national scale in Turkey. In the distribution of votes by gender, the number of female voters is 28 million 929 thousand 732 and its share in the total voters is 50.7 percent. The number of male voters is 28 million 128 thousand 904 with 49.3 percent. These rates show that the votes of female voters have a more decisive importance in the fate of the elections in Turkey. Therefore, the level of political awareness of Turkish women, their perception of politics and their relationship with the political institution are important for Turkey's political future, the future of democracy and the regime. This research, titled "Turkish Women and Political Consciousness", aims to clarify these issues, that is, to reveal women's criticisms and expectations about the political institution.

The research, in which 958 women living in different geographies of Turkey and having different socio-cultural characteristics participated, revealed striking findings. According to the research findings, women prefer to be spectators rather than actors of politics, or they are compelled to do so. Most of the women who were determined

to have low belief in the electoral system and political parties stated that they were not members of a party. Party member women, on the other hand, stated that their participation was not as a result of an invitation from their party, but through their own efforts. The lack of communication between women voters and women politicians who are actively engaged in politics is also one of the striking findings of the research. Another important result is that women in Turkey vote according to the programs and promises of the parties, not leader-oriented policies. With its results, the research offers a different perspective to the political parties that want to get the support of women, and also reveals the expectations of women in terms of having more women in the political scene.

Keywords: Women, Voters, Politics, Turkish Politics

3rd International CEO Communication, Economics, Organization & Social Sciences Congress
Azerbaycan'ın Ulusal Güvenlik Bağlamında Askeri Alanda Rusya ile İlişkileri

Senior Lecturer İlhamə OMAROVA

The Academy of Public Administration under the President of the Republic of Azerbaijan
Historical Department,
omarovai@yahoo.com

ÖZET

Milli güvenlik sistemi, her şeyden önce, bir ulus için sağlanması gereken temel ve hayati çıkarları, ulusal egemenliği, devletin toprak bütünlüğünü ve nüfusun korunmasını sağlamalıdır. Başka bir deyişle, ulusal güvenlik, ulus devletin hayati çıkarlarını sağlamayı amaçlayan bir stratejidir.

Uluslararası arenada ulusal güvenlik sorunlarının araştırılmasının sonuçları, her devletin ulusal güvenlik sisteminin kurulmasının ve etkin işleyişinin, başarılı politikanın yanı sıra bulunduğu bölgeye ve sadece oradaki uluslararası güçlerin etkileşimine değil, aynı zamanda ülke içindeki hayati alanlarda başarılı politikaların uygulanmasına da bağlıdır.

Devletin ulusal güvenliğini içeriden güçlendirme süreci, onu dış politika yoluyla güçlendirme mekanizmasından daha etkilidir. Bunun nedeni, iç politikada ulusal güvenliği güçlendirmeye yönelik iyileştirme önlemlerinin dış politikada diğer devletlerin uyguladığı etki mekanizmalarına göre daha az etkilenmesidir. Sosyo-politik istikrar dahil iç siyasette dayanışmayı sağlayan bir devlet, güçlü müttefikleri olmasa bile uluslararası ilişkilerde dış baskılara daha az maruz kalır.

Azerbaycan Cumhuriyeti'nin ulusal güvenliğinin oluşumunun temeli, devletin etkin işleyişini etkileyen karmaşık iç ve dış faktörlerin doğru değerlendirilmesidir. Bu süreç, başlı başına devletin ulusal güvenliğini tehdit eden kaynakları belirleyerek ve etkisiz hale getirerek etkinliğini kanıtlamaktadır.

Devletin bu yöndeki etkinliğinin göstergelerinden biri de ulusal güvenliğe yönelik tehditlerin en aza indirilmesidir.

Devletin bağımsızlığına yönelik tehditlerin ortadan kaldırılması, tehdit oluşturabilecek durum ve faktörlerin kontrolü, egemenlik, toprak bütünlüğü, sınırların dokunulmazlığı, ulusal çıkarlar, sürdürülebilir kalkınma, nüfusun refah ve değerlerinin korunması bu konunun aciliyetini belirleyen temel unsurlardan biri olan ulusal güvenliğin sağlanması temel görevlerdir. Devletin bağımsızlığına yönelik tehditlerin ortadan kaldırılması, tehdit oluşturabilecek durum ve faktörlerin kontrolü, egemenlik, toprak bütünlüğü, sınırların dokunulmazlığı, ulusal çıkarlar, sürdürülebilir kalkınma, nüfusun refahının ve değerlerinin korunması ulusal güvenliğin temel görevleridir. Bu konunun aciliyetini belirleyen başlıca görevlerdir.

Ermeni-Azerbaycan ihtilafının tarafları Rusya'nın stratejik ortakları olmasına rağmen, bu ittifak ilk durumda gerçektir, ikinci durumda ise siyasi ve beyan edicidir. Halihazırda Batı'nın Rusya'ya uyguladığı yaptırımlar, Moskova'da Azerbaycan gibi güvenilir bir müttefike büyük ihtiyaç duymuştur. Bölgenin önde gelen devletlerinden Azerbaycan'ın jeopolitik durumu ve potansiyeli, iki ülke arasındaki askeri ilişkilerin geliştirilmesi ve güçlendirilmesi, Rusya ile ikili ve çok yönlü ilişkilerin genişletilmesine yönelik adımlar arasındadır.

Anahtar Kelimeler: Azerbaycan, Rusya, Karabağ, Ulusal Güvenlik, Askeri Doktrin , Çok Yönlü Dengeli Dış Politika, Bölgesel Güvenlik

Azerbaijan's Relations with Russia in the Military Field in the Context of National Security

ABSTRACT

The basis for the formation of the national security of the Republic of Azerbaijan is the right assessment of complex internal and external factors affecting activities of the state. Identifying and neutralizing sources that pose a threat to national security, controlling the conditions and factors that may pose a threat, the country's sovereignty, territorial integrity, inviolability of borders, national interests, sustainable development and protection of the welfare and values of the population are the main tasks of ensuring national security.

The article also reflects the military relations of the Republic of Azerbaijan with the Russian Federation in the context of national security. Russia's role and strategic interests in the process of resolving the Armenian-Azerbaijani conflict were analyzed.

Keywords: Azerbaijan, Russia, Karabakh, National Security, Military Doctrine, All-Round Balanced Foreign Policy, Regional Security

3rd International CEO Communication, Economics, Organization & Social Sciences Congress
Applying Math Economics Instructions on International Relations

Dr. Shkelqim HAJRULLA

Computer Engineering Department
Epoka University, Tirana, Albania
shajrulla@gmail.com
ORCID: 0000-0003-0803-8268

MSc. Desantila HAJRULLA

Gazi University
desihajrulla@yahoo.com

Gledia HAJRULLA

Political Science International Relations
Epoka University, Tirana, Albania
glediah@yahoo.com

ABSTRACT

We deal with concept focused on professional education and the ways in which students develop the knowledge, skills, and attitudes necessary to be accepted as a competent practitioner in their chosen field.

We can address the relationship between knowledge in professional training and those that might exist at the undergraduate or other pre-professional level.

These dual-purpose helping students develop disciplinary content knowledge and generalist skills of critical thinking and communication has informed my approach to teaching International Relations at a college and university level. I know that most of students will not become diplomats or international civil servants, nor are they likely to join the next generation of International Relations scholars. This article in particular can provide students to use their interest in International Relations to help them build their skills that, in the words of Jan Lüdert, 'serve as stepping-stones ... for a wide range of possible careers' (Lüdert 2020).

Keywords: International Relations; Critical Thinking; Communications; Training; Case Study; International Affairs; Economics Instruction

Öğretmen Algılarına Göre Ortaokul Müdürlerinin Öğretim Liderliği Davranışlarının İncelenmesi

Dr. Yalçın GÜMÜŞSOY

MEB Öğretmen

Orcid: 0000-0002-5560-4149

yalçın_gumussoy68@hotmail.com

ÖZET

Günümüzde grupları ve toplumları ardından sürükleyen önemli liderlere ihtiyaç vardır. Bu liderlerin özellikle eğitim kurumlarında bulunmasının topluma büyük fayda sağlayacağı düşünülmektedir. Çünkü geleceğin temelleri eğitim kurumlarında atılmaktadır.

Bu çalışmada, öğretmen algılarına göre ortaokulu müdürlerinin öğretim liderliği davranışlarının incelenmesi amaçlanmaktadır. Bu inceleme beş boyutta ele alınmaktadır. Bunlar; okulun amaçlarının belirlenmesi ve paylaşılması, öğretim süreci ve öğrencilerin değerlendirilmesi, öğretmenlerin desteklenmesi ve geliştirilmesi, eğitim programı ve öğretim sürecinin yönetimi ve düzenli öğrenme-öğretme çevresinin ve ikliminin oluşturulması olarak ele alınmaktadır.

Araştırmanın evreni Aksaray ilindeki kamu kuruluşlarında ve özelde görev yapan ortaokul öğretmenlerini kapsamaktadır. Araştırmanın örneklemini tesadüfi örnekleme yöntemi seçilecek 300 öğretmen oluşturacaktır. Çalışmada Şişman (2004)'ın "Öğretim Liderliği Roller Ölçeği", kullanılacak ve çeşitli istatistiksel analizler yapılacaktır.

Anahtar Sözcükler: Lider, Öğretim Liderliği, Okul Müdürü, Ortaokul.

Examination of Educational Leadership Behavior of Secondary School Principals According to Teacher's Perceptions

ABSTRACT

Today, there is a need for important leaders who follow groups and societies. It is thought that the presence of these leaders, especially in educational institutions, will be of great benefit to the society. Because the foundations of the future are laid in educational institutions.

In this study, it is aimed to examine the instructional leadership behaviors of secondary school principals according to teacher perceptions. This review is addressed in five dimensions. These; It is handled as determining and sharing the aims of the school, evaluating the teaching process and students, supporting and developing teachers, managing the education program and teaching process, and creating a regular learning-teaching environment and climate.

The universe of the research includes secondary school teachers working in public and private institutions in Aksaray. The sample of the research will consist of 300 teachers who will be chosen by random sampling method. In the study, Şişman's (2004) "Instructional Leadership Roles Scale" will be used and various statistical analyzes will be made.

Keywords: Leader, Instructional Leadership, School Principal, Secondary School.

Interreligious and Intercultural Action Research for Environmental Care: Crises, Wisdom, and Action

Dr. Rey TY

Payap University, Thailand
reyty1@gmail.com
Orcid: 0000-0002-9258-0318

ABSTRACT

This action research addressed the problem according to which pure research merely focuses on the theoretical and not acting directly on the practical. The aim of this paper was threefold: 1) to discuss three major crises confronting the community under study, 2) to analyze the wisdom from the different religions that frame the action of their devotees, and 3) to describe the social intervention of people of different cultures and religions to deal with these tripartite concerns. The literature reviewed included comparing and contrasting pure research, applied research, and action research, which led to development of a taxonomy of different types of action research. Qualitative data were collected through document analysis, community dialogue, and participant observation in an intercultural and interreligious tree-planting program. Yielding concrete intercultural and interreligious harmony through a concrete project, this research recommends academics to engage in action research to link theory with practice as well as promote social change and solve social problems.

Keywords: Action Research, Climate Crisis, Interfaith Dialogue, Religious Intolerance, Social Justice

The Government Support and the Employment of SMEs Over the COVID-19 Crisis

Dr. Afef KHALIL

University of Carthage, Tunisia
drafef.khalil@gmail.com
Orcid: 0000-0001-6163-1998

Mohammed El Amine ABDELLI

University of Western Brittany-UBO, France
abdelli.univ@gmail.com
Orcid: 0000-0001-8398-5009

Dr. Naima BENTOURI

University Center of Aïn Témouchent, Algeria
naima.bentour@cuniv-aintemouchent.dz
Orcid: 0000-0003-3613-9349

Dr. Imen BACCOUCHE

University of Manouba, Tunisia
baccoucheiment@gmail.com

Mr. Luigi Pio Leonardo CAVALIERE

Department of Economics, University of Foggia, Italy
luigi.cavaliere@gmail.com
Orcid: 0000-0003-3169-567X

ABSTRACT

The study aims to investigate how the state's policies influence the employment of small and medium-sized enterprises (SMEs) during the COVID-19 crisis. To answer this study topic, we focused on government support and new strategies utilized in response to COVID-19 and their influence on the employment of SMEs. Indeed, the rising risk and occurrence of extreme events have made the environment more unclear and uncertain. As a result, both the State and businesses have had to adjust to a new reality. As a result of the disruption, one approach was to make integrating government support and SME strategy a goal. During the crisis, we conducted a multidisciplinary literature assessment of more than 30 studies in the field of business and management. We conclude that some SMEs used financial instruments such as direct investment, purchases on credit, tax stimulus, acquisitions on credit, tax delays, etc. to offset the negative impact of the economic turmoil (Levashenko and Koval, 2020). We argue that governments all over the world have put in place temporary support measures to assist companies in maintaining positive relationships between their customers and workers and surviving (Bartik et al., 2020; Deutschmann et al., 2020). Moreover, to mitigate the negative effects of the COVID-19 pandemic on employment, SMEs used digital technologies to maintain their employees and be resilient. In this context, Lukonga (2020) states that digital innovations can increase the productivity and growth of small and medium businesses. Akpan et al. (2020) show that technology innovation boosts demand efficiency and adds value. This research provides useful and practical enlightenment for scientists, investors, managers and regulators. It has made a significant contribution to the literature discussing the policies used and their impact on unemployment in the COVID-19 pandemic. So far, as far as we know, no academic papers are studying the impact of government support measures on unemployment during the COVID-19 pandemic. Therefore, this study fills a key research gap in the literature. In addition, the research paper can be used as a basis to provide empirical results on the potential impact of government policies on unemployment during the COVID-19 crisis.

Keywords: COVID-19, Digital technologies, Employment, Government support, Small and Medium-sized Enterprises.

Use Of Machine Learning (ML) For The Prediction Of Chemical Reactions At High Temperatures

Director, Dr. Subhash DESAI

Sabarmati University
subhash1948@yahoo.com

Dr. Vijayalakshmi Pandey

Sabarmati University
dr.vijayalaxmi.pandey@gmail.com

Asst. Prof. Dr. Nakul KUMAR

Sabarmati University
nakulkumar68@gmail.com

ABSTRACT

All objects on every planet is made up of three basic states of elements Solid, Liquid and Air. However, if any two of these elements remain in constant touch for longer time then actions and reactions start. We get heat energy from SUN and its effects seen in our life. Sometimes high temperature in atmosphere creates discomforts for all living creatures. Roads, Buildings, Rivers, Oceans and Hills are badly affected when there is high temperature. If liquid (Water or any Oil) remain in touch with any Solid element then it damages properties of Solid and makes it weak. Air pollution equally creates problems in our routine life. As per nature, we find changes in behavior of these elements on regular basis. This is the main reason of Global Warming and other disturbance. Early prediction and awareness helps us to take survival steps to minimize damages. We shall examine these aspects by using latest tools and techniques called ML (Machine Learning) approach.

Keywords: Air, Chemical Reactions, Global Warming, Liquid, Machine Learning, Solid, Temperature

Uzay Ekonomisi Odağında Türkiye

Dr. Zeynep HÖBEL

Pamukkale University

zaydin@pau.edu.tr

0000-0001-8994-2835

ÖZET

İnsan ve uzay tam anlamıyla keşfi mümkün olmayan iki gizemli unsurdur. Bunun içindir ki insanoğlu hem kendini hem de uzayı çözebilenin gayreti içinde amansız bir çaba ve sınırsız bir merak içindedir. Bu noktada insan kendisine bir o kadar yakın iken, uzay da kendisine bir o kadar uzaktır. Her ne kadar gizemi akıl sınırlarını zorlasa da teknolojik gelişmelerle birlikte iki unsur için de her geçen an yeni şeyler keşfedilmektedir. İnsanoğlunun uzay merakı, uzayı keşfetme arzusu ve uzaya hâkim olma hevesi ülkeler arasında ciddi rekabet oluşturmaktadır. 4 Ekim 1957'de Sovyetler Birliği tarafından uzaya gönderilen Sputnik-1 uydusuyla başlayan ve günümüzde Dünyanın en zengin iş insanlarının da içinde olduğu bu yarış, ülkeler arasında uzayda hâkimiyet kurabilme adına adeta bir güç savaşına dönüşmüştür. Bu savaş, son günlerde sıklıkla dile gelen uzay turizmi, uzay endüstrisi gibi yeni ekonomik alanları da gündeme taşımıştır.

Uzay ekonomisi yeni gelişen bir kavram olmakla birlikte ilerleyen dönemde teknolojik gelişime paralel olarak sıklıkla dünya gündemini meşgul edebilecek bir öneme sahiptir. Dolayısıyla çalışma yeni ve önemli bir alan olarak öngörülen uzay ekonomisi genelinde Türkiye odağında ilerleyecektir. Öncelikle geçmişten bu güne uzay çalışmaları ile ilgili genel bir bilgilendirme yapılarak günümüz dünyasında uzay ekonomisinin geldiği nokta güncel veriler ışığında açıklanmaya çalışılacaktır. Türkiye'de uzay çalışmalarına ilişkin atılan adımların ekonomik karşılıkları, yapılan yatırımlar ve harcamalara ilişkin bütçe içindeki payı genel bir incelemeyle Türkiye açısından değerlendirilecektir. Türkiye'nin mevcut ülkeler arasında uzay ekonomisi yarışındaki konumu tespit edilmeye çalışılacaktır. Bununla birlikte gelecek yıllarda Türkiye'nin sosyoekonomik refahının artmasında olumlu rol üstleneceği düşünülen uzay ekonomisi temelinde Türkiye için politika önerileri ortaya koyulacaktır.

Anahtar Kelimeler: Uzay, Uzay Ekonomisi, Türkiye.

Turkey in the Focus of Space Economy

ABSTRACT

Human and space are two mysterious elements that cannot be fully explored. For this reason, human beings are in a relentless effort and unlimited curiosity in the effort to solve both themselves and the space. At this point, while man is so close to himself, space is just as far away from him. Although the mystery pushes the limits of the mind, new things are being discovered for both elements with technological developments. Mankind's interest in space, desire to explore space and desire to dominate space creates serious competition between countries. This race, which started with the Sputnik-1 satellite sent into space by the Soviet Union on October 4, 1957, and today includes the richest business people in the world, has turned into a power struggle between countries in order to dominate in space. This war has also brought new economic fields such as space tourism and space industry to the agenda.

Although space economy is a newly developing concept, it has an importance that can occupy the world's agenda in parallel with the technological development in the future. Therefore, the study will proceed with the focus of Turkey in the space economy, which is foreseen as a new and important field. First of all, a general information about space studies from the past to the present will be made and the point of space economy in today's world will be tried to be explained in the light of current data. The economic rewards of the steps taken regarding space studies in Turkey, the investments made and the share of the expenditures in the budget will be evaluated in terms of Turkey with a general examination. Turkey's position in the space economy race among existing countries will be tried to be determined. In addition, policy recommendations for Turkey will be put forward on the basis of the space economy, which is thought to play a positive role in increasing Turkey's socioeconomic welfare in the coming years.

Keywords: Space, Space Economy, Turkey.

Gümüş Ekonomi

Dr. Zeynep HÖBEL

Pamukkale University

zaydin@pau.edu.tr

0000-0001-8994-2835

ÖZET

Yaşlı nüfusun, emekli maaşı, sağlık hizmeti ve uzun süreli bakım hizmeti gibi çeşitli ihtiyaçlara gereksinim duyması nedeniyle toplum üzerinde ek bir yük getirdiği genel düşüncedir. Ancak günümüzde genişleyen yaşlı nüfusun ilerleyen dönemde aynı zamanda tüketim harcamalarını şekillendirmesi de beklenmektedir. Teknoloji ve tıp alanındaki gelişmelerle birlikte yaşlılık kategorisi günümüzde ileri yaşlara taşınmıştır. Birleşmiş Milletlerin 2015 yılı Dünya Nüfus Yaşlanma Raporuna göre, 2015 ve 2030 yılları arasında dünyadaki 60 yaş ve üzeri insan sayısının 901 milyondan 1,4 milyara çıkarak %56 oranında büyüyeceği tahmin edilmektedir. Bununla birlikte 2050 yılına kadar, küresel yaşlı nüfusun yaklaşık 2,1 milyara ulaşması öngörülmektedir. Bu da zaman geçtikçe, tersine çevrilmiş bir nüfus piramidinin ortaya çıkacağına bir yansıması olarak düşünülebilir. Dolayısıyla yaşlı nüfusun toplam nüfus içindeki payının artması ve uzun süreli yaşama dâhil olmasıyla birlikte, nüfusun tüketim tercihleri ve ihtiyaçları noktasında politikaların yeniden gözden geçirilmesine gereksinim duyulmaktadır.

Günümüzde yaşlı nüfusun yoğun olduğu ülkelerde karar vericiler, değişen yaşlılık olgusuyla birlikte yeni ekonomik modeller geliştirmek durumuyla karşı karşıyadırlar. Yaşlanan ülkelerdeki nüfus yapısını takiben tersine çevrilmesi muhtemel nüfus piramidi, birçok ülke için de kaçınılmaz bir son olarak düşünülebilir. Yaşlı nüfusa ilişkin, ülkeler sosyoekonomik alanlarda çeşitli modeller geliştirmektedirler. Bu modellerden biri de “gümüş ekonomi” modelidir. “Gümüş ekonomi” yaşlanan bir nüfusun ihtiyaçları etrafında yeniliğe odaklanan bir pazar olarak tanımlanabilir. Çalışma bu noktadan hareketle, yaşlıların ihtiyaç ve taleplerini baz alarak, bir ekonomik sistem oluşturma fikri etrafında geliştirilen “gümüş ekonomi” temelinde yaşlılığın ekonomik etkisini incelemektedir.

Anahtar Kelimeler: Yaşlı, Ekonomi, Gümüş Ekonomi.

Silver Economy

ABSTRACT

It is a general idea that the elderly population puts an additional burden on society as they need various needs such as pensions, health care and long-term care services. However, it is expected that the expanding elderly population will also shape consumption expenditures in the future. With the developments in technology and medicine, the old age category has moved to advanced ages today. According to the United Nations' World Population Aging Report for 2015, it is estimated that the number of people aged 60 and over in the world will grow by 56% between 2015 and 2030, from 901 million to 1.4 billion. However, by 2050, the global elderly population is expected to reach approximately 2.1 billion. This can be thought of as a reflection that as time passes, an inverted population pyramid will emerge. Therefore, with the increase in the share of the elderly population in the total population and their inclusion in long-term life, there is a need to revise the policies regarding the consumption preferences and needs of the population.

Today, decision makers in countries where the elderly population is dense are faced with the situation of developing new economic models together with the changing old age phenomenon. The population pyramid that is likely to be reversed following the demographic structure of aging countries can also be considered an inevitable end for many countries. Regarding the elderly population, countries are developing various models in socioeconomic areas. One of these models is the "silver economy" model. The "silver economy" can be defined as a market that focuses on innovation around the needs of an aging population. From this point of view, the study examines the economic impact of old age on the basis of the "silver economy" developed around the idea of creating an economic system based on the needs and demands of the elderly.

Keywords: Elderly, Economy, Silver Economy.

3rd International CEO Communication, Economics, Organization & Social Sciences Congress
**Faizsiz Finansal Piyasa Yönetimine Türkiye Cumhuriyeti Bilim
Adamlarının Bilimsel-Sistemli Yaklaşımları**

Dr. Parviz RUSTAMOV HACI OĞLU
Azerbaycan Devlet Ekonomi Üniversitesi (UNEC)
rustamovparviz@yahoo.com
ORCID NO: 0000-0001-6325-1163

ÖZET

Makalenin temel amacı - Türk bilim insanlarının prof. dr. Sabahattin Zaim, prof. dr. Servet Bayındır, prof. dr. İsmail Özsoy, prof. dr. Servet Armağan ve Temel Haziroğlunun faizsiz finans piyasalarına katkılarını tespit etmek ve incelemektir. Makalenin ana araştırma metodolojisi, Türk bilim insanlarının prof. dr. Sabahattin Zaim, prof. dr. Servet Bayındır, prof. dr. İsmail Özsoy, prof. dr. Servet Armağan ve Temel Haziroğlunun faizsiz finans piyasalarındaki bilimsel yaklaşımlarının sistematik ve kapsamlı bir çalışmasıdır. Çünkü bu yaklaşımların dünyada faizsiz finans piyasalarının organizasyonu, yönetimi ve gelişimi üzerinde büyük etkisi vardır. Bilimsel araştırmanın ana uygulaması, sonuçları dünya çapında faizsiz finansal piyasaların yönetiminde uygulamaktır. Bütün bunlar, faizsiz finans piyasalarının yönetimine, bu alanın sistematik gelişimine, sürdürülebilir ve sürdürülebilir operasyona yenilikçi bir yaklaşım getirecektir. Bilimsel araştırmanın ana sonuçları - faizsiz finansal piyasaların yönetiminin iyileştirilmesi, bu alandaki kavramsal teorik yenilikleri yansıtmaktadır. Çalışmanın sonuçları faizsiz finans piyasalarının uygulanmasına, iyileştirilmesine ve geliştirilmesine hizmet etmektedir. Bilimsel araştırmaların özgünlüğü ve bilimsel yeniliği, Türkiye Cumhuriyeti bilim adamlarının prof. dr. Sabahattin Zaim, prof. dr. Servet Bayındır, prof. dr. İsmail Özsoy, prof. dr. Servet Armağan ve Temel Haziroğlunun faizsiz finans piyasalarındaki temel bilimsel-teorik yönelimlerinin araştırılmış, bilimsel-teorik-pratik görüşler, bu alanın bilimsel-pratik bir yön olarak oluşumu ile ilgili teoriler çalışılmış ve genelleştirilmiş ve gerekli bilimsel yönleri incelenmiştir. Bu bağlamda araştırma çalışması, dünyada faizsiz finans piyasalarının yönetimine yönelik bilimsel yaklaşımların araştırılması açısından övgüye değer kabul edilebilir.

Anahtar Kelimeler: İslami Finans Yönetimi, İslami Finans Sistemi, Faizsiz Finans Piyasaları, Faizsiz Finans Piyasası Yönetimi, İslami Ekonomik Yönetim Sistemi.

Interest-Free Financial Market Management Scientific-Systemal Approaches of Scientists of the Republic of Turkey

ABSTRACT

The main purpose of the article is to study the scientific-theoretical approaches of Turkish scientists in the interest-free financial markets in this field by Professor Sabahattin Zaim, Professor, Dr. Servet Bayındır, Professor, Dr. Ismail Ozsoy, Professor, Dr. Servet Armagan and Temel Haziroglu. The aim is to identify and study the contributions of Turkish scientists to interest-free financial markets. The main research methodology of the article is a systematic and comprehensive study of the scientific approaches of scientists of the Republic of Turkey in interest-free financial markets, Professor Sabahattin Zaim, Professor, Dr. Servet Bayındır, Professor, Dr. Ismail Ozsoy, Professor, Dr. Servet Armagan and Temel Haziroglu. Because these approaches have a great impact on the organization, management and development of interest-free financial markets in the world. The main application of scientific research is to apply the results in the management of interest-free financial markets around the world. All this will lead to an innovative approach to the management of interest-free financial markets, the systematic development of this area, sustainable and sustainable operation. The main results of scientific research - improving the management of interest-free financial markets, reflect the conceptual theoretical innovations in this area. The results of the study serve the application, improvement and development of interest-free financial markets. The originality and scientific novelty of scientific research is that the main scientific-theoretical directions of the scientists of the Republic of Turkey in interest-free financial markets to the scientific approaches of Professor, Dr. Sabahattin Zaim, Professor, Dr. Servet Bayındır, Professor, Dr. Ismail Ozsoy, Professor, Dr. Servet Armagan and Temel Haziroglu researched, scientific-theoretical-practical views, theories about the formation of this field as a scientific-practical direction were studied and generalized, and its necessary scientific aspects were studied. In this

regard, the research work can be considered commendable in terms of research of scientific approaches to the management of interest-free financial markets in the world.

Keywords: Islamic Financial Management, Islamic Financial System, Interest-Free Financial Markets, Interest-Free Financial Market Management, Islamic Economic-Management System.

The Impact of Branding on Marketing of Retail Banking and Its Long-Term Effect on Customer Loyalty- A Case Study of BRAC Bank Dhaka, Bangladesh

Dr. Md. Ruhul Amin SARDAR

HND, BA (HONS), MBA, DBA
Business Administration, London, United Kingdom
mdruhul.amin.sardar@outlook.com

ABSTRACT

In today's competitive environment where consumers have an enormous choice of brands, building and sustaining brand loyalty is fundamental for the survival of companies. At present, business world customer loyalty is a subject of great interest for marketing scholars because of its significance in relation to accomplishing sustainable competitive advantages and financial results. It also plays an important role in retail banking and in bank branding. Brand management is principally linked to good relationships with customers and it can be assessed by analyzing marketing operations. Consequently, customers become loyal to a specific product, a brand or an industry and this strategy benefits the business.

The purpose of this research is to investigate the relationships between brand marketing and customer satisfaction, perception, products/services and loyalty in the Bangladesh retail banking industry. Both qualitative and quantitative research was utilised in this study. Primary data comprised qualitative data collected through open-ended interviews with BRAC bank managers and staff, and quantitative data collected through questionnaires completed by BRAC bank customers. Multiple Regression Analysis was employed for quantitative data analysis. The findings reveal significant relationships between brand marketing and customer satisfaction, perception, products/services and customer loyalty in the Bangladesh retail banking industry. The original contribution of this thesis lies in the theory of the customer relationship management framework based on brand marketing. This study has significant findings which combine brand marketing and customer satisfaction, customer perception, products/services as marketing tools to explain customer loyalty in the Bangladesh retail banking industry context. Based on these findings, the author offers guidelines to managers on how to build and sustain purchase and attitudinal brand loyalty by enhancing brand experience.

Keywords: BRAC, Retail Banking, Customer Loyalty, Bank Dhaka, Bangladesh

Challenges in Quality of Education in HEIs of Pakistan

Zohaib Hassan Sain

Superior University
zohaib3746@gmail.com
Orcid: 0000-0001-6567-5963

ABSTRACT

Purpose: The purpose of this study is based on exploratory research to identify “Challenges in Quality of Education in HEIs of Pakistan”. In this research Curriculum, Less training institutions, Corruption in education, Teacher’s behavior and less research work are independent variables and Quality of Education is dependent variable. Questionnaire will be as a tool for collecting data in this survey and source of data will be primary.

Methodology: Exploratory research approach is used to achieve the objectives of the study. In this regard primary data was collected from a sample of 100 students using close-ended questionnaire. Then the data was analyzed through exploratory factor analysis to test the hypothesis and present the student’s perceptions. Five point Likert scale was used to measure the responses against variables under study.

Findings: From the last few years, Pakistan is facing a lot of challenges in education sector such as curriculum, less training institutions, corruption in education, teacher’s behavior, less research work. Old methods of teaching are common in many HEIs due to which students want to get rid of their studies. Emerging issues in education sector are less training institutions and trend towards research work which is essential to follow for the growth and strength of any economy.

Originality/value: The purpose of our research is to identify the major challenges in educational sector in Pakistan which the educational sector is suffering from last few years. In future, we will research on the solution of these problems. To increase the literacy rate, the Govt. of Pakistan has announced that the education is compulsory for sixteen years old for every citizen. This attempt will play an important role in the development of Pakistan.

Keywords: Curriculum, Corruption, Teacher’s Behavior, Research Work.

Enflasyon Rakamları ile İlgili Toplumun Ekonomi ve Siyaset Gündeminin İncelenmesi

Prof. Dr. Süphan Nâsir

Istanbul University

suphan@istanbul.edu.tr

Orcid: 0000-0002-2302-334X

Araş. Gör. Merve Kır

Istanbul University

mervekir@istanbul.edu.tr

Orcid: 0000-0001-8883-180X

ÖZET

Twitter, toplumun gündeminin yansıtıldığı en önemli mecralardan biridir. Her ayın başında TÜİK tarafından kamuoyu ile paylaşılan enflasyon rakamları ile birlikte Twitter’da paylaşımlar yapılmakta ve bu paylaşımlarda vatandaşların o dönem ile ilgili ekonomik ve siyasi değerlendirmeleri de yer almaktadır. Bu araştırmanın amacı her ay TÜİK tarafından enflasyon rakamının açıklanması ile birlikte açıklanan enflasyon rakamları ile ilgili Twitter’daki paylaşımları inceleyerek toplumun ekonomi ve siyaset gündemini boylamsal bir araştırma tasarımı ile belirlemektir. Analiz kapsamında 3 Aralık 2021 saat 10:00 ile 6 Aralık 2021 saat 10:00 arasında atılan tweetler dahil edilmiştir. Analize retweetler dahil edilmemiş olup toplamda 7305 tweet incelenmiştir. İncelenen tweetlerde en sık geçen kelimeler ile ilgili kelime bulutu oluşturulurken kelimelerin boyutu sıklıklarına göre büyükten küçüğe doğru belirlenmektedir. Twitter paylaşımlarının çekilmesi ve analizinde MAXQDA nitel veri analiz programı kullanılmıştır.



TÜİK’in açıkladığı enflasyon rakamları ile ilgili tweet içerikleri ve sık geçen kelimeler incelendiğinde üç ana tema olduğu görülmektedir: çalışan ve emeklilere yapılacak olan maaş zamları, açıklanan enflasyon rakamlarının inandırıcılığı ve market/pazardaki zamlar.

Anahtar Kelimeler: Enflasyon, Ekonomi, Siyaset, Tüik, Maxqda, Nitel Araştırma

Examining the Economic and Political Agenda of the Society Related to Inflation Rate

ABSTRACT

Twitter is one of the most important channels where the agenda of the society is reflected. TUIK shares inflation rates with the public at the beginning of each month and users make posts about it on Twitter. In these posts, the economic and political evaluations of the citizens about that period are also included. The aim of this research is to determine the economy and politics agenda of the society with a longitudinal research design by examining the shares on Twitter about the inflation figures announced by TUIK every month. Within the scope of the analysis,

tweets sent between 3 December 2021 10:00 a.m. and 6 December 2021 10:00 a.m. were included. Retweets were not included in the analysis, and a total of 7305 tweets were examined. While creating a word cloud about the most frequent words in the analyzed tweets, the size of the words is determined from the largest to the smallest according to their frequency. MAXQDA, qualitative data analysis program was used to capture and analyze Twitter shares. When the tweet contents and frequently mentioned words related to the inflation rates announced by TUIK are examined, it is seen that there are three main themes: salary increases to be made to employees and retirees, the credibility of the announced inflation rates and price hikes in the market.

Keywords: Inflation, Economy, Politics, TUIK, Maxqda, Qualitative Research.

A Study on Environmental Ethics and Participation in Environmental Activities among Higher Secondary Students of Murshidabad District, West Bengal

Prof. Dr. (Mrs) Nasrin

Chairperson, Aligarh Muslim University
Aligarh, Uttar Pradesh, India

Research Scholar Faiyaz Ahammad

Aligarh Muslim University, India
faiyaz9013@gmail.com
Orcid: 0000-0001-6053-

ABSTRACT

The present study is aimed to find out the correlation between environmental ethics and participation in environmental activities among higher secondary students of Murshidabad district, West Bengal. Environmental Ethics Scale was constructed and validated by investigators themselves. The Participation in Environmental Activities Scale for higher secondary students was constructed and validated by the investigators also. 309 higher secondary students studying in Murshidabad District were selected as sample through random sampling technique. Normative survey method is used in the study. The major findings indicate, the higher secondary school students have high environmental ethics, higher level of participation in environmental activities and there is significant relationship between environmental ethics and participation in environmental activities of higher secondary school students.

Keywords: Environmental Ethics, Participation in Environmental Activities, Higher Secondary School Students, Gender, Location of the school, Subject group, and Type of Schools.

Muhasebe, Kültür ve Örgüt Kültürü İlişkisi: Bütünleştirici Literatür Değerlendirmesi

Dr. Öğr. Üyesi Yusuf YILDIRIM

Haliç Üniversitesi
yusufyildirim@halic.edu.tr
Orcid: 0000-0002-5393-999X

Dr. Öğr. Üyesi İrem ÖZCAN

Haliç Üniversitesi
iremozcan@halic.edu.tr
Orcid: 0000-0002-0991-3848

ÖZET

Bu çalışmanın amacı muhasebe, kültür ve örgüt kültürü ilişkisini bütünleştirici literatür taraması yöntemiyle incelemektir. Toplumsal hayatın şekillenmesinde önemli bir rolü olan kültür, bir örgütün sahip olduğu tüm maddi ve manevi değerler olarak ifade edilen örgüt kültürünü yapılandırarak işletme fonksiyonlarını etkilemektedir. Bir işletme fonksiyonu olarak muhasebe, kültür ve örgüt kültüründen etkilenmektedir. Bu çalışma literatürde yer alan 17 çalışmayı temel alarak muhasebe, kültür ve örgüt kültürü ilişkisini incelemiştir. Çalışmalar; kültür ve örgüt kültürünün muhasebe sistemi üzerindeki etkisi, kültür ve örgüt kültürünün uluslararası muhasebe ve finansal raporlama sistemi üzerindeki etkisi ve örgüt kültürü ve yapısının muhasebe bilgi sistemleri üzerindeki etkisi olarak üç kategoride incelenmiştir. Her kategorik değerlendirmenin sonunda ileride yapılacak çalışmalar için önerilerde bulunulmuştur.

Anahtar Kelimeler: Muhasebe, Kültür, Örgüt Kültürü.

Relationship Between Accounting, Culture and Organizational Culture: Integrative Literature Review

ABSTRACT

The aim of this study is to examine the relationship between accounting, culture and organizational culture using the integrative literature review method. Culture, which has an important role in shaping social life, affects business functions by structuring the organizational culture, which is expressed as all the material and spiritual values that an organization has. Accounting as a business function is influenced by culture and organizational culture. This study examined the relationship between accounting, culture and organizational culture based on 17 studies in the literature. Studies, culture and organizational culture impact on the accounting system, culture, and the impact of organizational culture on organizational culture and structure of international accounting and Financial Reporting System and the impact on accounting information systems in three categories were examined. At the end of each categorical assessment, recommendations were made for future studies.

Keywords: Accounting, Culture, Organizational Culture.

3rd International CEO Communication, Economics, Organization & Social Sciences Congress
Havayolu Şirketlerinde Nöro-pazarlama Stratejileri ve Uygulamaları

Asst. Prof. Dr. Hüseyin KARŞILI

Bahçeşehir Cyprus University
Faculty of Faculty of Economics, Administrative and Social Sciences
huseyin.karsili@baucyprus.edu.tr
Orchid: 0000-0001-6609-9371

ÖZET

Nöro-Pazarlama, geleceğin pazarlaması için çok önemli bir rol oynamaktadır. Nöro-pazarlama uyarıları havayolu şirketleri için esastır, ancak geçerli bir şekilde ölçülmesi zordur. Nöropazarlama deneyi, hedeflenen fotoğraflarla ve videolarla belirlenen beyin olaylarıyla ilgili potansiyellerin (ERP'ler) havayolu şirketi yolcularının filmlerdeki pazarlama içeriğinin etkinliğinin kullanılabilir olup olmadığını öğrenmek için gerçekleştirilmeyi planlamaktadır. İki farklı yolcu grubu olacak Lefkoşa Ercan Havalimanı'ndan gelen yolculara hem Larnaka hem de Lefkoşa Ercan Havalimanı'nın video ve fotoğrafları gösterilecek. Ayrıca Larnaka Havalimanı'ndan gelen yolculara hem Lefkoşa hem de Larnaka Havalimanı'nın video ve fotoğrafları gösterilecek. Bu çalışmada Lefkoşa Ercan Havalimanı ve Larnaka Havalimanı yolcuları olmak üzere iki farklı yolcu gurubu analiz edilecektir. Bu yolculara her iki havalimanına ait video ve fotoğraflar gösterilecek ve havalimanı reklamından alıntılar yapılacaktır. Ayrıca resimlerden gözlemlenecek olan iki farklı gruptan yolcuların duygu tepkileri ERP'ler ile ölçülecektir. Katılımcılar film izlerken ERP'ler de olacak ve EEG (electroencephalogram) testleri havalimanı çalışanları üzerinde kafa derilerine bağlanan küçük metal diskler (elektrotlar) kullanarak beyinlerindeki elektriksel aktiviteyi algılamak suretiyle iki grup arasındaki farkları kaydedilecektir. Sonuç olarak, EEG tabanlı nöropazarlama, etkili nöropazarlama stratejisi için değerli bir araç olacaktır ve olumlu videolar, havayolu şirketi yolcularını olumlu yönde etkileyecektir. Bu çalışmada nitel araştırma yöntemleri kullanılıp EEG testinden alınan sonuçlar analiz edilip bu bağlamda nöro-pazarlama metodolojisini kullanan ilk ampirik çalışma olmuştur.

Anahtar Kelimeler: Neuro, Havayolu Şirketleri, Pazarlama, EEG, Nöro-Pazarlama

Neuro-marketing Strategies and Applications in Airline Corporations

ABSTRACT

Neuro-Marketing plays a very important role for future marketing. Neuromarketing stimuli are essential for airlines, but difficult to measure validly. The neuromarketing experiment plans to perform the brain event-related potentials (ERPs) identified by targeted photos and videos to find out if the effectiveness of marketing content in the movies of airline passengers can be used. Videos and photos of both Larnaca and Nicosia Ercan Airports will be shown to passengers arriving from Nicosia Airport, which will have two different passenger groups. In addition, videos and photos of both Nicosia Ercan and Larnaca Airport will be shown to passengers arriving from Larnaca Airport. In this study, two different passenger groups, namely Nicosia Ercan Airport and Larnaca Airport passengers, will be analyzed. Videos and photographs of both airports will be shown to these passengers and quotations will be made from the airport advertisement. In addition, the emotional reactions of passengers from two different groups, which will be observed from the pictures, will be measured with ERPs. ERPs will also be performed while the participants watch the movie, and EEG (electroencephalogram) tests will record the differences between the two groups by detecting the electrical activity in their brains using small metal discs (electrodes) attached to the scalps of airport workers. In conclusion, EEG-based neuromarketing will be a valuable tool for effective neuromarketing strategy and positive videos will positively impact airline passengers. In this study, qualitative research methods were used and the results from the EEG test were analyzed, and in this context, it was the first empirical study to use neuro-marketing methodology.

Keywords: Neuro, Airline Corporations, Marketing, EEG, Neuro-Marketing.

Cam Tavan Sendromu ve Cam Tavan Konulu Yayınların Web of Science Veri Tabanına Dayalı Bibliyometrik Analizi

Prof. Dr. Muhsin HALİS

Kocaeli University
Faculty of Economics and Administrative Sciences
muhsinhalis@gmail.com

Sümeyya AKYILDIZ

Kocaeli University
Faculty of Economics and Administrative Sciences
Sumeyyee.9441@gmail.com

ÖZET

Bu çalışma ile Web Of Science veri tabanında 1975-2021 yılları arasında yayımlanmış olan “cam tavan” konulu yayınların bibliyometrik özellikleri bakımından incelenmesi hedeflenmiştir. Web Of Science veri tabanına göre ele alınan toplamda 1241 yayının türü, yayın yılı, atıf analizleri, yayınların yapıldığı dergiler, yazarların kurumları ve anahtar kelime analizleri incelenmiştir. Anahtar kelimeye göre yapılan sorgulamada en çok yayın yapılan derginin “Yönetimde Cinsiyet” olduğu belirlenmiştir. Yayınlarda ağırlık verilen konular; iş ve ekonomi ile kadın çalışmaları olurken, yayınların büyük çoğunluğunun makale olduğu gözlemlenmiştir. Ayrıca Wos veri tabanında yapılan sorgulama sonucu 16 adet Türkiye adresli yayına da ulaşılmıştır. Ulaşılan yayınların büyük çoğunluğu makale türünde olurken ağırlık verilen konuların ise iş ve ekonomi ile sosyoloji alanında olduğu gözlemlenmiştir. Çalışmanın amacı cam tavan konusunda yapılan yayınların eğilimlerinin belirlenmesi ve bu konuda çalışma yapacak olan kişilere rehberlik etmektir.

Anahtar Kelimeler: Bibliyometrik Analiz, Kadın, Web Of Science

Bibliometric Analysis of Publications on Glass Ceiling Syndrome and Glass Ceiling Based on Web of Science Database

ABSTRACT

With this study, it is aimed to examine the publications on "glass ceiling" published in the Web of Science database between 1975 and 2021 in terms of their bibliometric properties. The type of 1241 publications, year of publication, citation analysis, journals in which the publications were made, the institutions of the authors and keyword analysis were examined according to the Web of Science database. In the search made by keyword, it was determined that the most published journal was "Gender in Management". Topics focused on publications; It has been observed that the majority of publications are articles, while there are business and economics and women's studies. In addition, as a result of the query made in the Wos database, 16 publications addressed in Turkey were reached. While most of the publications accessed were in the genre of articles, it was observed that the main subjects were in the fields of business and economics and sociology. The aim of the study is to determine the trends of the publications on glass ceiling and to guide the people who will work on this subject.

Keywords: Bibliometric Analysis, Woman, Web Of Science

Boko Haram Insurgency and The Paradox of Afrocentricity of Nigerian Foreign Policy

Emmanuel Wasiu AKERELE

Department of Political Science and International Relations
Anchor University, Lagos
eakerelle@aul.edu.ng

ABSTRACT

The paper explores Nigeria's foreign policy since Boko Haram's emergence in Nigeria. The government of Nigeria has in past years pursued ties with its immediate neighbors, Cameroon, Niger, Benin and Chad. Nigeria has followed an external policy since its independence, focusing on Africa, especially its West African neighbors. The primary focus of the actions of Nigeria on issues relating to the African continent in general and West Africa were based on the principle of Africa as the center-piece of Nigeria's foreign policy, which was emphasized long before its independence as the nucleus of Nigerian foreign policy. However, in recent times Nigeria's foreign policy momentum towards Africa has developed and advanced, which has negated Nigeria's Afrocentric foreign policy. This study would look at how Nigeria relates to its immediate neighbors since Boko Haram was formed. Research is important to identify and challenge whether Africa is still first considered by Nigeria. Based on the qualitative approach to research, the study concludes that Boko Haram's emergence was a major factor in Nigeria's foreign policy of afrocentricism, with Nigeria introducing foreign policy against its neighbors, dismissing the notion of Africa as the core of Nigeria's foreign policy.

Keywords: Foreign Policy, Book Haram Terrorism, Big Brother Policy, Nigeria, Linkage Politics

Covid-19 Pandemisinin Önlenmesinde Reaktif Olarak Uygulanan Politik Tedbirler

Assoc. Prof. Dr. Zuhal ERGEN

Çukurova University
zergen@cu.edu.tr

Orcid: 0000-0002-7064-9046

ÖZET

Şüphesiz ki kamu politikalarının temel figürü devlet kurumudur. Sosyal seçim sistemi içinde iktidar olma ve yürütme erkini elde eden hükümetler, kamu kaynağı elde etme ve kullanma, kamusal hizmet üretme ve sunma ve kamu politikaları ortaya koyarak bunları fiilen uygulama sorumluluğunu da üstlenmiş olurlar. Günümüzde Covid-19 virüsü adı verilen ve dünya çapında pandemisi ilan edilen bir felaketin içindeyken, ülkelerin politika yapıcıları öncelikle ulusal ekonomilerini koruma altına almak ve bozulan yapısal değerlerini stabil tutmak için uğraş vermektedirler.

Kamusal alanda beklenmedik zamanlarda ve beklenmedik şekilde karşılaşılan birtakım krizler karşısında hükümetlerin ilk anda geliştirdiği, krizin neden olduğu öncül problemlerin etkin ve en kısa zamanda çözümüne yönelik politikalara reaktif politikalar adı verilir. Bu bağlamda ülkemizde 220 yılının mart ayından itibaren fiilen ortaya konan bir takım para ve maliye politikası önlemleri mevcuttur. Bu önlemlerin başında bir takım vergilerin tahsilinin ertelenmesi, bazı sektörlerde KDV(VAT) oranlarının düşürülmesi, esnafın kamu bankalarına olan borçlarının anapara ve faizi de içerecek şekilde ötelenmesi gibi önlemler yer almaktadır. Ülkemiz de açıklanan pakete paralel olarak gelişmiş ve gelişmekte olan ülkelerin açıkladığı destek paketlerinin de, miktarlar farklı olsa da içerik olarak benzer olduğu söylenebilir. Bildirimizde öncelikle ülkemizde ve diğer gelişmiş ülkelerde ortaya konulan destek paketleri ve bu müdahalelerin etkinliği ele alınarak değerlendirilmeye çalışılacaktır.

Anahtar Kelimeler: Pandemi, Kamu Müdahalesi, Politika Etkinlikleri

Reactive Political Measures to Prevent the Covid-19 Pandemic

ABSTRACT

Undoubtedly, the main figure of public policy is the state institution. Governments that gain power and executive power within the social electoral system also undertake the responsibility of obtaining and using public resources, producing and providing public services, and putting public policies into practice. Today, while we are in a disaster called the Covid-19 virus and declared a worldwide pandemic, the policy makers of the countries are primarily trying to protect their national economies and stabilize their deteriorated structural values.

Reactive policies are the policies that governments develop in the face of unexpected and unexpected crises in the public sphere and that aim to solve the antecedent problems caused by the crisis effectively and as soon as possible. In this context, there are a number of monetary and fiscal policy measures that have been put into effect since March 220 in our country. At the beginning of these measures are the postponement of the collection of some taxes, the reduction of VAT(KDV) rates in some sectors, the postponement of the debts of the tradesmen to the public banks in a way that includes the principal and interest. In parallel with the package announced in our country, it can be said that the support packages announced by developed and developing countries are similar in content, although the amounts are different. In our paper, first of all, the support packages introduced in our country and other developed countries and the effectiveness of these interventions will be evaluated.

Keywords: Pandemic, Public Intervention, Policy Activities

Dijital Vergileme ve Türkiye Uygulaması

Assoc. Prof. Dr. Zuhâl ERGEN

Çukurova University

zergen@cu.edu.tr

Orcid: 0000-0002-7064-9046

ÖZET

Küreselleşme ile birlikte ülke sınırların giderek önemini kaybetmesi, bilgi ve iletişim teknolojilerinde yaşanan gelişmeler, internetin yaygınlaşması ve sermayenin ileri derecede mobilize olması gibi unsurlar ülkelerin dijital ekonomik altyapılarının oluşumuna zemin hazırlamıştır. Dijitalleşme, fiziksel varlığa ihtiyaç duyulmadan bir takım hizmetlerin daha hızlı işlenmesini ve arz edilmesini sağlarken, bu hizmetlerden elde edilen gelirlerin kontrol ve takip edilebilmesini bir o kadar zorlaştırmaktadır. Hâlihazırda var olan kurumlar vergisi ve gelir vergisi müesseseleri takibi zor getirisi yüksek olan dijital hizmetlerden gelecek vergi gelirini toplamakta yetersiz kalmaktadır. Dijital ekonominin faaliyet alanının sanal ortam olması ve vergi yasası düzenlemelerinin fiziksel varlıklar esas alınarak oluşturulması nedeniyle mevcut düzenlemeler dijital ekonomiye cevap verememektedir. Dijital ekonomi ile birlikte doğmuş bir kavram olan dijital hizmetlerin vergilendirilmesi adına günümüzde pek çok ülke uğraş vermektedir. Kısaca “dijital ekonomi” dijital teknolojilerin, üretim, tanıtım, ödeme, alışveriş alanlarında kullanılması sonucu oluşan yeni bir kavramı ifade etmektedir. Uluslararası vergilemede çok yeni bir uygulama olan Dijital Hizmet Vergisi, ülkelerin mali sistemleri içinde yer alan klasik vergilerden daha farklı hukuki niteliklere sahip bir vergi türüdür. Dijital ekonomi sayesinde küresel ölçekte faaliyet gösteren birçok büyük şirket (Google, Yandex, Apple, Amazon vb.) kaynak ülkede herhangi bir fiziki varlık göstermeden uluslararası ticari faaliyette bulunabilmektedirler. Çalışmamızda “7194” kanun numarası ile girmiş olan dijital hizmet vergisi değerlendirilerek sonuçları itibarı ile ortaya konulmaya çalışılacaktır.

Anahtar Kelimeler: Dijital Hizmet Vergisi, Dijital Ekonomi, Dijitalleşme

Digital Taxation and Türkiye Application

ABSTRACT

Factors such as the gradual loss of importance of country borders with globalization, developments in information and communication technologies, the spread of the internet and the advanced mobilization of capital have paved the way for the formation of digital economic infrastructures of countries. While digitalization enables a number of services to be processed and supplied faster without the need for physical assets, it also makes it more difficult to control and monitor the revenues obtained from these services. The existing corporate tax and income tax institutions are insufficient to collect the tax revenues from digital services that are difficult to follow. Existing regulations cannot respond to the digital economy, since the digital economy's field of activity is the virtual environment and tax law regulations are based on physical assets.

Today, many countries are trying to tax digital services, a concept that was born with the digital economy. In short, “digital economy” refers to a new concept that is formed as a result of the use of digital technologies in the fields of production, promotion, payment and shopping. Digital Service Tax, which is a very new application in international taxation, is a type of tax that has different legal characteristics than classical taxes in the financial systems of countries. Thanks to the digital economy, many large companies operating on a global scale (Google, Yandex, Apple, Amazon, etc.) can carry out international commercial activities without any physical presence in the source country. In our study, the digital service tax entered with the law number “7194” will be evaluated and tried to be revealed in terms of its results.

Keywords: Digital Service Tax, Digital Economy, Digitization

Green Rights and Micro-Plastics Presence in Indonesia

Manotar TAMPUBOLON

Graduate Program, Faculty of Law
Universitas Kristen Indonesia (UKI), Jakarta, Indonesia
justitie234@gmail.com

ABSTRACT

This qualitative study aims to analyse the impact of micro-plastics on human rights. In modern society, micro-plastics and their disposal have been a burning issue because of their impact on environmental pollution. Micro-plastic pollution has become a serious issue in the modern environment as it has been found in even remote places of the earth where human activity is not present. Micro-plastics can be easily transferred through water; thus spread of micro-plastics and micro-plastic-related pollution is difficult to manage. Micro-plastics can be defined as plastic that has less than 5 mm diameter. Until the second world war, it produced approximately 8300 million metric tons of plastic; in 2015, the population (Water pollution, 2021 has generated approximately 63000 Mt plastic). Studies have reflected that only 9% of plastic waste has been recycled, and 12% of plastic water has been incinerated. At the same time, 79% of the plastics have ended up in landfills. Poor waste management practices have led to environmental pollution because of a lack of recycling and poor disposal practices. As a result, the risk of micro-plastics is rapidly increasing as it is toxic to the environment and toxic to humans. The research question of this research paper is: how the presence of micro-plastic effect the right to a green environment? This research will analyse the impact of micro-plastics on human rights in Indonesia. This study uses a defined analytical method to investigate the implications of micro-plastics on environmental rights, determine gaps in Indonesia's existing ecological, legal framework, and recommend reasons for their solutions. This study provides a detailed analysis and concludes that there is an urgent need for Indonesia to enforce environmental laws to ensure ecological rights from the presence of micro-plastics. Some research has provided a solution to this problem. Still, there is a bit of academic discussion on environmental law perspectives on micro-plastics and human rights, and this study aims to fill this gap.

Keywords: Micro-Plastic, Green Right, Environment.

Bütçe Açıklarının Sürdürülebilirliği: Bir Literatür Değerlendirmesi

PhD. Student Esin GÜZHAN

Çukurova Üniversitesi

orcid: 0000-0003-4364-8408

gzhnesn@gmail.com

ÖZET

1929 Büyük Buhran sonrası ekonomide Keynesyen politikaların hakimiyetine ve İkinci Dünya Savaşı sonrası Refah Devleti uygulamalarının geniş uygulama alanı bulmasına bağlı olarak birçok gelişmiş ve gelişmekte olan ülkede kamu kesiminin ekonomide payının arttığı, kamu harcamalarının hızla arttığı, bütçe açıklarının bir ekonomi politikası aracı olarak yaygın olarak kullanıldığı görülmektedir. 1980'li yıllara gelindiğinde ise birçok ülkede bütçe açıklarının yüksek düzeylere ulaştığı, yüksek düzeyde gerçekleşen bu açıkların süreklilik gösterdiği, birçok gelişmiş ve gelişmekte olan ülkede bütçe açıklarının önemli bir sorunu temsil ettiği görülmektedir. Büyük mali açıkların artması ve devam etmesi, mali sürdürülebilirlik konusunda önemli sorunlar yaşanmasına yol açmaktadır. Bu durum ise makro ve mikroekonomik düzeylerin desteklenemeyecek hale gelmesine ve böylece ekonomik krizlerin ortaya çıkmasına neden olabilmektedir. Mali açıkların sürdürülebilirliğin ya da daha dar anlamda bütçe açıklarının sürdürülebilirliğinin üzerinde önemle durulması gereken bir konu olduğu; bütçe açıklarının ekonomi ve maliye politikalarına yönelik hedeflerinin tespit edilmesinde ve uygulanacak politikaların belirlenmesinde taşıdığı önem, bu açıkların istenmeyen düzeylere ulaştığında makroekonomik değişkenler üzerinde yarattığı etkiler göz önünde bulundurulduğunda daha iyi anlaşılmaktadır. Bütçe açıklarının sürdürülebilirliğine yönelik farklı teorik ve ampirik çalışmalar bulunmaktadır. Sürdürülebilirliği ölçmede farklı ölçüm yöntemleri söz konusudur. Bu çalışmada bu yaklaşımların mukayeselerini yapmak ve ampirik literatürün hangi yaklaşımlar çerçevesinde şekillendiğini ve daha güncel çalışmaların hangi yaklaşımlara ve yöntemlere yer verdiğini ortaya koymak, kısacası konuya ilişkin teorik ve ampirik literatüre yönelik bir değerlendirme yapmak amaçlanmaktadır.

Anahtar Kelimeler: Bütçe Açıkları, Bütçe Açıklarının Sürdürülebilirliği, Maliye Politikası

Sustainability of Budget Deficits: A Literature Review

ABSTRACT

It is seen that the share of the public sector in the economy increased, public expenditures increased rapidly, and budget deficits were widely used as an economic policy tool in many developed and developing countries, depending on the dominance of Keynesian policies in the economy after the Great Depression of 1929 and the wide application of Welfare State practices after the Second World War. When it comes to the 1980s, it is seen that budget deficits reached high levels in many countries, these high-level deficits persisted, and budget deficits represented an important problem in many developed and developing countries. The increase and continuation of large fiscal deficits cause significant problems in fiscal sustainability. This situation may cause macro and microeconomic levels to become unsupportable and thus economic crises may occur. Sustainability of fiscal deficits or, in a narrower sense, the sustainability of budget deficits is an issue that should be emphasized; it is better understood when the importance of budget deficits in determining the targets for economic and fiscal policies and determining the policies to be implemented and the effects of these deficits on macroeconomic variables when they reach undesirable levels. There are different theoretical and empirical studies on the sustainability of budget deficits. There are different measurement methods in measuring sustainability. In this study, it is aimed to make a comparison of these approaches and to reveal the approaches in which the empirical literature is shaped and which approaches and methods are included in more recent studies, in short, to make an evaluation of the theoretical and empirical literature on the subject.

Keywords: Budget Deficit, Sustainability of Budget Deficit, Fiscal Policy

Mali Kural Uygulamaları: Türkiye Üzerine Bir Değerlendirme

PhD. Student Esin GÜZHAN

Çukurova Üniversitesi

Orcid: 0000-0003-4364-8408

gzhnesn@gmail.com

ÖZET

Kamu kesiminin ekonomi üzerinde en önemli yönetme ve yönlendirme aracı kuşkusuz ki maliye politikasıdır. 1929 Büyük Buhran sonrası ekonomide Keynesyen yaklaşımın hakim olduğu yıllarda kamu kesiminin maliye politikası araçlarını rahat bir şekilde kullanabilmesi ve kurallarla sınırlandırılmaması gerektiği görüşü geniş ölçüde kabul görmüştür. Ne yazık ki bu durum her zaman maliye politikası araçlarının etkin kullanılmasını sağlayamamıştır. Zira politika yapımcılar kimi zaman kendi çıkarları doğrultusunda hareket ederek kamu kaynaklarının etkin bir şekilde kullanılmamasına ve böylece ekonominin kırılganlığının artmasına sebep olabilmişlerdir. 1970'li yıllarda dünyada enflasyon ve işsizlik gibi bazı makroekonomik sorunların ortaya çıkması ve neticesinde yüksek bütçe açıkları ve sürdürülemez borç stoklarının doğması, mali kural uygulamalarının daha fazla destek bulmasını sağlamıştır. 1990'lı yıllardan sonra ise ekonomide yükselen bütçe açıklarının ortaya çıkması ile mali kural uygulamalarının önemi giderek artmıştır. Günümüzde özellikle gelişmekte olan ülkeler kamu açıklarını, borç stoklarını azaltmak ve böylece mali disiplini sağlamak adına çeşitli mali kuralları uygulamaktadırlar. Ülkemizde her ne kadar yasalaşmış bir mali kural olmasa da mali disiplini sağlamak ve mali politikası uygulamalarının etkinliğini arttırmak adına mali kural uygulamaları kapsamında değerlendirilebilecek bazı uygulamalara yer verilmiştir. Bu çalışmada mali kurallara ilişkin birtakım açıklamalara yer vermek ve Türkiye'de mali kural uygulamalarına yönelik bir değerlendirmede bulunmak amaçlanmaktadır.

Anahtar Kelimeler: Mali Kural, Maliye Politikası, Türkiye

Fiscal Rule Practices: An Evaluation on Turkey

ABSTRACT

The most important management and direction tool of the public sector on the economy is undoubtedly the fiscal policy. In the years when the Keynesian approach was dominant in the economy after the Great Depression of 1929, the view that the public sector should be able to use the fiscal policy tools comfortably and that the public sector should not be limited by rules was widely accepted. Unfortunately, this situation has not always ensured the effective use of fiscal policy tools. Because policy makers sometimes acted in their own interests, causing the ineffective use of public resources and thus increasing the fragility of the economy. The emergence of some macroeconomic problems such as inflation and unemployment in the world in the 1970s, and the emergence of high budget deficits and unsustainable debt stocks as a result, provided more support for the implementation of fiscal rules. After the 1990s, with the emergence of rising budget deficits in the economy, the importance of fiscal rule applications has gradually increased. Today, especially developing countries apply various fiscal rules in order to reduce their public deficits and debt stocks and thus to ensure fiscal discipline. Although there is no legalized fiscal rule in our country, some applications that may be evaluated within the scope of fiscal rule applications are included in order to ensure fiscal discipline and increase the effectiveness of fiscal policy applications. In this study, it is aimed to give some explanations about the fiscal rules and to make an evaluation about the fiscal rule practices in Turkey.

Keywords: Fiscal Rule, Fiscal Policy, Turkey

Günümüz Dünyasında Lider Olmak

Dr. Mukadder GÜNERİ

Araştırmacı

mukadderguneri@gmail.com

Orcid ID: 0000-0002-4384-6183

ÖZET

Hızına yetişilemeyecek konuma gelen teknolojik gelişmeler ve onun etkilerini her alanda yaşayan günümüz insanı, bunun yanı sıra geçen iki yılda hiç beklenmedik bir konumda tüm dünya, bilinmeyen bir salgınla karşı karşıya kaldı ve bir süre kapanma süreci yaşadı ve yaşamakta. Bu durum bireyleri, toplumları ve devletleri her alanda etkisi altına aldı. Şu veya bu şekilde çoğu alanda maddi ve manevi etkileri oldu ve hala devam ediyor. İçinde bulunduğumuz dünyamızdan geçmişe lider sözcüğüne baktığımızda, “başkan” sözcüğüyle örtüştüğü görülür. Bir topluluğu yöneten kimse budun, başgan. Ayrıca elig(ilig, illig), tanhu(şan-hu), han ya da kağan(hakan, hagan), ilteber, idi-kut(Uygurlarda), yabgu(oğuzlarda), kül-erkin(Karluklarda). Tarihi süreçte sırasıyla hükümdar, padişah ve sultan. Lider sözcüğünün sözlük anlamına bakıldığında ise, Lider a. Fr. Leader. 1. Önder, şef. 2. Bir partinin veya bir kuruluşun en üst düzeyde yönetimiyle görevli kişi. Bu lider sözcüğünün sözlük anlamı, bunların ötesinde insani boyutunun(eğitim, deneyim, başarı, yetenek), ön plana çıkarılması amaçlanarak, Orhon Abideleri, Divan-ü Lugat’it Türk (Kaşgarlı Mahmut), Kutadgu Bilig(Yusuf, Has Hacıp), Atebetü'l-Hakayık(Ahmed B. Mahmud Yükneci), Baburname(Gazi Zahiruddin Muhammed Babur), Nutuk gibi kaynaklardan örnekler verilmek suretiyle, geçmişten bugüne tarihi misyon ve vizyonu belirlenerek, klasik bir yöntem izlenmek suretiyle, günümüz dünyasında lider nasıl olmalı sorusuna cevap aranmaya çalışılmıştır.

Anahtar Sözcükler: Başkan, Lider, Günümüz Dünyası, Salgın.

Becoming a Leader in Today's World

ABSTRACT

Today's people, who experience technological developments and their effects in every field, in addition, in the last two years, in an unexpected position, the whole world has faced an unknown epidemic and has had a period of closure for a while and is still alive. This situation is advancing in all areas of society and states. In one way or another, it is extensively and financially supported and still continues. When we look at the word leader from our world to the past, it is seen that it coincides with the word “president”. A person who rules a community is budun, chief. In addition, elig(ilig, illig), tanhu(şan-hu), han or kagan(kağan, hakan), ilteber, idi- kut(Uyghurs)), yabgu (Oguzs), kul- erkin(Karluks). In the historical process, the ruler, the padişah and the sultan, respectively. When we look at the dictionary meaning of the word leader, Lider a.Fr. Leader. 1. Leader, chief. 2. Person entrusted with the highest level of management of a party or organization. The dictionary meaning of this leader word, and beyond these meanings, with the aim of highlighting its human dimension (education, experience, success, talent), Orhon Monuments, Divan-ü Lugat'it Türk (Kaşgarlı Mahmut), Kutadgu Bilig (Yusuf, Has Hacıp)), Atebetü'l-Hakayık (Ahmed B. Mahmud Yukneci), Baburname (Gazi Zahiruddin Muhammed Babur) and Nutuk, by giving examples, by determining the historical mission and vision from past to present, by following a classical method, the question of how to be a leader in today's world, an attempt was made to seek an answer.

Key words: President, Leader, Today's World.

Termal Turizm Kapsamında Balneoterapi

Yüksek Lisans Öğrencisi Yalçın ALACA

Sivas Cumhuriyet Üniversitesi Sosyal Bilimler Enstitüsü Sağlık Turizmi İşletmeciliği
yalcinalaca86@gmail.com
Orcid: 0000-0003-1719-5601

Dr. Öğr. Üyesi Nurperihan TOSUN

Sivas Cumhuriyet Üniversitesi, Sağlık Yönetimi Bölümü
Orcid: 0000-0001-6548-3099

ÖZET

Dünyada hacmi giderek artan sağlık turizmi sağlığı koruma ve geliştirme amacıyla yapılan uluslararası seyahatlerdir. Sağlık turizminin en eski boyutu termal turizmdir. Termal turizm içerisinde yer alan balneoterapi uygulaması termomineral sular, peloidler ve gazlar gibi doğal tedavi unsurlarının banyo, içme, solunum yöntemleri ile kür tarzında tedavi amaçlı kullanılmasıdır. Balneoterapide suyun özellikleri ile birlikte kimyasal özelliklerinden de faydalanılır. Balneoterapi başlıca romatizmal hastalıklar, solunum sistemi hastalıkları, cilt hastalıkları, kas iskelet sistemi hastalıkları, metabolik hastalıkların tedavisinde etkin rol oynamaktadır. Bu çalışmada dünyadaki önemli balneoterapi merkezlerinin incelenmesi amaçlanmaktadır. Bu amaç doğrultusunda incelendiğinde üç önemli merkez bulunmaktadır. Bunlar Ölüdeniz İsrail, Mavi Lagün İzlanda ve Kangal Balıklı Çermik Kaplıcasıdır.

Anahtar Kelimeler: Sağlık Turizmi, Termal Turizm, Balneoterapi

Balneotherapy Within the Scope of Thermal Tourism

ABSTRACT

Health tourism, whose volume is increasing in the world, is international travel for the purpose of protecting and improving health. Thermal tourism is the oldest dimension of health tourism. Balneotherapy application, which is included in thermal tourism, is the use of natural treatment elements such as thermomineral waters, peloids, and gases for treatment purpose in the form of cure with external, drinking, breathing methods. Balneotherapy benefits from the chemical properties of water as well as its properties. Balneotherapy is mainly effective in the treatment of rheumatic diseases, respiratory system diseases, skin diseases, musculoskeletal diseases and metabolic diseases. In this study, it is aimed to examine the important balneotherapy centers in the world. When examined for this purpose, there are three important centers. These are Dead Sea Israel, Blue Lagoon Iceland and Kangal Balıklı Çermik Kaplıcası Turkey.

Keywords: Health Tourism, Thermal Tourism, Balneotherapy

COVID-19 Salgını Sırasında İKY'deki Zorluklar ve Fırsatlar

Asst. Prof. Dr. İzzet ATALAY

Bahçeşehir Cyprus University
Faculty of Economics, Administrative and Social Sciences
izzet.atalay@baucyprus.edu.tr

ÖZET

Kuruluşlar, neredeyse iki yıldır COVID-19 pandemisi tarafından olağanüstü bir şekilde sarsılıyor. Pandemi, firmalarının sürdürülebilirliğini sağlamak, yaratıcı çözümler keşfetmesi ve çalışanlarını bu olağandışı krizle başa çıkmaları için desteklemesi gereken yöneticiler ve insan kaynakları yönetimi (İKY) uygulayıcıları için karmaşık ve zorlu bir ortam yarattı. Literatürde bu krizin İKY üzerindeki etkisi ile ilgili çalışmalar nadirdir. Bu çalışma, COVID-19'un İKY üzerindeki etkisini araştıran güncel ve ilgili literatürü araştırmayı amaçlayan, bilgilendirme amaçlı ikincil verileri kullanan genel bir literatür taramasıdır. Çalışmada, COVID-19'dan ortaya çıkan temel zorluklar ve fırsatlar belirlenmeye çalışılmış ve yöneticilere ve İKY uygulayıcılarına bu fırsatlardan ortaya çıkabilecek gelecekteki olası organizasyonel yönere dair algı sağlamaya çalışılmıştır. Çalışma sırasında COVID-19 hala mevcut olduğundan, uzun vadeli zorlukları ve fırsatları doğru bir şekilde belirlemek mümkün olmamıştır. Gelecekteki çalışmalar için, bu zorluklar ve fırsatların belirlenmesinde boylamsal analiz önerilmektedir.

Anahrat Kelimeler: COVID-19; Kriz, İnsan Kaynakları Yönetimi (İKY); Evden Çalışmak.

Challenges and Opportunities in HRM during COVID-19 Pandemic

ABSTRACT

Organizations have been shaken extraordinarily by the COVID-19 pandemic almost for two years. The pandemic has created a complex and challenging environment for managers and human resource management (HRM) practitioners, who need to explore creative solutions to ensure the sustainability of their firms and to support their employees to deal with this unusual crisis. Studies related to the influence of this crisis on HRM are rare in the literature. This study is a general literature review used secondary data, with an informative purpose, that aims to investigate recent and relevant literature which searched the impact of COVID-19 on HRM. Hence, the study determines the key challenges and opportunities that have emerged from the COVID-19 and it provides perception for managers and HRM practitioners into likely future organizational directions that might appear from these opportunities. As COVID-19 is still present during the study, thus it was not possible to determine the long-term challenges and opportunities correctly. For future studies, longitudinal analysis is proposed in determining these challenges and opportunities.

Keywords: COVID-19; Crisis; Human Resource Management (HRM); Work from Home.

KKTC İlköğretim Okullarında Uzaktan Eğitimde Öğretmenlerin ve Öğrencilerin Müzik Dersine Yönelik Ölçek Uygulaması

Ayşe Soykara GÜLSEVEN

Şht Ertuğrul Primary School, TRNC

asoykara006@gmail.com

Orcid: 0000-0003-1529-549X

Assoc. Prof. Dr. Veclal GÜNDÜZ

Bahcesehir Cyprus University

veclal.gunduz@baucyprus.edu.tr

Orcid: 0000-0002-6002-582X

Pandemi sürecinde müzik eğitiminin önemi kaçınılmazdır. Müziğin, insan psikolojisi üzerinde yadsınmaz bir iyileştirici gücü olduğu herkesçe bilinir. Daha önce yapılan çalışmalarda geçerli ve güvenilir kılınan öğretmen ve öğrencilere yönelik geliştirilen ölçekler, KKTC'deki Lefkoşa Merkez İlkokullarında bulunan 12 ilkokulda öğrenim gören 2000 öğrenci ve 12 ilkokulda görev yapan 20 öğretmene uygulanmıştır. Çalışmada nicel araştırma yaklaşımı kullanılarak tarama yöntemi uygulanmıştır. Uzaktan eğitim öğrencilerinin müzik dersine karşı sergiledikleri tutum, Serkan Yıldırım, Gürkan Yıldırım, Embiya Çelik ve Selçuk Karaman (2014) tarafından geliştirilen "Uzaktan Eğitim Ölçeği" kullanılarak ölçülmüştür. Bu ölçekte 18 faktör analizi ile; Kişisel Uygunluk, Etkililik, Öğreticilik ve Yatkinlik analiz edilecektir. Uzaktan Eğitimde öğretmenlerin müzik dersine karşı sergiledikleri tutum ise Ramazan Özkul, Dilek Kırnık, Oktay Dönük, Yusuf Altunhan, Yahya Altunkayak (2020) tarafından belirlenen "Uzaktan Eğitim Değerlendirme Ölçeği" kullanılarak ölçülmüştür. Uygulanan bu ölçekle iki farklı alan olan Teknik ve Öğrenme süreci ölçülmeye çalışılacaktır. Bu çalışmada uzaktan eğitim konusunda teknolojinin takip edilmesi, kişisel ve mesleki gelişimlerde uzaktan eğitim için kullanılan araçların etkinliği ortaya konulmaktadır.

Anahtar Kelimeler: Müzik Eğitimi, Uzaktan Eğitim Ölçeği, Uzaktan Eğitim Değerlendirme Ölçeği, KKTC

A Scale Application for Music Lesson of Teachers and Students on Distance Education in TRNC Primary Schools

The importance of music education is inevitable in the pandemic process. Everyone knows that music has an undeniable healing power on human psychology. The scales developed for teachers and students, which were made valid and reliable in previous studies, were applied to 2000 students studying in 12 primary schools in Nicosia Central Primary Schools in TRNC and 20 teachers working in 12 primary schools. In the study, the survey method was applied by using the quantitative research approach. The attitude of distance education students towards the music lesson was measured using the "Distance Education Scale" developed by Serkan Yıldırım, Gürkan Yıldırım, Embiya Çelik and Selçuk Karaman (2014). With 18 factor analysis on this scale; Personal Suitability, Effectiveness, Instruction and Appropriateness will be analyzed. The attitudes of teachers towards music lessons in distance education were measured using the "Distance Education Evaluation Scale" determined by Ramazan Özkul, Dilek Kırnık, Oktay Dönük, Yusuf Altunhan, Yahya Altunkayak (2020). With this scale applied, two different fields, Technical and Learning process, will be tried to be measured. In this study, following the technology in distance education and the effectiveness of the tools used for distance education in personal and professional development are revealed.

Keywords: Music Education, Distance Education Scale, Distance Education Evaluation Scale, TRNC

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**Asymmetric Decentralization and Local Economic Development in
Indonesia**

Prof. Dr. Candra Fajri ANANDA

Faculty of Economics and Business
University of Brawijaya, Indonesia
cfajri@ub.ac.id

Joko Budi SANTOSO

Doctoral Program of Economics
Faculty of Economics and Business
University of Brawijaya, Indonesia
santosojokobudi83@gmail.com

ABSTRACT

Indonesia has implemented an asymmetric decentralization policy in order to overcome separatism, preserve the culture, and the specificity of DKI Jakarta as the central government area. The asymmetric decentralization policy was given to the provinces of Papua, West Papua, Aceh, Jakarta, and Yogyakarta. The implications of this policy have consequences for transfer funds to local governments. This study aims to explain the effect of asymmetric decentralization policies on regional economic development. This research uses panel data with Fixed Effect Model (FEM) and Random Effect Model (REM) analysis methods. The results of the analysis show that the asymmetric decentralization policy which is manifested in the asymmetry of fiscal transfers affects local economic development as indicated by an increase in economic growth and the Human Development Index (HDI).

Keywords: Asymmetric Decentralization, Fiscal Transfer, Local Economics

An Inquiry into The Impact of Globalization on The Socio-Economic Conditions on An Ex-Untouchable Leather Working Community: With Special Reference to The *Rabidas* Caste of West Bengal

Asst. Prof. Dr. Binoy Rabidas

Political Science
Kazi Nazrul University, India.
rabidasbinoy@gmail.com

ABSTRACT

Following the path of economic liberalization, the government of India has opened the door of Globalization here in India in 1991 as a modernization means and process to brought about quick and rapid socio-economic changes of the country. But since the time of its inception, it has brought no significant changes in the prevailing problems of the country what the government of India aspired to achieve. The optimistic campaign and claim that was made by the government and the staunch proponents of Globalization to create an ambience where there will be a possible situation to establish convergence of income, social solidarity, universal access to modern knowledge and technology, realization of optimal living standards for all sections of population and in getting other basic amenities of life. But in actual practice their claim in favor of Globalization has not brought about desired changes of all sections of people of India. In a castes ridden country like India, millions of people are still struggling to make them free from the stigmas of low caste identity, untouchability and so. Of these many low castes, the socio-economic conditions of the Chamars, one of the major occupational groups (Briggs, 1920: 11) of India known by different names in different regions are traditionally associated with several menial hereditary occupations such as skinning hides of dead cattle, tanning raw hides, handling carcasses of dead animal, making of shoes and other leather goods. These menial works and certain despicable food habits like eating carrion (Risley, 1998: 95) have made these occupational groups as unclean and loathsome to higher castes Hindus (Galanter, 1984: 14). The process of Globalization has affected these groups of people severely.

Keywords: Economic Liberalization, Globalization, Castes Ridden, Untouchability, Stigma, Chamars.

Performance Monitoring Tools That Ensure The Integration Of The Operational Planning With The Strategic One

Ionela URSU

Alexandru Ioan Cuza University

ionela.ursu92@gmail.com

Orcid: <https://orcid.org/0000-0002-9567-9428>

ABSTRACT

This paper aim to present the role that the performance monitoring tools, such as balanced scorecard, dashboards, reporting, have in ensuring the integration of the information, the data, between the operational planning and strategic planning. In the current litterature, authors, are mentioning that sometiems strategies are not linked with the operational planning, so neither the budgets are (seen as important planning tools here) and management cannot achieve of course their targets set for the future.

The study is focusing on dashboards as performance tracking tool, accordingly to the kind of data we had access, and is based on historical data coming from realised budgets and forecasted values using moving averages and time series as methods. By putting together all this kind of data, through this tool, we have we can show real time information and future predictions to the management that can help in taking decision very quick and adapt the strategies and the planning for the future according to current status of the business.

Keywords: Operational Planning, Budgeting, Strategic planning, Dashboards

From Dareen to Sama: The Evolution of the Representation of Saudi Women in MBC's Reality Programming

Rim Letaief

University of Sousse
letaiefrim88@gmail.com

ABSTRACT

Being established by Walid Al Ibrahim, a relative of the Saudi king, the Saudi channel MBC has tried ever since its establishment in 1991 to be the voice of the Saudi political elite. Given that starting from 2001, Saudi kings have committed themselves to improving the situation of Saudi women, MBC's programs have, consequently, shown a steady move towards more inclusion of Saudi females. Through a content analysis of The Biggest Winner, Project Runway Middle East and Top Chef, which are three reality TV programs broadcast on MBC between 2006 and 2019, the paper at hand attempts to investigate the growing empowerment of Saudi women in the programs under study. Leaning on the feminist perspective, the study at hand seeks to prove how the role of Saudi women in MBC's reality programming evolved from mere visibility with the Biggest Winner's Dareen to agency and control with Top Chef's Sama. Throughout the years, the Saudi participants in MBC's reality shows have moved from docile veiled females to fierce, strong and competitive women who take control of their lives and bodies, which will be revealed through the current qualitative paper.

Keywords: Saudi Women; MBC; Reality Programs; Female Empowerment

Turizm İşletmelerinde Moral ve Motivasyonun Öneminin Kavramsal Açıdan Değerlendirilmesi

Assoc. Prof. Dr. Arzu GÜRDOĞAN

Muğla Sıtkı Koçman University

agurdogan@mu.edu.tr

Orcid: 0000-0003-0649-4374

ÖZET

İşletmelerde yüksek düzeyde motive olmuş çalışanlar yüksek düzeyde verimlilik elde etmede önemli ölçüde etkilidir. Küreselleşme, teknolojik gelişmeler rekabeti artırmış, aynı zamanda küreselleşmeyi de hızlandırmıştır. Kaynakların boşa harcanmadan örgütün amaç ve hedeflerine ulaşmada kullanılması gerekmektedir. İşgörenlerden en yüksek düzeyde verim almanın yolu motivasyonu yüksek tutabilmektir. Çalışanların işi yapabilme yeterliliği ne kadar yüksek olursa olsun motivasyonu istenilen düzeyde değilse en yüksek performans da sağlayamayacaklardır (Tunçer, 2013). Konaklama endüstrisi uzun zamandır işgörenlerini işleri ile ilgili nasıl motive ve tatmin edebilecekleri konusunda çaba harcamaktadır. Konaklama endüstrisindeki yüksek işgören devrinin işin tabiatından (düşük maaş, uzun çalışma saatleri) kaynaklandığına inanılır. Böylelikle bu yüksek işgören devri problemine dikkat çekmek için, işgören motivasyonu, otel operasyonlarındaki yöneticiler için sürekli devam eden kritik bir durum olarak görülmektedir (Chiang ve Jang, 2008). Chitiris (1990), “motivasyonu, işteki davranışların en önemli belirleyicisidir ve eğer kişi demotive veya moralsiz ise yüksek yeterlilik ve yüksek seviye iş eğitimi dahi yüksek performansla sonuçlanmayacaktır” diyerek motivasyon kavramının altını çizmiştir. Lee-Ross (2005), işyerindeki motivasyonla; verimlilik, kendini adama, iş tatmini işyerinde kalma niyeti ve moral yıkımı gibi örgütsel pratik çıktılar arasındaki bağı detaylandırmıştır. Literatüre bakıldığında, otel endüstrisinde yetersiz ödeme, düşük iş güvenliği, sınırlı eğitim ve gelişim fırsatları ve yüksek işgücü devri gibi sorunların yanında, sosyal hayatla uyum olmayan mesai saatleri ve otellerdeki fazla iş yükü de telafi edilemeyen sorunların yaşanmasına sebep olmuştur. Bu sorunlar işgörenlerin moral ve motivasyonlarını da olumsuz yönde etkilemektedir. Çalışma, turizm işletmelerindeki işgörenlerin yaşam kalitelerini etkileyen çalışma şartlarının onların iş yaşam kalitesi üzerinde önemli bir problem yaşanmasına sebep olan moral ve motivasyon faktörleri üzerinde ne kadar önemli olduğunun ortaya çıkarılması amacını taşımaktadır. Dolayısıyla, işletmelerde yaşanan bu sorunların hem işgörenler hem de işverenler açısından öneminin farkına varılması ve bu yönde yaşanabilecek sorunların önüne geçilebilmesini sağlamak açısından çalışma önem arz etmektedir.

Anahtar Kelimeler: Moral, Motivasyon, Motivasyon Araçları, Turizm İşletmeleri.

Conceptual Evaluation of the Importance of Morale and Motivation in Tourism Establishments

ABSTRACT

Highly motivated employees in businesses are significantly effective in achieving high levels of productivity. Globalization, technological developments have increased competition, but also accelerated globalization. Resources should be used to achieve the goals and objectives of the organization without wasting it. The way to get the highest level of efficiency from the employees is to keep their motivation high. No matter how high the employees' ability to do the job is, if their motivation is not at the desired level, they will not be able to provide the highest performance (Tunçer, 2013). The hospitality industry has long struggled with how they can motivate and satisfy their employees with their jobs. The high turnover in the hospitality industry is believed to be due to the nature of the job (low salary, long working hours). Thus, in order to draw attention to this high turnover problem, employee motivation is seen as an ongoing critical situation for managers in hotel operations (Chiang & Jang, 2008). Chitiris (1990) underlined the concept of motivation by saying that “motivation is the most important determinant of behavior at work, and even high competence and high level of job training will not result in high performance if the person is demotivated or demoralized”. Lee-Ross (2005), with motivation at work; He detailed the link between organizational practical outcomes such as productivity, dedication, job satisfaction, intention to

stay, and demoralization. Looking at the literature, in addition to problems such as insufficient pay, low job security, limited training and development opportunities and high workforce turnover in the hotel industry, working hours incompatible with social life and excessive workload in hotels have also led to problems that cannot be compensated. These problems also negatively affect the morale and motivation of the employees. The aim of the study is to reveal how important the working conditions that affect the life quality of the employees in tourism enterprises are on the moral and motivation factors that cause a significant problem on their work life quality. Therefore, the study is important in terms of realizing the importance of these problems experienced in businesses both for employees and employers and to prevent problems that may be experienced in this direction.

Keywords: Morale, Motivation, Motivational Tools, Tourism Establishments.

**Developing Sustainability Mindset through Spirituality Development
Phases in Business and Management Education: The Evidence from IPMI
International Business School**

Dr. Ir. Amelia Naim Indrajaya, MBA

Sekolah Tinggi Manajemen IPMI

amelia.naim@ipmi.ac.id

Orcid: 0000-0001-9021-902X

ABSTRACT

Inclusion of spirituality in business and management school has been a topic of interest to practitioners and researchers, and there are studies emphasizing the importance of spirituality in business and management education. The purpose of this qualitative single case study was to explore how students perceive the effects of spiritually embedded programs in improving their sustainability mindset in terms of developing their commitment in giving social impact and preserving the nature. The research triangulated the students interviews with reflective essays and direct observations to cross examine the viewpoints expressed by interviewees. Using the sustainability mindset framework, the results indicated that spiritually embedded development phases encourage students' commitment to be a change maker both on making social impacts and preserving the nature, which suggests the value of spirituality development process in a business school setting.

Keywords: Spirituality Development; Business and Management Education, Higher Education, Sustainability Mindset, Diversity

Silk Road as Common Language of Commerce to Connect the World

Assoc. Prof. Dr. Tsitsino Dzotsenidze

Academic Doctor in Economics
ATSU, Invited Specialist.
Kutaisi University
tsitsino.dzotsenidze@atsu.edu.ge

Nikoloz Tcheishvili

Akaki Tsereteli State University
III year student of the Bachelor
Economics program
tcheishvili.nikolozi@atsu.edu.ge

ABSTRACT

Relevance of the research: The Silk Road has played a major role in the historical development of Afro-Eurasia. Modern life is unimaginable without globalization and its consequences. But globalization is not a new phenomenon. It takes us back to the distant past.

The trade did not start with Silk Road, but it radically expanded its scope. The alliances formed by mostly unknown merchants changed the world more than any political or religious leader.

As in ancient times, the New Silk Road project aims to find the shortest and fastest alternatives to Asia's fast-growing markets, diversify communications, spread technology, and provide a stable supply of energy.

The TRACECA, as well as the Baku-Tbilisi-Ceyhan "Great Oil Pipeline" and the Baku-Tbilisi-Erzurum "Great Gas Pipeline" are already operating under the New Silk Road project, which have significantly changed the economic reality in the Caspian-Black Sea region, created new conditions for development. The new Silk Road will strengthen not only the countries of the Caucasus, but also will increase Europe's energy security.

Keywords: Silk Road, Common Language, Commerce, Connect the World

Economic Growth in America: Convergence, Gains, and Lessons in this Century

Prof. Dr. Hernán E. Gil FORLEO

University of Buenos Aires, Argentina

hgilforleo@uade.edu.ar

ABSTRACT

In this exhibition we will address the economic growth of the countries of Latin America, Canada, and the United States. Using the economic growth cycles methodology from the beginning of the 21st century to the present, we will determine the bullish and bearish phases of each country, as well as the gains in terms of economic growth of each one. What does at first sight the empirical evidence tell us about the periods analyzed? Is greater external openness convenient for Latin American countries? Do regional blocks tend to converge or differ in their growth patterns? Can we learn Economic Policy Lessons from this approach? These questions will be the subject of our presentation and analysis.

Keywords: Economic Growth in America, Convergence, Gains, Lessons in this Century

Sex-Education and Its Role in Prevention of Teenage Pregnancy Leading to Educational Empowerment of Women

Assoc. Prof. Dr. Ziya. A. PATHAN

Department of Sociology and Social Work,

University of Eswatini,

Kingdom of Eswatini, South Africa

dr.zia4sociology@gmail.com

ABSTRACT

Teenage pregnancy also known as adolescent pregnancy refers to teenagers having children. The unplanned teenage Pregnancies carry extra risk to both the mother and the child on one-hand and increase in school dropouts due to pregnancy on the other. Eswatini is also not an exception to the issue of teenage pregnancy, the AEC report 2018 on schools dropout shows pregnancy as the second reason for school drop out after family reason and 23 percent of school dropouts in 2017 were due to teenage pregnancy which means 1 in 5 of teenagers dropped school due to pregnancy.

The present research undertakes analysing the role of sex education in preventing teenager pregnancies leading to educational attainment of girls without dropping out of the school. The study is conducted on secondary schools at Manzini Region in Eswatini. A total of 40 administrative teachers from secondary schools participated in the study. In order to have an insight into teenage pregnancy and sex education in secondary schools a questionnaire was distributed to collect information relevant to the research topic. Each school had one participant as more participants from same school would have given similar results. More than half of secondary school participated in the study, as there are 70 secondary schools in Manzini region. The research applied qualitative descriptive research paradigm, supported by quantitative data based on theories related to keyword of research.

The study is useful to the ministry of education in Eswatini, Non-Governmental organisations working with teenagers, schoolers, parents and the society to hold hands together and regulate teenage pregnancy and its effects. It is also useful as a source of information to researchers interested in studying relevant areas of study.

The research exhibits participation of male respondents who are graduate and above. The participant support sex education at school level involving the stakeholders like the community members and parents for sex awareness. The respondents expressed that the relation between sex education and teenage pregnancy and they attest that since the introduction of Life Skills education (SLE) in secondary schools the numbers of teenage pregnancies has changed in schools and its believed that sex education decreases teenage pregnancy. It is relieved to know that, majority of the schools in Manzini at Eswatini offer sex education in their school as they have witnessed teenage pregnancy at their respective schools leading to gradual increase in school dropouts.

It's recommended that, the stakeholders must be engaged in sex education. Creating sex education content should also involve parents and society as understanding the importance of sex education amongst children and provision of some necessities to female students so that they do not engage in sexual intercourse with adults for their basic needs.

Keywords: Teenager - Pregnancy - Sex Education – Empowerment

Digital Transformation in Banking Sector: Factors That Drive Digital Transformation

ROMA AHUJA

Reesearch Schorlar Department
Of Business Administration
Mohanlal Sukhadia University,
romakateja88@gmail.com

Dr. SACHIN GUPTA

Department of Business Administration
Mohanlal Sukhadia University,
aachinguptabusadm@gmail.com

ABSTRACT

Digital transformation means adopting new methods by changing the existing methods. In digital transformation, banks have adopted new changes by changing their traditional methods. Business activities have been changed by adopting new methods, which have benefited the customers. Seeing the current situation, the banking sector has called for digital revolution by changing its entire activities. Digital transformation means redefining business activities in this new digital age. There are four main components of this change, first is the process, second technology, third component is the data and fourth component is the organization change. Technical changes are second component according to this component many changes have done in the banking sector, after covid the whole world situation has been changed. Third component is data; new changes have been made by bank for securing the customers data. Fourth component is organizational change; many changes have been made in the environment within the bank. In this paper many advantages, benefits and future activities of banking transformation has been shown in this chapter. In this chapter we have shown the eight factors that drive digital transformation in banking industry.

Keywords: Digital Transformation, Banking Sector, Technologies

Predisposing Factors Influencing Utilization of Maternal Health Services in Sabon-Gari Local Government Area of Kaduna State, Nigeria

Aimee Osamudiamen Chris

Department of Sociology
Ahmadu Bello University, Nigeria
chrisaimee117@gmail.com
Orchid: 0000-0003-2107-9072

ABSTRACT

Background: Maternal deaths are frighteningly high globally due to relatively non-utilization and non-use of maternal health services by a sizeable proportion of women in rural communities. Women in North-western Nigeria, are presently experiencing the worst survival due to key components of maternal health services not been utilized. Some predisposing factors affecting women not to utilize service being provided at Primary Health Centres (PHCs) are discussed. The study therefore explores the predisposing factors affecting utilization of Maternal Health Services (MHS) provided by PHCs at Sabon-Gari Local Government area, Kaduna State, Nigeria.

Methodology: A cross sectional survey design was adopted.

Result: Findings revealed that age, educational background, income significantly influence women to access maternal health services available at primary health centres though most community members do not fully accept the use of modern health services at primary health centres and this has posed a lot of problem to the health sector.

Conclusion: Community heads, religious leaders and traditional leaders should adequately support women in rural communities. Effective community enlightenment programme should be put in place in the rural areas by both the government and non-governmental organizations to improve the utilization of Maternal Health Services provided by Primary Health Centres. Stakeholders in maternal health programmes including government and community members should encourage male involvement in MHS utilization of their wives through effective public enlightenment and community mobilization.

Keywords: Predisposing Factors, Women, Maternal Deaths, Primary Health Centres

Dijital Dönüşümün Ekonomiye Etkileri: Dijital Ekonomi

Dr. İsmail İŞLER

Pamukkale Üniversitesi

iisler@pau.edu.tr

Orcid: 0000-0002-9666-130x

ÖZET

Dijital dönüşüm ile birlikte bu dönüşüm, sosyal hayatı, meslek seçimlerini, üretim maliyetlerini, politik, kültürel ve ekonomik anlamda birçok alanı etkilemiş ve bildiğimiz herşeyin maskesini değiştirmiştir. Dijital dönüşüm 21. yüzyılda globalleşmenin de hızlanmasına sebep olmuş ve dünya ekonomisinin hızlı bir şekilde büyümesini ve değişmesini sağlamıştır. Bu değişim bilgi-iletişim teknolojileri temelinde, ekonomik işlemleri, mevcut iş yapma tekniklerini değiştirmiş ve dijital ekonomi kavramını ortaya çıkarmıştır. Dijital ekonomi kavramı ilk olarak Don Tapscott tarafından 1995’de yayınlanan “*The Digital Economy: Promise and Peril in the Age of networked Intelligence*” kitabı ile literatüre girmiştir. Sanayi devriminden sonra en önemli gelişme olarak gösterebileceğimiz “Dijital Ekonomi” ile birlikte ticaret başta olmak üzere uluslararası sınırların ortadan kalkmasını sağlamıştır. İnternette yapılan ticaretler başta olmak üzere hayatın birçok noktası bu platforma taşınmıştır. Bu gelişmeler literatürde “Dijital Ekonomi”, “Dijital Dönüşüm”, “Bilgi Teknolojileri”, “Dijital Platform”, “Dijital Devrim”, “Yeni Ekonomi”, “Ağ Ekonomisi”, “İnternet Ekonomisi” gibi birçok kavram ile açıklanmaya çalışılmıştır. 2021 yılı sonu itibariyle küresel dijital ekonominin büyüklüğü yaklaşık 4,9 trilyon \$’a ulaşması beklenmektedir.

Anahtar Kelimeler: Dijital Dönüşüm, Dijital Ekonomi, İnternet Ekonomisi.

Effects Of Digital Transformation On Economy: Digital Economy

ABSTRACT

Along with the digital transformation, this transformation has affected social life, career choices, production costs, many areas in political, cultural and economic terms and changed the mask of everything we know. Digital transformation has accelerated globalization in the 21st century and has enabled the world economy to grow and change rapidly. This change, on the basis of information and communication technologies, has changed economic transactions, current business methods and revealed the concept of digital economy. The concept of digital economy first entered the literature with the book "The Digital Economy: Promise and Peril in the Age of networked Intelligence" published by Don Tapscott in 1995. With the "Digital Economy", which we can show as the most important development after the industrial revolution, it has ensured the disappearance of international borders, especially trade. Many aspects of life, especially commerce on the Internet, have been moved to this platform. These developments have been tried to be explained in the literature with many concepts such as "Digital Economy", "Digital Transformation", "Information Technologies", "Digital Platform", "Digital Revolution", "New Economy", "Network Economy", "Internet Economy". By the end of 2021, the size of the global digital economy is expected to reach approximately \$4.9 trillion.

Keywords: Digital Transformation, Digital Economy, Internet Economy.

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Kamu Ekonomisi Perspektifinden Küresel Kamusal Malların Analizi

Dr. İsmail İŞLER
Pamukkale Üniversitesi
isler@pau.edu.tr
Orcid: 0000-0002-9666-130x

ÖZET

Küreselleşme ile birlikte devletlerin rolleri genişlemiş, ülke sınırları ortadan kalkmış ve devletlerin çözmesi gereken sorunlar çeşitlenmiştir. Bununla birlikte Devlet'in varolma sebeplerinden biri olan kamusal malların tanımının da küreselleşme ile birlikte çeşitlendiği görülmektedir. Savunma, diplomasi, adalet gibi malları örnek olarak verdiğimiz kamusal malların yanına, ülke sınırlarının kalkması ile birlikte yerel kamusal mallar, bölgesel kamusal mallar, küresel kamusal mallar gibi yeni ayrımlar ve tanımlamalar gelmiştir. Bu tanımlamalar ile birlikte devletlerin üretmesi gereken mal ve hizmetler de artmıştır. Bunlara örnek vermek gerekirse; bilgi üretimi, terörden korunma, uluslararası hukuk, iklim değişiklikleri ile mücadele, çevre kirliliği ile mücadele, bulaşıcı hastalıklar ile mücadele, küresel yoksulluk vb. şeklinde sıralanabilir. 20. yüzyılın sonlarında ortaya atılan ve 21. yüzyılda sürdürülebilir kalkınma kavramı ile birlikte gündemin esas konularından biri haline gelen küresel kamusal mal kavramını, faydası veya zararları ülke sınırlarını aşan, hatta faydası veya zararları sonraki nesilleri etkileyecek olan mallar şeklinde tanımlayabiliriz.

Anahtar Kelimeler: Küresel Kamusal Mallar, Kamusal Mallar, Küreselleşme.

Analysis Of Global Public Goods From A Public Economy Perspective

ABSTRACT

With globalization, the roles of states have expanded, country borders have disappeared and the problems that states need to solve have diversified. However, it is seen that the definition of public goods, which is one of the reasons for the existence of the State, has also diversified with globalization. New distinctions and definitions such as local public goods, regional public goods and global public goods came with the abolition of the borders of the country. With these definitions, the goods and services that states should produce have also increased. To give an example of these; information production, protection from terrorism, international law, combating climate change, combating environmental pollution, combating infectious diseases, global poverty, etc. can be listed as. We can define the concept of global public goods, which was introduced at the end of the 20th century and became one of the main topics of the agenda with the concept of sustainable development in the 21st century, as goods whose benefits or losses exceed the borders of the country, and whose benefits or losses will affect the next generations.

Keywords: Global Public Goods, Public Goods, Globalization.

Tarhiyat Öncesi Uzlaşmada Yapılan Değişiklikler ve Değerlendirilmesi

Mustafa Sefa MAZLUM

Çukurova University
mustafasefamazlum@hotmail.com
Orcid: 0000-0002-8433-5291

ÖZET

213 sayılı Vergi Usul Kanunu'nun ek 11. maddesinde, vergi incelemesine dayanılarak tarh edilecek vergiler ve bunlara ilişkin kesilecek vergi cezalarıyla (kaçakçılık fiilinden kaynaklananlar hariç) ilgili, tarhiyat öncesi uzlaşma yapılabileceği hükmü yer almaktadır. Bu uygulama mükelleflere, tarh edilecek vergi ve kesilecek cezalarla ilgili olarak, tarhiyattan önce vergi idaresi ile görüşme ve uzlaşma olanağı sunmaktadır. Böylece, mükellefler vergi ve ceza miktarının bir kısmından ya da tamamından kurtulma şansı bulurken, vergi idaresi de mükelleflerin yargı yoluna başvurmasını engellemekte, vergi ve cezanın bir an önce tahsil edilmesini sağlamaktadır. Uzlaşma, ihtilafların idari aşamasında çözümünde önemli ve etkin bir yöntemdir.

Söz konusu uygulamanın kapsamına giren cezalarda 2018 ve 2021 yıllarında bir takım değişiklikler yapılmıştır. Buna göre, 7103 sayılı kanun ile 2018 yılında tarhiyat öncesi uzlaşma kapsamından çıkarılmış olan usulsüzlük ve özel usulsüzlük cezaları, 7338 sayılı Kanun ile yeniden tarhiyat öncesi uzlaşma kapsamına alınmıştır. Ancak bu yeni uygulama, usulsüzlük ve özel usulsüzlük cezalarının tamamını kapsamamaktadır. Bu çerçevede, vergi incelemesi neticesinde tespit edilen ve cezayı gerektiren fiil bazında kesilecek toplam ceza tutarı dikkate alınarak yapılan değerlendirme sonucunda maddeye göre belirlenen tutarı aşan usulsüzlük ve özel usulsüzlük cezaları tarhiyat öncesi uzlaşmaya konu edilebilecektir.

Çalışma kapsamında tarhiyat öncesi uzlaşmanın kapsamında yaşanan değişimler, bu değişimlerin amaçları ile uygulamaya fiili ve olası yansımaları ele alınıp değerlendirilmiştir. Yaptığımız değerlendirmelerde, yapılan değişikliklerle tahsilatın hızlandırılması, vergisel uyumun artırılması ve ihtilafların azaltılmasının amaçlandığı tespit edilmiştir.

Anahtar Kelimeler: Uzlaşma, Vergi İncelemesi, Vergi Usul Kanunu

Changes and Evaluation of the Consiliation Before Assessment

ABSTRACT

In the additional article 11 of the Tax Procedure Law No. 213, there is a provision that consiliation before assessment can be made regarding the taxes to be levied on the basis of the tax inspection and the related tax penalties (excluding those arising from the act of smuggling). This practice offers taxpayers the opportunity to negotiate and reconcile with the tax administration regarding the tax to be assessed and the penalties to be imposed. Thus, while taxpayers have the chance to get rid of some or all of the tax and penalty amount, the tax administration prevents the taxpayers from applying to the judiciary and ensures that the tax and penalty are collected as soon as possible. Conciliation is an important and effective method in resolving disputes at the administrative stage.

In 2018 and 2021, a number of changes were made in the penalties covered by the said application. Accordingly, irregularity and special irregularity penalties, which were excluded from the scope of consiliation before assessment in 2018 with the Law No. 7103, were again included in the scope of consiliation before assessment with the Law No. 7338. However, this new application does not cover all irregularity and special irregularity penalties. In this framework, irregularity and special irregularity penalties exceeding the amount determined according to the article, as a result of the evaluation made by taking into account the total penalty amount to be imposed on the basis of the act that requires the penalty, may be subject to consiliation before assessment.

Within the scope of the study, the changes in the scope of the consiliation before the assessment, the purposes of these changes and their actual and possible reflections on the practice were discussed and evaluated. In our evaluations, it has been determined that the changes are aimed at accelerating collection, increasing tax compliance and reducing disputes.

Keywords: Consiliation Before Assessment, Tax Examination, Tax Procedure Law

İptal Davalarında “Borçlunun Maksadını Bilen veya Bilmesi Lazım Gelen” Kişilerin Tespitinde Yargı Kurumlarının Esas Aldığı Kriterler

Mustafa Sefa MAZLUM

Çukurova Üniversitesi
mustafasefamazlum@hotmail.com
Orcid: 0000-0002-8433-5291

ÖZET

Türkiye Cumhuriyeti Anayasasının benimsediği vergilendirmenin yasallığı ilkesi, verginin tarh ve tahakkuku kadar tahsili aşamasında geçerlidir. Bu çerçevede, Türkiye’de kamu alacaklarının tahsilinde izlenecek usulleri belirleyen 6183 sayılı Amme Alacaklarının Tahsil Usulü Hakkında Kanun uygulanmaktadır. Bu kanun ile, kamu hizmetlerinin sürekliliği, kamu alacaklarının belirli sürelerde ve kısa zamanda tahsil edilmesi zorunluluğu gözetilerek, kamu alacakları için genel takip sisteminden ayrı bir takip ve tahsil usulü benimsenmiştir.

Kamu alacakları için belirlenen bu özel takip sistemi ile belirlenen temel ilkelerden biri vergi alacağını güvence altına almaktır. Bu çerçevede, tahakkuk etmemiş kamu alacaklarının korunması amacıyla teminat, ihtiyati haciz ve ihtiyati tahakkuk; tahakkuk etmiş kamu alacaklarının korunması amacıyla diğer korunma hükümlerine (rüçhan hakkı, iptal davası ve bazı sorumluluk hükümleri) kanunda yer verilmiştir.

6183 sayılı Kanununun 24 ila 31. maddelerinde “iptal davası” olarak zikredilen yöntemle, kamu idaresine, kamu alacağının tahsiline engel olmak için yapılan ve kanunda sayılan bazı tasarrufları dava yoluyla iptal ettirebilme hakkı verilmektedir. Bu çerçevede hükümsüz sayılan işlemlerden bir kısmı da Kanunun 30.maddesinde sayılmıştır. Buna göre, borçlunun malı bulunmadığı veya borcuna yetmediği durumlarda, borçlunun kamu alacağının bir kısmını ya da tamamının tahsilini imkansız hale getirmek amacıyla, borçlunun amacını bilen veya bilmesi gereken kişilerle yaptığı tüm işlemler hükümsüzdür.

Çalışma kapsamında, Kanun metninden açıkça anlaşılmayan, borçlunun amacını bilen veya bilmesi gereken kişilerin kim olduğu Yargıtay ve Danıştay kararları çerçevesinde ele alınmıştır. Yargı kararlarında bu kişilerin belirlenmesinde, akrabalık, ortaklık, vekalet, borç-alacak ilişkisi, yürütülen meslek, nüfusa kayıtlı olunan ve yaşanan yer gibi kriterlerin esas alındığı görülmüştür.

Anahtar Kelimeler: İptal Davası, Güvence, Bilen, Bilmesi Gereken, Kamu Alacaklarının Korunması

Criteria Used by Judicial Institutions in Determining Persons Who "Know or Should Know" the Borrower's Purpose in Cancellation Actions

ABSTRACT

The principle of legality of taxation adopted by the Constitution of the Republic of Turkey is valid at the stage of tax collection as well as its assessment and accrual. In this framework, Law No. 6183 on Collection Procedure of Public Claims, which determines the procedures to be followed in the collection of public receivables in Turkey, is implemented. With this law, a separate follow-up and collection procedure from the general follow-up system has been adopted for public receivables, taking into account the continuity of public services and the obligation to collect public receivables within certain periods and in a short time.

One of the basic principles determined by this special follow-up system determined for public receivables is to secure tax receivables. In this framework, collateral, precautionary attachment and precautionary accrual in order to protect unaccrued public receivables; In order to protect accrued public receivables, other protection provisions (preemptive right, cancellation lawsuit and some liability provisions) are included in the law.

With the method referred to as "cancellation action" in Articles 24 to 31 of Law No. 6183, the public administration is given the right to annul certain savings, which are enumerated in the law, to prevent the collection of public receivables through litigation. In this context, some of the transactions deemed invalid are listed in Article 30 of the Law. Accordingly, in cases where the debtor has no assets or is not sufficient for his debt, all transactions made by the debtor with people who know or should know the purpose of the debtor in order to make it impossible to collect some or all of the public receivables are null and void.

Within the scope of the study, who is not clearly understood from the text of the Law, who knows or should know the purpose of the debtor, has been discussed within the framework of the decisions of the Supreme Court and the Council of State. It has been observed that in the determination of these persons in judicial decisions, criteria such as kinship, partnership, power of attorney, debt-credit relationship, occupation, registered and living place are taken as basis.

Keywords: Cancellation Case, Assurance, person who knows, Person who needs to know,, Protection of Public Claims

Örgütsel Adalet ve Yenilikçi İş Davranışı: Bilgi Paylaşımının Aracılık Rolü

Asst. Prof. Dr. Emre Burak EKMEKÇİOĞLU

Ankara Yıldırım Beyazıt University, Business School
ebekmekcioglu@ybu.edu.tr

ÖZET

Bu çalışmanın amacı, örgütsel adalet ile yenilikçi iş davranışı arasındaki ilişkide bilgi paylaşımının aracı rolünü incelemektir. Bu çalışma için Türkiye'de faaliyet gösteren üretim sektörü işletmelerinden veriler toplanmıştır. 122 çalışandan oluşan bir örneklem PROCESS makrosu kullanılarak aracılık analizine tabi tutulmuştur. Sonuçlar, örgütsel adaletin yenilikçi iş davranışı ile pozitif ilişkili olduğunu göstermiştir. Ayrıca bilgi paylaşımının örgütsel adalet ile yenilikçi iş davranışı arasındaki ilişkide aracı rolü olduğu bulunmuştur. Bu çalışma, bilgi paylaşımını temel bir aracı mekanizma olarak vurgulayarak örgütsel adalet ve yenilikçi iş davranışı arasındaki bağlantıyı netleştirmeye çalışmaktadır.

Anahtar Kelimeler: Örgütsel Adalet, Bilgi Paylaşımı, Yenilikçi İş Davranışı

Organizational Justice and Innovative Work Behavior: The mediating Role of Knowledge Sharing

ABSTRACT

The purpose of this study is to investigate the mediating role of knowledge sharing in the relationship between organizational justice and innovative work behavior. Data were collected for the present study from various manufacturing sector organisations functioning in Turkey. A sample of 122 employees was subjected to mediation analysis using the PROCESS macro. The results showed that organizational justice was positively related with innovative work behavior. Further, knowledge sharing was found to have a mediating role in the relationship between organizational justice and innovative work behavior. This study attempts to clarify the link between organizational justice and innovative work behavior by emphasizing knowledge sharing as an underlying mediating mechanism.

Keywords: Organizational Justice, Knowledge Sharing, Innovative Work Behavior

Government Trade Policies and Foreign Direct Investment

Murat, Akyuz, Ph.D,

Department of Business Administration,
Nile University of Nigeria

Opusunju, Michael Isaac, Ph.D.

Department of Business Administration,
Nile University of Nigeria
opusunjumike@gmail.com

ABSTRACT

The study examined the nexus between government trade policies and foreign direct investment. The study proxied government trade policies as tax policy, balance of payment and trade openness while foreign direct investment is proxied as equity capital, re-investment capital and intra company loan. The study adopted conceptual research design. The study collected data from past literature review and article published in reputable international or local journals. The study developed a conceptual model to explain the relationship that existed between the variables. The findings showed that government trade policies attract foreign direct investment while foreign direct investment attract government trade policies. The model also incorporated exchange rate and corruption, safety, market size, transportation facilities, road network, electricity and energy which implies that foreign direct investment is influenced by corruption and corruption also affects government trade policies. Also, exchange rate, corruption, safety, market size, transportation facilities, road network, electricity and energy also affected government trade policies such as tax policy, balance of payment and trade openness. These variables have effect on the inflow of foreign direct investment in the world. The study recommended that government should continue to ensure effective government trade policies such trade openness, tax policy and balance of payment since it can attract foreign direct investment. Also, foreign direct investors should be encouraged to invest in foreign countries since their investment attracts or change government policies.

Keywords: Trade Policies, Tax Policy, Balance of Payment, Foreign Direct Investment

Eysenck'in Kişiliğın ve Sosyal Zekânın Kariyer Kararlılıđı Üzerindeki Rolünün İncelenmesi

Öğr. Gör. Dr. Ethem MERDAN

Ahi Evran University,
ethem.merdan@ahievran.edu.tr
ORCID: 0000-0003-2528-2326

ÖZET

Sahip olunan işte bir takım eğitim ve tecrübeler kazanarak yükselme anlamına gelen kariyer, üzerinde ciddi şekilde düşünülüp karar verilmesi gereken bir durumdur. Çünkü kişilerin bu konuda vereceđi yanlış bir karar kişilerin hem iş hem de sosyal hayatlarında olumsuz sonuçlara neden olmaktadır. Kariyer kararı verirken kişiler kişisel, ailevi ve çevresel birçok faktör etkilenebilmektedir. Bu faktörlerden bir tanesi sahip olunan kişilik özellikleri, bir diğeri de zekâ türüdür. Bu çalışmada amaç, kişiliđi temelde dışadönük ve içedönük kişilik özelliđi olarak ele alan Eysenck kişiliğın ve sosyal zekânın kariyer kararlılıđı üzerine etkisini tespit etmektir. Nicel araştırma yöntemine göre tasarlanan araştırma verileri Kırıkkale ilinde bulunan küçük sanayi sitesindeki işletmelerin çalışanlarından elde edilmiştir (n= 368). Veriler faktör analizi, korelasyon analizi ve regresyon analizi ile incelenmiştir. Araştırma bulgularına göre Eysenck kişiliğın kariyer kararlılıđını etkilemediđi ve sosyal zekânın kariyer kararlılıđını negatif yönde etkilediđi tespit edilmiştir. Elde edilen sonuçların literatüre ve araştırmacılara katkı sağlayacağı düşünülmektedir.

Anahtar Kelimeler: Kişilik, Eysenck Kişilik, Kariyer, Kariyer Kararlılıđı, Sosyal Zekâ.

Investigation of the Role of Eysenck's Personality and Social Intelligence on Career Decidedness

ABSTRACT

Career, which means gaining some training and experience in the job, is a situation that should be seriously considered and decided. Because a wrong decision made by people in this regard causes negative consequences in both business and social lives of people. While making a career decision, many personal, family and environmental factors can be affected. One of these factors is personality traits, and the other is the type of intelligence. The aim of this study is to determine the effect of Eysenck personality and social intelligence on career decidedness, which basically considers personality as an extroverted and introverted personality trait. The research data designed according to the quantitative research method were obtained from the employees of the small industrial estates in Kırıkkale province. (n= 368). The data were analyzed by factor analysis, correlation analysis and regression analysis. According to the research findings, it was determined that Eysenck personality did not affect career determination and social intelligence negatively affected career determination. It is thought that the results obtained will contribute to the literature and researchers.

Keywords: Personality, Eysenck Personality, Career, Career Decidedness, Social Intelligence.

Kuzey Kıbrıs Türk Cumhuriyeti Ceza Adalet Sisteminde Kanunla İhtilafa Düşen Çocuklar: Çocuk Suçluluğu, Kurumlar, Süreçler ve Yasalar

Dr. Osman KAYABAŞI

TRNC Police Organization

osmankayabasi@yahoo.com

Orcid: 0000-0001-9499- 5974

ÖZET

Birleşmiş Milletler Çocuk Hakları Sözleşmesi 1996 yılında Kuzey Kıbrıs Türk Cumhuriyeti (KKTC) Meclisi tarafından onaylanarak iç hukukun bir parçası haline getirilmiştir. Sözleşme, kanunla ihtilaf halindeki çocuklarla ilgili ayrı bir çocuk adalet sistemi oluşturulmasını gerektirmektedir. Fakat halen KKTC’de kanunla ihtilafa düşen çocuklara yönelik ayrı bir çocuk adalet sistemi oluşturulamamıştır. Bu çalışmada, çocuk suçluluğuna yönelik KKTC ceza adalet sistemi içerisinde yer alan kurumlar, süreçler ve mevcut yasal düzenlemeler incelenmiştir. İlk önce çocuk suçluluğu kavramı üzerine KKTC mevzuatı ele alınmıştır. Ardından KKTC’de çocuk suçluluğu üzerine harekete geçen kurumlar ve yaşanan süreçler analiz edilmiştir. Çalışma bulguları; KKTC’nin çocuklara yönelik adalet sisteminin doğasının ceza odaklı ve reaktif olduğunu, KKTC’de çocuk odaklı adalet anlayışı eksikliği olduğunu, Çocuk Hakları Sözleşmesindeki değerlerin KKTC’de henüz ilgili kurumlar tarafından içselleştirilemediğini ve son olarak KKTC’de reform yapılarak çocuk adalet sistemi oluşturulması gerektiğini ortaya çıkarmıştır. Bu bulgulara dayanarak çalışma, KKTC’de kanunla ihtilafa düşen çocukların karşılaştıkları sorunlarla başa çıkılabilmesi ve çocuk adalet sistemi oluşturulması için bir dizi çözüm önermektedir.

Anahtar Kelimeler: Çocuk suçluluğu, çocuk adalet sistemi, kanunla ihtilafa düşen çocuklar, Birleşmiş Milletler Çocuk Hakları Sözleşmesi, Kuzey Kıbrıs Türk Cumhuriyeti.

Children in Conflict with the Law in the Criminal Justice System of the Turkish Republic of Northern Cyprus: Juvenile Delinquency, Institutions, Processes and Laws

ABSTRACT

The United Nations Convention on the Rights of the Child was ratified by the Assembly of the Turkish Republic of Northern Cyprus (TRNC) in 1996 and became a part of domestic law. The Convention requires the establishment of a separate juvenile justice system for children in conflict with the law. However, a separate juvenile justice system has not been established for children in conflict with the law in the TRNC. In this study, institutions, processes and current legal regulations in the TRNC criminal justice system for juvenile delinquency were examined. First, the TRNC legislation on the concept of juvenile delinquency was discussed. Then, the institutions taking action on juvenile delinquency and the processes experienced in the TRNC were analyzed. Study findings; It has been revealed that the nature of the justice system of the TRNC for children is punishment-oriented and reactive, there is a lack of a child-centered understanding of justice in the TRNC, the values in the Convention on the Rights of the Child have not yet been internalized by the relevant institutions in the TRNC, and finally, a juvenile justice system should be established by reforming in the TRNC. Based on these findings, the study proposes a series of solutions to deal with the problems faced by children in conflict with the law in the TRNC and to establish a juvenile justice system.

Keywords: Juvenile delinquency, juvenile justice system, children in conflict with the law, United Nations Convention on the Rights of the Child, Turkish Republic of Northern Cyprus.

PhDC. Leonora BRUÇAJ
University of Prishtina "Hasan Prishtina"
l_brucaj@hotmail.com

ABSTRACT

Albanian children's literature in Kosovo has not reached an overwhelming development so far. This type of literature can become an artistic factor through the study and display of its values, providing and promoting its importance as art. The aforementioned work has this aim in addition to the purpose of extracting and differentiating the character of this literature - as part of the imagination and as a subject of reality. In this case, we have a binomial of these two; a coexistence in which fantasy sometimes dominates and creates the fantastic novel, which is often built on a fairy tale and sometimes is dominated by reality, which qualifies the works as realistic and often didactic and educational.

The paper on "The fantastic and the real in children's literature in Kosovo", in the field of study of this type of literature, aims to be proactive in Kosovo in terms of identifying the fantastic and the real, as a universe where these two coexist artistically also as builders of the structure of most children's works. This can be achieved by systematically researching, through the analysis of narrative forms (narrator-author-reader, narrator character), through text analysis (fable-subject, main events from the introduction to the main point), the function of conflicts - their construction, characters - the system of characters (hero-real, fictional, mythological, historical, extraordinary, main, secondary), topics and ideas (topics from fairy tales, those on national illumination, and social emancipation, how much the topics are known as soon as they have authorial ideas), intertextual relations with folk literature and remodeling or reconfiguration of folk literature, stylistic tools of authors and especially construction figures - whether in prose, poetry or even the small amount of drama of this literature, the environment (emotional and psychological impact of historical and cultural context), time and atmosphere, then attempting to make a typology of its fiction and realistic thematic development (real novel), which define the structure of this literature itself. Realistically, by defining where the fantastic is only as an integral element and where the fantastic is the determinant of genre - that is, where it makes the work fantastic, we will be able to build an overview of the typology of our children's literature. In order to achieve this, we can also use Todorov's theory, who qualifies the fantastic as a *suspicious, hesitant experience, of characters who know only the laws of nature and are confronted with the appearance of something, of an unnatural event*. The impossible, as imagination in our children's literature, is basic-fairy tale like, and not mythical and ironic, so our focus will be upon it.

Through the analysis of the thematic-motivational composition, the features of the influences - literary schools of the authors will be extracted, interpreting the fantastic to be closer to the real and the elaboration of the literary art, along the research and differentiation of the fantastic and the real in this literature.

The fantastic and the reality are present in most of the works of our authors, such as novels, stories, poetry, and drama.

Keywords: Fantastic, Literature, Real, Stories, Poetry, Drama, Fairy Tales, Myth, Author.

A Study on Personal Financial Management Behavior amongst Working Youth of Selected Region of Gujarat

Priyanka MEHTA

Research Scholar,
Gujarat Technological University, Ahmedabad
piyu.j.mehta@gmail.com

ABSTRACT

If you do not know where you are going, no road will lead you. This well-known sentence showing the critical link between planning and goal achievement. Most People manage their personal finances in one or two ways. Now In India there is population of 135.26 Crore (2018) in which more than 50% of its population below the age of 25 and more than 65% below the age of 35. You need to make plan to manage your finance. If you have lot of money but you do not know how to manage than there is no meaning of the money. This is the era of plastic Money and Digital UPI Payments. Plastic Money like Credit Card, Debit Card and UPI payments like Google pay, Pay tm, Phone pay etc. Now a day's youth are used to use more plastic money and UPI payments in their regular life. They do not know how to manage their Finance, which they received in form of pocket money from their parents. So many time they have no money in the mid of the month and they start using credit card and create debt on them. Many time they become victim of online fraud. So this study will guide you that how to manage your personal finance and how to save your money. Money will not grow up if you are saving in your piggy bank, so you need to invest your money. Other Aspects of personal finance include banking, budgeting, retirement planning, insurance, and estate planning and more.

Key Words: Financial Management, Working Youth, Financial Management

Managing Modern Slavery-Innovation-Globally in Supply Chain Management

Mr. Pallikkara Viswanathan

Faculty Member of IIMM Bangalore Br.

vid_shy@yahoo.com

No: 9343343226

ABSTRACT

Supply chain have become well dispersed, globally, with the impact on a psychotically, distance between buyers of prominent brands, suppliers, supplying on low cost, in most of the countries globally, have seem to be bigger on adoptive of modern slavery in supply chain. Most organisation consider modern slavery as a risk, on the basis of private, public, data on the basis of presence of Artificial Intelligence, that is relying upon the visible data, incidents, audits, also the facility offered, are outdated data, relying upon the information, from a third party sources, either through audits, suppliers, leaving the perceptive to frauds, audit, deception by the suppliers in supply chain. Supply chain in modern slavery is to identify the operations, the abuses, threats, violence, coercion, also the misuse of power in supply chain.

Supply chain is able to understand the complexities, that in early stages is able to understand slavery globally, lacking awareness, complexities, as the suppliers are likely to be involved in exploitation, concealing, that the manpower would likely to conceal the activities, in order to protect, them to act, as the additional methods for managing risk, were confined to the modern slavery risk, as many have relied on the code of conduct, with suppliers embedded contracts, as belief in the foundation, that would suffice non-compliant labour in supply chain. Modern Slavery in supply chain is forcing to work, without benefits, freedom, with the need for support, protection which has impacted to bring violence, coercion, abuse of power of power, as in gig workers in supply chain.

Key Words: Modern Slavery: Artificial Intelligence: Non-Compliant: Lacking Awareness: Complexities; Exploitation: Managing Risk

Deliberating Forecasting with Google Trends

Ms. Divya Jain

Research Scholar,
Manav Rachna International Institute of Research and Studies, (Deemed to be University) Faridabad
Assistant Professor, Delhi Institute of Advanced Studies
divyajain0803@gmail.com

Assoc. Prof. Dr. Meghna Chhabra

Manav Rachna International Institute of Research and Studies, (Deemed to be University) Faridabad

ABSTRACT

The increased use of big data technologies and the internet has created a gold mine of online big data that can be used to forecast the future or spot trends. Forecasting models can be prepared with the use of google trends data. This research aims to explore how the breadth of research has extended over the last decade by analysing patterns in research projects that have used Google Trends, a new source of big data. To identify the research trend of utilizing google trends for preparation of forecasting models in different domains, the study bibliometrically explores 660 articles from SCOPUS database. The period of study begins from 2009 till present. In order to compare research trends and identify new areas for research, the study provides numerous insights for researchers who use Google Trends for developing forecasting models. A growth in research can be witnessed from the year 2015 onwards. United States is the country with maximum publications in this field of research followed by China, United Kingdom (UK) and Germany. Mavragani, A. is the most prolific author and has published 11 papers relevant to the field of study. Maximum number of studies are published in journals of Plos One and Journal of Medical Internet Research. The study evaluates the different disciplines using google trends for forecasting purposes and reveals three major disciplines which has maximum publications in this field. The three disciplines are Computer Science, Medicine, and Economics, Econometrics and Finance.

Keywords: Big Data, Forecasting, Google Trends, SCOPUS

Financial Performance Analysis Before and During the COVID-19 Pandemic in PT. Astra International Tbk

Dr. Wiwiek Mardawiyah DARYANTO

Sekolah Tinggi Manajemen IPMI

wiwiek.daryanto@ipmi.ac.id

Orcid: 0000-0003-3582-5857

ABSTRACT

PT. Astra International Tbk. is one of the biggest companies in Indonesia that is found in many segments, such as automotive, financial services, property, Agribusiness, Infrastructure, information technology, heavy equipment, mining, and construction & energy. Unfortunately, in late 2019, the Covid-19 pandemic has had several negative impacts on all activity, which affects social, economic, and shifted the behavior of consumers of PT. Astra products and services that affect their financial performance. During the pandemic, PT Astra products and service revenue has fallen 26% year-on-year as of September 30. The company revenue fell from Rp 177.04 trillion to Rp 130.35 trillion. Due to that problem, the particular reason for the study is to measure the financial performance of PT. Astra International Tbk. and to examine the significant differences between the financial performance before and after the COVID-19 Pandemic, that affected the financial performance of the company. The data used is the financial report from before the pandemic (2019) and after the pandemic (2020). To analyze the data, paired sample t-test and financial ratio analysis (FRA) were used. The findings showed that the current ratio had surprisingly increased during the pandemic from 1.29 to 1.54. This actively demonstrates that PT. Astra International Tbk. has anticipated this kind of event, even though their revenue is significantly reduced. The author believes that the findings will be helpful for companies who continuously attempt to explore opportunities to provide a higher return.

Keywords: PT. Astra International Tbk, Financial Performance, Covid-19, Financial Ratio, Paired t-test

Importance of Education in Developing Entrepreneurial Competencies and Skills for Entrepreneurship

Anurag VYAS

Mohanlal Sukhadia University, Udaipur (Rajasthan)
sahil.anuragvyas@gmail.com
Orcid: 0000-0001-7214-4597

Asst. Prof. Dr. Sachin GUPTA

Department of Business Administration
Mohanlal Sukhadia University, Udaipur (Rajasthan)
sachinguptabusadm@gmail.com

ABSTRACT

The education system plays a crucial role in shaping the career choices of young people. Being entrepreneurial can mean many things. It includes the making of new firms (entrepreneurship), and moreover how people look at their jobs (intrapreneurship), and their behavior in the everyday lives. As outlined in the National Education Policy (NEP-2020), a number of key competencies that can and should be developed throughout formal education and endless learning. One of these competency is the understanding of initiative and entrepreneurship, which refers to people's willingness and the talent to put their ideas into action. People with Entrepreneurial mind-set demonstrate initiative, they learn from trial and error, and believe their own judgments while considering other opinions and assessing risks; and they create their own work environments. It will be beneficial for all learners to develop in schools and colleges the basic set of attitudes, skills, and knowledge that we call entrepreneurial competencies. A curriculum that promotes entrepreneurial competencies must accommodate two coexisting learning objectives: "being entrepreneurial" and "becoming an entrepreneur". Learning objectives, pedagogy, and assessment strategies can be adjusted to meet learners' needs and interests according to a progression model. Learning objectives for different levels of education and for vocational training will differ under a progressive approach to entrepreneurial education.

Keywords: Education, Learning, Entrepreneurship

Corruption Free Society: Role and Responsibility

Dr. Sheikh Arshid AHMAD

IGNOU Counselor

Govt Degree College Tral Pulwama, Jammu and Kashmir

sheikharshid663@gmail.com

ABSTRACT

The responsibility is essential to be stimulated in every individual's life and within a society as a whole. Social transformation of a community can only be acquired through ethical and legal series of norms of the society and with that, style of every individual's life can be acted as a strong medium for collection, structuring and broad dissemination of information and services for public benefits.

On this kind of mechanism an individual's accountability towards the society increases and even government officials are too accountable in front of the society and public. Working of officials in government departments must be transparent and should have open access to public accountability that can help them to focus on glorious discharge of duty and services. For improvement and upgrading of oneself towards the proper functioning of the society an individual should be supervisor with a kind of mindset and action to know the responsibility towards the society as a whole.

Concept of the paper will be presented to analyze and research with improved strategies and tactics that how to abolish corruption permanently from the society. The findings suggest that corruption need to be proactively and systematically managed with effective strategies then only it is possible only to combat this menace from the society.

Keywords: Corruption, Unethical Conduct, Governance

Salgın Sürecinin Borsa İstanbul'da Halka Arzlara Etkisi

Dr. Korkmaz ERGUN

Borsa İstanbul

korkmaz.ergun@borsaistanbul.com

Orcid: 0000-0003-1014-6460

ÖZET

Salgın süreci sırasında tüm finansal piyasalar gibi Borsa İstanbul da çeşitli açılardan etkilenmiştir. Bu etkilerden bir tanesi de Borsa İstanbul'da gerçekleşen halka arzlar üzerinde görülmüştür. Son iki yılda ortalama halka arz sayısı 7 olarak gerçekleşirken, 2021 yılında 52 halka arz gerçekleştirilmiştir. Bu artışın en önemli sebebi ise 2020 yılı başında 1,2 milyon olan yatırımcı sayısının, salgınla birlikte 2021 yılında 2,4 milyona ulaşması olarak kabul edilmektedir. Bu yükselişin halka arzlara katılan toplam yatırımcı üzerinde de etkili olduğu görülmektedir. Halka arza katılan yatırımcı sayısı 2019 yılında 8.625 yatırımcı, 2020 yılında 1.021.714 yatırımcı iken, 2021 yılında 8.511.326 yatırımcıya yükselmiştir. Bu artış sonrasında WFE Kasım sonu verilerine göre halka arzlardan sağlanan kaynak sıralamasında Borsa İstanbul 33. sıradan 23. sıraya çıkmıştır. Dünya genelinde halka arzdan elde edilen kaynağın kullanım alanlarına bakıldığında ise kaynakların çoğunlukla genel işletme ihtiyaçları için harcandığı, satın alma finansmanı ve borç geri ödemesinde kullanıldığı görülmektedir. Borsa İstanbul'da 2020 ve 2021 ilk yarısında gerçekleşen halka arz kaynak kullanım raporları incelendiğinde ise kaynakların genel olarak borç ödemesi, satış ve ihracat geliştirme, yeni yatırımlar, istihdam ve kapasite artışı alanlarına aktarıldığı tespit edilmektedir.

Anahtar Kelimeler: Halka arz, Borsa İstanbul, Kurumsal Finansman

ABSTRACT

During the pandemic, Borsa İstanbul, like all financial markets, was affected from various aspects. One of these effects was seen on the public offerings in Borsa Istanbul. While the average number of public offerings was 7 in the last two years, 52 public offerings were held in 2021. The most important reason for this increase is considered to be the number of investors, which was 1.2 million at the beginning of 2020, reached 2.4 million in 2021 with the epidemic. It is seen that this increase has an impact on the total investors participating in the public offerings. While the number of investors participating in the public offering was 8,625 investors in 2019 and 1,021,714 investors in 2020, it increased to 8,511,326 investors in 2021. Following this increase, Borsa İstanbul moved up from 33rd to 23rd in the ranking of funds provided from public offerings, according to WFE end-of-November data. When we look at the usage areas of the finance obtained from the public offering around the world, it is seen that the resources are mostly spent for general business needs, and are used in purchasing financing and debt repayment. When the public offering resource utilization reports in Borsa Istanbul in the first half of 2020 and 2021 are examined, it is determined that the resources are generally transferred to debt payment, sales and export development, new investments, employment and capacity increase.

Keywords: IPOs, Borsa Istanbul, Corporate Finance

A Survey and Statistical Data of Math Economics Applications International Relations Triple-Purpose

Dr. Shkelqim HAJRULLA

Computer Engineering Department
Epoka University, Tirana, Albania
shhajrulla@epoka.edu.al
ORCID: 0000-0003-0803-8268

MSc. Desantila HAJRULLA

Gazi University
desihajrulla@yahoo.com

Gledia HAJRULLA

Political Science International Relations
Epoka University, Tirana, Albania
glediah@yahoo.com

ABSTRACT

We see concept focused on math economics, statistical data and international relations for the globalization process to the nearest future development. We introduced all the previous knowledge, skills, and attitudes necessary to get the accepted results of the global development.

We deal with some considered results and the future relationship between math economics, international relationships and statistical data. We call these triple relations as a triple purpose in mathematics, economy and international relations.

These triple-purposes help us as much as possible to develop disciplinary content knowledge and generalist skills of critical thinking and communications.

In particular, we focus to my approach on math statistical data and economics data upon international relations. As professors, we wanted to teach international relations at a university level. Successful professional training contributes students' socialization in international relations institutions to enable them to become competent and responsible employees of the state apparatus.

Keywords: Statistical Data; Survey Results; International Relations; Globalizations, Economics Communications; International Instructions; Training

Afganistan'da Sosyal Medya ve Geleneksel Medya Karşılaştırması

Abdul Latif Ahmadi

Selcuk University, Communication Faculty
abdullatifahmadi2014@gmail.com

Prof. Dr. Şükrü Balcı

Selcuk University, Communication Faculty
sukrubalci@selcuk.edu.tr

ÖZET

Bu çalışmada, Afganistan'da sosyal medya ile geleneksel medya arasındaki farklılık incelenmiştir. Çalışmada öncelikle medya olarak, geleneksel medya ve sosyal medya kavramalar açıklanmıştır. Daha sonra çalışmanın sosyal medya verileri ve geleneksel medya verileri incelenmeye çalışılmıştır. Çalışma sonucunda elde edilen bulgulara göre, bu çalışmada, nihayet geleneksel medyada en çok radyo güveniliyor. Sonucuna yol açan çeşitli kitaplar, makaleler ve saygın sitelerden bilgiler kullanılmıştır.

Afganistanda sosyal medyada facebook en güçlü iletişim araçlarından biri, şu anda nüfusun yüzde 25'i facebook kullanılıyor. sosyal medya facebook ise TV ve radyodan daha az kullanılmaktadır. Ayrıca, Afganistanda geleneksel medyada radyo, en güçlü iletişim araçlarından biri, Şu anda nüfusun yüzde 73'ü radyo kullanılmaktadır. Günümüzünde egemen radyo olmasının kuşkusuz en etkili nedenden birisi, genç jenerasyonun özellikle cep telefonları aracılığı ile bu araçları sıklıkla kullanıyor oluşudur. Diğer bir nedeni ise Afganistan'daki Radyo, özellikle düşük masraflı bir iletişim aracı olması ve bu nedenle en yoksul bölgelerdeki insanlara bile iletişim imkanı sağlaması nedeniyle hala en güçlü iletişim araçlarından biri. Diğer bir nedeni de, Afganistan'daki Radyo özellikle şehir merkezinden uzak, internet ve elektrik erişiminin kısıtlı olduğu yerlerde yaşayan, yoksul ve okuma yazması olmayan kişilere.

Üstelik bunları beğenip beğenmediği ya da yorum yapma şansını da yakalanabiliyor oluşudur. Haberin diğer kitle ve sosyal iletişim kanallarından birisi olan radyodan ne sıklıkla alındığı, ya da internetteki kaynaklar kadar güvenilirliğin sorunsalının cevabını bulmak ise, bu çalışmanın temel amacını oluşturmaktadır. Bu kapsamdaki araştırma yönteminin, çeşitli kitapları, makaleleri ve saygın sitelerden elde edilen bilgilere dayanan nitel bir yöntemdir.

Anahtar Kelimeler: Medya, Medya Rolü, Sosyal Medya, Geleneksel Medya

The Comparison of Social Media and Traditional Media in Afghanistan

ABSTRACT

In this study, the difference between social media and general media in Afghanistan is investigated. In this study, primarily the concepts of traditional media and social media are explained as media. Then, social media data and general media data of the study were examined.

According to the findings obtained as a result of the study, in this study, the most popular radio is finally trusted in the traditional media. We used various books, articles, and information from reputable sites that led to the result. In Afghanistan, social media is one of the most powerful communication tools on facebook, 25 percent of the population is currently using facebook. social media facebook is less used than TV and radio. In addition, radio in general media in Afghanistan is one of the most powerful communication tools. Currently, 73 percent of the population is using radio. Undoubtedly one of the most effective reasons for being the dominant radio today is that the young generation frequently uses these tools, especially through mobile phones.

Another reason is that Radio in Afghanistan is still one of the most powerful communication tools, especially since it is a low-cost communication tool and therefore provides communication opportunity even to the poorest people. Another reason is that Radio in Afghanistan is especially for people who are far away from the city center, live in places where internet and electricity access is limited, poor and illiterate.

Moreover, it is whether they like them or have the chance to comment. The main purpose of this study is to find the answer to the question of how often the news is received from the radio, one of the other mass and social communication channels, or whether it is trusted as much as the sources on the internet. This method of research is a qualitative method based on various books, articles and information from reputable sites.

Keywords: Media, The Role of Media, Social Media, Traditional Media

Pandeminin BİST Bankacılık Sektörüne Etkisi: Ampirik Bir Analiz

Dr. Güzhan GÜLAY

Borsa İstanbul
guzhan.gulay@borsaistanbul.com
Orcid: 0000-0002-1714-185X

Doç. Dr. Veclal GÜNDÜZ

Bahçeşehir Kıbrıs Üniversitesi
veclal.gunduz@baucyprus.edu.tr
Orcid: 0000-0002-6002-582X

Doç. Dr. Derviş KIRIKKALELİ

Lefke Avrupa Üniversitesi
dkirikkaleli@eul.edu.tr
Orcid: 0000-0001-5733-5045

Yrd. Doç. Dr. Şükrü UMARBEYLİ

Akdeniz Karpaz Üniversitesi
sukru.umarbeyli@akun.edu.tr
Orcid:0000-0001-7745-0606

ÖZET

Tüm dünyayı etkisi altına alan pandeminin ekonomiye etkisi süreç uzadıkça artarak devam etmektedir. Özellikle dünyada üretimin düşmesi ve tedarik zincirlerinde yaşanan sorunların mallarda yarattığı fiyat artışları ile oluşan yüksek enflasyon ortamları yatırım alanlarında da strese neden olmaktadır. Çoğu sektörde de olduğu gibi bankacılık sektöründe de çeşitli tedbirler ve müşterilere yaratılan imkanlar dahilinde ekonomik anlamda piyasaya destek olunmaya çalışılmaktadır. Bu çalışmada özellikle Türkiye’de açıklanan vaka sayıları ile Borsa İstanbul Bankacılık endeksi verileri ilişkisi incelenmiştir. Bunun yanında bu ilişki ortaya koyulurken kontrol verisi olarak altın, repo, USD verileri ile FMOLS ve CCR yöntemleri kullanılarak araştırılmıştır. Vakaların tüm bu veriler ışığında araştırılan zaman aralıklarında negatif olarak etkisi olduğu bulgusuna varılmıştır.

Anahtar Kelimeler: BİST, Bankacılık Endeksi, FMOLS, CCR

ABSTRACT

The effect of the pandemic, which has affected the whole world, on the economy continues to increase as the process gets longer. The high inflation environment created by the decrease in production in the world and the price increases caused by the problems in the supply chains also cause stress in the investment areas. As in most sectors, efforts are made to support the market economically within the scope of various measures and opportunities created for customers in the banking sector. In this study, the relationship between the number of cases announced in Turkey and Borsa İstanbul Banking index data was examined. In addition, this relationship was investigated using gold, repo, USD data and FMOLS and CCR methods as control data. In the light of all these data, it was found that the cases had a negative effect on the investigated time intervals.

Keywords: Borsa İstanbul, Banking Index, FMOLS, CCR

The Relationship Between International Trade and Foreign Capital Investments: Evidence from BRICS Countries

Assoc. Prof. Dr. Mesut DOĞAN

Afyon Kocatepe University, Business Administration
mesutdogan07@gmail.com

Asst. Prof. Dr. Mustafa KEVSER

Bandırma Onyedi Eylül University, Finance, Banking and Insurance
mkevser@bandirma.edu.tr

Asst. Prof. Dr. Sevgi SÜMERLİ SARIGÜL

Kayseri University, Marketing and International Trade,
ssumerli@kayseri.edu.tr

ABSTRACT

In this study, the relationship between international trade and foreign capital investments in BRICS (Brazil, Russia, India, China and South Africa) countries was examined in terms of the period 1994-2020. CD-LM cross-section dependency tests, Pesaran panel unit root test, Westerlund co-integration test and Dumitrescu-Hurlin panel causality test were used on the annual panel data. The results of the research show a long-term bidirectional relationship between international trade and foreign capital investments. In addition, the cointegration exists between international trade and foreign capital investments.

Keywords: International Trade, Foreign Capital Investments, BRICS.

Impact of International Trade and Foreign Capital Investments on Financial Development: Evidence from Next-11 Countries

Assoc. Prof. Dr. Mesut DOĞAN

Afyon Kocatepe University, Business Administration
mesutdogan07@gmail.com

Asst. Prof. Dr. Mustafa KEVSER

Bandırma Onyedi Eylül University, Finance, Banking and Insurance
mkevser@bandirma.edu.tr

Asst. Prof. Dr. Sevgi SÜMERLİ SARIGÜL

Kayseri University, Marketing and International Trade,
ssumerli@kayseri.edu.tr

ABSTRACT

In this study, the impact of international trade and foreign capital investments on financial development in Next-11 (Bangladesh, Egypt, Indonesia, Iran, Mexico, Nigeria, Pakistan, Philippines, South Korea, Turkey, and Vietnam) countries was examined. In this context, Dumitrescu-Hurlin panel Granger causality test, Pedroni and KAO co-integration test and FMOLS methods were used on the annual panel data from 1990-2020. As a result of the analysis, it was determined that international trade positively affects financial development. However, no statistically significant relationship between foreign capital investments and financial development has been determined. The research findings provide important insights for policymakers.

Keywords: Financial Development, Foreign Capital Investments, International Trade.

Prospects of Development of Halal Tourism in Uzbekistan

Kholikov Nodirjon Abduxalil ugli

Department of educational practice
“Silk Road” International University of Tourism and Cultural Heritage
n.xoliqov09@gmail.com

Turdibekov Khasan Ibragimovich

Dean of the Samarkand branch of Tashkent State University of Economics

ABSTRACT

In this article, the meaning of the term “Halal tourism” is described, as well as the indications of halal tourism, the number of world Muslims and forecasts of participating Muslims after 20-30 years of offering Halal Tourism. In addition to Halal tourism, changes in this sector, Uzbekistan’s “CrescentRating” and the development of Halal tourism are described.

Keywords: Halal tourism, Halal tourism in Uzbekistan, Halal rating, “Crescent Rating”, HalalTrip, Master Card

АННОТАЦИЯ

В этой статье описывается значение термина «халяльный туризм», указание на халяльный туризм, прогнозы численности мусульман через 20-30 лет. Помимо вышеуказанного статуса халяльного туризма, указаны изменения в этом секторе, оценка Узбекистана в рейтинге полумесяца и его развитие.

Ключевые слова: Halal tourism, Halal tourism in Uzbekistan, Halal rating, “Crescent Rating”, HalalTrip, Master Card

Assessment of Children's Clothing: An Empirical Study of the Toxic Chemicals, Clothes Safety and Health Benefits to Children Aged 0 To 5 Years in Akwa Ibom State

Rosemary Collins PIATE, *Ph.D*

Department of Home Economics,
College of Education, Afaha Nsit,
Akwa Ibom State

Ekaete U. AKAN

Department of Nursing
University of Nigeria, Nsuka
UNEC Campus

ABSTRACT

The study sought to assess children's clothing. A descriptive survey design was adopted for the study. The study was conducted in Akwa Ibom State. The population of the study consisted of all children aged 0–5 years in Akwa Ibom State. A stratified sampling technique was used to select 40 children from each of the three (3) senatorial districts to give 120 children aged 0–5 years of age that constituted the sample size used for the study. The instrument titled "Assessment of Children's Clothing Questionnaire (ACCQ)" was used for data collection. Face and content validation of the instrument was carried out by one expert in test, measurement, and evaluation to ensure that the instrument was accurate for the study. The Cronbach Alpha technique was used to determine the level of reliability of the instrument. In this case, the average reliability coefficient obtained was 0.84, and this was high enough to justify the use of the instrument. The researcher subjected the data generated for this study to appropriate statistical techniques such as descriptive statistics for answering the research questions and simple regression for testing the hypotheses. The test for significance was done at a 0.05 alpha level. Clothing is one of the basic needs of human life. Clothing provides a proper way to cover the body and has numerous additional uses. Children's clothing is an important as well as famous arm of the current clothing industry under various categories. It has a significant impact on children's health, safety, and well-being. These outcomes can be affected not only by the type of clothes that children wear, but also by many other factors related to the child, caregiver, and environment. Different components and elements of clothing can have different impacts on children. Accessories in clothing, such as cords, drawstrings, belts, ties, and buttons on garments, can act as safety hazards for children. Safety and comfort are considered top priorities when selecting fabrics for manufacturing children's apparel. In addition to that, kids like to play, and the nature of children's activities means that their clothes should be durable, suitable, and flexible for lively little lives, as well as easily machine washable, as they will likely need to be cleaned frequently. The act of putting on and taking off costumes or outfits also has physical benefits for children. It helps kids practice language development and their social skills. Recommendations were made in the study, one of which was that parents should avoid buying baby clothes that are made from synthetic fabrics and chemical dyes to ensure their children's health safety.

Keywords: Children's Clothing, Toxic Chemicals, Safety, and Health Benefits

Electronic Educational Resources in Vocational Education

Sh.K. Khudayberdiyev

shuhrat-uz@mail.ru

Karshi branch of TUIT named after Muhammad Al-Khorazmii

ABSTRACT

This article discusses the principles, tasks and stages of the development and application of electronic educational resources in the training of vocational education: pedagogical theory and practice of the problem of improving the quality of education in universities and vocational colleges, the educational paradigm put forward in the concept of modernization of education in the Republic of Uzbekistan, give a number of recommendations on the main objectives of vocational education, the organization of the educational process, modern stages of the development of educational space, the activation of educational and educational activities of students, including the activation of cognitive activity of college students, and improving the quality of their training, conducting classes on the appropriate course.

Keywords: Education, Electronic Educational Resources, Concept, Modernization, Vocational Education, Educational And Cognitive Activity, Research Activity.

Electrochemical Determination Of Mercury (Ii) With A Mfcmddedtk Solution In The Medium Of Dimethylsulphokside

Rahmatov Khudoyor Boboniyozovich

*Candidate of Chemical Sciences

Head of the Department of the Yangier branch

Tashkent Chemical-Technological Institute, Uzbekistan

zavod.lab@mail.ru

Rakhmatov Doniyor Khudoyorovich

Department of the Yangier branch

Tashkent Chemical-Technological Institute, Uzbekistan.

rakhmatovdoniyor@gmail.com

Assoc. Prof. Dr. Djuraeva Shohista Dilmurodovna

Department of Chemistry

Karshi Engineering and Economic Institute

Karshi, Mustakillik, Uzbekistan

djuraevashohista@mail.ru

Bozorova Nayima Khudoyberdiyevna

Candidate of Chemical Sciences,

Tashkent Chemical-Technological Institute, Uzbekistan

bozorovanayima@mail.ru

ABSTRACT

The article studies the voltammetric behavior of MPCMDEDTC in dimethylsulphokside (DMSO) in the presence of background electrolytes of different acid-base properties in the anodic region of polarization of a platinum microdisk electrode. MPKMDEDTC is oxidized against the background of 0.125 M lithium perchlorate, forming one clearly pronounced anodic wave with $E_{1/2} = 0.85$ V, while the wave height changes in proportion to the depolarizer concentration. Amperometric titration of mercury (II) with two indicator electrodes with a standard solution of MPKMDEDTC in DMSO medium is proposed.

Keywords: Mercury (II), 4-Methoxyphenyl Carboxymethyl Diethyl Dithio Carbamate, Solution, Lithium Perchlorate, N-Propanol, Dimethylsulphokside, Microdisk Electrode, Indicator Electrode, Half-Wave Potential, Depolarizer, Background Electrolytes.

The Importance of Californian Red Worm In Agriculture

Mirzoeva Makhbuba Akhtamovna

Jizzakh State Pedagogical Institute
mahbubamirzoyeva@gmail.com

Khudanov Ulugbek Oybutaevich

Jizzakh State Pedagogical Institute
khudanov.ulugbek@yahoo.com

ABSTRACT

This article mainly provides information on a convenient and correct way to increase soil fertility. Scientific conclusions are based on facts.

Keywords: Fertility, Yield, Phytocenosis, Productivity, Biomass, Microflora, Microclimate, Biosphere, Biohumus, Californian Red Worm.

Development of Rational Parameters of Air Pipes for Pneumotransport Transportation of Cotton Raw Materials

Turgunov Dilmurod Umarali o'gli

Fergana Polytechnic Institute, Fergana, Uzbekistan
dilmurodturgunov1992@gmail.com

Аннотация

Пахта ва ҳаво аралашмасининг ҳаво транспорти элементлари ичидаги ҳаракати, ҳаво қувури узунлиги бўйича таъсир этувчи босим параметрлари, ҳавонинг қувур ичидаги ҳаракати коппонентлари, қувурнинг ҳаво ўтказиш қобилиятлари назарий таҳлиллари тадқиқ қилинган. Мавжуд газ динамикаси қонунлари асосида динамик, статик ва тўлиқ босимнинг қувур узунлиги бўйича ўзгариши ва уларнинг оқимнинг турли параметрларига боғланиши қонуниятлари аниқланди.

Калит сўзлар: Пахта, ҳаво аралашмаси, қувур, статик босим, динамик босим, тезлик, зичлик, қувват, куч, энергия.

3rd International CEO Communication, Economics, Organization & Social Sciences Congress
Strategic Directions of Tourism Development in Our Country

Prof.Dr. Mamayunus Qarshibaevich Pardaev
Professor of Samarkand Institute of Economics and Service
pardaev_mk@mail.ru

Iroda Raimkulovna Berdikulova
Senior Lecturer, Samarkand Institute of Economics and Service
irodaberdikulova82@gmail.com

ABSTRACT

The article describes the prospects for tourism development, its status and how it can be developed in the future. It also outlines the priorities for the development of this sector in 2020-2025. But the negative impact of the pandemic on the development of the industry is also partially covered.

Keywords: tourism, tourism infrastructure, priorities, guest houses, hotels, transport services, quality of services

Principal Issues of Higher Education Development

Pardaev Mamayunus Qarshibaevich

Professor of Samarkand Institute of Economics and Service,
pardaev_mk@mail.ru

Ochilova Hilola Nematovna

Teacher of Samarkand Institute of Economics and Service
iqtisodiyotmaktabi@mail.ru

ABSTRACT

The article focuses on the teacher, which is one of the priorities in the development of higher education, the issues of improving the process of teaching students. This issue is also addressed in the development strategy and what needs to be done based on it. Ways to know the world and understand the interdependence of the factors involved in ensuring the socio-economic development of a society are also shown.

Keywords: Education, Higher Education, Teacher, Student, Intellectual Potential, Intellectual Property, Development Strategy.

Actions Against Corruption – As a Factor For Development

Prof.Dr. Parдав Mamayunus Qarshibaevich

Professor of Samarkand Institute of Economics and Service, Doctor of Economics
pardaev_mk@mail.ru

Prof.Dr. Nabiev Farkhod Khamidovich

Professor of Samarkand State University, Doctor of Political Science
nabiyev58@inbox.ru

ABSTRACT

The article addresses issues related to the fight against corruption - a factor in improving development. It addresses a number of issues related to the nature of corruption and its elimination. The questions of what types of corruption are there and how to fight them were also briefly answered. The role of "honesty vaccine" in the elimination of corruption is highlighted.

Keywords: Corruption, Corruption Scourge, Honesty Vaccine, Injustice, Public Discontent, Gangsterism.

Observations on The Formation of A Society Without Corruption

Prof.Dr. Pardaev Mamayunus Qarshibaevich

Professor of Samarkand Institute of Economics and Service, Doctor of Economics.
pardaev_mk@mail.ru

Egamov Akbar Rizaevich

Master of Samarkand Institute of Economics and Service
korizgold@mail.ru

ABSTRACT

The article contains some of the author's observations on the formation of a "society without corruption." It contains the UN International Convention against Corruption, decrees and resolutions of the President of our country. Based on this, they are shown how to fight this disease.

Keywords: Corruption, Society Without Corruption, Interest, Bribery, Corruption, Purification Of Society, Order, Law, Rule Of Law.

The Role of Word Play in The Formation of Artistic and Aesthetic Thinking in Young People

Eshonkulov Laziz Norkobul ugli

Teacher of Samarkand branch of
Tashkent State University of Economics
laziz.eshonqulov.90@mail.ru

ABSTRACT

The role of word play in the formation of artistic and aesthetic thinking in young people is expressed by the fact that the object of satire is a form of reflection of the world. The creative mechanism of satire is studied at a high level in the process of reality and artistic-aesthetic, word-game perception.

Keywords: Satire, Language, Spiritual, Aesthetic Thinking, Beauty, Joy, Fun, Pleasure, Purpose, Irony, Art, Comfort, Aesthetic Activity, Nobility, Artistic Values, National Values.

Подходы К Определению Трудоёмкости Контроля Качества Строительно-Монтажных Работ

Usmanov I.A. Усманов И.А

кафедра «Экономика строительства и менеджмент». Самаркандский государственный
архитектурно-строительный институт
ilkhom_sies@mail.ru

Zhumanov Sh.N. Жуманов Ш.Н.

кафедра «Экономика строительства и менеджмент». Самаркандский государственный
архитектурно-строительный институт
shersamgasi@mail.ru

ABSTRACT

This article is devoted to the analysis of approaches to determining the labor costs of line specialists at a construction site. It discusses the issues of standardization of quality control of construction and installation works, the frequency and labor intensity of incoming and operational control operations. The authors provide the advantages and disadvantages of each of the approaches and recommendations for use.

Keywords: construction and installation work, quality, quality control, control operation, labor intensity of control.

АННОТАЦИЯ

Данная статья посвящена анализу подходов к определению трудозатрат линейных специалистов на строительной площадке. В ней рассматриваются вопросы нормирования контроля качества строительно-монтажных работ, периодичности и трудоёмкости операций входного и операционного контроля. Авторами приводятся преимущества и недостатки каждого из подходов и рекомендации к применению.

Ключевые слова: строительно-монтажные работы, качество, контроль качества, контрольная операция, трудоёмкость контроля.

КАМБАҒАЛЛИКНИ ҚИСҚАРТИРИШ МУАММОСИНИ ҲАЛ ҚИЛИШ ЙЎЛЛАРИ

Мамаюнусова Меҳрангиз Олимовна

Самарқанд иқтисодиёт ва сервис институти таянч докторанти.

Электрон почта

mamayunusovamehrangiz@mail.ru

АННОТАЦИЯ

Мамлакатимизда энг долзарб муаммолардан бири камбағалликни қисқартириш муаммосидир. Шу туфайли ушбу масалага жуда катта аҳамият берилмоқда. Ўзбекистоннинг стратегик ривожлантириш дастурида 2030 йилга бориб камбағаллик даражасини икки баробарга қисқартириш вазифаси қўйилган. Камбағалликни қисқартиришнинг муҳим йўлларида бири ишсизлик муаммосини ҳал қилиш билан боғлиқ. Шу туфайли ишсизлик кўрсаткичининг даражаси келгуси ўн йилда 7 фоизга туширилиши режалаштирилган.

Critical Analysis of the Leading Roles of Microfinance Banks in the Performance of Small Scale Businesses in Nigeria

Sakiru Abiola LAWAL, Ph.D

Department of Banking and Finance,
Lagos State Polytechnic

ABSTRACT

The study sought to examine the leading roles of microfinance banks in the performance of small-scale businesses in Nigeria. A descriptive survey design was adopted for the study. The study area was Nigeria. The population of the study comprised bankers and small-scale business entrepreneurs in Nigeria. A simple random sampling technique was used to select four states in Nigeria. From each state, 3 micro-finance banks, 2 bankers, and 10 customers was selected and this gave a total of 144 respondents that comprised the sample size used for the study. The instrument, titled "Leading Roles of Microfinance Banks on Small Scale Businesses Questionnaire (LRMBSSBQ)", was used for data collection. Face and content validation of the instrument was carried out by an expert to ensure that the instrument had accuracy, appropriateness, and completeness. The Cronbach Alpha technique was used to determine the level of reliability of the instrument. In this case, the reliability coefficient obtained was 0.91, and this was high enough to justify the use of the instrument. The researcher subjected the data generated for this study to appropriate statistical techniques such as simple regression in testing the hypothesis. The test for significance was done at 0.05 alpha levels. The study concluded that in Nigeria, the contribution of small-scale enterprises (SSEs) has been recognized as the main sustenance of any economy because of their capacity to enhance economic output and human welfare. Moreover, microfinance loans reduce the credit constraints that often face potential entrepreneurs in poor communities, which often preclude enterprise development and growth. Therefore, the existence of microfinance institutions alleviates microbusiness financing constraints. One of the recommendations made was that the contribution of small-scale enterprises should not be underrated at this critical time of socio-economic and political development of the nation, especially if the government must deliver a dividend to the citizenry.

Keywords: Microfinance Banks, Small Scale Business Performance and Nigeria.

ХИЗМАТ КЎРСАТИШ СОҲАСИДА РАҚАМЛИ ТЕХНОЛОГИЯЛАРНИ ЖОРИЙ ҚИЛИШНИНГ СТРАТЕГИК ЙЎНАЛИШЛАРИ

Шухрат Ҳасанович Саттаров

Тошкент давлат аграр университети доценти, и.ф.н.
shsattarov@yahoo.com

АННОТАЦИЯ

мақолада хизмат кўрсатиш соҳасида рақамли технологияларни жорий қилишнинг стратегик йўналишлари қараб чиқилган. Бунда асосий ўринни алоқа хизматлари ташкил қилганлиги учун ҳозирги даврда мавжуд ва амалга ошириладиган алоқа хизматлари таркиби алоҳида турлари бўйича қиёсий таҳлил қилинган. Рақамлаштиришга оид дастурий маҳсулотларни ишлаб чиқариш ва технологик майдончалар яратиш орқали “рақамли тадбиркорлик”ни ривожлантириш масаласига ҳам аҳамият берилган. Натижада 2023 йилга келиб ушбу соҳадаги хизматлар ҳажмини 3 баробарга ошириш ва уларнинг экспортини 100 млн. АҚШ доллариغا етказиш масаласи ҳам кўрсатиб ўтилган..

Калит сўзлар: хизмат кўрсатиш, рақамлаштириш, рақамли иқтисодиёт, ахборот технологиялари, алоқа воситалари.

The Impact of Hotel Service Culture on Guest Satisfaction in the Hospitality Industries (A Case Study of Two Hotels in Ikorudu, Lagos)

AKPAN, E. Ebenezer, Ph.D, FCICN, AP, PPGDCA, PHDCDPM

Corporate Institute of Research and Computer Science

140 Ikot Ekpene Road

Uyo, Akwa Ibom State

ABSTRACT

The study sought to assess the impact of culture on guest satisfaction in the hospitality industry in Ikorudu, Lagos. The study was conducted in Royal Dof Hotel and JafTel Hotel and Suits in Ikorudu of Lagos State. Case study survey design was adopted for the study. The population of the study comprised all junior, senior, and management staff of the two aforementioned hotels. From each of the hotels, 25 respondents were randomly selected using a simple random sampling technique. This gave a sample size of 50 respondents, which was used for the study. The main instrument for the study is a questionnaire tagged "Culture and Guest Satisfaction Questionnaire" (CQSQ). The questionnaire, which was developed by the researcher for data collection, was administered to employees and management staffs in the two selected hotels in Lagos state. In testing the data generated for the study, Chi-square, independent t-test and regression analyses was used to test the hypotheses. The hypotheses testing and decision rule was done at a 0.05 alpha level and at 48 degree of freedom. Based on the findings of the study, the study concluded that the various service cultures practiced by the two hotels include: cleanliness, adequate safety/security, Internet, comfortable beds, bathroom plumbing, attentive phone answering, lighting, aroma, simple, tasty food, and check-in/check-out. It was also concluded that there is significant relationship between the cultures practiced by the hotels and the extent of satisfaction of their customers. Therefore, the study recommended, among many others, that hotel managers should understand the roles and benefits of service cultures in the hospitality industry and with customers as well. As a result of this, it will be possible to grant more globalized, custom services that cater to their unique customers.

Keywords: Cultures, Royal Dof Hotel, JafTel Hotel and Suits, Quality of Service Delivery and Ikorudu, Lagos

Information and Communication Technology as a Panacea to Poor Academic Performance of Children Aged 2 To 9 Years of Age in Akwa Ibom State

Charity O. IGBOKWE

Michael Okpara University of Agriculture
Umudike, Abia State
igbokweco@yahoo.com

Boniface S. AKPAN

Akwa Ibom State College of Education
Afaha Nsit, Nsit Ibom LGA
fingabods123@gmail.com

Samuel Sunday DUNCAN

Department of Educational Technology and Library Science
University of Uyo
dcnisup4real@yahoo.com

ABSTRACT

The study sought to examine information and communication technology as a panacea to the poor academic performance of children aged 2 to 9 years of age. A correlational survey design was adopted for the study. The study was conducted in Akwa Ibom State. The population of the study comprised children from 2–9 years old in both nursery and primary schools in Akwa Ibom State. A stratified random sampling technique was used to select the three senatorial districts. Each senatorial district has two local governments with three schools. From each of the schools, 10 children were randomly selected, giving a total of 180 respondents, which comprised the sample size used for the study. The instrument titled "Information and communication technology and poor academic performance of children questionnaire (ICTPAPCQ)" was used for data collection. Face and content validation of the instrument was carried out by one expert in test, measurement, and evaluation from the University of Uyo to ensure that the instrument had accuracy, appropriateness, and completeness. The Cronbach Alpha technique was used to determine the level of reliability of the instrument. In this case, the reliability coefficient obtained was 0.89, and this was high enough to justify the use of the instrument. The researcher subjected the data generated for this study to appropriate statistical techniques such as percentage analysis, used in answering research questions, and simple regression in testing the hypothesis. The test for significance was done at 0.05 alpha levels. The study concluded that utilization of ICTs has the potential to accelerate, enrich, and deepen skills; to motivate and engage students; to help relate school experience to work practices; to create economic viability for tomorrow's workers; and to strengthen teaching and student performance in academics, helping schools change to modern ways of learning. One of the recommendations made in the study was that the state government should establish ICT centres that students can access at their convenient times and that the services should be extended outside the school environment.

Keywords: Information and Communication Technology, Panacea, and Academic Performance.

COVID19 Pandemic Impact on Women Entrepreneurial Activities: The Road to Recovery

Prof. Dr. Siham EL-KAFABI

Arrows Research Consultancy Limited (ARCL) &
Te Wananga o Aotearoa, Auckland, New Zealand

selkafafi@gmail.com

Orcid: 0000-0002-5480-451X

ABSTRACT

Women entrepreneurship development has recently gained momentum and consideration from academics, policy makers and practitioners due to the fact that women are considered a power drive for economic growth and development as well as eradication of poverty (Tambunan, 2008). This has been reiterated by the United Nations 2030 Agenda for Sustainable Development Goal (SDG) Goal 5, “Achieve Gender Equality and Empower All Women and Girls”, aiming at ending discrimination and violence against women by ensuring equal rights and access to decision-making in political, economic, and public life (UN, 2015).

Due to the spread of COVID19 pandemic globally, it has led to the upsurge of domestic violence against women, escalation in unpaid and care work for women, and drove women out of labour force. Accordingly, women participation in decision- making is crucial during the response and recovery stage from the COVID19 pandemic. This could be realised through higher involvement of women in entrepreneurship activities worldwide to bridge the gap of pay parity, discrimination and lead economies towards recovery and prosperity.

This research utilised a theoretical approach by adopting the systematic literature review method to analyse the concept of entrepreneurship in general and more specifically on women entrepreneurship, the impact of COVID19 pandemic on women entrepreneurship globally, challenges confronting women entrepreneurs and providing relevant recommendations to strengthen women entrepreneurs’ stance in the community and whole society.

Keywords: Entrepreneurship, Women Entrepreneurs Challenges, SDG-Goal 5, Economic Recovery from COVID19 Pandemic.

Corporate Social Responsibility Disclosures and Transparency: A Preliminary analysis of Selected Companies in India

Assoc. Prof. Dr. Shikha GUPTA

Department of Commerce,
Shaheed Bhagat Singh College,
University of Delhi, India
shikha.gupta1@sbs.du.ac.in

ABSTRACT

Disclosures on Corporate Social Responsibility (CSR) practices of business organizations have heightened over the past few decades due to increased awareness. Major contributions in the literature on CSR practices and their disclosures come from the studies conducted in the developed world, while many developing economies like India remain under-researched and fewer revelations have been made about their CSR practices. Therefore, this paper seeks to explore the trend in sustainability reporting practice in an emerging market like India. The study involves critical assessment of the current level of sustainability reporting disclosures. To achieve this, content analysis was used on data sourced from the corporate annual reports of selected listed companies quoted in Indian Stock Exchange. The analysis identifies the extent to which sustainability reporting has been in line with global best practices in disclosing the three sustainability reporting metrics (environmental, social and governance). Finding revealed that the selected listed companies are more highly disposed to disclosing governance and social information than environmental disclosure. Corporations also attempt to manage stakeholder impressions by self-servingly biasing the language and verbal tone used in their environmental disclosures.

Keywords: Corporate Social Responsibility, Developing Economies, Content Analysis, Sustainability Reporting Metrics.

The Islamic Concept of Means of Communication (Media) and Contemporary Challenges

Dr. Muhammad YASEEN

Assistant Professor, Islamic Studies,
National Textile University Faisalabad
03028386404
yaseen@ntu.edu.pk

***Dr. Faiza ANJUM**

Assistant Professor of Sociology
National Textile University Faisalabad Pakistan
faiza@ntu.edu.pk

ABSTRACT

The need for means of communication can never be denied by any nation in the modern era. In the past nations got victory over their enemies through their numerical and armed strength. But in the present era, different means of communication are used not only to demolish the settled governments by raising people against the rulers but also to achieve economic gains. Muslim ummah is facing several challenges to strengthen their governments on one side and to answer the propaganda against Islam and Prophet (PBUH) on another side. The enemies are using modern means of communication like social media and print media etc. to propagate against Islam. therefore, it is necessary to highlight the Islamic concept of means of communications, its need for an Islamic state, its role in overcoming the issues of terrorism, blasphemy, the role of media in overcoming socio- moral decadence, rules and regulations, and responsibilities for anchors, journalists, and their training.

Keywords: Social Media, Communication Skills, Social Communications, Mass Media

* Corresponding Author

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Friday 24 December 2021 10:00-10:30	Opening Speeches National Anthem of the Republic of Turkey Kerim KARADAL, Coordinator Assoc. Prof. Dr. Tamara ISHCENKO , Alfred Nobel University, Congress Ukraine Country Coordinator Prof. Dr. Sergii KHOLOD , Rector of Alfred Nobel University Dnipro, Ukraine, Co-Chair PhD. Bobur Sobirov , Samarkand Insitute of Economics and Service, Congress Uzbekistan Country Coordinator Prof. Dr. Farhod AHROROV , Vice Rector of Samarkand Branch of Tashkent University of Economics, Uzbekistan, Co-Chair Asst. Prof. Dr. Sachin GUPTA , Mohanlal Sukhadia University, Congress India Country Coordinator Prof. Dr. Prabhat Kumar Singh , Rector of Mohanlal Sukhadia University, India, Co-Chair Prof. Amarika Singh , Vice Chancellor, Mohanlal Sukhadia University, India
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Opening Session

Friday 24 December 2021 10:30- 12:00	Moderator: Dr. Raveenthiran VIVEKANANTHARASA , The Open University of Sri Lanka- Sri Lanka Keynote Speakers: Prof. Dr. Hernán E. Gil FORLEO , University of Buenos Aires, Argentina Prof. Dr. Siham EL-KAFAFÍ , Director of Arrows Research Consultancy, New Zealand Asst. Prof. Dr. Ir. Amelia Naim , Lebanese University – Head of CSMSR, IPMI International Business School, Jakarta, Indonesia Dr. Bahrullah Safi , Educationist and Business Consultant, Pakistan Asst.Prof.Dr. Rahul CHAUHAN , Parul University, Vadodara, India Assoc.Prof. Murteza HASANOĞLU , Azerbaijan State Administration Academy, Azerbaijan
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24 December 2021, Friday- SESSIONS & MODERATORS

Time	Turkey Channel Sessions
10:00-10:30	Opening Speeches Kerim KARADAL
10:30-12:00	Opening Session Dr. Raveenthiran VIVEKANANTHARASA
12:00-13:30	Session 1 Assoc. Prof. Dr. Gülbeniz AKDUMAN Asst. Prof. Dr. Tuğba YAŞIN
13:30-15:00	Session 2 Assoc. Prof. Dr. Veclal GÜNDÜZ Asst. Prof. Dr. İzzet ATALAY
15:00-16:30	Session 3 Dr. Parviz RUSTAMOV HACI OĞLU Asst. Prof. Dr. Uğur ORAL
16:30-18:00	Session 4 Assoc. Prof. Dr. Tsitsino Dzotsenidze Mr. Luigi Pio Leonardo CAVALIERE
18:00-19:30	Session 5 Dr. Sudin BAG Assoc. Prof. Dr. Ziya. A. PATHAN
19:30-20:30	Session 6 Dr. Rey TY Lec. Raveenthiran Vivekanantharasa

25 December 2021, Saturday - SESSIONS & MODERATORS

<u>Time</u>	<u>Turkey Channel</u> Sessions
09:00-10:30	<u>Session 7</u> Assoc. Prof. Dr. Murteza HASANOGLU Senior Lecturer Ilhama OMAROVA
10:30-12:00	<u>Session 8</u> Assoc. Prof. Dr. Arzu GÜRDOĞAN Asst. Prof. Dr. Emre Burak EKMEKÇİOĞLU
12:00-13:00	<u>Session 9</u> Prof. Dr. Süphan Nâsır Assoc. Prof. Dr. Gülşen AKMAN
13:00-14:00	<u>Session 10</u> Prof. Dr. Muhsin HALİS Doç. Dr. Ercan ERGÜN
14:00-15:30	<u>Session 11</u> Assoc. Prof. Dr. Zuhal ERGEN Dr. Zeynep HÖBEL
15:30-17:00	<u>Session 12</u> Asst.Prof.Dr. Rahul CHAUHAN Assoc. Prof. Dr. Meghna Chhabra
17:00-18:00	<u>Session 13</u> Dr. SACHIN GUPTA Prof. Dr. Candra Fajri
18:00-19:30	<u>Session 14</u> Asst. Prof. Dr. Sevgi SÜMERLİ SARIGÜL Prof.Dr. Pardaev Mamayunus Qarshibaevich
19:30-20:00	Closing Session All congress participants are required to attend this session. The best paper award will be given.

Turkey Channel SESSIONS
Friday 24 December 2021

Turkey Channel Session	https://duan.zoom.us/j/6923710105		
24 December 2021 Session 1	12:00-13:30	Moderator	Assoc. Prof. Dr. Gülbeniz AKDUMAN Asst. Prof. Dr. Tuğba YAŞIN
<ol style="list-style-type: none"> 1. Yüksek Performanslı Organizasyonunun En Önemli Kaynağı Çalışanlar: Yüksek Performanslı Çalışan Profilini Belirlemek İçin Bir Model Önerisi- Assoc. Prof. Dr. Gülbeniz AKDUMAN 2. COVID-19 Pandemi Döneminde Örgütsel Bağlılık ile İşgören Motivasyonu Arasındaki İlişki: Tam Hizmet Sunan Bir Havayolu Örneği - Öğr. Gör. Ayşe ÇELİK, Öğr. Gör. Handan KARAKÜLAH 3. Örgütlerde İş Tatmininin İşgören Performansı Üzerine Etkisi - Asst. Prof. Dr. Tuğba YAŞIN, Lec Alper Bahadır DALMIŞ 4. Proje Tipi Örgütlerde Ödül Sistemlerinin Tasarımı İçin Kalite Fonksiyon Yayılımının (KFY) Uygulanması - Dr. Bircan GÜNER 5. Öğretmen Algılarına Göre Ortaokul Müdürlerinin Öğretim Liderliği Davranışlarının İncelenmesi - Dr. Yalçın GÜMÜŞSOY 6. Eysenck'in Kişiliğin ve Sosyal Zekânın Kariyer Kararlılığı Üzerindeki Rolünün İncelenmesi - Öğr. Gör. Dr. Ethem MERDAN 			

Turkey Channel Session	https://duan.zoom.us/j/6923710105		
24 December 2021 Session 2	13:30-15:00	Moderator	Assoc. Prof. Dr. Veclal GÜNDÜZ Asst. Prof. Dr. İzzet ATALAY
<ol style="list-style-type: none"> 1. Alman Federalizminin Tarihi ve Yapısal Sorunların Kökenleri - Dr. İsmail Bahadır Turan 2. Neuro-marketing Strategies and Applications in Airline Corporations - Asst. Prof. Dr. Hüseyin KARŞILI 3. Challenges and Opportunities in HRM during COVID-19 Pandemic - Asst. Prof. Dr. İzzet ATALAY 4. KKTC İlköğretim Okullarında Uzaktan Eğitimde Öğretmenlerin ve Öğrencilerin Müzik Dersine Yönelik Ölçek Uygulaması - Ayşe Soykara GÜLSEVEN, Assoc. Prof. Dr. Veclal GÜNDÜZ 5. Salgın Sürecinin Borsa İstanbul'da Halka Arzlara Etkisi – Dr. Korkmaz Ergun 6. Pandeminin BİST Bankacılık Sektörüne Etkisi: Ampirik Bir Analiz - Dr. Güzhan Gülay, Doç Dr Veclal Gündüz, Doç Dr Derviş Kırıkaleli, Yrd Doç Dr Şükrü Umarbeyli 			

Turkey Channel Session	https://duan.zoom.us/j/6923710105		
24 December 2021 Session 3	15:00-16:30	Moderator	Dr. Parviz RUSTAMOV HACI OĞLU Asst. Prof. Dr. Uğur ORAL
<ol style="list-style-type: none"> 1. Türkiye'de Kadın ve Siyaset İlişkisinin Analizi - Asst. Prof. Dr. Uğur ORAL 2. Faizsiz Finansal Piyasa Yönetimine Türkiye Cumhuriyeti Bilim Adamlarının Bilimsel-Sistemli Yaklaşımları - Dr. Parviz RUSTAMOV HACI OĞLU 3. International Relations Using Economics Instruction - Desantila Hajrulla, Gledia Hajrulla, Shkelqim Hajrulla 4. Promoting Vietnamese Family Culture in the Process of Globalization - Dr. Nguyen Minh Tri, Dinh The Hoang 5. Rise and Decline of Islamic Civilization & Cultural Identity in Historic Perspective and Role of Muslim Thinkers in Rebuilding Process - Muhammad Umar Riaz Abbasi 6. From Dareen to Sama: The Evolution of the Representation of Saudi Women in MBC's Reality Programming - Rim Letaief 7. The Importance of Californian Red Worm In Agriculture - Mirzoeva Makhbuba Akhtamovna, Khudanov Ulugbek Oybutaevich 			

Turkey Channel Session	https://duan.zoom.us/j/6923710105		
24 December 2021 Session 4	16:30- 18:00	Moderator	Assoc. Prof. Dr. Tsitsino Dzotsenidze Mr. Luigi Pio Leonardo CAVALIERE
<ol style="list-style-type: none"> 1. The Government Support and the Employment of SMEs Over the COVID-19 Crisis - Dr. Afef KHALIL, Dr. Mohammed El Amine ABDELLI, Dr. Naima BENTOUIR, Dr. Imen BACCOUCHE, Mr. Luigi Pio Leonardo CAVALIERE 2. Silk Road as Common Language of Commerce to Connect the World - Assoc. Prof. Dr. Tsitsino Dzotsenidze, Nikoloz Tcheishvili 3. The Fantastic and the Real in Children’s Literature in Kosovo - PhDC. Leonora BRUÇAJ 4. Determinants and Mitigation drivers of Food Losses and Waste in the Agricultural Supply Chain Globally Globally - Enock Siankwilimba, PhD student 5. Challenge and Importance of e-banking in Albania - Dr. Valbona CINAJ, Mr. Luigi Pio Leonardo CAVALIERE 6. A Study to Investigate the Challenges of Islamic Banking and Finance (IBF) in Australia - Dr. Faraz Umair AFZAL, Dr. Aqsa SULTAN, Mr. Luigi Pio Leonardo CAVALIERE 7. Development of Rational Parameters of Air Pipes for Pneumotransport Transportation of Cotton Raw Materials - Turgunov Dilmurod Umarali o’gli 			

Turkey Channel Session	https://duan.zoom.us/j/6923710105		
24 December 2021 Session 5	18:00- 19:30	Moderator	Dr. Sudin BAG Assoc. Prof. Dr. Ziya. A. PATHAN
<ol style="list-style-type: none"> 1. Assessing The Effect of Satisfaction on Employee Retention: Does Love for Money Moderate The Relationship? - Dr. Sudin BAG, Mrs. Payel AICH, Dr. Abhijit SINHA 2. What should we do for the GDP economic growth of the Afghanistan ? - Abdulmarof Hamidzay 3. Digging Deep into Ethical Decision Making: Extending the General Theory of Marketing Ethics – Dr. Syed Afzal Moshadi SHAH 4. Advantage of Biological Nitrogen Fixation in Wheat Based Legume Polyculture in Sustainable Agriculture System - Dr. Iqtidar Hussain 5. Sex-Education and Its Role in Prevention of Teenage Pregnancy Leading to Educational Empowerment of Women - Assoc. Prof. Dr. Ziya. A. PATHAN 6. Green Rights and Micro-Plastics Presence in Indonesia - Manotar TAMPUBOLON 7. Strategic Directions of Tourism Development in Our Country - Prof.Dr. Mamayunus Qarshibaevich Pardaev, Iroda Raimkulovna Berdikulova 			

Turkey Channel Session	https://duan.zoom.us/j/6923710105		
24 December 2021 Session 6	19:30- 20:30	Moderator	Dr. Rey TY Lec. Raveenthiran Vivekanantharasa
<ol style="list-style-type: none"> 1. Robert Craig, Paradigms and Theories of Communication - Sergio Ricardo Quiroga 2. Tribal Identity-A Path Towards Their Holistic Development - Dr. Swati Bijawat, Dr. Sanjana Sharma Marwaha 3. An Overview of the Measures Taken to Implement Child Rights Before the Independence in Sri Lanka - Lecturer Raveenthiran Vivekanantharasa 4. Applying Math Economics Instructions on International Relations - Dr. Shkelqim HAJRULLA, MSc. Desantila HAJRULLA, Gledia HAJRULLA 5. Interreligious and Intercultural Action Research for Environmental Care: Crises, Wisdom, and Action - Dr. Rey TY 6. Use of ML (Machine Learning) for the Prediction of Chemical Reactions at High Temperatures - Dr. Subhash Desai, Dr. Vijayalaxmi Pandey 7. The Impact of Branding on Marketing of Retail Banking and Its Long-Term Effect on Customer Loyalty- A Case Study of BRAC Bank Dhaka, Bangladesh - Dr. Md. Ruhul Amin SARDAR 			

Turkey Channel SESSIONS
25 December 2021, Saturday

Turkey Channel Session	https://duan.zoom.us/j/6923710105		
25 December 2021 <u>Session 7</u>	09:00- 10:30	Moderator	Assoc. Prof. Dr. Murteza HASANOGLU Senior Lecturer Ilhama OMAROVA
<ol style="list-style-type: none">1. Youth-Oriented Policies in the Context of Public Policy Analysis in the Republic of Azerbaijan - Assoc. Prof. Dr. Murteza HASANOGLU, Shurakhanim SALIMOVA2. Azərbaycan'ın Ulusal Güvenlik Bağlamında Askeri Alanda Rusya ile İlişkileri - Senior Lecturer Ilhama OMAROVA3. Transatlantik İlişkilerin Dönüm Noktaları ve Gelişme Beklentileri - Gunel Efendiyeva4. Azərbaycan'ın Tarihi Kültürel Mirasının Korunması ve Tanıtılmasında Uluslararası Türk Kültürü ve Sanatını Geliştirme Teşkilatı- TÜRKSÖY ile İşbirliği - Vüsale Şerifova, PhD Cand.5. Similar and Distinctive Outlines of Globalization and Modernization - Dr. Elnur Hacaliyev6. Principal Issues of Higher Education Development - Prof.Dr. Pardaev Mamayunus Qarshibaevich, Ochilova Hilola Nematovna7. Actions Against Corruption – As a Factor For Development - Prof.Dr. Pardaev Mamayunus Qarshibaevich, Prof.Dr. Nabiev Farkhod Khamidovich			

Turkey Channel Session	https://duan.zoom.us/j/6923710105		
25 December 2021 <u>Session 8</u>	10:30- 12:00	Moderator	Assoc. Prof. Dr. Arzu GÜRDOĞAN Asst. Prof. Dr. Emre Burak EKMEKÇİOĞLU
<ol style="list-style-type: none">1. Turizm İşletmelerinde Moral ve Motivasyonun Öneminin Kavramsal Açıdan Değerlendirilmesi - Assoc. Prof. Dr. Arzu GÜRDOĞAN2. Örnek Olay İncelemesi Aracılığıyla Kurumsal Yönetişim Kavramının İrdelenmesi - Assoc. Prof. Dr. Arzu GÜRDOĞAN3. Örgütsel Adalet ve Yenilikçi İş Davranışı: Bilgi Paylaşımının Aracılık Rolü - Asst. Prof. Dr. Emre Burak EKMEKÇİOĞLU4. Kuzey Kıbrıs Türk Cumhuriyeti Ceza Adalet Sisteminde Kanunla İhtilafa Düşen Çocuklar: Çocuk Suçluluğu, Kurumlar, Süreçler ve Yasalar - Dr. Osman KAYABAŞI5. Observations on The Formation of A Society Without Corruption - Prof.Dr. Pardaev Mamayunus Qarshibaevich, Egamov Akbar Rizaevich6. The Role of Word Play in The Formation of Artistic and Aesthetic Thinking in Young People - Eshonkulov Laziz Norkobul ugli7. Подходы К Определению Трудоёмкости Контроля Качества Строительно-Монтажных Работ - Usmanov I.A., Zhumanov Sh.N.			

Turkey Channel Session	https://duan.zoom.us/j/6923710105		
25 December 2021 Session 9	12:00- 13:00	Moderator	Prof. Dr. Süphan Nâsir Assoc. Prof. Dr. Gülşen AKMAN
<ol style="list-style-type: none"> 1. Comparison of Data Mining Methods: Interest Rate Estimation Application - PhD(c). Enes KOÇOĞLU, Prof.Dr. Filiz ERSÖZ 2. Gıda Sektöründe Satın Alma Sürecindeki Hataların ve Risklerin Hata Türü ve Etkileri Analizi (FMEA) Yöntemi ile Değerlendirilmesi - Assoc. Prof. Dr. Gülşen AKMAN, Asst. Prof. Dr. Atakan ALKAN, İpeknur POYRAZ 3. Enflasyon Rakamları ile İlgili Toplumun Ekonomi ve Siyaset Gündeminin İncelenmesi - Prof. Dr. Süphan Nâsir, Araş. Gör. Merve Kır 4. Muhasebe, Kültür ve Örgüt Kültürü İlişkisi: Bütünleştirici Literatür Değerlendirmesi - Dr. Öğr. Üyesi Yusuf YILDIRIM, Dr. Öğr. Üyesi İrem ÖZCAN 5. Revizyonist Westerne Bir Örnek: The Power of the Dog - Dr. Neslihan Göker 6. Information and Communication Technology as a Panacea to Poor Academic Performance of Children Aged 2 To 9 Years of Age in Akwa Ibom State - Charity O. IGBOKWE, Boniface S. AKPAN, Samuel Sunday DUNCAN 			

Turkey Channel Session	https://duan.zoom.us/j/6923710105		
25 December 2021 Session 10	13:00- 14:00	Moderator	Prof. Dr. Muhsin HALİS Doç. Dr. Ercan ERGÜN
<ol style="list-style-type: none"> 1. Cam Tavan Sendromu ve Cam Tavan Konulu Yayınların Web of Science Veri Tabanına Dayalı Bibliyometrik Analizi - Prof. Dr. Muhsin HALİS, Sümeyya AKYILDIZ 2. Günümüz Dünyasında Lider Olmak - Dr. Mukadder GÜNERİ 3. Yöneticilerde Kültürel Zekanın Lider Etkililiğine Etkisi - Doç. Dr. Ercan ERGÜN, Öğr. Gör. Ayça YÜKSEL, Gökhan ERDİNÇ 4. Termal Turizm Kapsamında Balneoterapi - Yalçın ALACA, Dr. Öğr. Üyesi Nurperihan TOSUN 5. The Impact of Hotel Service Culture on Guest Satisfaction in the Hospitality Industries (A Case Study of Two Hotels in Ikorodu, Lagos) - AKPAN, E. Ebenezer, Ph.D 6. The Islamic Concept of Means of Communication (Media) and Contemporary Challenges - Dr. Muhammad YASEEN, Dr. Faiza ANJUM 			

Turkey Channel Session	https://duan.zoom.us/j/6923710105		
25 December 2021 Session 11	14:00- 15:30	Moderator	Assoc. Prof. Dr. Zuhale ERGEN Dr. Zeynep HÖBEL
<ol style="list-style-type: none"> 1. Kamu Ekonomisi Perspektifinden Küresel Kamusal Malların Analizi-Öğret. Gör. Dr. İsmail İŞLER 2. Uzay Ekonomisi Odağında Türkiye- Dr. Zeynep HÖBEL 3. Bütçe Açıklarının Sürdürülebilirliği: Bir Literatür Değerlendirilmesi- Esin GÜZHAN 4. Dijital Dönüşümün Ekonomiye Etkileri: Dijital EKONOMİ- Öğret. Gör. Dr. İsmail İŞLER 5. Dijital Vergileme Ve Türkiye Uygulaması- Doç. Dr. Zuhale ERGEN 6. Gümüş Ekonomi- - Dr. Zeynep HÖBEL 7. İptal Davalarında “Borçlunun Maksadını Bilen Veya Bilmesi Lazım Gelen Kişi- Vergi Müfettişi Mustafa Sefa MAZLUM 8. Tarhiyat Öncesi Uzlaşmada Yapılan Değişiklikler ve Değerlendirilmesi- Vergi Müfettişi Mustafa Sefa MAZLUM 9. Mali Kural Uygulamaları: Türkiye Üzerine Bir Değerlendirme- Esin GÜZHAN 10. Covid-19 Pandemisinin Önlenmesinde Reaktif Olarak Uygulanan Politik Tedbirler-Doç. Dr. Zuhale ERGEN 			

Turkey Channel Session	https://duan.zoom.us/j/6923710105		
25 December 2021 Session 12	15:30- 17:00	Moderator	Asst.Prof.Dr. Rahul CHAUHAN Assoc. Prof. Dr. Meghna Chhabra
<ol style="list-style-type: none"> 1. Deliberating Forecasting with Google Trends - Ms. Divya Jain, Assoc. Prof. Dr. Meghna Chhabra 2. Managing Modern Slavery-Innovation-Globally in Supply chain Management - Mr. Pallikkara Viswanathan 3. A Study on Personal Financial Management Behavior amongst Working Youth of Selected Region of Gujarat - Priyanka MEHTA 4. Predisposing Factors Influencing Utilization of Maternal Health Services in Sabon-Gari Local Government Area of Kaduna State, Nigeria - Aimee Osamudiamen Chris 5. The Liberation Era in Ligao And the Aftermath of World War Ii 1944-1945 – Dr. Delia V. MENDOZA 6. Government Trade Policies and Foreign Direct Investment - Murat, Akyuz , Ph.D, Opusunju, Michael Isaac, Ph.D. 7. Challenges in Quality of Education in HEIs of Pakistan - Zohaib Hassan Sain 			

Turkey Channel Session	https://duan.zoom.us/j/6923710105		
25 December 2021 Session 13	17:00- 18:00	Moderator	Dr. SACHIN GUPTA Prof. Dr. Candra Fajri
<ol style="list-style-type: none"> 1. A Study on Environmental Ethics and Participation in Environmental Activities among Higher Secondary Students of Murshidabad District, West Bengal, Prof. Dr. (Mrs) Nasrin, Research Scholar Faiyaz Ahammad 2. Boko Haram Insurgency and The Paradox of Afrocentricity of Nigerian Foreign Policy - Emmanuel Wasu AKERELE 3. Asymmetric Decentralization and Local Economic Development in Indonesia - Prof. Dr. Candra Fajri ANANDA, Joko Budi SANTOSO 4. Role of Mathematics in Covid-19 Pandemic - Dr. Amit K PARIKH, Aruna SHARMA 5. An Inquiry into The Impact of Globalization on The Socio-Economic Conditions on An Ex-Untouchable Leather Working Community: With Special Reference to The Rabidas Caste of West Bengal - Binoy Rabidas 6. Digital Transformation in Banking Sector: Factors That Drive Digital Transformation - ROMA AHUJA, Dr. SACHIN GUPTA 7. Performance Monitoring Tools That Ensure The Integration Of The Operational Planning With The Strategic One - Ionela Ursu 8. Financial Performance Analysis Before and During the COVID-19 Pandemic in PT. Astra International Tbk - Wiwiek Mardawiyah Daryanto 9. Importance of Education in developing entrepreneurial competencies and skills for entrepreneurship - Research Assistant Anurag Vyas 			

<u>25 December 2021</u> <u>Session 14</u>	18:00-19:30	Moderator	Asst. Prof. Dr. Sevgi SÜMERLİ SARIGÜL Prof.Dr. Pardaev Mamayunus Qarshibaevich
<ol style="list-style-type: none"> 1. The Relationship Between International Trade and Foreign Capital Investments: Evidence from BRICS Countries - Assoc. Prof. Dr. Mesut DOĞAN, Asst. Prof. Dr. Mustafa KEVSER, Asst. Prof. Dr. Sevgi SÜMERLİ SARIGÜL 2. Impact of International Trade and Foreign Capital Investments on Financial Development: Evidence from Next-11 Countries - Assoc. Prof. Dr. Mesut DOĞAN, Asst. Prof. Dr. Mustafa KEVSER, Asst. Prof. Dr. Sevgi SÜMERLİ SARIGÜL 3. Prospects of Development of Halal Tourism in Uzbekistan - Kholikov Nodirjon Abduxalil ugli, Turdibekov Khasan Ibragimovich 4. Assessment of Children's Clothing: An Empirical Study of the Toxic Chemicals, Clothes Safety and Health Benefits to Children Aged 0 To 5 Years in Akwa Ibom State - Rosemary Collins PIATE, Ph.D, Ekaete U. AKAN 5. Electronic Educational Resources in Vocational Education - Sh.K. Khudayberdiyev 6. Electrochemical Determination Of Mercury (Ii) With A Mfcmddtk Solution In The Medium Of Dimethylsulphokside - Rahmatov Khudoyor Boboniyozovich, Rakhmatov Doniyor Khudoyorovich, Assoc. Prof. Dr. Djuraeva Shohista Dilmurodovna, Bozorova Nayima Khudoyberdiyevna 7. Critical Analysis of the Leading Roles of Microfinance Banks in the Performance of Small Scale Businesses in Nigeria - Sakiru Abiola LAWAL, Ph.D 			

Turkey Channel Session	https://duan.zoom.us/j/6923710105		
<u>25 December 2021</u> <u>Closing Session</u>	19:30-20:00	Moderator	
Closing Session All congress participants are required to attend this session. The best paper award will be given.			