



# COMMUNICATION ECONOMICS ORGANIZATION

20-22 May 2022 - India

4<sup>th</sup>

# ABSTRACT BOOK

ISBN: 978-605-73822-3-8

## EDITORS

Luigi Pio Leonardo Cavaliere

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Dr. Ruhul Amin Sardar

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# **International CEO**

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

## **Social Sciences Congress**

### **ABSTRACT E-BOOK**

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**CEOSSC 2022 - India**

**Editors:**

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**Published by: NCM Publishing House**

**Publishing Date: 29.05.2022**

**ISBN: 978-605-73822-3-8**

# **International CEO**

(Communication, Economics, Organization)

## **Social Sciences Congress**

### **Presentation**

We are delighted to introduce IPMI International Business School, Ostim Technical University, 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, Mohanlal 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 2022, India)** that was held online on May 20–22, 2022. 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**. With the participation and contributions of academics from **30 countries: Afghanistan, Albania, Argentina, Azerbaijan, Belarus, Bosnia & Herzegovina, England, India, Indonesia, Iran, Iraq, Italy, Georgia, Kosovo, New Zealand, Nigeria, Pakistan, Philippines, Republic of Moldova, România, South Africa, Spain, Sri Lanka, Thailand, TRNC, Tunisia, Türkiye, Ukraine, United States, Uzbekistan**. It is a great privilege for us to present the proceedings of **CEO SSC 2022** 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 **116 different institutions or Universities**. The 3 days long conference gathered close to **209 national and international attendees** to enliven a constellation of contributions. **90** papers of the **136** papers approved to present at the congress are outside of Turkey. **66% of the papers presented at the congress are from outside Turkey**. 6 awards were issued to distinguished papers, and a total of **136 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.

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

## Sunuş

20-22 Mayıs 2022 tarihlerinde "4. Uluslararası CEO İletişim, Ekonomi ve Organizasyon Sosyal Bilimler Kongresi" Mohanlal Sukhadia University ev sahipliğinde Hindistan'da Alfred Nobel University, International Vision University, Samarkand Branch of Tashkent University of Economics, International Gorazde University, Nişantaşı Üniversitesi, Cyprus West University, University of Prizren, NCM Yayıncılık, Insec, Ostim Teknik Üniversitesi ve IPMI International Business School iş birliği ile **online ve fiziki katılımlar** ile gerçekleşmiştir.

Kongremizde *Afganistan, Arnavutluk, Arjantin, Azerbaycan, Beyaz Rusya, Bosna Hersek, İngiltere, Hindistan, Endonezya, İran, Irak, İtalya, Gürcistan, Kosova, Yeni Zelanda, Nijerya, Pakistan, Filipinler, Moldova Cumhuriyeti, Romanya, Güney Afrika, İspanya, Sri Lanka, Tayland, KKTC, Tunus, Türkiye, Ukrayna, Amerika Birleşik Devletleri, Özbekistan* gibi **30 ülkeden ve 116 kurum/üniversiteden 209 akademisyen** tarafından hazırlanan **136 bildiri** sunulmuştur.

Kongremize **182** bildiri özeti gönderilmiş, editör ve hakem süreçlerinden sonra bunlardan 143 tanesi sözlü sunuma kabul edilmiş, ancak **25 oturumda 136 bildirinin sunumu** gerçekleşmiştir. Sunulan bildirimler, **978-605-73822-3-8** ISBN'li bu e kitapta yayımlanmaktadır. Belirtilen tarihe kadar **kongre sitesine yüklenen tam metin bildirimler** ise, **yazarın tercihinine, 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. Yazarlar, tercihleri ile ilgili çalışmasının tam metnini **ceocongress.info@gmail.com** adresine mutlaka göndermelidir.

Kongrede sunulan 136 bildirinin 90'ı yurt dışındadır. Yayımlanan **bildirimlerin %66'sı Türkiye dışındadır. Önceki Uluslararası CEO Kongre'lerde olduğu gibi 4. Uluslararası CEO Kongre'de de hem bildiri özet kitabında hem de tam metin kitabında yabancı oranı %50'den fazladır.**

Onaylı ve yayımlanan **136 bildiriden üçü Türkiye'den ve üçü yurt dışından olmak üzere altısına en iyi bildiri ödülü duyurulmuştur. Bunun yanında genç yetenek ödülü ilk defa 4. CEO Kongrede verilmiştir.**

Kongre esnasında gerçekleşen tüm sunumlar kongrenin sosyal medya hesaplarında yayımlanmıştır. Tekrar yararlanmak istendiği durumlarda CEO Congress sosyal medya hesaplarından izlenebilir.

Kongrenin bilim insanlarına, kamu ve özel sektör ile STK'ların yönetiminin etkinliğine katkı bulunmasını temenni eder, bildirimleriyle 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 2022 India** 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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1. Entrepreneurship Financing through Local Equity Market and Access to Loans on Gender Perspective: Regression Analysis of Country Effects - **Assoc. Prof. Dr. Duygu HIDIROĞLU**
2. Türkiye’de Dijital Dönüşüm ve İşgücü Verimliliği İlişkisi - **Asst. Prof. Dr. Fatma Merve EKİZ**
3. Innovative Reforms and Digitalization in Public Administration of The Republic of Azerbaijan - **Assoc. Prof. Dr. Murteza HASANOĞLU, Sara MAHMUDOVA**

### Outside Turkey

1. Humanitarian Issues In The Ukraine-Russia Conflict - **Asst. Prof. Putri HERGIANASARI, Asst. Prof. Triesanto Romulo SIMANJUNTAK, Ms. Rizki Amalia YANUARTHA, Mr. Luigi Pio Leonardo CAVALIERE**
2. Encountering The Wild: The Development of Forest Management Policies in Assam with A Special Reference to The Hologapar Gibbon Sanctuary - **Mr. Rajib DEY, Mr. Souvik DASGUPTA**
3. Profitability, Liquidity, Activity, and Solvency Analysis of Halal Fast Food Restaurant: PT. Fast Food Indonesia (FAST) in Seven Years Period - **Shafa Iqlima Dzikro, Prof. Dr. Wiwiek Mardawiyah Daryanto, MM, CMA**

### Young Talent Award

1. A Study of Human Development Index of Southern Rajasthan: Future Prospects and Potentialities - **Tamish AGARWAL**

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## On the Ways of Using Drama Techniques for Developing Intercultural Competence

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### ABSTRACT

Teaching with intercultural perspective encourages appreciation and understanding of other cultures as well as one's own. By teaching a foreign language through intercultural dialogues, we can provide interpersonal relations, perspective talking, understanding alternative points of view and analyse how cultural conditions affect values, attitudes, beliefs and behaviours. Drama and role-playing can be considered useful for clarifying intercultural misunderstandings as drama elements involve language students in a role-play and simulation as well as encourages them to position themselves in the role of a member of the other culture. Teaching with such perspective at the English lessons promotes the student's sense of the uniqueness of his own culture as a positive characteristic and enables the student to accept the uniqueness of the cultures. The article is about the ways of developing intercultural competence using drama elements at the EFL classes.

**Keywords:** Culture, Culture Shock, Dramatization, Intercultural Competence, Intercultural Dialogues, Prejudices, Role-play, Stereotypes, Cultural Values



## **An Initial Process of Academic Mentoring in San Luis, Argentina**

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### **ABSTRACT**

This paper describes the initial development of a personal process of Academic Mentoring, carried out from the private professional field in the province of San Luis, Argentina. Over the years, knowledge and experiences have been accumulated, worthy of being transmitted to new academics, young scientists who seek to advance and develop in a teaching or professional career.

Mentoring is recognized as the accompaniment process that seeks the personal and professional development of newly received professionals, based on the exchange of knowledge and experiences, in solidarity, between the mentor and the students.

The group of mentors is made up of teachers with added academic value, who promote a culture of values, such as respect and solidarity to train high-quality professionals and human beings committed to their community.

We recognize the figure of the Mentor as that professor with training in mentoring, who accompanies students during their academic career, in order to strengthen their training in an integral way and the students who participate in the Mentoring process.

**Keywords:** Academic Mentoring, Mentor, Students, Professional Development



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## The Legal Status of Collegial Permanent Bodies of Belarusian and Polish Parliaments: Comparative Legal Analysis

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### ABSTRACT

**Goal** – to analyze the key points of concepts of Belarusian and Polish collegial permanent bodies in comparative feature.

**Research methodology** – The basis of the work is the comparative-legal method of research, as well as other methods of scientific knowledge

**Score** - in European legal science an essential right of MPs (Members of Parliament) is to jointly form collegial permanent bodies as mutually agreed within their respective Parliaments. MPs perform their functions in the framework of parliamentary commissions of both Polish Parliament and Belarusian legislative (representative) authority at the same time carrying out their mandatory duties. A number of progressive characteristics of the jointly formed groups of parliamentary commissions and other collegial bodies are stated.

**Originality/value** - A new conclusion has been reached that it is preferable to further improve the regulatory framework that promotes the establishment of the right of members of Parliaments to participate in the work of collegial permanent bodies, which should be based both in Poland and in Belarus on the study and mutual implementation of the accumulated positive legislative experience of these states in this area.

**Keywords:** Collegial Permanent Bodies, Parliament, Legal Status, Belarus, Poland, EU, Comparative Legal Analysis



## **Child Labour- A Case Study of Child Labour Working in Domestic Households**

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### **ABSTRACT**

Despite hectic planning, welfare programmes, legislations and administrative actions in the past six decades, a large majority of the Indian children continue to remain in distress and turmoil. United Nations considers “any work carried out to detriment and engages children (5-14) years in violation of international law and national legislation and if the work deprives them of schooling or puts them under the dual burden of schooling and work is child labour”. Yet the data compiled by ILO indicates that there are 152 million working children in the world between 5-17 years, of which 23.8 million are in India. Out of all, there is a change in the nature of child labour in modern society as it is becoming more home-based, which adds difficulty in regulation.

Data from different states like Himachal Pradesh, Nagaland, Sikkim, New Delhi, WB, shows that girl-child is preferred more in a domestic help which leads to more exploitation and abuse making it gender-biased issues. To effectively combat child labour, Child Labour (Prohibition and Regulation) Act 1986 has been amended in 2016, however, the act is not clear on the children working in households and it is still unclear “whether domestic help is a child labour or not?”. The paper sought to explore the issues related to child labour from the perspective of human rights implications within the context of spirit and goals of Indian Legislation and international instrumentalities on the protection of human rights of the child, as child labour is a human right problem and has a long term adverse effects.

**Keywords:** Child Labour, Human Rights, Domestic Households, Constitution





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## **Sustainable Development and Digitalization of SMEs in Africa**

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### **ABSTRACT**

The main objective of this research is to study the impact of digitalization on the sustainable development of African SMEs. Since March 2020, the COVID-19 pandemic has wreaked livelihoods of people around the world. Although COVID-19 infection rates in Africa are not as high as in other regions, the economic downturn and social disruption caused by the pandemic are undermining decades of sustainable development progress on the continent. The concept of sustainable development appeared in the early 1980s, during the International Union for Conservation of Nature (IUCN). These reflections were taken up by the organization of the United Nations Conference on Environment and Development held in Rio de Janeiro in 1992 and defined sustainable development as development that "meets the needs of present generations without compromising the capacity future generations to meet their needs". Digital is a factor of sustainable development through its impact on the environment, on the economy and human relations. Digitization is an important tool for development in some policy areas, such as governance, education, health, gender, economic growth and agriculture. For small and medium-sized enterprises (SMEs), digitization plays an important role.

**Keywords:** Africa, CSR, Digital, SMEs, Sustainable Development.



## Orientalists and Quran

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### ABSTRACT

Jews and Christians viewed themselves as God's chosen nation. They were anxiously waiting for the last prophet and dreaming to assume control over the world with his assistance. As Allah has already decided to deprive them of their status because of their ethicalness, noncompliance, and depraved behavior. He raised the prophet from Bani Ismail. This filled them with envy and emissary. Moreover, the success of Islam dreaded them, so to save the religion they tried to prove that the teachings of Islam are incomplete, defective, and ineffective. Such types of efforts are still continuing in form of orientalism. This movement got strength after the Crusade. When they were not able to demoralize Muslims in the fields of war, they chose the field of research. They prepared a team of their people, sent them to the Muslim world to learn their religion. They also collected their literature and tried to find out mistakes and shortcomings to mislead the people. They reprimanded the Prophet and the Qur'an specifically. The Muslim scholars also wrote a number of articles and books to answer their objections. But still, a great deal of work is required especially in the field of the Holy Quran. This article will revolve around the meaning of orientalism, its history, and objectives, and logical answers about the objections regarding Revelation, Quranic Text and its compilation, etc.

**Keywords:** Orientalism, Islamists, Arabists, Humanists



## Türkiye’de İslami Bankacılığın Doğuşu ve Karşılaştığı Zorluklar

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### ÖZET

Türkiye’de 2006 yılına kadar Özel Finans Kurumları olarak tanınan Katılım Bankaları; İslami kaideler çerçevesinde fon toplayıp fon arz eden ve İslami kaideler çerçevesinde faaliyetlerini gerçekleştiren kurumlar olarak tanımlanmaktadır. Faizsizlik prensibi ile çalışan bu bankalar, Türkiye’de yalnızca özel bankaların dâhil olduğu sektörde faaliyet gösterirken, 2015 yılında Ziraat Katılım ve Vakıf Katılım Bankası’nın kurulması ile birlikte kamu bankaları da sektöre dahil olmuş ve faizsiz finans sektörüne farklı bir perspektif sunmuştur. Bu çalışmada İslami Bankacılık hareketlerinin doğuşundan günümüze kadar geçirmiş olduğu tarihsel süreç, Türkiye’de Katılım Bankalarının çalışma yöntemleri, faaliyetleri ve karşılaştığı zorluklar üzerinde durulmuştur. Yapılan literatür araştırması neticesinde konvansiyonel bankacılığa benzer bir yapıda faaliyet göstermeleri ve bunların revize edilmesinde yaşanan birtakım zorluklar, şube ve çalışan sayısının yetersiz olması, çalışanların eğitimi, faizsiz bankacılık ürünlerinin yetersiz kalması, yapı ve algılamada güçlükler, kanuni yetersizlikler, uygulama problemleri, beklentilerin karşılanmaması gibi zorluklarla karşılaştığı tespit edilmiştir. Türkiye’de Katılım Bankalarının gelişimi ve karşılaşılan bu zorlukların aşılabilmesi için bir takım öneriler sunulmuştur.

**Anahtar Kelimeler:** Özel Finans Kurumları, Katılım Bankacılığı, İslami Bankacılık, Zorluklar, Türkiye

## The Emergence and Challenges of Islamic Banking in Turkey

### ABSTRACT

Participation Banks, which were known as Special Finance Houses in Turkey until 2006; these are corporations that collect and supply funds within the framework of Islamic rules and carry out their activities within the framework of Islamic rules. While these banks, which work with the principle of interest-free, operate in the sector in which only private banks are included in Turkey, public banks have also been included in the sector with the establishment of Ziraat Participation and Vakıf Participation Bank in 2015 and have offered a different perspective to the interest-free finance sector. In this research, examined the historical process from the emergence of Islamic Banking implementation to the present, the working methods, activities and challenges faced by Participation Banks in Turkey are emphasized. As a result of literature research, some difficulties have been identified; the fact that they operate similar to conventional banking structure and some difficulties experienced in revising them, insufficient number of branches and employees, employee training, insufficient interest-free banking products, difficulties in structure and perception, legal inadequacies, implementation problems, failure to meet expectations. A number of suggestions have been presented for the development of Participation Banks in Turkey and overcome these difficulties.

**Keywords:** Private Financial Houses, Participatory Banking, Islamic Banking, Challenges, Turkey



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## Representation of Women in Media and Other Sectors: A Study on Gender Perception

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### ABSTRACT

Gender is an important reflection in development. It is a way of looking that how societal norms and power structures impact on the lives and opportunities accessible to diverse groups of men and women. Media plays a significant role in every society and it can be an imperative aspect in the endorsement of gender impartiality, both within the working environment and in the representation of women and men. Women and girls frequently face inequity with regard to family law, inheritance rights and employment and property. Not many women are represented in male-dominated judicial and security institutions. In many parts of the world, men and women rely on a variety of customary and informal justice systems. Conversely, they tend to undergo from systemic gender biases, with local male elites dominating the decision-making processes. Gender, poverty and the release of basic services, such as healthcare, edification and social fortification, are intimately interwoven. The delivery of public services is crucial for helping women and men to reach their full possible and comprehend their human rights or their representation. Although gender disparity is steadily narrowing, much remains to be done to lessen discrimination in women and men's well-being or representation within different sectors. The aim of this paper is to highlight the representation of women in different sectors of their life including of media. The present study is based on reviewing of primary data sources (observations) as well as reviewing of secondary sources of data.

**Keywords:** Discrimination, Gender Inequality, Media, Representation, Women



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## **Analysis of Published Articles in the Field of Audit in Western Balkan Countries**

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### **ABSTRACT**

The goal of this study is to assess and clarify the analysis of publications published in the subject of auditing in Western Balkan Countries. The purpose of this study is to look into the efficacy of auditing in the public and private sectors in Western Balkan Countries. Audit assumes significance because it examines the performance, efficiency, cost-effectiveness, and productivity of public administration agencies, and it encompasses not only specific parts of administration but also managerial activities, such as organizational and managerial systems. The function and importance of auditing in the Western Balkan Countries over the years, particularly in recent years, will be accurately and clearly summarized by examining publications published by other researchers in the field of auditing. This study will use a combination of numerical and theoretical data to demonstrate how significant auditing is as a concept and how much attention has been devoted to the entire development of audit system.

**Keywords:** Audit, Article Analysis, Western Balkan.



## The Slow but Imminent Death of the Film Spectator

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### ABSTRACT

In recent days we have seen an unprecedented metamorphosis of the film viewing experience- from the Cinema Theatre to home viewing on Over the Top (OTT) platforms. The film goers of yesteryears are now being delivered films over the internet in their drawing rooms or favorite place of viewing films. The device could be an Android TV, a Laptop, a Tablet or even a Smart Phone. The reduction in size of the silver screen to a miniature screen, means not just the obliteration of the cinematic experience. It also marks the death of the enthralling film viewing experience which the Dolby or Imax cinema theatre provides. Does it mean the death of the film spectator? What impact does it create on film appreciation? What do we lose in the process?

The investigator attempts to answer such questions through a descriptive analysis of the film viewing experience in own social milieu. It begins by tracing the experience of the movie goers of Malayalam films from the late 1960's to the early years of the current millennium highlighting the cinema viewing experience from the announcement of the release of the film in 'notices' to the recent trend of advertisement related to film release in newspapers and magazines. A review of film viewing and appreciation during film festivals organized annually in Kerala is also undertaken. Data for the study is drawn from the investigator's own field notes and review of articles and write-ups that appeared in journals and magazines and informal interviews with film buffs.

The study reveals that the dwindling audience in theatres and the rising preference of film producers for OTT releases of their movies has seriously affected film appreciation. Not only has it significantly affected the reception of film as an engrossing affective community experience but also transformed the process of film appreciation. The viewer watching the film all alone tries to match the content/theme presented in a film with own schema which at times tend to be extremely narrow or limited. The cathartic effect that often arises from viewing a film as a community experience gets lost forever. Moreover, the reduction of the silver screen to the miniature tablet or smart phone deflates the dimensions of cinema as an art form.

**Keywords:** Art, Community, Film Appreciation, OTT, Screen



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## **My Supervisor Keeps Me in the Dark: Mushroom Management Style, Organizational Commitment and Organizational Cynicism**

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### **ABSTRACT**

Mushroom management refers to a negative management style in which managers avoid sharing knowledge with their subordinates. As being one of the contemporary management concepts, mushroom management is named by using the growing mushrooms metaphor. Such as mushrooms are kept in the dark and fertilized to become ripe as soon as possible, mushroom managers also keep their subordinates in the dark and expect them to work without scrutinizing. In the mushroom management approach, managers don't elucidate the purpose or the reason for the work done to their employees. Since employees work without knowing anything about the aim or reason of the duty or activity, mushroom management creates information asymmetry. Employees are wanted to do their job without questioning or knowing any information. As a result of the mushroom management style, employees feel worthless and meaningless. In addition, the mushroom management approach is known as causing negative job attitudes and behaviors. Since the existing studies are scant in relation to the possible consequences of mushroom management style, it is aimed at examining the effects of mushroom management on organizational commitment in this study. Moreover, the mediating role of organizational cynicism in the relationship between mushroom management and organizational commitment is examined. Data were obtained from 219 employees and analyzed using statistical programs. Results indicated that mushroom management is negatively associated with organizational commitment and organizational cynicism has a full mediation effect in this relationship. Implications and future study suggestions are proposed based on the results.

**Keywords:** Mushroom Management, Organizational Commitment, Organizational Cynicism

## Covid-19 Sonrasında Slot Uygulamalarındaki Değişiklikler

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### ÖZET

Havayolu endüstrisi baş döndürücü bir hızla büyümektedir. IATA verilerine göre yaşanan krizlerin yolcu sayılarını ciddi bir şekilde etkilenmeyeceği hatta yolcu sayılarının her geçen yıl artarak devam edeceği, 2037 yılına gelindiğinde yolcu sayısının 8 milyarı aşacağı beklenmektedir. (iata, 2020). Havacılık sistemi; havayolları, havalimanları ve uçak üretim şirketleri olmak üzere üç temel unsurdan meydana gelmektedir. Bu sistemler birbirine bağlı olarak hareket etmektedirler (Erol & Karaman, 2016). Sistemlerin birlikte büyümesi ve gelişmesi ise her zaman mümkün olmamaktadır. Havalimanlarının kapasitelerini arttırmaları hem zaman hem de büyük maddi kaynaklar gerektirmektedir. Bu nedenle havalimanlarının kapasitelerinin verimli kullanılması için havalimanı kapasite- talep durumu değerlendirilmekte ve planlamalar yapılmaktadır. Koordinenin yapılmasında kapasitenin doğru, pratik, uyumlu, tarafsız, etkili bir çözüm olması ve rekabet kuralları göz önünde bulundurularak yapılması gerekmektedir. Bu koordinasyonun uygulanmasında IATA World-Wide Slot Guidelines (WSG) talimatları uygulanmaktadır (iata, 2020). ABD’de üç (John F. Kennedy (JFK), LaGuardia (LGA) ve Newark Liberty (EWR)) havalimanında slot uygulaması yapılırken, dünya çapında slot uygulayan yaklaşık 175 havalimanı bulunmaktadır (Czeyny, 2019).

Havacılık sektörü, petrol krizleri, doğal afetler, terörist saldırılar, ekonomik durgunluklar ve hastalık salgınları gibi dış faktörlere karşı duyarlıdır. Covid19 salgını sırasında uçuş iptalleri, seyahat yasakları ve sınır kapanmaları ile havacılık sektörü ağır bir darbe almıştır. COVID-19 salgını etkisiyle 2020 yılı yılında havayollarının koltuk satış kapasitelerinde %49- %51 oranında bir düşüş gerçekleşmiştir. 2021 yılının ilk çeyreğinde ise bu oran %26 ila %45 arasında düşüş yaşamıştır (aaco, 2020). Covid-19 salgınından önce hava ulaşımını etkisi altına alan en önemli hastalık salgını 2003’teki SARS idi. Covid-19 bu salgının çok ötesine geçmiş ve havacılık endüstrisini bilinmeyeneye götürmeye devam etmektedir (Sanchez, Voltes-Dorta, & Cuguero-Escofet, 2020). Covid19 salgınının havacılık sektörünü daha ne kadar ve ne zamana kadar etkileyeceği de hala belirsizliğini sürdürmektedir.

COVID-19’un ortaya çıkmasıyla hava yolu trafiğinde ciddi düşüşler olmuş ve havayolları kendilerine tahsis edilen slotların %80’inden daha azını kullanmak durumunda kalmışlardır. Tarihsel kazanılmış slot hakları Büyükbaba hakları- Grandfather rights) gereği %80’in altında slot kullanımı slot kaybı riskini de beraberinde getirmektedir. Bu sebeple havayolları ya boş uçuş yapmayı ya da slotlarını kaybetmeyi göze almaktadırlar. Bu çalışmada slot kavramı açıklanmaya çalışılmış ve Covid19 döneminde havayollarının slot uygulamalarının nasıl etkilendiği ve salgının belirsizliğinin korunmasıyla uygulamaların nasıl olacağı araştırılmıştır.

**Anahtar Kelimeler:** Slot, Havaalanı, Covid-19





## Changes in Slot Applications Post Covid-19

### ABSTRACT

The airline industry continues to grow rapidly. According to IATA data, it is expected that the crisis will not affect the number of passengers seriously, and that the number of passengers will continue to increase every year, and the number of passengers will exceed 8 billion by 2037 (IATA, 2020). The aviation system consists of three basic elements: airlines, airports and aircraft manufacturing companies. These systems act in conjunction with each other (Erol & Karaman, 2016). It is not always possible for systems to grow and develop together. Increasing the capacity of airports requires both time and large financial resources. For this reason, airport capacity-demand situation is evaluated and plans are made for efficient use of airports' capacities. Capacity should be a correct, practical, harmonious, impartial, effective solution and should be done by taking into account the rules of competition. In the implementation of this coordination, IATA World-Wide Slot Guidelines (WSG) instructions are applied (IATA, 2020). While slot applications are made at three airports in the USA (John F. Kennedy (JFK), LaGuardia (LGA) and Newark Liberty (EWR)), there are approximately 175 airports worldwide that implement slots (Czeyny, 2019).

The aviation industry is sensitive to external factors such as oil crises, natural disasters, terrorist attacks, economic recessions and disease outbreaks. The aviation industry has been hit hard by flight cancellations, travel bans and border closures during the Covid19 pandemic. With the effect of the COVID-19 epidemic, there was a 49%-51% decrease in the seat sales capacity of airlines in 2020. In the first quarter of 2021, this rate decreased between 26% and 45% (aaco, 2020). The most important disease outbreak to affect air transport before the Covid-19 outbreak was SARS in 2003. Covid-19 has gone far beyond this epidemic and continues to take the aviation industry into the unknown (Sanchez, Voltes-Dorta, & Cuguero-Escofet, 2020). It is still unclear how much and how long the Covid19 epidemic will affect the aviation industry.

With the emergence of COVID-19, there has been a serious decrease in airline traffic and airlines have had to use less than 80% of the slots allocated to them. Due to historically acquired slot rights (grandparent rights), the use of slots below 80% brings the risk of slot loss. For this reason, airlines are willing to either make empty flights or lose their slots. In this study, the concept of slot was tried to be explained and it was investigated how the slot applications of the airlines were affected during the Covid19 period and how the applications would be with the preservation of the uncertainty of the epidemic.

**Keywords:** Slot, Airport, Covid-19



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## **The impact of Communication, Collaboration and Managerial integration on Organizational Civic Behavior**

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### **ABSTRACT**

The aim of this article is to investigate the relationship between communication, cooperation, and management integration, as well as their impact on civic organizational behavior. The study will also examine differences in employee contact with managers, organizational collaboration, employee involvement in management tasks, and the impact of these variables on organizational citizenship behavior. To collect data for this topic, we conducted an online survey with a representative sample. In this study, four constructs were used to examine organizational communication, collaboration, integration, and civic behavior. This study found a significant positive relationship between communication, collaboration, and integration, and a significant positive relationship between collaboration, employee integration, and organizational citizenship behavior. The sample was limited to survey participants due to time and cost constraints, so the results of the study cannot be extrapolated to the general population. Furthermore, we have only dealt with the interplay of communication, cooperation, integration, and OCB. There are numerous factors that could interfere this interplay. Based on the findings of this article, we suggest that managers encourage employees in their organizations, as this aspect helps them to work more productively through teamwork. By focusing on civil organizational behavior, the current study expands our understanding of these three characteristics.

**Keywords:** Communication, Cooperation, Integration, OCB



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## **The Role and Impact of Management on Employee Performance and Motivation in SME's**

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### **ABSTRACT**

The purpose of this paper is to examine the impact of the management process on employee performance and motivation. The research aims to study the correlation between employee performance and employee motivation. We used an online survey to collect data from this paper using the appropriate sample. This research has adopted three constructs to measure employee management in businesses, employee performance, and employee motivation in small and medium enterprises in Kosovo.

The results of this research show that there is a positive impact of employee management on their performance, as well as a positive impact on employee motivation, and there is a positive impact of employee performance on employee motivation.

Due to time and money constraints, the sample was limited to survey participants only.

Based on the findings of this paper, we recommend that company managers pay more attention to the proper execution of the management process and take into account the factors that enable increased performance and employee motivation.

Current research broadens the understanding between these three variables by focusing on employees.

**Keywords:** Employee Management, Performance, Motivation.



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## Enhancing Digital Education towards Teaching and Learning in Covid-19 Situation

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### ABSTRACT

Educational innovations are a success for the advent of digital education, the most important of which is the teaching and learning environment, including the right equipment, location, space to use and the choice of select learning resources to support the process of solving teaching and learning problems, creating the best conditions for students. It will change the universe no less than the industrial age. Now what's more important is that it's accessible and available to everyone. It is also essential to teach our children the tools to build these new challenges. Teach them to be problem solvers and passive consumers. To create an appropriate atmosphere for children, it is important to consider that digital technology plays an important role in this process. Furthermore, in this environment, students have the opportunity to think critically and independently, figuring out how to learn subjects on their own through research and experimentation. To manage learning materials, we help with our new digital education programs. It is worth mentioning that many types of software simulate and imitate real events. It allows users to check the impact on the real situation without monitoring. Furthermore, the process observation can be repeated as many times as necessary. This is especially important in areas where real experience and its many repetitions are sometimes encountered. The first goal is to explore the digital technology used for teaching and learning. The second goal is to manage the pandemic situation for teaching and learning. The benefactors are students, teachers, shareholders and parents.

**Keywords:** Enhancing, Digital Education, Teaching, Learning and Covid-19



## Humanitarian Issues In The Ukraine-Russia Conflict

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### ABSTRACT

Russia's invasion of Ukraine in February 2022 resulted in heavy casualties and influx of refugees. Conflicts between countries are of international concern. Russian troops have controlled several areas in southern, eastern and northern Ukraine, and have pounded the two largest cities in Ukraine, namely Kyiv and Kharkiv. Security issues affect human issues. This study uses a literature study to see how humanitarian issues in the Ukraine-Russia conflict have received international attention and coverage. The findings of this study are the impact of migrants and economic activities created in both countries and news machines carried out by non-state actors on both sides. So far, the focus on reporting has only revolved around the side of the political conflict that occurred. However, there is another side that is more important than all of that, namely humanity. Mass media and social media have an important role to reveal from the human side compared to revealing the political side. Moreover, there are still reports from the mass media that reveal human discrimination compared to how to save all humans from the impact of this conflict.

**Keywords:** Humanity, Russia-Ukraine Conflict, Role of Media



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## **Policy Based on an Approach to Economic Resilience During the Covid-19 Pandemic for the Development of the Value Chain of Indonesian Dairy Farmers**

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### **ABSTRACT**

In 2021 the Central Statistics Indonesia data recorded national milk production of 962, 676 tons. Where this amount is only able to contribute about 30% of domestic needs. Milk production in Indonesia is dominated by traditional dairy farmers. They have experienced a slowdown in their resilience, especially coupled with the pandemic conditions which made them even more late. In this study, the authors examine the level of slowdown in the economic resilience of dairy farmers and provide recommendations by utilizing the value chain improvement method. The results showed that the horizontal integration of dairy farmers with cooperatives had a significant impact on increasing economic resilience. In addition, utilizing the role of cooperatives which are used for administrative arrangements in dealing with milk processing companies as consumers and as part of production and warehousing can ensure a quality milk supply process. Thus, the cooperative functions as an interface for companies that have formal legality so that dairy farmers have high bargaining power and can determine their own contract methods and payment methods according to farmers' needs.

**Keywords:** Economic Resilience, Covid-19, Value Chain, Indonesian Dairy Farmers



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## **The Shadow Pandemic: Impact Of COVID-19 On Women**

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### **ABSTRACT**

The pandemic of Covid-19 emerged as an infectious disease with rapid spread and deteriorating health outcomes of the masses. The diseases proved to be more than health crises and emerged with social, economic and psychological consequences. Almost every section of the society faced the crises with the halt of the normal ways of order. The pandemic emerged as the worst form of violence against women as the social environment got reshaped with the consequences and negative implications of the pandemic of COVID-19. The consequences of the pandemic impacted in a negative way on the life of women who were already marginalized in the society and already struggling for their rights in many contexts. The pandemic further increased the unpaid labor, domestic chores and care work for the women and resulted in the social crises and economic distress due to the loss of jobs and loss in entrepreneurship for women. The domestic violence and discrimination increased and women faced the violation of their rights. The women who were already discriminated and dominated faced more violation and isolation with strict at home rules which negatively affected the life of the women in many aspects.

**Keywords:** Women, Pandemic, Gender, Violation, Unpaid Labor, Restrictions, Care work, Discrimination.



## Chemical Weeds Management Strategies in Wheat Under Changing Agro Climatic Conditions of Dera Ismail Khan, KP., Pakistan

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### ABSTRACT

Weeds are the major pest in achieving higher yield of any crop. Yield losses have been reported from 5-100% indifferent crops by weeds. To study the effect of weed management practices on weed control in wheat, an experiment was conducted at Agriculture Research Farm, Gomal University, for consecutive 2 years. The experiment was laid out in split plot design with three replications. The factor included in the experiment were varieties (Bakhtawar-92, Galaxi-13 and Fakhar-e-Bhakhar) being assigned to main plots while herbicides such as broad spectrum herbicide, (2,4-D 72 EC+ Isoproturon 75 WP @623 and 649 g a.i. ha<sup>-1</sup>, respectively). Broad leaf herbicide, (2,4-D 72 EC @ 711 g a.i. ha<sup>-1</sup>), grasses weeds herbicide, (Isoproturon 75 WP @968 g a.i. ha<sup>-1</sup>), and weedy check (no herbicide) were applied in sub plots. The experiment was planted on 15 November in both years. Data were recorded on weed density and some Agronomic, morphological and physiological traits of wheat. The data for the individual trait were subjected to analysis of variance (ANOVA) and the means were separated by LSD. Variety Fakhar-e-Bhakhar was more productive and profitable than Bakhtawar-92 and Galaxi-13. It's produced higher number of tillers m<sup>-2</sup> (6% and 13%) grain yield (5% and 10%) over Galaxi-13 and Bakhtawar-92 respectively. The plots sown to Fakhar-e-Bhakhar, which is tallest and has vigorous early growth had lesser number of grasses and broad leaves weeds than other varieties. The application of broad spectrum herbicide consistently controlled both grasses and broad leaf weeds in all varieties. The increase in number of tillers m<sup>-2</sup> (17%), number of productive tillers m<sup>-2</sup> (18%), spikelet's spike<sup>-1</sup> (5%), 1000 grain weight (4%), biological yield (19%), grain yield (21%), straw yield (18%), harvest index (11%), and net profit (32%), over weedy check was due to application of broad spectrum herbicide, which controlled both grasses and broad leaf weeds. The interaction effect of broad spectrum herbicide with variety Fakhar-e-Bhakhar produced significantly higher grain yield (24%). In the light of findings, it is suggested that for the weed management in wheat, the broad spectrum herbicide may be useful and beneficial treatment to obtain maximum output.

**Keywords:** Weeds, Management, Wheat, Cultivars, Herbicides, Grain Yield.



## CRITIC/Entropi Destekli ROV Yöntemi ile Bir Havayolu İşletmesinin Performans Analizi

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### ÖZET

İşletmelerde dönemsel olarak performans ölçümü ve bu minvalde ulaşılan sonuçların değerlendirilerek uygun çözüm ve stratejilerin geliştirilmesi rekabet ortamında karlı ve sürekli olmanın kritik öğelerinden biridir. Çok sayıda ölçütün eş anlı olarak göz önünde bulundurulmasını gerektiren bu süreç çok kriterli karar verme (ÇKKV) tekniklerinin kullanımını uygun hale getirmektedir. Ülkemizde 1990 yılından beri faaliyet gösteren, düşük maliyetli bir havayolu şirketi olma özelliği taşıyan ve defaten Avrupa'nın en hızlı büyüyen havayolu işletmesi olan Pegasus Hava Taşımacılığı A.Ş. çalışmada konu edinilmiştir. Fortune 500 verileri esas alınarak firmanın 2010-2020 yılları arasındaki performansı değerlendirmeye tabi tutulmuştur. Değerlendirme sürecinde çok kriterli karar verme tekniklerinden CRITIC ve Entropi yöntemleri ile kriter ağırlıkları belirlenmiş, bu ağırlıklar esas alınarak ROV yöntemi kullanımı ile yıllara dair performans sıralaması elde edilmiştir. CRITIC yöntemi ile en fazla önem arz eden kriterin çalışan sayısı olduğu sonucuna ulaşılmıştır. Entropi yöntemi ile ise en fazla önem arz eden kriter aktif toplamı kriteri olarak saptanmıştır. Her iki entegre yöntemde de sonuçlar işletmenin en başarılı olduğu yılların sırasıyla 2019, 2017 ve 2018 yılları olduğuna işaret etmektedir. Entropi destekli ROV yöntemi ile ulaşılan sıralama sonuçlarının Fortune 500 sıralaması ile daha yüksek benzerlik içerdiği belirlenmiştir. Çalışma, sadece finansal oranları esas alarak gerçekleştirilen finansal performans değerlendirme çalışmalarının yanı sıra, farklı kriterleri göz önünde bulundurarak ÇKKV teknikleri kullanımı ile işletme performanslarının çok yönlü değerlendirilmesine bir model teşkil etmektedir.

**Anahtar Kelimeler:** Performans Analizi, Çok Kriterli Karar Verme, CRITIC, Entropi, ROV

## CRITIC/Entropy Based ROV Method for Airline Performance Analysis

### ABSTRACT

Periodic performance measurement in businesses, as well as the development of appropriate solutions and strategies based on the results obtained, is one of the critical components of remaining profitable and continuous in a competitive environment. Because this process necessitates the simultaneous consideration of numerous criteria, multi-criteria decision making (MCDM) techniques are appropriate. This study focuses on Pegasus Hava Taşımacılık A.Ş., a low-cost carrier that has been operating in our country since 1990 and has already been identified the fastest growing airline company in Europe several times. The company's performance between 2010 and 2020 is evaluated using Fortune 500 data. During the evaluation, criteria weights are determined using the CRITIC and Entropy methods, which are multi-criteria decision-making techniques, and a performance ranking for years is generated using the ROV method based on these weights. The number of employees has been determined to be the most important criterion with the CRITIC method. The total asset criterion is defined as the most important criterion using the entropy method. According to the results of both integrated methods, the most successful years for the enterprise are 2019, 2017 and 2018, respectively. It has been determined that the ranking results obtained by the entropy supported ROV method are more similar to the Fortune 500 rankings. The study serves as a model for the multi-faceted evaluation of business performances using MCDM techniques and various criteria, as well as financial performance evaluation studies based solely on financial ratios.

**Keywords:** Performance Analysis, Multi-criteria Decision Making, CRITIC, Entropy, ROV



4<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

## **From Margins to the Metropolitan: The Political Economy of Folk Painters of 19th Century Colonial Calcutta**

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### **ABSTRACT**

To begin with, Kalighat Patachitra is a unique form of paintings that came into being in Bengal (in general) and particularly in the geographical precincts of nineteenth century colonial Calcutta. Art historians have observed that Kalighat paintings are important cultural markers and signify times of flux where cultures and art forms of the 'periphery' confronted with the bhadrakok/mainstream 'culture' of colonial Calcutta. The focus of the research paper among many other things would be on the questions of its emplotment in the broader question of periphery cultural identity creation. Many queries still needs to be addressed primarily pertaining to this art form like the rationale behind the migration of the artists, its effects, ritual importance of these paintings and formation of sub-genres in a genre within this art form.

The object of the research paper would include contextualizing the background within which the entire political-economic milieu of Patuas was to be situated. Besides dealing with a plethora of themes, there works would constitute an interesting commentary on the nature of politics of the colonial times in which they themselves lived and inhabited. Attempting to understand the many lives of Patua Painters underscored by its multifaceted histories, its politics, and its culture is what this research paper attempts to do.

**Keywords:** Peripheral Art, Metropolitan, Kalighat Painters, Political-Economy, Migration, Commercialization, Museumization.



## Regional Entrepreneurship: Stories, Accountability, Resource Acquisition, Decision Making and Impact of Covid-19

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### ABSTRACT

Startups have received a lot of attention in recent years in various parts of the world. In India, the number of startups is continuously growing, and more assistance is now accessible in all fields. Due to its enormous commercial potential, India is usually referred to as "the poster child of developing markets."

Startups are now widely viewed as significant drivers of economic development and employment creation. Through innovation and scalable technology, startups may offer significant solutions and so serve as vehicles for socioeconomic growth and transformation.

India already boasts 38,756 officially recognised start-ups – including 27 unicorns, eight of which were recognised in 2020 – and is the world's third-largest tech start-up centre. Aside from that, India's economy, demography, and active government assistance provide a wide range of opportunities for developing a strong startup environment.

#### Scope in the Indian Market

- **Growing Indian Economy:** Prior to the Covid-19 epidemic, the Indian economy was still growing and purchasing power was gradually increasing. Increased spending will be fuelled by the expansion of the upper-middle and a high-income segment of the population, as a short-term economic rebound is expected. As a result, the size of the Indian market provides considerable room for startups to expand.
- **Affordable Demography:** Another advantage is the Indian population's demography. Half of the country's population is under the age of 25.
- People born between the late 1980s and the early 2000s have material ambitions and the financial wherewithal to satisfy them. As a result, they represent a sizable segment of the population capable of absorbing the novel goods and services offered by entrepreneurs.
- **Active Government Support:** In 2016, India's flagship initiative, "Startup India," was launched. The initiative aims to create a robust environment that promotes the growth of new enterprises and has sparked a revolution in entrepreneurship. Hurdles in accessing the markets have also been reduced as India's internet connectivity has grown, creating a favorable environment for startups and entrepreneurs.
- **High Potential in Rural Areas:** Because rural areas still house the bulk of India's population, numerous entrepreneurs have concentrated on making life easier in these areas. Consider the following scenario:
  - Pharm-Easy is a platform that connects local pharmacies and diagnostic centers to verify prescriptions and distribute over 100,000 medications.

**Keywords:** Entrepreneurship, Markets, Demography, Economy, Online Platforms, Internet Connectivity, Government Support.

## Tüketici Mahkemelerinin Sigorta Uyuşmazlıkları Bakımından Görevi

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### ÖZET

TTK 4/1-a hükmü Türk Ticaret Kanunu'nda öngörölmüş olan hususlardan doğan hukuk davaları ve çekişmesiz yargı işlerini “ticari dava” veya “ticari nitelikteki çekişmesiz yargı işi” olarak nitelendirmiştir. TTK 5/1 hükmü ise aksine hüküm bulunmadıkça, dava olunan şeyin değerine veya tutarına bakılmaksızın ticari davalar ve ticari nitelikteki çekişmesiz yargı işleri bakımından asliye ticaret mahkemesinin görevli olacağını düzenlemiştir. Sigorta hukukuna ilişkin temel hükümler Türk Ticaret Kanununda düzenlendiğine göre, sigorta uyuşmazlıklarının tamamının ticari dava veya ticari nitelikte çekişmesiz yargı işine vücut vereceği ve bu anlamda ticaret mahkemelerinin görev alanına gireceği izlenimi doğmaktadır. Ne var ki, Tüketicinin Korunması Hakkında Kanun hükümleri incelendiğinde sigorta uyuşmazlıklarının tüketici işlemi kapsamına alındığı ve tüketici işlemi niteliğindeki sigorta uyuşmazlıklarının Tüketici Mahkemelerinin görev alanına gireceği açıkça görülecektir.

Tüketicinin Korunması Hakkında Kanuna göre tüketici mahkemelerinin görev alanını “tüketici işlemleri ile tüketiciye yönelik uygulamalardan doğabilecek uyuşmazlıklar” olarak belirlemiştir (TKHK 73/1). Bu noktada tüketici ve tüketici işleminin ne anlama geldiğini tespit etmek gerekir. Tüketici, ticari veya mesleki olmayan amaçlarla hareket etmeyen gerçek veya tüzel kişi olarak belirlenmiştir (TKHK 3/1- k). Tüketici işlemi ise, “ticari veya mesleki amaçlarla hareket eden veya onun adına ya da hesabına hareket eden gerçek veya tüzel kişiler ile tüketiciler arasında kurulan, eser, taşıma, simsarlık, sigorta, vekâlet, bankacılık ve benzeri sözleşmeler de dâhil olmak üzere her türlü işlem veya sözleşme” olarak tanımlanmıştır (TKHK 3/1- l). Görüldüğü üzere, hüküm içerisinde tüketici işlemi olabilecek işlem veya sözleşmeler örnekleyici biçimde sayılırken, sigorta sözleşmeleri de açıkça zikredilmiştir. Dolayısıyla, taraflardan birinin tüketici olduğu işlem ve sözleşme niteliğindeki sigorta uyuşmazlıklarının “Tüketici İşlemi” niteliğinde olduğu sonucuna ulaşılabilecektir. Peki, bu noktada, tüketici işlemi olarak belirlediğimiz sigorta uyuşmazlıklarında görevli mahkemeyi nasıl belirlemek gerekir? Bu anlamda TTK 5/1 uyarınca ticaret mahkemeleri mi, yoksa TKHK 73/1 kapsamında tüketici mahkemeleri mi görevli olacaktır? Tüketici işlemi olarak belirlenecek sigorta uyuşmazlıkları bakımından tüketici mahkemelerinin görevli olduğu sonucuna ulaşılabılır. Zira, TKHK 83/2 hükmünde taraflardan birinin tüketici olan işlemlerle ilgili diğer kanunlardaki düzenlemelerin o işlemin tüketici işlemi sayılmasına ve TKHK'daki görev ve yetki kurallarının uygulanmasına engel teşkil etmeyeceği açıkça düzenleme altına alınmıştır. Diğer taraftan, ticaret mahkemelerinin görev alanını belirleyen TTK 5/1 hükmünde hükmünde geçen “aksine hüküm bulunmadıkça” ifadesi bulunmaktadır. Bu hükümler birlikte değerlendirildiğinde sigorta uyuşmazlıklarının her zaman ticaret mahkemelerinin görev alanına dahil olacağı sonucuna ulaşmak yanlış olacaktır.

Sigorta uyuşmazlıklarının tüketici mahkemelerinin görev alanına girip girmediğini tespit edebilmek için her somut olayda ayrıca değerlendirme yapmak ve taraflar arasında bir işlem veya sözleşme bulunup bulunmadığı, taraflardan birinin tüketici olup olmadığı ve nihayet aradaki işlemin tüketici işlemi olup olmadığı hususlarının araştırılıp sonuca ulaşmak gerekir.

**Anahtar Kelimeler:** Tüketici Mahkemeleri, Tüketici İşlemi, Görev, Sigorta Sözleşmeleri



## Jurisdiction of Consumer Courts with regard to Insurance Disputes

### ABSTRACT

The provision of Turkish Commercial Code (TCC) art. 4/1-a defines civil lawsuits and uncontested jurisdictions arising from the matters stipulated in the Turkish Commercial Code as "commercial lawsuits" or "commercial non-contentious judicial proceedings". The provision of TCC 5/1, on the other hand, regulates that the commercial court of first instance will be in charge of commercial cases and uncontested commercial matters, regardless of the value or amount of the thing being sued, unless there is a contrary provision. Since the basic provisions of insurance law are regulated in the Turkish Commercial Code, it appears that all insurance disputes will give rise to commercial litigation or non-contentious jurisdiction of commercial nature, and in this sense, they will fall under the jurisdiction of commercial courts. However, when the provisions of the Law on the Protection of the Consumer are examined, it will be clearly seen that insurance disputes are included in the scope of consumer transactions and that insurance disputes in the nature of consumer transactions will fall under the jurisdiction of the Consumer Courts.

According to the Code of the Protection of the Consumer (CPC), the scope of jurisdiction of the consumer courts has been determined as "disputes that may arise from consumer transactions and consumer-oriented practices" (CPC 73/1). At this point, it is necessary to determine what the consumer and consumer transaction mean. The consumer is determined as a natural or legal person who does not act for commercial or non-professional purposes (CPC 3/1-k). Consumer transaction is defined as "all kinds of transactions, including works, transportation, brokerage, insurance, power of attorney, banking and similar contracts, established between consumers and real or legal persons acting for commercial or professional purposes or acting on their behalf or on behalf of them. contract" (CPC 3/1- 1). As can be seen, while transactions or contracts that may be consumer transactions are counted in an exemplary manner, insurance contracts are also clearly mentioned. Therefore, it can be concluded that insurance disputes in the nature of transactions and contracts in which one of the parties is a consumer are in the nature of "Consumer Transactions". Well, at this point, how should we determine the court in charge of insurance disputes that we have determined as consumer transactions? In this sense, will commercial courts be in charge pursuant to TCC 5/1 or consumer courts under CPC 73/1? It can be concluded that consumer courts are in charge in terms of insurance disputes to be determined as consumer transactions. Because, in the provision of CPC 83/2, it is clearly regulated that the regulations in other laws regarding the consumer transactions of one of the parties will not prevent that transaction from being considered a consumer transaction and the implementation of the jurisdiction and authority of the Code of the Protection of the Consumer. On the other hand, there is the expression "unless there is a contrary provision" in the provision of TCC 5/1, which determines the scope of jurisdiction of commercial courts. When these provisions are evaluated together, it would be wrong to conclude that insurance disputes will always fall under the jurisdiction of commercial courts.

In order to determine whether insurance disputes fall under the jurisdiction of consumer courts, it is necessary to evaluate separately in each concrete case and to investigate whether there is a transaction or contract between the parties, whether one of the parties is a consumer and finally whether the transaction is a consumer transaction or not.

**Keywords:** Consumer Courts, Consumer Action, Jurisdiction, Insurance Contracts



## **A Community –Based Examination on the Status of Cyberbullying Among Social Media Users in the Philippines: Basis for Information Dissemination**

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### **ABSTRACT**

This study aimed to examine the status of cyberbullying in the community. Using a purposive and snowball sampling, this research involved 402 respondents from the community folks in the municipalities of Tampilisan Zamboanga del Norte and Titay Zamboanga Sibugay, Philippines. The data from the social media users were statistically computed using weighted mean, ranking, Mann-Whitney Test and Kruskal-Wallis Test. Findings revealed that flaming and online harassment are rampantly experienced by the respondents. They admitted to experience denigration, masquerading, outing, and exclusion once a week. Likewise, the respondents were less aware in all acts of cyberbullying while the high school students and adolescents were least knowledgeable on cyberbullying acts.

Furthermore, this study found out that community folks from the two municipalities have the same degree of experience and awareness on cyberbullying. Likewise, it was found out that cyberbullying knows no gender, place, and age. Thus, cyberbullying happens to anybody who is there in the social media.

This study recommends information drives and anti-bullying campaigns to be conducted to the community. It essentially suggests psychological interventions to the victims of cyberbullying. Lastly, this study unfolds essential response from the government and the community to combat the reality of existing cyberbullies in the community.

**Keywords:** Cyberbullying, Examination, Flaming, Harassment, Masquerading, Outing, and Exclusion



## Effect of Meditation on Impulsivity in Adolescents: A Review Article

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### ABSTRACT

**Background:** Adolescence is a phase that is transitory phase between childhood and adulthood. There are numerous changes taking place both in physical and mental spheres. Research has shown that due to the neurological changes during this phase, adolescents have a tendency of impulsive behavior. Impulsivity can be a risk factor for several conditions like binge-eating, Obsessive compulsive disorder, substance abuse, addiction to gaming or internet, or even self-harm and suicide. There is a need for developing protective factors against such detrimental problems. The review tries to collate research articles that used meditation for reducing impulsivity in adolescents.

**Methods:** Databases like Google Scholar and PubMed were searched extensively using keywords ‘meditation AND impulsivity AND adolescents’. Eighteen articles were selected based on the inclusion criteria. Irrelevant articles, articles in languages other than English, articles with the wrong population and unrelated outcomes were excluded from the review.

**Results:** Eighteen articles were included in the review. A careful study of the selected articles show that mindfulness meditation techniques, mindfulness based interventions, meditation and yoga has a beneficial role on adolescent impulsivity. These mind-body medicine techniques reduce impulsivity; improve self-control, emotion regulation, and inhibitory function by down-regulation of stress response and hypothalamus-pituitary-adrenal axis.

**Conclusion:** Meditation is an effective tool to reduce impulsive behavior in adolescents. Though, impulsivity can be considered useful as a protective mechanism, it can act as risk factor for many detrimental conditions like addiction, binge-eating, and self-harm. Studies with good study designs and sample size should be conducted to re-affirm the findings.

**Keywords:** Meditation, Mindfulness, Adolescent, Impulsivity, Mental Health.



## Lean Supplier Selection for a Packaging Company via Integration of CRITIC and EDAS Methods in the Context of Lean Supply Chain

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### ABSTRACT

This study considers supplier selection with a strategic perspective including lean which is different from traditional perspective. Thus the main aim of this study is to propose an incorporated model to evaluate suppliers using a lean supply chain perspective. Although lean manufacturing has achieved an extensive amount of attention in previous studies, its integration with supplier selection and lean supply chain are less investigated. To fill this gap, this study was performed to systematically propose an integrated approach to select suppliers based on lean related features. Particularly, five performance perspectives (Collaboration and Trust, Production, Quality, Delivery, Cost) with 18 related sub metrics were designated as substitutes for leanness.

To show how lean perspective can be applied in supplier selection, a packaging firm was selected. Company is located in İzmir, and has 400 employees has been working in the company. Its lean supplier selection process was analyzed. Six wooden pallet suppliers were determined for evaluation. Evaluation was performed an integrated MCDM approach consisting CRITIC and EDAS methods.

The CRITIC method was used to determine the weights of the supplier selection criteria. It was found that "*the importance given to long-term relationships*" was ranked as the first criterion among the seven criteria and it was followed by "cooperation in quality control" among 18 evaluation metrics. EDAS method is used to define the ranking of suppliers. It was found that Supplier-2 was ranked as the first supplier among five supplier, and it was followed by Supplier-1, Supplier-3, Supplier-5, Supplier-6 and Supplier-5.

**Key words:** Supply Chain and Management, Lean Philosophy, Lean Supply Chain, Lean Supplier Selection, Lean Supplier Selection Criteria, CRITIC Method, EDAS Method.





## A Bird's Eye View on The Students Performance-Based Assessment

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### ABSTRACT

Students must generate rather than choose a response in a performance-based assessment. Authentic assessments, alternative assessments, and integrated performance assessments are part of it. Rather than selecting an answer from a list of possibilities, students are required to complete a task, generate an answer, or produce a product that demonstrates mastery of information or skills. This study consisted of 20 students who were enrolled in SS Assessment and Evaluation at Rizal Technological University, First semester of the school year 2020-2021. Data were collected with an open-ended questionnaire that had 1 item, particularly about the performance-based assessment stated in this case study. Is performance-based assessment a substitute for the traditional method of assessing the performance of students? Yes or No? Why? The gathered data were analyzed with the use of a computer-assisted qualitative data analysis software, particularly the maxqda analytics pro2020 and examined under themes that matched the question. Results showed that the performance-based assessment is an alternative to the traditional method of assessing the students. Students are free to do whatever they want, which boosts their creativity and allows them to express themselves regardless of the topic matter. Furthermore, it demonstrated that while the traditional method is effective, adopting performance-based assessment is far superior to technological advancements and it contributed a lot to their professional development as future educators.

**Keywords:** Performance-Based Assessment, Traditional Assessment, Online Class, Student's Assessment



## Gençlerin Sivil Toplum Kuruluşlarındaki Gönüllülük Faaliyetleri: “Nahçıvan Gönüllüleri” Örneği

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### ÖZET

Farklı kişisel motivasyonlarla gerçekleştirilen gönüllülük faaliyetleri, toplumsal yapının güçlendirilmesinde ve gelişmesinde önemli bir yere sahiptir. Gönüllülük faaliyetleri genel olarak gönüllülük eliyle yerine getirilmektedir. Gönüllülerin en fazla gönüllülük faaliyetinde bulunabilecekleri yerlerden birisi sivil toplum kuruluşlarıdır. Gençlerin gönüllü faaliyetlere katılımı, kişisel gelişimlerinin yanı sıra toplumsal bütünleşmelerini sağlayarak gençleri katılımcılık alanında aktif hale getirecektir.

Çalışmada, Azerbaycanın Nahçıvan Özerk Cumhuriyetinde sivil toplum kuruluşlarında gençlerin gönüllülük faaliyetleri, “Nahçıvan gönüllüleri” örneği üzerinden ele alınarak, bireylerin gönüllülük algısı ve bu tür gönüllü çalışmaların genç gönüllülere ve topluma yapacağı katkıların değerlendirilmesi amaçlanmaktadır.

**Anahtar Kelimeler:** Gönüllülük, Katılım, Sivil Toplum Kuruluşları, Nahçıvan Gönüllüleri

## Volunteering Activities of Youth in NGO's: The Case of "Nakhchivan Volunteers"

### ABSTRACT

The volunteering activities that are carried out with different personal motivations play an important role in strengthening and developing the societal structure. Voluntary activities are generally carried out by volunteers. Non-Governmental Organizations are one of the best places to volunteer. Youth participation into voluntary activities makes them active in the field of social integration while contributing their personal development. In this study, youth voluntary activities with regards to non-governmental organizations in the Nakhchivan Autonomous Republic of Azerbaijan will be discussed. It is also aimed to evaluate perception of volunteerism and the contribution of young volunteers' activities to themselves in specific and to society in general.

**Keywords:** Volunteerism, Participation, Non-Governmental Organizations, Nakhchivan volunteers



## **Paradox State and Warning for Natural Resources Management in Kalimantan**

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### **ABSTRACT**

After the South Kalimantan Province was hit by a major flood, which affected hundreds of thousands of residents in ten districts/cities, various speculations emerged, both from the government's perspective and from the community's version. The reason put forward by the government is that the floods that occurred were caused by high rainfall intensity, while the community thought that forest damage was the cause of the flood, because the flood was the biggest disaster in the last 50 years. Even oil palm plantations have become one of the highlights, because they are considered to be one of the causes of disasters in South Kalimantan. There is no denying that coal mining and large-scale oil palm plantations have become the economic prima donna of the island of Kalimantan. However, as the largest coal producer in Indonesia, Kalimantan is still experiencing an electricity crisis until most of its basic needs are imported from the islands of Java and Sulawesi. It is not enough with the electricity crisis and food crisis, the latest problem which has also become a national problem is the cooking oil crisis which is very difficult for the community. It is a paradox, that Indonesia as the largest producer of CPO in the world, is still trapped in the cooking oil crisis, the largest coal producer, but the electricity crisis. On that basis, this research will explore, first, the causes of the flood disaster in South Kalimantan; Second, the cause of the scarcity of cooking oil in Indonesia, which is one of the largest CPO producers in the world. The results of the study indicate that regulations must be implemented appropriately, namely in a way that the political elite and government elites support sustainable development according to the SDGs targets.

**Keywords:** Paradox State, Natural Resources Management, Kalimantan, SDGs



4<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

## **The Correlation of Student Engagement and Academic Performance: A Review of Literature**

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### **ABSTRACT**

Student engagement is one of the important constructs that is used to understand the behaviour of the student towards the teaching-learning process. Student engagement refers to a meaningful engagement throughout the learning environment. It is best understood as a relationship between the student and the school, teachers, peers, instruction and curriculum. Student engagement has three dimensions which are behavioural, emotional, and cognitive. Student engagement is not only beneficial to academic status of the school but to it is financial life too. Student academic engagement can predict student academic achievement and added that the more engaged students demonstrated higher academic achievement. Hao (2018) student engagement positively predicts academic achievement. Academic achievement has consistently been regarded as an important outcome of student engagement. Zhu (2010) found that there was a significant and relatively strong correlation between student engagement and academic achievement. Pyhältö (2014) found a positive correlation between cognitive engagement and academic achievement. Emotional and cognitive engagement, the positive correlation between behavioural engagement and academic achievement is more obvious.

**Keywords:** Academic Performance, Behavioural, Cognitive, Emotional, Student Engagement



## Defining and Redefining Woman Health: A Theoretical Standpoint

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### ABSTRACT

The healthcare of women is significantly important. Women are discriminated in many contexts due to inequality based on socio-cultural factors. Taking into consideration women's increased healthcare utilization, it appears that women are more liable to medicalization than men but they are underrecognized in healthcare decision making. The quality of women's healthcare is predisposed; not only whether or not available, but also by the appropriateness of services from the perspective of women. The paper examines women's access to healthcare throughout the country as a whole, with particular reference to Jammu and Kashmir Union Territory. The study provides an evaluation regarding affordable healthcare service among rural women, the issues they confronted, coping mechanisms they employ, and recommendations for overwhelming such challenges in Jammu and Kashmir. A household survey was used to gather qualitative and quantitative information and data was gathered through interview schedule. In four rural villages 80 household were chosen as sample size. The paper ends with some observations on policies and programs for ensuring that women have access to healthcare system. But besides it all, as well as on the basis of researcher's observations, it would be said that there is a need to change the traditional healthcare practices based on gender disparity.

**Keywords:** Health, Healthcare, Health Services, Rural, Women



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## **Encountering the Wild: The development of Forest Management Policies in Assam with a Special Reference to the Hollongapar Gibbon Sanctuary**

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### **ABSTRACT**

The evolution of human civilization is incomplete without its interaction with the nature. In context of Eastern India, during the pre-colonial days there existed a symbiotic relationship between man and nature. Humans did harness several natural products from the forest like herbal medicines, timber, War elephants, etc. However, simultaneously there was also an indigenous steady belief for protecting the mother nature and its resources. So, the relation was never an exploitative one, rather one which established a harmony between human and nature. But with the coming of colonial age there was a paradigm shift in this human-nature relationship. Coupled by The Industrial revolution and its succeeding capitalist economy, the colonial regime brought about an unconstrained environmental exploitation in the forests of North East India. From cutting large tons of timber for railway and shipbuilding industry, to clearing vast stretches of Brahmaputra's Forest for commercial jute and bamboo farming, the colonial forest management policy brought about some unprecedented changes that altered the entire relationship from a symbiotic to a destructive one. With the demise of the colonial and ushering of the independent era, the forest management policy again saw a new approach. Here began an age of environmental conservation. But does it brought about a holistic development of the environment or does this too have its own limitations? The current article will try to address how the human encountered the wild of the North-East periodically with special refence to Hollongapar Gibbon sanctuary and it's relevance to the forest management policies of Assam.

**Keywords:** Forest Management, Assam, Hollongapar, Timber



4<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

## **The Control Powers of Parliament Members of Belarus and Poland (Comparative Legal Analysis)**

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### **ABSTRACT**

Goal to analyze the key points of concepts of Belarusian and polish members of parliament's control powers in comparative feature.

Research methodology – The basis of the work is the comparative-legal method of research, as well as other methods of scientific knowledge

Score - Members of Parliament perform their control functions in the framework of both Polish and Belarusian Parliaments. In the article a number of progressive characteristics of the control powers of the Members of Parliaments of Belarus and Poland in the comparative feature are stated.

Originality/value - A new conclusion has been reached that it is preferable to further improve the regulatory framework that promotes the establishment of the control powers of members of Parliaments, which should be based both in Poland and in Belarus on the study and mutual implementation of the accumulated positive legislative experience of these states in this area.

**Keywords:** Control Powers, Members of Parliament, Deputy Right, Parliament, Belarus, Poland, EU, Comparative Legal Analysis



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## Corporate Social Responsibility in Micro Small and Medium Industries

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### ABSTRACT

Small and Medium Enterprises is considered as the backbone of Indian Economy. It is considered as a vibrant and dynamic sector and is treated as the “engine of growth” in the country. This sector plays a vital role in resolving chronic problem of poverty, inequality, under employment and unemployment. Industries are increasingly being judged not just by the products and profits they make, but also by the ways in which these profits are made. CSR is gaining momentum worldwide as companies begin to realize that their stakeholder’s interests. The Micro Small and Medium Enterprises in India are focusing on improving their social and environmental responsibility by paying attention to issues of CSR. This paper describes the concept of CSR in MSMEs and how it is implemented. It analyses the limits of investments, its importance in MSMEs and its various dimensions. It highlights the challenges of MSMEs in the area of CSR and also suggestions to overcome those challenges.

**Keywords:** Corporate Social Responsibility, Micro, Small, Medium Industries





## **The Pathology of 44th article of the IRI Constitution, and its Consequences in the Field of Economics and Politics**

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### **ABSTRACT**

According to the 44th article of the IRI constitution, the economic system of the Islamic Republic of Iran is based upon three sectors public (state's economy), co-operative and private with regular and correct planning. the public sector mainly refers to a situation in which the productive factors are being controlled and directed by the state with public capital tools, even if that state would call itself as a socialist regime, but the scope of the phrase is also applicable for countries like Japan, China, and even Brazil, which, either at a time they closed their boundaries on foreign services and goods, or adjust the rules for imported goods with heavy equipment tariffs, which with this mindset, they were trying to boost the national production; which, in the pre-privatization stage, was a significant success for them; ultimately the later states moved towards based on teachings of Adam Smith and the market economy, which led them to the upswing steps up faster than before; similarly, the Islamic Republic tried to compensate for its backwardness therefore, tried to get economic patterns through the current developed countries; hence it paid more attention to the subject of private economics, so that the productive forces can draw a better perspective on the development of Iran, but with the lack of proper infrastructure to operate this principle with moving in the imperfect privatization path of recent years, it created a rentier system in the owners of government official's favour; and impressed the greatest shock to the realization of social justice, which was one of the goals of the 1979 Islamic revolution. In this paper, moreover it will try to challenge the state's economy (State Interventionism), which causes the backwardness and lack of social justice for developing countries, also it can cause the social crises, meanwhile, it will be discussed about the advantages of privatization in the form of attracting foreign investors, helping the dynamic economy, and moving towards social justice through the descriptive-analytical method.

**Keywords:** Article 44 of the IRI constitution; Privatization; Rentier Capitalism; Market and Dynamic Economy; Social Justice.



## Was it Really Necessary to Go to a Hospital in a Parallel Universe without Covid-19

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### ABSTRACT

As of the date of the study, 6.2 million deaths occurred worldwide due to Covid-19. Reasons such as the rapid spread of the disease, high mortality rates, and inability to obtain clear information about the disease have caused changes in daily life routines. Individuals did not move on their behavior under normal circumstances, even in periods when countries did not have restrictions and prohibitions. One of these changes is the rate of use of health services. With the introduction of Covid-19 into our lives, the rate of going to the hospital for individuals has decreased significantly. In this context, the aim of this study is to reveal the change in the level of people's demand for healthcare during the pandemic. For the research, the archive data of the number of patient admissions obtained from the secondary and tertiary healthcare institutions in Sivas between 01.09.2019 and 11.03.2021 were used and the changes in the healthcare demand corresponding to the same period on the basis of years were evaluated on the basis of gender, health insurance, age, and departments. Total hospital admissions in September-March 2021 (essential outpatient clinics such as Covid-19 suspicion and oncology outpatient clinics were excluded) were around 46% lower than the total number of hospital admissions in September-March 2020. The decrease in pediatric emergency admission is around 66%. Such a significant decrease makes us question the rational behavior of individuals in their healthcare demands under normal circumstances. It is thought that the study will benefit multidisciplinary fields such as health economics, health services planning, sociology, marketing, and insurance.

**Keywords:** Health Economics, Covid-19, Health Care Demand, ER, Pediatrics

## Havayolu İşletmelerinin Finansal Performansının Entropi Tabanlı EDAS Yöntemiyle İncelenmesi

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### ÖZET

Havayolu taşımacılığı sektörü, ülkelerin ekonomik kalkınmasında ve gelişmesinde büyük bir pay sahibidir. Bu sebeple havayolu işletmelerinin finansal performansı, hem şirket paydaşları, hem de ülke ekonomisi açısından önem arz etmektedir. Çalışmada Skytrax tarafından dünyanın en iyi havayolu sıralamasında ilk dörtte yer alan Qatar Havayolları, Singapur Havayolları, ANA Havayolları ve Emirates Havayolları ile aynı sıralamada 17.sırada yer alan bayrak taşıyıcı havayolumuz Türk Hava Yolları'nın finansal performansları çok kriterli karar verme yöntemlerinden Entropi ve EDAS (Evaluation based on Distance from Average Solution) yöntemleri kullanılarak analiz edilmiş, kriter ağırlıkları Entropi yöntemiyle belirlendikten sonra, EDAS yöntemiyle finansal performans sıralaması elde edilmiştir. Analizde kullanılan cari oran, asit test oranı, nakit oran, borç oranı ve borç/özsermaye oranı kriterlerine ilgili havayollarının mali raporlarından erişim sağlanmıştır. Entropi yöntemiyle yapılan kriter ağırlıklandırması sonucunda, en önemli kriterin nakit oran olduğu tespit edilmiştir. Tespit edilen kriter ağırlıklarının EDAS yöntemine entegre edilmesiyle yapılan analiz sonucunda, finansal performansı en yüksek olan havayolunun Türk Hava Yolları olduğu sonucuna ulaşılmıştır.

**Anahtar Kelimeler:** Çok Kriterli Karar Verme, Entropi, EDAS, Havayolu İşletmeleri, Finansal Performans.

## Investigation of Financial Performance of Airline Companies By Entropy-Based EDAS Method

### ABSTRACT

The air transport sector has a large share in the economic development and development of countries. For this reason, the financial performance of airline companies is important for both company stakeholders and the country's economy. In the study, the financial performances of Turkish Airlines, our flag carrier airline, which is ranked 17th in the same ranking as Qatar Airways, Singapore Airlines, ANA Airlines and Emirates Airlines, which are in the top four in the world's best airline ranking by Skytrax, are among the multi-criteria decision-making methods, Entropy and EDAS (Evaluation based on Distance from Average Solution) methods, after the criterion weights were determined by the Entropy method, the financial performance ranking was obtained with the EDAS method. The current ratio, acid test ratio, cash ratio, debt ratio and debt/equity ratio criteria used in the analysis were accessed from the financial reports of the relevant airlines. As a result of the criterion weighting made with the entropy method, it has been determined that the most important criterion is the cash ratio. As a result of the analysis made by integrating the determined criteria weights into the EDAS method, it was concluded that the airline with the highest financial performance was Turkish Airlines.

**Keywords:** Multi-Criteria Decision Making, Entropy, EDAS, Airline Companies, Financial Performance.

## Baburname'nin Yazıldığı Coğrafya ve Alışımın Dışında Bir Yaşam Öyküsü

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### ÖZET

Bilim dünyasında daha çok Baburname olarak bilinen Vekayi'nin yazarı, Baburlu Devletinin kurucusu Gazi Zahiruddin Muhammet Babur'dür. Bu yapıtı, onun Avrasya, Kabil ve Kuzey Hindistan'da geçen yaşamını ve tüm anılarını kapsar(1483-1530). Yapıtı 10 Haziran 1494 tarihinde Fergana vilayetinde on iki yaşında padişah oldum diye başlar, ölümünden on beş ay öncesine kadar 5 Eylül 1529 tarihinde son bulur. Fergana'da başlayan Kabil'de devam eden ve Kuzey Hindistan'da son bulan inanılmaz bu yaşam sürecini ayrıntılı bir şekilde canlı ve sade bir dille kaleme alır. İnsanoğlunu ilgilendiren her şey onun ilgi alanındadır ve tümüne yer verir. Bu esere ait bilinen on üç el yazma bulunmaktadır. Yalnız Haydarabad nüshası, bugüne kadar bilim dünyasında yapılmış çoğu ciddi çalışmaya temel olmuş nüshasıdır. Baburname, Genel Türk Tarih ve kültürü ile Pakistan Müslüman Hindistan kültür tarihinin ve Avrasya, Kabil ve Hindistan tarihinin ana kaynaklarından biri olarak kabul edilir. Yine çoğu otoriter, edebiyatçı, otobiyografici, tarihçi, Babur'ün bütün olayları olduğu gibi kaleme aldığı, dönemin Türkçesiyle yazılmış en ünlü dünya klasığı ve güvenilir kaynak olduğunu kabul eder. O günün askeri, dini, ekonomik, idari, kültürel, siyasi, sosyal yaşamını günümüze anlaşılır bir dille taşır.

Bu çalışmada, eserin içeriği klasik bir yöntemle incelenerek, Babur'ün bugüne taşıdığı askeri, adli, dini, ekonomik, idari, kültürel, siyasi, sosyal, sanatsal yönden öne çıkan hususlar, günümüz bakışıyla belirlenmeye çalışılmıştır.

**Anahtar Kelimeler:** Baburname, Babur, Hindistan, Kabil, Avrasya.

## The Geography Where Baburname Was Written And an Extraordinary Life Story

### ABSTRACT

The author of Vekayi, better known as Baburname in the scientific world, is Gazi Zahiruddin Muhammad Babur, the founder of the Baburlu State. This work covers his life and all his memories in Avrasya, Kabul and India (1483-1530). His work begins on June 10, 1494, in the province of Fergana, when I became a sultan at the age of twelve, and ends on September 5, 1529, until fifteen months before his death. He writes in a vivid and simple language in detail this incredible life process that started in Fergana, continued in Kabul and ended in Northern India. Everything that concerns human beings is in his field of interest and includes all of them. There are thirteen known manuscripts belonging to this work. Only the Hyderabad copy is the copy that has been the basis for most serious studies in the scientific world. Baburname is regarded as one of the main sources of the General Turkish History and Culture, Pakistan-Muslim Indian cultural history, and the history of Eurasia, Kabul and India, with its rich content, strong and fluent narration, shedding light on the period in which it was written in the scientific world. However, most authoritarians, writers, autobiographers, historians agree that Babur is the most famous world classic and reliable source written in Turkish of the period, in which he wrote down all the events as they were. It conveys the military, religious, economic, administrative, cultural and political life of that day in an understandable language.

In this study, the content of the work will be examined with a classical method, and the military, judicial, religious, economic, administrative, cultural, political and social aspects that Babur has brought to this day will be tried to be determined with today's perspective.

**Keywords:** Baburname, Babur, India, Kabul, Eurasia.



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## **Profitability, Liquidity, Activity, and Solvency Analysis of Halal Fast Food Restaurant: PT. Fast Food Indonesia (FAST) in Seven Years Period**

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### **ABSTRACT**

Indonesia, a country with a growing population of over 267 million people has become the undeniable target of any business sector, especially for the food industry. In line with predicate of World's populous Muslim's-country it has, the term of serving "halal" food has appear as the main concern of the food industry. Increasing mobility gives an effect in terms of people's consumption. The offering that the fast food companies made has aligned with the needs of the people. Lifestyle of eating fast food has been significantly increasing and is expected to experience growth along the years. However, a customer shifting preference for healthy and hygiene foods has caused fast food companies to be able to innovate their product to survive. Especially in the midst of COVID-19 era, where health is the main people's concern that affects adherence to their hygiene protocols. One of the leading companies of halal fast food industry in selling fried chicken is Kentucky Fried Chicken (KFC) under PT Fastfood Indonesia Tbk (FAST) franchisor. Therefore, this study sought to investigate the performance of FAST in the period of 2014 to 2020. Company's performance was assessed from their financial aspect by using descriptive financial ratios analysis. Weighted Average Cost of Capital (WACC) was used as a tool to validate the minimum value rate of return for its investors.

**Keywords:** Halal Fast Food Industry, Kentucky Fried Chicken (KFC), Financial Performance Analysis, WACC, Profitability, Liquidity.



## Covid-19 ve Havalimanlarında Kriz Yönetimi

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### ÖZET

Krizin en az hasarla atlatılması ve en çabuk şekilde engellenmesi için en etkili yol iletişim olacaktır. Özellikle havacılık sektöründe olumsuz durumların saniyeler içinde karar verilerek önlenmesi için atılacak adımların iletişim kanalı ile en seri şekilde gerçekleşmesi çok değerli bir durumdur. Bu nedenle krizin çeşitleri, aşamaları, yapılacak görevleri, havacılık sektöründe karşılaşılabilecek her tür ihtimalin karşısında iletişim faktörü en önemli rolü oynayacaktır. Bu çalışmada kriz ile ilgili tanımlara, krizin özellik ve çeşitlerine, havacılık sektöründe krizin etkilerine değinilmiştir.

**Anahtar Kelimeler:** Kriz, Covid-19, Havacılık, Acil Durum

## Covid-19 And Crisis Management At Airports

### ABSTRACT

Communication will be the most effective way to get through the crisis with the least loss and to prevent it as quickly as possible. It has an immense significance while steps to be taken to prevent adverse situations by making decisions within seconds are occurred in the most rapid way through the communication channel, especially in the aviation industry. As a consequence, the communication factor will play the most important role in the face of the types, stages, tasks to be carried out and all kinds of probabilities may have been encountered in the aviation sector. In this study, it is mentioned that the definitions affiliated with the crisis, the characteristics and types of it and the effects of the crisis in the aviation sector.

**Keywords:** Crisis, Covid-19, Aviation, Emergency

## Serbest Eczane Çalışanlarının Etik Davranış Göstermelerinde Sosyo-Demografik Özelliklerin Rolü: TRC12 Bölgesinde Kesitsel Bir Çalışma

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### ÖZET

Günümüzde, serbest eczanelerde genel işletme konularına yönelik sorunların yanı sıra yaşanan etik sorunlar karşısında nasıl etik davranışta bulunulacağı ile ilgili eczacılar ve eczane çalışanlarına yönelik çok sayıda bilimsel çalışmalar yapılmaktadır. Böylece, eczane çalışanlarının etik algısı ve davranışlarına yönelik güncel araştırmalar ile etik konusu popülerlik kazanmaya başlamıştır. Bu çalışmanın amacı, serbest eczanelerde yaşanan etik sorunlar ve bu sorunlar karşısında, eczane çalışanlarının, nasıl veya neye göre davrandıklarının sosyo-demografik özellikler açısından incelenmesidir. Bu bağlamda, araştırmanın amacına ulaşılmasında, kullanılacak veri setine TRC12 Adıyaman Bölgesi'nde faaliyet gösteren serbest eczanelerin çalışanlarına uygulanan anket yoluyla ulaşılmıştır. Anketlerin etik olarak uygulanmasına yönelik, gerekli izinler alınmıştır. Çalışmanın örneklemini, basit tesadüfi örneklem yoluyla ulaşılan 352 çalışan oluşturmaktadır. Elde edilen veri setinin analiz işlemi, SPSS 22.0 istatistik paket programından yararlanılmış olup, bu bağlamda frekans analizi, ortalama analiz ve ki-kare testleri kullanılmıştır. Araştırma hipotezlerinin test edilmesi sonucunda, etik davranışlar ile mesleki deneyim arasında pozitif yönlü ve anlamlı bir ilişki olduğu, etik davranışlar ile cinsiyet, kuşak durumu ve eğitim seviyesi ile ilgili anlamlı bir ilişki olmadığı ortaya konulmuştur.

**Anahtar Kelimeler:** Etik, Etik Davranış, Etik Davranışa Etki Eden Faktörler, Serbest Eczane Çalışanları, TRC12 Bölgesi

## The Role of Socio-Demographical Characteristics in the Ethical Behavior of Community Pharmacy Employees: A Cross-sectional Study in the TRC12 Region

### ABSTRACT

Today, in community pharmacies, many scientific studies are carried out for pharmacists and pharmacy workers on how to act ethically in the face of ethical problems, as well as problems related to general business issues. Thus, with current research on the ethical perception and behavior of pharmacy workers, the issue of ethics has started to gain popularity. The aim of this study is to examine the ethical problems experienced in community pharmacies, and how pharmacy workers behave in the face of these problems, in terms of socio-demographic characteristics. In this context, the data set to be used in achieving the purpose of the research was obtained through a questionnaire applied to the employees of community pharmacies operating in TRC12 Adıyaman Region. Necessary permissions were obtained for the ethical implementation of the questionnaires. The sample of the study consists of 352 employees reached through simple random sampling. SPSS 22.0 statistical package program was used in the analysis of the obtained data set, and in this context, frequency analysis, mean analysis and chi-square tests were used. As a result of testing the research hypotheses, it was revealed that there is a positive and significant relationship between ethical behaviors and professional experience, and there is no significant relationship between ethical behaviors and gender, generational status, and education level.

**Keywords:** Ethics, Ethical Behavior, Factors Affecting Ethical Behavior, Community Pharmacists, TRC12 Region



## Etik Liderlik ile Örgütsel Bağlılık İlişkisi: TRC31 Bölgesinde Serbest Eczane Çalışanları Üzerinde Bir Araştırma

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### ÖZET

Bu çalışmanın amacı, etik liderlik ile örgütsel bağlılık arasındaki ilişkinin incelenmesidir. Söz konusu ilişkinin belirlenmesi amacıyla kullanılacak veri setine TRC31 Mardin Bölgesi'nde faaliyet gösteren serbest eczanelerdeki çalışanlara uygulanan anket yoluyla ulaşılmıştır. Araştırma sorularının etik olarak uygulanmasına yönelik, ölçek kullanım izni, Eczacı Odası onayı ve etik kurul izni alınmıştır. Çalışmanın örneklemini, basit tesadüfi örneklem yoluyla ulaşılan 386 eczane çalışanı oluşturmaktadır. Elde edilen veri setinin analiz işleminde, SPSS 22.0 paket programı kullanılmıştır. Analizler kapsamında, öncelikle güvenilirlik analizi, frekans analizi ve normallik testi yapılmıştır. Veriler normal dağılım özelliği göstermediğinden ( $p < 0,01$ ) dolayı, araştırmanın hipotezlerinin test edilmesinde Mann Whitney U testi, Kruskal Wallis H testi ve Spearman rho korelasyon testinden yararlanılmıştır. Analiz sonucunda, etik liderlik ile örgütsel bağlılık arasında pozitif yönlü ve anlamlı bir ilişki ortaya konulmuştur.

**Anahtar Kelimeler:** Etik Liderlik, Örgütsel Bağlılık, Serbest Eczane Çalışanları, TRC31 Bölgesi.

## The Relationship between Ethical Leadership and Organizational Commitment: A Study on Community Pharmacy Employees in the TRC31 Region

### ABSTRACT

The aim of this study is to examine the relationship between ethical leadership and organizational commitment. The data set to be used to determine the relationship was obtained through the questionnaire applied to the employees in the community pharmacies operating in TRC31 Mardin Region. Permission to use the scale, approval of the Chamber of Pharmacists and ethics committee permission were obtained for the ethical implementation of the questionnaires. The sample of the study consists of 386 pharmacy employees reached through simple random sampling. SPSS 22.0 package program was used in the analysis of the obtained data set. Within the scope of the analysis, first of all, reliability analysis, frequency analysis and normality test were performed. Since the data did not show normal distribution ( $p < 0.01$ ), Mann Whitney U test, Kruskal Wallis H test and Spearman rho correlation test were used to test the hypotheses of the research. As a result of the analysis, a positive and significant relationship was revealed between ethical leadership and organizational commitment.

**Keywords:** Ethical Leadership, Organizational Commitment, Community Pharmacy Employees, TRC31 Region.





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## **A Sociological Study on Cardiovascular Disease among Men and Women in Kashmir**

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### **ABSTRACT**

Cardiovascular disease is one of the major causes of mortality in the general population of both the developing and developed countries around the world. The prevalence of such a disease in the Indian subcontinent (Kashmir) is presently one of the highest and is further on an increase. In the territory of Kashmir the population like in any other area is undergoing lifestyle changes but the unusual stress and strain since the last decades of the disturbing political unrest and violent situations there, apparently have contributed to increasing the prevalence of Cardiovascular disease. Kashmir valley has witnessed a steep rise in the number of deaths caused due to heart attacks while also recording a worrying jump in the incidence of such diseases. There is a lack of physical activities especially in winters as well as in summer as well, by the movement restrictions on people through curfews, shutdowns and lock-down during the Covid-19 pandemic. It is undoubtedly true that people should avoid stress by keeping themselves busy. Notably, the Health Department has added to the monitoring and management of the emergency rooms, as reported by Excelsior earlier across Kashmir hospitals. The move is also aimed at providing efficient first aid to patients with heart attacks so that they can be referred to tertiary care hospitals for further treatment. The aim of this paper is to highlight the major causes of mortality by cardiovascular disease among Kashmiri people. This study is based on reviewing secondary sources of data.

**Keywords:** Cardiovascular Disease, Causes of Mortality, Kashmiri People, Movement Restrictions



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## **Beyond Economic Poverty: Imperative of Poverty Mentality in Achieving Sustainable Development Goals (SDGs) in Nigeria**

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### **ABSTRACT**

Over the years, the global effort to reduce multidimensional poverty has intensified, especially in low-income countries like Nigeria. Yet, poverty indices are increasing, with more people feeling persistently economically poor. This is because poverty mentality might be closely linked with consumption, income and wealth. However, policymakers unconsciously often time overlook the harmful implication of poverty mentality when initiating economic poverty alleviation programmes. From observation, this poverty mentality of the beneficiaries of poverty alleviation programmes in Nigeria makes them engage in deadweight spending. Thus, this article recommended that policymakers need deal with economic poverty alongside poverty mentality through value reorientation and investment education before promoting economic well-being.

**Keywords:** Multidimensional Poverty, Poverty Mentality, Value Reorientation



## **New Education Policy 2020: A New Paradigm of Dual Degree Program**

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### **ABSTRACT**

For many academics and policy-makers, joint degree and double degree programs are welcomed as a natural extension of exchange and mobility programs. This article aims to clear up confusion about the differences between a joint, dual, and consecutive degree program by providing a conceptual framework of definitions. The number and types of international joint, dual and consecutive degree programs have exploded over the past five years, showing that they have a role to play in today's higher education landscape. It presents highlights of recent surveys and research studies and discusses new developments and innovations in establishing such collaborative programs. For others, they are seen as a problematic development that leads to double counting of academic work and academic fraud. Finally, it examines factors that call into question the operability of programs and explores issues that raise doubts and dilemmas and require further discussion and analysis. There is a wide range of reactions due to the diversity of program models; the involvement of new (genuine and dishonest) and traditional suppliers; uncertainty related to quality assurance and recognition of qualifications; and, finally, ethics when deciding on the academic load or new skills required for the granting of joint, double, multiple or consecutive degrees.

**Keywords:** Double Degree Programs, Dual Degree Program, Joint Degree Program, Consecutive Degree Program, NEP, New Education Policy, Higher Education Policy, Higher Education Quality Assurance, Qualifications Recognition, Internationalization.



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## **Uniqueness Of Haider Ali and Tipu Sultan Among the Eighteenth-Century Indian Rulers**

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### **ABSTRACT**

In the eighteenth century when Mughal Empire was declining rapidly some regional provinces consolidated their powers in the regional level. But still Mughal emperor was considered a source of political legitimacy. The new states did not directly challenge his authority, rather constantly sought his sanction to legitimize their rule. In the same time European Trading companies had been domesticated into India. Around their coastal settlements, these Companies already exercised considerable local influence in the wars and politics of the regional states. However these states continued to follow Mughal institutions, administrative system, culture and tradition. Mysore is one of the regional states situated in Deccan ruled by Wadiyars then Haider Ali and Tipu Sultan. During the reign of Haider and Tipu Mysore flourished in various field because it had very different policies regarding agriculture, trade, economy, military, foreign policies and other grounds. These two rulers played a vital role in eighteenth century Indian politics. What policies differentiate them from other contemporary Indian rulers? What were the Modern policies they take? The current article will try to address how their policies were able to flourish Mysore and what key role they play in eighteenth century Indian politics.

**Keywords:** Mughal, Regional State, Mysore, Haider Ali, Tipu Sultan



## Metaverse ve Çalışma Yaşamına Etkisi

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### ÖZET

Teknoloji dünyasının yeni sloganı olan metaverse, gerek yaşam ve gerekse iş hayatı için beklenen etkileri ile önemli bir tartışma konusu olarak gündemde yerini almıştır. İş dünyasının dijitalleşmesi sürecini farklı bir boyuta taşıyacak olan metaversenin; genel olarak sosyal bağlılık, iş birliği, kültürel ve ekonomik bir üretim sunmasıyla, siber toplumsal bir düzen inşa edeceğine inanılmaktadır. Artırılmış ve sanal gerçeklik teknolojilerinin bir bilim kurgu vizyonunda birleştiği bu evrende, sanal bir kamusal alan yaratılarak, daha verimli iş akışlarını sağlamak, bu sürece adapte olan firmaların temel hedeflerini oluşturacaktır. Bu çerçevede iş dünyasının bir bölümü metaverse içinde iş modellerini uygulamak adına henüz erken kullanım senaryolarını araştırırken bazı sektörlerin, bu yeni dijital dünya içerisinde faaliyetlerini sürdürmeye başladığı görülmektedir. Dolayısıyla yavaş yavaş kendi ekonomisini yaratan metaverse teknolojilerinin iş yaşamına yansımaları anlamak son derece önemlidir. Bu çalışmada, iş yaşamında yenilikçi dönüşümü temsil eden metaverse teknolojisinin çalışma yaşamı için yaratacağı fırsatlar ve riskler, SWOT analizi yöntemi ile incelenecektir. Böylelikle bu çalışmayla, çağımızın son teknolojik gelişimi olan metaverse kavramı hakkında literatürün zenginleşmesine katkı sunulacaktır.

**Anahtar Kelimeler:** Metaverse, Artırılmış Gerçeklik, Sanal Gerçeklik, Çalışma Yaşamı

## Metaverse and Its Impact on Work Life

### ABSTRACT

As the new slogan of the technology world, Metaverse has taken its place as an important discussion topic with its expected impacts on both life and business life. Metaverse, which will take the digitalization of the business world to a different dimension, is believed to create a cyber social order through offering social cohesion, collaboration, and cultural and economic production in general. In this universe where augmented and virtual reality technologies intersect in a science-fiction vision, generating more productive workflows through creating a virtual public space will constitute the main goals of companies that adapt to this process. Within this context, it is seen that parts of the business world are examining early use scenarios for the implementation of business models in the metaverse while some sectors have already started to operate in this new digital world. Therefore, it is highly important to understand the reflections of metaverse technologies, which gradually create their own economy, on business life. In this study, the opportunities and risks created by the metaverse technology, which represents innovative transformation in business life, are investigated by using SWOT analysis. Thus, this study contributes to the body of knowledge on the concept of metaverse which is the latest technological development of this era.

**Keywords:** Metaverse, Augmented Reality, Virtual Reality, Working Life.



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## The Economical Geopolitics of China in Central Asia

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### ABSTRACT

While China is on the trajectory of gaining its own sovereignty in the financial, economic and technological aspects, it is relatively invisible. But there will come a time when China will become closely within its borders and will need reconfiguration of the world geopolitical space in the interests of China. Already now there is a subordination entry into the unconditional zone of Chinese interests of such countries as Vietnam, Bangladesh, Laos, Thailand and Indonesia and North Korea, tangible increase in influence in the Philippines and Malaysia, expansion in Africa.

**Keywords:** China, Central Asia, the Economical Expansion



## Evaluation of Sustainable Development Goals in Terms of Democracy, Participation and Governance

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### ABSTRACT

Sustainable development is a concept that is expressed as meeting the present needs of society through the use of resources at a level that will not deprive future generations of their ability to meet their own needs. The 17 goals, which were planned to be realized by the United Nations in 2015, under the name of Sustainable Development Goals, planned to be implemented until 2030, still contain the most important policies in the world. Sustainable development, which has goals such as sustainable city and life, peace and justice, and reduction of inequalities, needs planning with a common mind, a multi-faceted organization and most importantly an effective participation mechanism in order to achieve the desired goals. The architecture of this organization is undertaken by the concept of governance. Because the higher the level of governance in a society, the easier it is to achieve sustainable development goals, thanks to the implementation of a participatory approach.

From this point of view, in the study, it was argued that the sustainable development goals were developed within the framework of democratic governance principles, and it was acted on with the thesis that these goals can be achieved in an atmosphere where participatory governance practices are widespread in local, national and international areas for a behavioral transformation on a global scale. In this context, first of all, sustainable development is discussed conceptually and theoretically in the study. In the second part, the concepts of democracy, governance and participation were evaluated holistically and their positive effects on sustainable development were analyzed. In the third part, it is aimed to evaluate this effect on the basis of sustainable development goals.

**Keywords:** Sustainable Development, Democracy, Governance, Participation



## **Sufi Shrines: A Spiritual Space for Women in Kashmir**

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### **ABSTRACT**

When it comes to more formalized forms of religion, the spiritual independence of women may be used to re-establish social inequities and power imbalances. Unquestionably, the Sufi tradition offers an alternate method of spiritual empowerment for Muslim women, and this is unquestionably true today. It encourages individuals to participate in spiritual development and knowledge gained through personal experience. Women's presence at shrines, a topic that has been examined extensively across the Muslim world, provides a number of other advantages in addition to spiritual ones. However, although it is useful to emphasize the motives of women for shrine visits in Kashmir, ethnographies of gender and religion in the context of Islam and South Asia tend to present female religiosity as occurring exclusively inside female realms. While women status and role in Muslim societies has gained substantial scholarly attention, in Kashmir, a little work has done on women's participation on the public sphere. It is critical to investigate the Nature of space offered to Kashmiri women by shrines as public institutions.

**Keywords:** Women, Spirituality, Sufi Shrines, Shared space, Rituals, Gender





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## **Mediating Role of Auditor's Ethical Conduct on the Relationship Between Usage of Information Technology, Management Support for Internal Audit Department, and Internal Audit Effectiveness: A Conceptual Framework**

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### **ABSTRACT**

Low level of internal audit effectiveness is practically increasing in the Nigerian ministries, department, and agencies. In proffering solution to this lingering concept, this present study proposed a framework to examine the degree of effectiveness of internal audit functions in Kano state, Nigeria MDAs. The proposed framework is motivated by agency theory with the mediating effect of auditor's ethical conduct. This present study extends the already extant body of knowledge in the area of internal audit effectiveness by expanding agency theory with the mediating effect of auditor's ethical conduct. Also, this study has implication to support management, shareholders and other policy makers in addressing ineffectiveness and corrupt practises in the Nigerian MDAs. If this framework is authenticated, it would provide more evocative insight on the extends of internal audit effectiveness in Kano Nigerian MDAs, the legislators and government official would benefit greatly from this study if eventually concluded as it would assist MDAs to enhance internal audit effectiveness and curb corruption. The proposed framework will be empirically tested through data collection and analysis of relevant data.

**Keywords:** Auditor's Ethical Conduct; Internal Audit Effectiveness; Usage of Information Technology; Internal Audit



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## **Strategies and Innovations in Strengthening Islamic Financial Product Branding in Indonesia**

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### **ABSTRACT**

The purpose of this paper is to report on exploratory research that aims to determine the pattern of strategy and branding innovation of Islamic financial products. The focus of this research is sharia commercial banks in Indonesia. Content and semiotic analysis as well as hierarchical clustering were carried out on the websites of 12 banks. The analysis is carried out on the product, value proposition, and product visualization. We find that sharia commercial banks in Indonesia have various strategies when viewed from the gender of the customer (feminine, masculine, neutral), the use of technology (web 1.0, web 2.0, mobile phone), language (Islamic, neutral), and customer representation (empowered, helpless). The innovations are related to brand naming (Islamic, neutral), product uniqueness (innovative, not), value proposition (available, no), and product visualization (text, icons, cartoons, inanimate portraits, live portraits). We also identified visual, textual, and segmental mimicry in conventional parent banks. This research makes an important contribution to understanding the branding field through research on the strategy and innovation of sharia products for Islamic commercial banks in Indonesia.

**Keywords:** Semiotic, Value Proposition, Sharia Commercial Bank, Islamic Banks, Branding



## Virtual, Classic or Both?

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### ABSTRACT

The background of this paper started in the period of and after the pandemic when a lot of companies were closed and couldn't adjust to a new sort of work (virtual work). Our study research especially questions COVID-19 impacts on the virtualization of work in companies and transformation from classical to virtual way of work. Our aim is to integrate insights from virtualisation theory into business empowerment research on the sources of empowerment failures in periods of crisis within organizations. First, we argue that managers should pay greater attention to the complexity of human motivation, avoiding the simplistic view of compliance-based approaches. Second, we discuss the importance of developing a conversation around values within organizations, enabling healthy individual growth and limiting the emergence of neurotic processes. In conclusion, we discuss the possibility to develop both virtual and classical work in today's business world.

**Keywords:** Virtualization, Covid-19, Impact, Human Resource



## Effects of Climate Change on Coastal Landforms

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### ABSTRACT

Humans are currently living in the Holocene epoch, quaternary period of the Cenozoic era, through years of evolution. Though not much with respect to the timeline of this universe, the civilization still managed to heighten their level of intellect over time, and utilised their knowledge for the advancement of its kind. But gradual extension of the needs forced them to exploit the resources and create an unsustainable situation for future generations. The most distinguished problem we are currently facing is the Global Warming and the Climate Change. Studies have been conducted from my side on how the coastal landforms are effected by the changing climate due to several reasons. This paper offers a logical and systematic approach over the geomorphological changes already happened or possible consequences that may happen because of the gradual rise of mean sea level. The change in climate may cause the geomorphic agents for the development of landforms to alter or work differently over time to create new relief patterns. Here the landforms, like beach, hook and spit, cliff, tombolo, barrier islands, fjords etc. are discussed thoroughly with both their positive or negative contingents. Observation of data, from various sources, helped to interpret the legitimate and rational outcome caused by the global climate change on the different coastal landforms. It is hoped that this study will help to be aware about the possible future of the components of coastal geomorphology and how they are probably going to be evolved. Thus, we have to do the needful to curb this situation within a restricting limit and build a world based on Sustainable Development.

**Keywords:** Coastal Landforms, Geomorphology, Climate Change, Sea-level Rise



## Innovative Reforms and Digitalization in Public Administration of The Republic of Azerbaijan

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### ABSTRACT

The concept of innovation in public administration can be defined as a progressive change including new processes, new technologies, creation of new products and adoption of new values. Innovative reforms are needed to overcome negative aspects of traditional approaches that including the ingrained biases and historical prejudices to achieve improvement of high-quality public service. In 2015 United Nations organization promoted 17 Sustainable Development Goals touch different social, economic and environmental areas that mainly focused on the “digital revolution”. Through this agenda digitalization started to be accepted as a part of an innovative process driving social transformation. In the context of Azerbaijan, since the first years of independence, important steps have been taken to digitize public administration. The President of the Republic of Azerbaijan signed several legislative frameworks and established The Ministry of Digital Development and Transportation that aim to achieve quality and accessibility of public services, minimization of communication between officials and citizens in public administration, increase the level of implementation of e-services in public administration and the fight against corruption in the civil service. As a result of successful reforms, Azerbaijan has been ensured the formation of "e-government".

As a continuation of the process in the country, On June 3, 2019, a decree was signed on measures to create a "government cloud" (G-cloud) and provide "cloud" services for the development of "e-government", ensuring the transition to "digital government", optimizing public spendings on information technology for creation and provision of e-services, organization of information systems in a quality, sustainable and secure infrastructure based on more modern standards for the free use of these opportunities and the application of "cloud" technology. All this, of course, will contribute to the application of advanced and high technologies in public administration, the prevention of expenditures in the creation and use of information systems, the optimization of the demand for human resources and their professional development.

**Keywords:** Azerbaijan, Digitalization, Innovative Reforms, Public Administration, Public Policies, Reconstruction of The State, Evolution of The Public Administration.



## A Statistical Method to Estimate An Unkonown Price in Financial Markets

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## **ABSTRACT**

In the previous work, we used probability distribution models to fit the data and predict the outcome in the stock market and crypto market. We deal with the use of interpolation processes in the financial field. On the other hand, we will focus on using interpolation processes to generate an equation that will roughly fit all the points of the stock market graph. The purpose of this method is to use numerical analysis methods to try to predict the state of different markets.

One of the ways of using interpolation is to extract a finite number of points from the stock market graph, within the time interval of 12h, and then use those points to find the interpolating polynomial. Once the interpolation polynomial is constructed, the other points of the graph should theoretically not be troublesome to be calculated. Either the period can be within a day, 24 hours, which seems to be reasonable and brings no constraint so far, or the period can be a year, the only difficulty of which is finding the right parameters to analyze, since days (their specific numbers) occur repeatedly.

Thus, the main idea is to generate an interpolating polynomial, which will describe the behavior of the stock market within an appropriate period.

**Keywords:** International Affairs; Economics Instruction, Predict; Time Frame, Training; Interpolation Process, Stock Market.



## The Estimation of Stock Market Using Probability Distributions

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## **ABSTRACT**

In this article, we use probability distribution models to fit the data and predict the outcome in the stock market and crypto market. We deal with the insight into the application of different probability distributions in cryptocurrency, specifically Bitcoin, and in the stock market. By detecting the periods in which a bubble rises and collapses, it is possible to study the statistical properties of such segments. In particular, adjusting a theoretical distribution may help to determine better strategies to hedge against these episodes. The purpose is to use probability distributions to try to predict the state of different markets.

We use the application of probability distribution to analyze risk in the market. We will describe several probability distributions models with formulas and examples. Our aim is for mathematical approximation to determine a probability distribution model that offers low-risk decision making.

Thus, providing us with the opportunity to take roughly calculated risks in the cryptocurrency and stock markets. However, even if these events cannot be prevented, they can be predicted, with a rough estimate, by using probability distribution models to forecast the approximate loss or profit of holding onto a cryptocurrency for a certain period, thus providing us with the opportunity to take roughly calculated risks in the cryptocurrency and stock markets.

**Keywords:** Normal Distribution; Predict, Time Frame; Training, Cryptocurrency; Stock Market, Prediction Model.



## Payment Convenience, Transaction Speed and Reliability Toward Customer's Buying Decision of Misterdigital.id

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Online gaming has become one of the industries that experienced massive growth during corona virus pandemic era. During the corona pandemic era, online transaction on fintech and gaming payment is increasing largely. Many local and international organizations paying their intention on Indonesia's potential of massive population and internet penetration. One of the gaming payment methods is MisterDigital.id, a product and service provider of online gaming community has become one of the prominent players in the industry especially for people in the Jakarta wider area. Even though there are much research conducted on buying fintech buying decision, but still now may research focusing on gaming payment methods. The purpose of this research is to see the factors that influence customer's buying decision for online gaming products which are Transaction Speed, Payment Convenience and Reliability this newly growth business industry. The research subjects are categorized with their age, occupation, and domicile. Multiple regression analysis methods are used to analyze the data that were gained from 72 respondents. The result of the model feasibility test (F-Test) shows that the independent variable indeed has a simultaneous significant effect on the Buying Decision. The result of the partial test (T-Test) indicates that only 2 out of 3 independent variables which are Transaction Speed and Reliability have a significant effect on the Buying Decision of MisterDigital's customer in Jakarta wider area.

**Keywords:** Transaction Speed, Payment Convenience, Reliability, Gaming payment, MisterDigital.id



## Örgütsel Maneviyat ve İşe Adanmışlık

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### ÖZET

İnsanoğlu var olduğu günden beri geliştirdiği ontolojik sorular ile dünyadaki varlığını ve anlamlılığını sorgulamaktadır. Bu alanda yürütülen çalışmaların genelinde varlığını anlamlı bulan bireyler ile ilgili olumlu değerlendirmeler yapılırken, anlamlandırma süreci olumsuz olan bireyler ile ilgili ise birtakım sorunlar ifade edilmektedir. Genellikle çalışarak hayatını idame ettiren sosyal bir varlık olan insanın kendini anlamlandırma süreci de işlevsel çevre ve toplumsal çevre arasında şekillenen ilişkiler ağı doğrultusunda gerçekleşmektedir. Bireyin işlevsel çevre ile olan ilişkisi işini veya görevini, toplumsal çevre ile olan ilişkisi ise toplum içindeki rolünü belirleme ve anlamlandırma sürecidir. Bu doğrultuda gündelik hayatının büyük bir kısmını çalıştığı örgütte geçiren bireyin işlevsel ve toplumsal çevresini algılama, değerlendirme ve anlamlandırma süreci ile kendi anlamlılığı arasında sıkı bir ilişki olduğu da pek çok çalışma tarafından ifade edilmektedir. Yine alan yazını işe adanmışlığı veya işe bağlılığı yüksek olan çalışanların işletmelerine olumlu katkılar sunduğunu ifade etmektedir. Bu çalışmanın amacı ise bireyin işlevsel çevresini ifade eden örgütün maneviyat düzeyi ile bireyin işe adanmışlığı arasındaki ilişkinin varlığının araştırılması ve teorik olarak geliştirilmesidir. Bu maksatla alan yazında örgütsel maneviyat ve işe adanmışlık konusunda yayınlanmış ulusal ve uluslararası ikincil veri kaynakları incelenmiştir. Uluslararası alan yazınında konuya olan ilginin daha yeni gelişmeye başladığı fakat ulusal yazında konuyla ilgili yürütülen herhangi bir çalışmaya rastlanmamıştır. Mevcut yayınlar üzerinden yapılan inceleme örgütsel maneviyat ve işe adanmışlık arasında anlamlı ilişkiler olduğunu göstermektedir. Bu sonuçlar doğrultusunda gelecek çalışmalar için birtakım değerlendirmeler yapılarak çeşitli önerilerde bulunulmuştur.

**Anahtar Kelimeler:** Örgütsel Maneviyat, İşyeri Maneviyatı, İşe Adanmışlık, İşe Tutkunluk

## Organizational Spirituality and Work Engagement

### ABSTRACT

Mankind has been questioning its existence and meaningfulness in the world with the ontological questions it has developed since its existence. In most of the studies conducted in this area, positive evaluations are made about individuals who find their existence meaningful, while some problems are expressed about individuals whose meaning-making process is negative. The process of making sense of oneself, which is a social being who generally maintains his life by working in a job, takes place in line with the network of relations shaped between the functional environment and the social environment. The relationship of the individual with the functional environment is the process of making sense of his job or task, and the relationship with the social environment is the process of making sense of his role and status in the society. In this direction, many studies also state that there is a close relationship between the process of perceiving, evaluating and making sense of the functional and social environment of the individual, who spends most of his daily life in the organization where he works, and his own meaningfulness. In addition, the literature states that employees with high work engagement or employee engagement make positive contributions to their businesses. The purpose of this study is to investigate and theoretically develop the relationship between the spirituality level of the organization, which expresses the functional environment of the individual, and the individual's work engagement. For this purpose, national and international secondary data sources published in the literature on organizational spirituality and work/employee engagement were examined. The interest in the subject in the international literature has only just begun to develop, but no study on the subject has been found in the national literature. A review of existing publications shows that there are significant relationships between organizational spirituality and work engagement. In line with these results, some evaluations were made for future studies and various suggestions were made.

**Keywords:** Organizational Spirituality, Workplace Spirituality, Work Engagement, Employee Engagement.

## İnsan Kaynaklarının Karanlık Yüzü

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### ÖZET

İnsan kaynağı bir örgütün en temel üretim faktörleri arasında yer almaktadır. Dolayısıyla emek veya beşerî sermaye olarak da adlandırılan insan kaynağı örgütün amaç ve hedeflerine ulaşabilmesine yardımcı olan veya ulaşabilmesine engel olan en önemli unsurlardan biridir. Yapılan çalışmalar olumlu duygu, algı, tutum ve davranışlara sahip olan insan kaynağının örgütlerin amaç ve hedeflerine uygun hareket tarzları gösterdiğini ve örgütsel verimlilik ve performansa olumlu katkılar yaptığını göstermektedir. Bu durumun tersi olan olumsuzluklar ise örgütün amaç ve hedeflerine ulaşmasını zorlaştırmaktadır. Bu çalışmada zaman, maliyet ve ulaşılabilirlik kolaylığı açısından Türkiye örneğinde insan kaynakları alan yazınında yer alan karanlık veya olumsuz tarafların incelenmesi amaçlanmıştır. Bu amaçla nicel araştırma yöntemlerinden olan ikincil veri kaynakları taranarak insan kaynakları alan yazınında yer alan karanlık unsurlar incelenerek, neden olduğu olumsuz durumlar belirlenmeye çalışılmıştır. Araştırma sonucunda insan kaynaklarının karanlık tarafları hakkında yürütülen çalışmaların, aydınlık tarafları hakkında yürütülen çalışmalara kıyasla daha az sayıda olduğu görülmüştür. Kariyerizm, sinizm, mobbing, sessizlik, işten ayrılma niyeti, üretkenlik karşıtı eylemler, sanal kaytarma, toksik ve karanlık liderlik, karanlık kişilik özellikleri insan kaynakları yönetimi alanında öne çıkan olumsuz durum ve yönleri ifade eden kavramlar olarak öne çıkmaktadır. İnsan kaynakları alanında öne çıkan bu olumsuz yön ve durumların üstesinden gelebilme konusunda alan yazını doğrultusunda bireysel ve örgütsel birtakım önerilerde bulunulmuştur.

**Anahtar Kelimeler:** İnsan Kaynakları Yönetimi, Örgütsel Davranış, Karanlık Davranış, Kariyerizm, Mobbing

## The Dark Side of Human Resources

### ABSTRACT

Human resources are among the most important production factors of an organization. Therefore, human resources, also called labor or human capital, are one of the most important elements that help or prevent the organization from achieving its goals and objectives. Studies show that human resources, who have positive emotions, perceptions, attitudes and behaviors, show appropriate action styles for the goals and objectives of the organizations and make positive contributions to organizational efficiency and performance. The negative aspects of this situation make it difficult for the organization to achieve its goals and objectives. In this study, it is aimed to examine the dark or negative sides in the human resources literature in the Turkish sample in terms of time, cost and ease of accessibility. For this purpose, secondary data sources, which are among the quantitative research methods, were scanned and the dark elements in the human resources literature were examined and the negative situations caused were tried to be determined. As a result of the research, it has been seen that the studies on the dark sides of human resources are less in number than the studies on the bright sides. Careerism, cynicism, mobbing, silence, intention to leave, counterproductive behaviors, cyberloafing, toxic and dark leadership, dark personality traits stand out as concepts expressing the prominent negative situations and aspects in the field of human resources management. In line with the literature, some individual and organizational suggestions have been made to overcome these negative aspects and situations that stand out in the field of human resources.

**Keywords:** Human Resources Management, Organizational Behavior, Dark Behavior, Careerism, Mobbing.



## Tarihteki Üç Büyük Veba Salgınına Mali Açıdan Bakış

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### ÖZET

İnsanoğlunun karşı karşıya kaldığı en yıkıcı felaketlerden biri olan salgın hastalıklar, tarih boyunca bir celladın kılıcı gibi insanoğlunun üzerinde asılı kalmıştır. Tarihsel süreç içerisinde çiçek hastalığı, kolera, AIDS, grip, şiddetli akut solunum sendromu (SARS), orta doğu solunum sendromu (MERS), ebola ve tüberküloz dahil olmak üzere insanlık tarihinde kaydedilen bir dizi önemli salgın hastalık patlak vermiştir. Bunlardan birisi de milyonlarca insanın ölümüne yol açan veba salgınlarıdır. Veba salgınları sırasında milyonlarca insan enfekte olmuş ve ölmüştür. Veba salgınları sadece dünya nüfusu için değil, aynı zamanda ekonomisi için de ciddi bir tehdit oluşturmaktadır.

Bu çalışmada, tarihsel süreç içerisinde ortaya çıkan üç büyük veba salgınının mali etkileri ele alınmıştır.

**Anahtar Kelimeler:** Salgın Hastalıklar, Veba, Kara Ölüm

## A Financial Perspective on the Three Greatest Plagues in History

### ABSTRACT

Epidemics, one of the most devastating disasters that mankind has faced, have hung on mankind throughout history like the sword of an executioner. Throughout history, a number of important epidemics recorded in human history have erupted, including smallpox, cholera, plague, AIDS, influenza, severe acute respiratory syndrome (SARS), middle east respiratory syndrome MERS, and tuberculosis. One of them is the plague epidemics that cause the death of millions of people. Millions of people were infected and died during plague epidemics. Plague epidemics pose a serious threat not only to the world population, but also to its economy.

**Keywords:** Epidemics, Plague, Black Death

## Azerbaycan Yönetiminde Toprak Bütünlüğü Mücadelesi (100 Yıl Önce)

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### ÖZET

Darbeden sonra Azerbaycan yönetimindeki anlaşmazlıklar ve iç siyasi çekişmeler bariz sebeplerden dolayı doğaldı. Ancak, toprak anlaşmazlıkları son derece tartışmalı ve aynı zamanda karmaşıktı. N. Nerimanov da dahil olmak üzere Azerbaycan hükümeti sadece iç düşmanlarıyla değil, Merkez ile de yüzleşmek zorunda kalmıştı. Darbeden sonra Moskova ve Bakü'de toprak meselesini Azerbaycan üzerinden çözmek isteyen pek çok kişi bulunmaktaydı. Çoğu durumda Rusya, Azerbaycan'ın ulusal çıkarlarını dikkate almamakta, toprak meselesi gibi ciddi ve önemli bir konuda Azerbaycan'ın tutumuna dikkat etmemektedir. Nerimanov ve Çiçerin arasındaki anlaşmazlık derinleşiyordu. Azerbaycan'ın toprak meselesine ilgisizliği, özellikle Merkezin siyasi çıkarlar açısından yaklaşımı, yeni kurulan Azerbaycan devletinin itibarına çok ciddi bir darbe oldu. Rus hükümetinin günün gerçeklerine uyarlanmış kararları, Azerbaycan'ın tutarlı ve kararlı bir tavır almasına izin vermemektedir.

N. Nerimanov Merkeze bildirilmektedir ki, “Zengezur ve Karabağ'ın tarafsızlaştırılması veya Taşnaklara teslim edilmesi ihanet sayılacak Sovyet hükümetinin Azerbaycan'ı eski sınırları içinde tutamaması Müslüman kitleler tarafından ihanet, Ermeni yanlılığı veya Sovyet hükümetinin zayıflığı olarak değerlendirilecektir. ” Ne yazık ki, Azerbaycan'ın bu ciddi kaygısı ne o dönemde, ne de topraklarımızın %20'sinin işgal edildiğinde dikkate alınmamıştı. Takip eden yıllarda Azerbaycan'da devrim, siyasi ve kamu eğitimi sahte ve doğru olmayan yönde ilerledi. Yaranmış yeni kuruluşun gerçekliğini yaşayan ve hakikatın acısını anlayan ulus merkezden yönetilen bölşevik yönetiminden memnun değildi.

**Anahtar Kelimeler:** Azerbaycan Önderliğinde Toprak Mücadelesi, İç Anlaşmazlıklar, Zengazur ve Nahçıvan Meselesi

## Struggle for Territorial Integrity in Azerbaijani Administration (100 Years Ago)

### ABSTRACT

The article touches on the often overlooked aspects of the tense political turmoil, especially with regards to the territorial integrity and the boundaries of the country, that the Azerbaijani government went through after the Bolshevik occupation of the country in April 1920.

The article also sheds light on how anti-Azerbaijani circles within the Azerbaijani political elite had a preponderance in the settlement of the critically vital issues of the country.

Disputes and internal political strife in the Azerbaijani administration after the coup were natural for obvious reasons. However, territorial disputes were highly controversial and complex at the same time. The Azerbaijani government, including N. Narimanov, had to confront not only its internal enemies, but also the Center. After the coup, there were many people in Moscow and Baku who wanted to solve the land issue through Azerbaijan. In most cases, Russia did not take into account Azerbaijan's national interests and did not pay attention to Azerbaijan's stance on such a serious and important issue as the land issue.

**Keywords:** Territorial Struggle In The Leadership Of Azerbaijan, Internal Disputes, The Issue Of Zangazur And Nakhchivan

## X-XIII Yüzyıllarda Azerbaycan'da Siyasi Ve Hukuki Düşünce Tarihinde Ütopik Fikirler

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### ÖZET

Azerbaycan'ın siyasi ve hukuki düşünce tarihinde ilk embriyoları Zerdüştlükte şekillenen ütopik bir toplumun fikirleri, önde gelen ortaçağ düşünürlerinin sosyo-politik görüşlerinin ve birçok fikir akımının çekirdeğini oluşturmuştur. Onuncu ve on üçüncü yüzyıllarda, daha önceki zamanların ütopik öğretilerini miras alan adil bir siyasi sistem ve ideal bir devlet fikirleri, onu yeni hükümlerle zenginleştirmiş ve düşünce tarihinde yeni bir aşama oluşturmuştur.

Orta Çağ'da ütopik bir toplum hakkındaki fikirler, onuncu yüzyılın ortalarında Basra'da İhvan el-Safa ve Hullan el-Vafa'nın ("Dürüstlük Kardeşleri ve Sadakat Dostları") öğretilerinin odak noktasıydı. İhvan-ı Safa toplumunun fikirleri bir dizi Doğu ülkesinde ve Azerbaycan'da yaygın olmuştur ve ilerici fikirlerin nüfusun çeşitli kesimleri arasında yayılmasında büyük rol oynamıştır. Bu cemiyetin fikirleri, "Dürüst Kardeşler ve Sadık Dostlar Risaleleri" başlıklı 52 risalede yorumlanmıştır. "İncelemeler" felsefeyi, doğayı, kesin bilimlerini, hukuk konularını vb. kapsar. bir tür ansiklopedi kaplamasıydı. Devletin oluşumu, gelişimi, biçimleri, ideal devleti ve diğer konuları burada derinlemesine incelenir.

Devletin oluşumu, faaliyeti, biçimleri, ideal devlet meselesi, dahi Azerbaycan düşünürü Muhammed Nasreddin Tusi'nin siyasi ve hukuki fikirlerinde özel bir yere sahipti. Ahlaki-Nasiri adlı kitabında, devletin, akıl ve aklın örgütlenmesi sonucu, insanın doğal haklarını korumayı taahhüt eden gönüllü bir siyasi örgüt olarak oluştuğunu savundu. Düşünür iki tür devleti ayırt eder: erdemli devlet (iyi) ve erdemli olmayan devlet (kötü). Düşünür, erdemli durumu "ideal durum" olarak da adlandırır. İdeal bir devletin vatandaşları eşit haklara sahiptir ve zengin ve fakir olarak bölünmez. Temel ilkesi herkes için mutlak adalettir. Bu, herkesin çıkarlarının dikkate alındığı ve herkesin mutlak kontrol altında olduğu bir yönetim şeklidir. Tusi, hayal ettiği ve inandığı ütopik devletin, tüm faaliyetlerini halkın refahına yönlendiren bilgi, aydın bir hükümdar tarafından yönetilmesi gerektiğine inanıyordu.

**Anahtar Kelimeler:** Devletin Biçimleri, Sosyo-Politik Görüşler, Ütopik Fikirler, Erdemli Devlet, Halkın Refahı

## Political and Thoughtful Utopian Copper in Azerbaijan in X-XIII Century

### ABSTRACT

The ideas of a utopian society, the first embryos of which were shaped in Zoroastrianism in the history of Azerbaijan's political and legal thought, formed the core of the socio-political views of prominent medieval thinkers and many currents of thought. In the tenth and thirteenth centuries, the ideas of a just political system and an ideal state, inheriting the utopian teachings of earlier times, enriched it with new provisions and established a new stage in the history of thought.

Ideas about a utopian society in the Middle Ages were the focus of the teachings of the Ikhwan al-Safa and Hullan al-Wafa ("Brothers of Integrity and Friends of Loyalty") in Basra in the mid-tenth century. The ideas of the Ikhwan al-Safa society were widespread in a number of Eastern countries and Azerbaijan and played a major role in spreading progressive ideas among various segments of the population. The ideas of this society have been interpreted in 52 pamphlets titled "Passages of Honest Brothers and Loyal Friends". "Treatments" include philosophy, nature, exact sciences, legal subjects, etc. covers. It was a kind of encyclopedia overlay. The formation, development, forms, ideal state and other subjects of the state are examined in depth here.



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The formation of the state, its activities, forms, the ideal state issue had a special place in the political and legal ideas of the Azerbaijani thinker Muhammad Nasreddin Tusi. In his book *Moral-Nasiri*, he argued that the state was formed as a result of the organization of reason and reason, as a voluntary political organization committed to protecting the natural rights of man. The thinker distinguishes two types of states: the virtuous state (good) and the unvirtuous state (bad). The thinker also calls the virtuous state the "ideal state". Citizens of an ideal state have equal rights and are not divided into rich and poor. Its basic principle is absolute justice for all. This is a form of government where everyone's interests are taken into account and everyone is under absolute control. Tusi believed that the utopian state he imagined and believed should be ruled by a wise, enlightened ruler who directed all his activities towards the welfare of the people.

**Keywords:** Forms of the State, Socio-Political Views, Utopian Ideas, Virtuous State, Welfare of the People



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## Understanding the Social Dimensions of Sārtha (Caravan): An Early Historic Perspective

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### ABSTRACT

The Indian subcontinent witnessed some remarkable changes in the socio-economic sphere around the mid-first millennium BCE due to introduction of a new material culture. There were changes in production-relations, brisk transactions, enhancement of trading activities, rise of early-historic (600BCE-300CE) cities, interconnectivity between the cities and/or exchange centers and hence mobilization of men and resources along intra- and inter-regional commercial networks. In early-India, Sārtha (caravan) i.e. the mobile group of itinerant merchants who travelled from one place to the other along with their merchandises acted as major link between cities and thus played instrumental role in inter-regional communication and economic mobility.

Sārtha or the caravan not only comprised of commodities of exchange but also the people travelling along who in course of the journey temporarily became composite mobile community very diverse yet united for the sake of the journey. The movement was purposive, organized and buoyant/acquisitive. Though traders were seminal in the preparation and organization of sārtha, and also in successful accomplishment of their journey one can trace several other factors and functionaries (or factors and individuals) involved in the process. The present paper aims to explore the diverse social elements (other than the traders) in a caravan (sārtha). We shall look into the sources for understanding the interactions in a sārtha, specific role and functions of people involved in the journey, their relation to the sārtha and the broader society and we shall also attempt to situate this in the early-historic (600BCE–300CE) socio-economic context of the Ganga-valley.

**Keywords:** Trader, Caravan, Sārtha, Resource Mobilization, Interactions, Human Engagement, Network, Entanglement



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## Exploring The Emergence of a Region and Its Socio-Political and Cultural Dynamics: A Case Study of Vidarbha (C.1st BCE to 8th CE.)

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### ABSTRACT

This article attempts to understand the concept of space and its historical evolution over a long span of time taking up the specific example of Vidarbha. The name Vidarbha itself raises certain questions which are addressed in this article itself. The term Vidarbha has appeared in several ancient texts and even archaeologists have used the term though their main focus area was Wardha – Waingangā valley which has been designated as the core area of Vidarbha. In this thesis instead of accepting Vidarbha as a region in the first it has been conceived as a space that was preferred for human settlement from the early period of human history. This is well confirmed both by the archaeological as well as literary sources. How this space evolved as a distinctive cultural zone and whether historically larger spatial formations ever developed and Vidarbha emerged as a region at any particular historical time frame is the central theme of this article.

In this article we would rely on both literary as well as archaeological sources to understand how Wardha-Waingangā valley which was the core habitational area of the megalithic people experienced new socio-cultural and political developments in the physical as well as cultural landscapes of Vidarbha in the subsequent historical periods leading to the emergence of a region .however these two sources give two different picture of Vidarbha. The literary sources mainly show how it had been conceived in the minds of people whereas the archaeological evidence throw light on the processes involved in shaping Vidarbha as a region. But what happens after sixth century CE. Is the most interesting aspect when Vidarbha no longer remains under the political umbrella of any ruling authority?

**Keywords:** Vidarbha, Region, Landscape, Emergence, Process.





## **Corporate Social Responsibility As a Development Basis For A Tourist Enterprise**

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### **ABSTRACT**

Given the current strategy of the world economy, the leading place belongs to the social responsibility of business, which provides for such an enterprise direction, which considers not only the personal interests of the company but also the needs of the society. The continuation of European integration processes and the entry of companies into international markets require businesses to be open and transparent, to highlight the areas of implementation of the company's goals and the tools by which this goal is achieved. Today, the development of corporate social responsibility strategy for enterprises is one of the integral components of their successful operation, as it brings to a higher level the relationship of the enterprise with society and is one of the most important factors in economic development and the country as a whole.

The article proves that the issues of corporate social responsibility of public enterprises are especially relevant. It has been proved that CSR should be built considering the specifics of the external business environment of the enterprise, social environment, activities and scale of the enterprise. The stages of CSR strategy development have been proposed. In addition, the authors propose a system of indicators (parameters) for assessing the integrated CSR indicator for the components of economic, environmental and social performance, both in general and for enterprises in the tourism industry, which is the authors' development.

**Keywords:** Corporate Social Responsibility (CSR), Parameters Of Performance, Tourism Enterprise.



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## **Climate Change and Hair Fall: A Social Perspective of Samdur Village, Sikkim Himalaya**

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### **ABSTRACT**

This study tries to explore and enquire on the social perception of society of Samdur village on issue of climate change and hair fall through social investigation. A questionnaire survey was opted with stratified sampling approach selecting 100 respondents in total considering socio-economic (age, education, income etc) factors. The investigation reveals that education and age plays a vital role in the response. The respondents responded that hair fall is more of genetic disorder but due to growing population, urbanisation, automobiles, development of new roads, construction of buildings, Industrialisation have increase the accumulation of Green House Gases (GHG), air pollution, water contamination, allergens in the environment. On the other hand residents perceived that Climate change events are occurring in the state in form of un-pattern weather phenomena and increasing temperature. Thus, conclusion was drawn out that exposure of human hair with heat stress, cold weather, air pollution, water contamination due to culmination of climate change events with anthropogenic development have gradually surge the incidences of hair fall cases at a larger context. Similarly, it was reported that most of the respondents experience hair fall in month of cold season with dryness (November to January). Finally, suggestions were made by the respondents to reduce the effects by using clean energy (concept of electric vehicle), consuming Ayurvedic and organic supplements and food, filtering water for both drinking and domestic purposes, adhering to Yoga exercise to build immunity.

**Keywords:** Climate Change, Hairfall, Pollution



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## **From Prosperity to Crisis: Extinction of Native Rice Species as a Result of Green Revolution**

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### **ABSTRACT**

Rice is one of the most important food grains in Asia. In India and especially in Bengal, various varieties of paddy were cultivated and, in some places, more than one indigenous and high-quality species of paddy was cultivated. Some of them also had medicinal values. Before the arrival of the British, the relationship of the state and feudal authorities with the agrarian society was specifically bound to the collection of surpluses. They had no practice of interfering in the freedom of the peasantry. The state levied taxes on the grain produced, which had to be paid in grains itself. Since there was no fear of losing land and no risk of exclusion from production despite not having exclusive ownership of immobile property, there was never a lack of interest in new method of paddy cultivation and protection of diversity. Later, with the introduction of zamindari-jotdari system, private ownership of land was created. Land was then considered as immovable property and the farmer works on that land as an employee under the zamindar-jotdar. The farmer now has to sell his crop in the market and pay the tax to the state, in proportion to the grains he would have been paid like before, but in the money, he receives from selling them. This complication was later exacerbated when the state intervenes between land and farmer after the arrival of the British. However, shortage of food was a thing to worry about in India after independence. Aftermath of partition, a large number of refugees migrated to India in groups through the Bengal and Punjab borders. The refugees in Bengal in particular were the cause of excessive pressure on production from lands. As a result, the primary notion of the Government of India was to produce more food grains in less time by any means. As rice and bread are the staple of almost all the migrators. In Bengal and Punjab, the initial shock of destruction came upon the production of paddy and wheat. On the other hand, in the international arena, research has been done for a long time on how to make a high yielding crop by genetically modifying it. India agreed to the PL-480 agreement with the United States under the pressure of providing adequate food for its massive explosion of population. This has led to a temporary increase in the production of grains, but on the contrary, the millennia-old variety of rice is getting annihilated into the abyss of time

**Keywords:** Zamindar-Jotdar System, PL-480, Green Revolution, HYV Seeds, Variety Extinction.



## Türkiye’de Dijital Dönüşüm ve İşgücü Verimliliği İlişkisi

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### ÖZET

Son yıllarda iletişim ve bilgi teknolojilerinde yaşanan hızlı gelişmeler dijitalleşme kavramını beraberinde getirmiştir. En basit anlamda dijitalleşme, her türlü bilginin dijital ortama aktarılması şeklinde tanımlanmaktadır. Dijital dönüşüm ise her alanda hızla artan dijitalleşmenin topluma yayılma sürecini ifade etmektedir. Bu sürecin muhtemel etkileri en çok ekonomi alanında hissedilmektedir. Teknolojik ilerlemenin hızla artması üretim teknolojilerinde işgücüne verilen önemi değiştirmiş; ürün ve işgücü piyasalarında dijital dönüşüm ile birlikte verimlilik artışları gözlenmiştir. Dijital dönüşüm ile birlikte özellikle işgücü piyasalarında istihdam politikalarının yeniden gözden geçirilmesi gerekmektedir. Bu çalışmada ise Türkiye’de son 10 yılda hızla artan dijital dönüşümün ürün ve işgücü piyasaları üzerindeki etkileri istihdam ve işgücü verimliliği çerçevesinde tartışılmakta ve işgücü verimliliğine ilişkin çeşitli politika önerilerine değinilmektedir.

**Anahtar Kelimeler:** Dijitalleşme, Dönüşüm, İşgücü Piyasaları, Verimlilik

## The Relationship between Digital Transformation and Labor Efficiency in Turkey

### ABSTRACT

The rapid developments in communication and information technologies in recent years have brought the concept of digitalization. In the simplest sense, digitalization is defined as the transfer of all kinds of information to digital media. Digital transformation on the other hand, refers to the process of spreading digitalization to society, which is rapidly increasing in every field. The possible effects of this process are felt most in the field of economy. The rapid increase in technological progress has changed the importance given to the workforce in production technologies; efficiency increases have been observed with digital transformation in product and labor markets. With the digital transformation, employment policies need to be reconsidered, especially in the labor market. In this study, the effects of digital transformation, which has increased rapidly in the last 10 years in Turkey, on product and labor markets are discussed within the framework of employment and labor productivity. And various policy recommendations on labor productivity are addressed.

**Keywords:** Digitization, Transformation, Labor Markets, Efficiency.



**Determinants of Internal Audit Effectiveness on Financial Reporting Quality and Competence of Internal Audit Staff in Nigeria Government Establishments (MDAs), The Mediating Effect of Auditor's Ethical Conduct: A Proposed Framework**

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**ABSTRACT**

Internal audit effectiveness has documented wide evidence authenticating the influence of financial reporting quality on internal audit effectiveness, as well internal audit department employ financial reporting quality perceived that internal audit unit will be effective when it can satisfy the reliability of financial reporting and provide excellence assurance and ethical conduct of financial reporting because the internal audit is an assessment of operation and control within an organization, to satisfy reliable and accurate financial and operating information, to establish and reduce the organizational risks. Hence, not much has been written in relation to the effectiveness of internal audit in this regard. However, the justification concerning the effect of IAE on FRQ and CIAS on IAE could justify the need to examine a mechanism that could explain why these constructs affect AEC from the perspective of IAE. Moreover, AEC was identified as a possible mechanism through which financial reporting quality and competence of internal audit staff could influence internal audit effectiveness. Therefore, this paper presents a proposed framework on the mediating effect of auditor's ethical conduct on the relationship between financial reporting quality, competence of internal audit staff and internal audit effectiveness in the Nigeria government establishment. If this framework is validated, the results will be beneficial to policymakers, legislatures and other African countries as a means of enhancing internal audit effectiveness.

**Keywords:** Financial Reporting Quality, Competence of Internal Audit staff, Internal Audit Effectiveness, Auditor's Ethical Conduct



4<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

## **A Study of Human Development Index of Southern Rajasthan: Future Prospects and Potentialities**

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### **ABSTRACT**

Human Development is a new approach that takes into account all aspects of a person's life, including their socioeconomic status. Human well-being is nurtured through a multifaceted approach that considers not only economic but also social factors. Human development progress is gauged using the Human Development Index (HDI). Human development has traditionally ranked Rajasthan as one of the least developed states in the country. The state's economic, social, and health progress was sluggish for the first three decades of its development. Rajasthan's economic and social performance began to improve in the 1980s, just like many other southern and northwestern states. The human development index status in Rajasthan and Southern Rajasthan is thus determined through a review of the reports available concerning HDI of Southern Rajasthan. Human development index in the selected area will also be examined to see if there are any future prospects or potentials for growth. Research shows that Human development is a distinct approach to human well-being from the more conventional approaches. There is a low unemployment rate and low poverty rate in Rajasthan, according to its livelihood profile. "According to the 2002 Human Development Report of the Planning Commission, Rajasthan's position among Indian states has risen from 12 in 1981 to 9. Some northern and some eastern districts and most urban areas have shown dynamism while the southern districts, particularly, have lagged behind". This development pattern has a regional dimension. As a result of the investigation's findings, It is suggested that steps be taken to improve the region's human development index.

**Keywords:** Human Development, Human Development Index, Livelihood, Sustainable Development

## Hayvanların Korunmasında Evrensel Haklar: Hayvanlara Saygı Gösterilmesi Hakkı

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### ÖZET

Hayvanlar, insanlar gibi sevince, acıya, ağrıya, korkuya ve diğer duygulara sahiptir ve uğradıkları şiddet ve keyfi davranışlara karşı korunmaları gerekir. Hayvan hakları ve hayvanları korumanın özü, hayvanların rahat yaşamlarını ve hayvanlara iyi ve uygun muamele edilmesini temin etmek, hayvanların acı, ıstırap ve eziyet çekmelerine karşı en iyi şekilde korunmalarını, her türlü mağduriyetlerinin önlenmesini sağlamaktır.

15 Ekim 1978'de Paris UNESCO evinde ilan edilen Hayvan Hakları Evrensel Bildirisi, hayvan haklarının korunmasındaki temel ilkeleri belirlemiş ve bildirge, 1989 yılında Hayvan Hakları Birliği tarafından tekrar düzenlenerek, 1990 yılında UNESCO Genel Direktörü'ne sunulmuş ve aynı yıl halka açıklanmıştır.

Hayvan hakları Evrensel Bildirisinin başlangıcında; yaşamın tek olduğunu, yaşayan bütün canlıların ortak bir kökeni olduğunu ve türlerin evrimi yönünde farklılaştığını, yaşayan bütün canlıların doğal haklara sahip olduğunu ve sinir sistemi olan her hayvanın kendine özgü hakları bulunduğunu, türlerin birlikte olmasının, diğer hayvan türlerinin yaşama hakkının insanoğlu tarafından tanınmasını ifade edeceğini, insanların hayvanlara saygı göstermesinin bir insanın, diğerine gösterdiği saygıdan ayrı tutulamayacağına dikkat çekilmiştir.

Hayvanların korunmasına ve rahat yaşamalarına ilişkin temel ilkelerin başında bütün hayvanların eşit doğması ve yaşama hakkına sahip olması gelir. Hayvanlar var olmalı ve var kalmalıdır. Tüm hayvanlar desteklenmeli ve korunması, gözetilmesi, bakımı ve kötü muamelelerden uzak tutulması için gerekli önlemler alınmalıdır. Hayvanların türüne özgü şartlarda bakılması, beslenmesi, barındırılma ve taşınması temel ilkedir.

Hayvanları taşınmasında, türüne ve özelliğine uygun ortam ve şartlar sağlanmalı, hayvanların taşıma sırasında beslenmesi ve bakımı yapılmalıdır.

Yerel yönetimlerin, sahipsiz ve güçten düşmüş hayvanların korunması için, hayvan bakımevleri ve hastaneler kurarak, hayvanların bakımlarını ve tedavilerini sağlamaları ve eğitim çalışmaları yapmaları temel ilkelerden biridir. Kontrolsüz üremeyi önlemek amacıyla, toplu yaşanan yerlerde beslenen ve barındırılan kedi ve köpeklerin sahiplerince kısırlaştırılmasıyla birlikte, hayvanlarını yavrusatmak isteyenler, doğacak yavruları belediyece kayıt altına aldirarak, bakmakla ve dağıtımını yapmakla yükümlüdürler.

Ülkemizde, 2004 tarihli 5199 sayılı hayvanları koruma Kanunu ve 2021 tarihli yeni düzenlemesinde, hayvanlara nihayet canlı statüsü kazandırılarak var olma hakları, hukuki temellere oturtulmuştur.

Bütün hayvanlar, saygı gösterilme hakkına sahiptir. Hayvan hakları, insan haklarının ayrılmaz bir parçası, onun tamamlayıcısıdır. Hayvanların korunması için, yasalarca belirlenen hukuki bir temellere dayanılarak, haklarına saygı gösterilmesi gerekmektedir. Hayvanlara saygı gösterilme hakkına özenerek korunması gereğine odaklandığımızda ise bu hakları korumak ve gerçekleştirmekle ilgili muhataplar sorunu ortaya çıkmaktadır. Hayvanlara saygı gösterilme hakkının ve hayvan haklarının özenle korunması yükümlülüğünü kimler, nasıl yerine getirecek ve hayvanlara saygı gösterme hakkına kimler nasıl özenecektir? Bu sorulara cevap vermek, hiç kolay değildir. Çalışmamızda, araştırma yöntemi olarak, araştırma konumuzla ilgili düzenleme ve politikalar taranarak, nicel araştırma yöntemine başvurulmuş, içerik analizi tekniğiyle irdelenmiştir.

**Anahtar Kelimeler:** Hayvan Hakları, Hayvanların Yaşama Hakları, Hayvanlara Saygı Gösterilmesi Hakkı.

## Universal Rights in the Protection of Animals: The Right to Respect for Animals

### ABSTRACT

Animals, like humans, have joy, pain, fear and other emotions and need to be protected against violence and arbitrary behavior. The essence of animal rights and animal protection is to ensure the comfortable life of animals and the good and appropriate treatment of animals, to ensure that animals are best protected against pain, suffering and suffering, and to prevent all kinds of victimization.



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The Universal Declaration of Animal Rights, proclaimed at the UNESCO House in Paris on 15 October 1978, determined the basic principles in the protection of animal rights, and the declaration was reorganized by the Animal Rights Union in 1989, presented to the Director-General of UNESCO in 1990, and announced to the public in the same year.

At the beginning of the Universal Declaration of Animal Rights; that life is one, that all living things have a common origin and that species differ in the direction of their evolution, that all living creatures have natural rights and that every animal with a nervous system has its own rights, that the coexistence of species will mean that other animal species' right to life is recognized by human beings, it has been pointed out that people's respect for animals cannot be separated from the respect one person shows to another.

At the beginning of the basic principles regarding the protection and comfortable living of animals is that all animals should be born equal and have the right to live. Animals must exist and must remain. All animals should be supported and necessary precautions should be taken to protect, watch over, care for and keep them free from abuse. The basic principle is to care for, feed, house and transport animals in conditions specific to their species.

In the transportation of animals, suitable environment and conditions should be provided for their species and characteristics, and animals should be fed and cared for during transportation.

It is one of the basic principles for local governments to establish animal shelters and hospitals, to provide care and treatment for animals, and to carry out educational activities in order to protect stray and weakened animals.

In order to prevent uncontrolled breeding, the cats and dogs that are kept and kept in communal areas are sterilized by their owners, and those who want to have offspring are obliged to register, look after and distribute the offspring to be born by the municipality.

In our country, in the Animal Protection Law No. 5199 of 2004 and the new regulation of 2021, animals were finally given the status of living things and their right to exist was placed on legal foundations.

All animals have the right to be respected. Animal rights are an integral part of human rights. For the protection of animals, their rights must be respected, based on a legal basis determined by law. When we focus on the need to protect the rights of animals to be respected and protection of animals, the problem of who will be the interlocutors related to protecting and realizing these rights arises. Who and how will fulfill the obligation to protect the right to respect for animals and animal rights diligently, and who will encourage the right to respect animals? Answering these questions is not easy at all. In our study, as a research method, the regulations and policies related to our research topic were scanned, the quantitative research method was applied, and the content analysis technique was examined.

**Keywords:** Animal Rights, Animal Rights, Right to Respect for Animals.



## Antroposan Çağda Hayvan Onurunu Korumaya Çalışmak

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### ÖZET

Antroposantrizm, insanın evrendeki veya dünyadaki en önemli varlık olduğunu düşünen inançtır. Bu nedenle, antroposantrizm olarak insanmerkezcilikte; insanlar, diğer türlere kıyasla daha büyük içsel değere sahiptir. Protagoras'ın ünlü "İnsan her şeyin ölçüsüdür" sözü, antroposantrik düşüncenin ve antroposan çağın özeti gibidir. İnsanmerkezcilik, insan öznelliğine ve tarihe dair hâkim olan, üstün kabul edilen ilişkiler geliştirmek suretiyle tüm varoluşu, ayrımcılıkla çürüten kavramsal bir güçtür. Oysa insanla, hayvanın ilişkisine, hayvanların canlı bireyler oldukları gerçeğine dayanarak farklı bir bakış açısına ihtiyacımız vardır. İnsan - hayvan karşıtlığındaki bu bakış açılarından biri olarak insanmerkezcilik, kendi konumunu öncelerken, diğer varlıkların tamamını denetimi altına almaktadır. Bu karşıtlığı bozmak için yapılması gereken ilk iş aralarındaki hiyerarşiyi yıkmaktır. Ancak, hayvan çalışmaları hala büyük oranda insana ait kavramlara odaklanmış ve insanmerkezciliğin tahakkümü altındadır.

Antroposan çağın hayvanları, insanla arasında çizilmiş sınırın dışında yaşar, çoğu zaman dışlanmalara ayrımcılığa maruz kalırlar, alıkonulurlar, kapatılırlar; sömürülür, istismara uğrar ve öldürülürler. İnsanı evrenin merkezine oturtan çağdaş batı düşüncesi, insanı her türlü değer ve etkinliğin de kaynağı olarak görürken neden hayvanları korumak ister? Hayvanlar, birer canlı birey olduklarından etik değerler nedeniyle, doğanın ayrılmaz bir parçası oldukları için mi korunmalıdır? Yoksa Antroposan çağın, ekonomik geleceğine ilişkin çıkarlar, böyle gerektirdiği için mi korunmalıdırlar?

Hayvan hukukunda, Hayvanları Koruma Kanunlarında ve hayvan haklarında, hayvanların korunmasına ilişkin bazı kurallar var ise de, bu kurallar hayvanları, gerçek anlamda hak sahibi yapmamaktadır. Hayvanlarla ilgili bu düzenleme ve hükümler, hayvanların yaşamaları, onlara insafsızca davranılmasının önlenmesi ve işkence konusu edilmemeleriyle ilgili olup aslında toplum vicdanının tatmin edilmesi amacını gütmektedir. Bu nedenle, hayvanları hak sahibi kılma amacını taşımamaktadır. Hukuk düzeninin belirli bir kişi için tanıdığı hak, başka bir kişi için yükümlülük doğurur. Hak sahibi hakka ilişkin yetkisini kullandığı takdirde bir başka kişi tarafından bu haktan kaynaklanan yükümlülüğün yerine getirilmesi gerekir. Hayvanlara haklarının verilmesine ilişkin yükümlülüğü, kim, nasıl yerine getirecektir? Öte yandan hayvan hakları savunucuları, hayvanların mal ve eşya statülerinden kurtulmaları, birer canlı birey olarak kabul edilmelerini sağladıktan sonra şimdi de canlı bireylerin yaşama hakları, yaşama haklarına saygı gösterilmelerini isteme hakları ve hayvan onuru için mücadele etmek zorundadırlar. Antroposan çağda hayvan haklarını ve onurunu korumaya çalışmakla ilgili sorularımız peş peşe sıralansa da, cevaplar hiç kolay değildir ve ne yazık ki birçok belirsizlik içermektedir. Çalışmamızda, araştırma yöntemi olarak, araştırma konumuzla ilgili düzenleme ve politikalar taranarak, nicel araştırma yöntemine başvurularak, içerik analizi tekniğiyle irdelenmiştir.

**Anahtar Kelimeler:** Antroposantrizm, Antroposan Çağ, Hayvan Hakları, Hayvan Onurunu Korumak.

## Trying to Preserve Animal Dignity in the Anthropocene Era

### ABSTRACT

Anthropocentrism is the belief that considers humanity to be the most important being in the universe or on earth. Therefore, in anthropocentrism; Humans have greater intrinsic value than other species. Protagoras' famous saying "Man is the measure of all things" is like a summary of anthropocentric thought and the anthropocene age. Anthropocentrism is a conceptual force that refutes the whole existence with discrimination by developing relations that are dominant and considered superior to human subjectivity and history. However, we need a different perspective on the relationship between humans and animals, based on the fact that animals are living

individuals. As one of these perspectives in the human-animal opposition, anthropocentrism prioritizes its own position and puts all other beings under its control. The first thing to do in order to break this opposition is to break the hierarchy between them. However, Animal Studies is still largely focused on human concepts and is dominated by anthropocentrism.

The animals of the Anthropocene age live outside the boundaries drawn between them and humans, they are often excluded, discriminated against, detained, closed; they are exploited, abused and killed. Contemporary western thought, which places man at the center of the universe, sees man as the source of all kinds of values and activities, but why does it want to protect animals? Should animals be protected because they are living individuals, because of ethical values and because they are an integral part of nature? Or should they be protected because the interests of the economic future of the Anthropocene age require it?

Although there are some rules regarding the protection of animals in animal law, Animal Protection Laws and animal rights, these rules do not make animals truly entitled. These regulations and provisions regarding animals are about the survival of animals, the prevention of cruel treatment and the prevention of torture, and in fact, they aim to satisfy the public conscience. Therefore, it does not aim to entitle animals to rights. A right granted by the legal order for a particular person creates an obligation for another person. If the right owner uses his authority regarding the right, the obligation arising from this right must be fulfilled by another person. Who will fulfill the obligation to give animals their rights and how? On the other hand, animal rights defenders have to fight for the right to life of living individuals, their right to demand respect for their right to life, and animal dignity, after liberating animals from their status as property, allowing them to be accepted as living individuals. Although our questions about trying to protect animal rights and dignity in the Anthropocene age come one after another, the answers are not easy and unfortunately contain many uncertainties. In our study, as a research method, the regulations and policies related to our research topic were scanned, the quantitative research method was applied, and the content analysis technique was examined.

**Keywords:** Anthropocentrism, Anthropocene Age, Animal Rights, Protecting Animal Dignity.



## Innovative Efficiency and Growth Potential of India: A Comparative Analysis

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### ABSTRACT

Innovation is the key to the success of any business in today's era. Schumpeter's theory of development (1961) considering entrepreneur and innovation the main drivers of economic development, has become more relevant in this time of high competition. With the continuous development process, the world has reached the point where everyone is talking about the conservation of resources. We need a maximum output with the use of minimum resources and that could be possible through technological innovations. The countries will have to adopt optimization in innovation itself. A large expenditure for innovation without substantial output will again lead to a higher cost of production. So innovative efficiency is required for high economic growth and the countries which have higher innovative efficiency will lead the world. According to Global Innovation Index 2021, India stands at 46<sup>th</sup> Rank in the world and it stands among the top 20 countries in filing applications for patents. The possibility of realignment of the supply chain due to the Covid-19 pandemic and geopolitics that emerged due to the Russia-Ukraine war has created new opportunities for a country like India. But the biggest challenge for India is to become the talent hub to encash this opportunity. Innovation will play a big role here. The present research paper tries to analyse the innovative efficiency of India as compared to other leading countries and its competitors in the global market. The Data Envelopment Analysis (DEA) technique is used for this purpose that helps in analysing the efficiency of any unit as compared to the most efficient counterparts. This technique required some input and output variables to measure efficiency. The innovation input sub-score of the global innovation index was used as the input variable which comprises institution, human capital and research, infrastructure, market and business sophistication. The aggregate number of all types of knowledge, technological and creative output for a country, such as patents granted, industrial designs registered, trademark registration, geographical indications in force, the total number of titles published etc., is used as an output variable. This analysis has given a glimpse of the innovative efficiency of India and its standing among the top innovators in the world.

**Keywords:** Innovation, Efficiency, Data Envelopment Analysis, Patents.



## Impact of Digital Currency on Indian Monetary System

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### ABSTRACT

Present study empirically investigates the impact of digital currency on Indian Monetary system by establishing the relationship between money demand, money supply and velocity of money. The impact of digital currency on monetary system is observed indirectly through the fiat currency for both short run and long run. Conintegration method is applied to examine the impact of Cash ratio, Electronic currency level, financial electronic ratio and interest rate on various velocities ( $V_0, V_1, V_3$ ) using the two sample period, one from 1991 to 2020 and another sample period from 2001 to 2020. It is evident from the study that there is a negative impact of cash ratio and financial electronic ratio on velocity of money during the short run as well as during the long run for the period 2001 to 2020. In contrast, electoral currency ratio and interest rate exhibit positive association with velocity of money. The study concludes that replacement effect of adoption of digital currency in place of fiat currency would lead to decline in the use of cash and subsequently decline in the velocity of money also while its complementary effect would bring rise in the velocity of money and it is more effective as compared to the replacement effect so overall digital currency signifies the higher growth in the economy with the condition that it should be well managed and regulated.

**Keywords:** Digital Currency, Virtual Currency, Electoral Money



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## The Moderating Role of Member's Rank Does it Affect Customer Retention

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During the first and second quarters of 2020, 4Life Indonesia member enrolment received a big boost due to the demand of food supplements from the public and the numbers show us a significant jump from 2019. However, the increase of the enrolment of members was not followed by the increase of purchase retention. While numerous research have been done on how perceived value and customer satisfaction affects the retention of customers as well as how perceived value influences the satisfaction of consumers little has been done when factored in on how member ranking within the MLM business. Hence, the present research aims to focus on these aspects. Using questionnaires sent to 4Life members in the Jakarta, Surabaya and Pekanbaru area, the study aims to understand their relationships and especially see if the member ranking has a moderating affect on the retention and satisfaction of members in the multilevel marketing industry. Four hypotheses were presented and a sample data set of 165 was used. The sample data set was studied with descriptive analysis using SPSS and PLS SEM. The result of the research found that there was positive influence between perceived value and customer retention, between customer satisfaction and customer retention, between perceived value and customer satisfaction, and that member ranking has a moderating affect on the relationship between customer satisfaction and retention.

**Keywords:** Perceived Value, Customer Satisfaction, Customer Retention, Member's Rank, Direct Selling



## Science for Society: Saga of Science Organisations in Eastern India

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### ABSTRACT

The development of science is related to various aspects of human history. Human society has indeed improved through the use of science, but somewhere there seems to be a lack of a scientific method of experimental observation. That is why a large part of human society is still obsessed with superstition. The main point of the scientific awareness is to verify everything through scientific examinations and logical explanation. Science organizations have a significant role to play in this regard. The publications made by science organizations were of great help for the promotion of the scientific outlook. Several science organizations in India had taken several steps in this regard. Organizational journals and books were the weapons to fight against superstition. These organizations focused on the 'science for society' ideals to make people aware of not only the scientific knowledge but also to develop scientific temper among the people. This role is a significant one in contemporary India.

This paper wants to trace the history of the science movement in the area specificity of Eastern India focusing West Bengal, Assam, Jharkhand & Odisha. It will try to historicize the activities of different science organisations, like Bangiya Bijnan Parishad, Assam Science Society, Rohini Science Club, Odisha Bigyan Academy, etc. These science organisations had taken the initiative to popularize science, develop a scientific mind and to use science and technology to improve the quality of life of the common people.

It wants to assess the social composition of the activists, associated with these organizations and their objectives and activities in a critical way. It would also try to evaluate its impact on the society. This evaluation is important in framing the future policy of the state. Here lies its significance.

**Keywords:** Science For Society, Scientific Temper, Science Movement, Science Organisations

## Piyasa Değeri Ar-Ge Giderleri İlişkisi: BİST İmalat Sanayinde Bir İnceleme

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### ÖZET

Günümüzde işletmeler, sürdürülebilir değer yaratma becerilerine göre başarılı sayılmaktadırlar ve bu nedenle işletmelerin temel amacı karın maksimize edilmesinden çok firma değerinin maksimizasyonudur. Ve bu amaca ulaşmak isteyen işletme yöneticileri daha çok kar ya da daha çok satış hasılatı elde etmeye çalışmak yerine, şirketin piyasa değerini en yükseğe çıkarmak için çeşitli politikalar uygulamaktadırlar. Çünkü belli bir dönemdeki karlılık o dönemdeki kararlardan ziyade, ağırlıklı olarak daha önce alınmış olan kararların ve o dönemdeki piyasa şartlarının bir sonucudur. Bu açıdan piyasa değeri kısa dönem performansla değil, o şirketin gelecekte yaratması beklenen nakit akışlarının değeriyle ilgilidir.

20. yüzyılda meydana gelen ekonomik büyümenin temelini özellikle eğitim ve Ar-Ge alanındaki ilerlemeler ve bunun sonucunda ortaya çıkan bilgi sermayesi oluşturmaktadır. Bilgi sermayesinin artan ağırlığı, işletmelerdeki geleneksel değerlendirme yaklaşımlarının geçerliliğini zayıflatmıştır. İşletmenin değerini belirleyen unsurlardan maddi varlıkların ağırlığı bu süreçte azalırken, maddi olmayan varlıkların ağırlığı önemli ölçüde artmıştır. Geçmişte bir şirketin değeri, sahip olduğu yatırımlarla ifade edilir, hisselerin geleceğini kuruluşun fabrikaları, binaları, makineleri ve ürünleri belirlerken; günümüzde ise bir şirketin değerini sahip olduğu maddi olmayan varlıkları yani görünmeyenleri (Ar-Ge yatırımları ve bu yatırımların geri dönüş şekilleri olan telif hakları, patent hakları, imtiyazlar, ticari isim ve markalar gibi) ve bunların performansları belirlemektedir.

Bu nedenle çalışmada BİST imalat sanayinde yer alan firmalarda Ar-Ge giderleri ile piyasa değeri arasındaki ilişki ele alınmaktadır. 2009-2020 döneminde 583 firma yıl gözleminde oluşan örnekleme piyasa değeri ile Ar-Ge giderleri arasındaki cari ve beş yıla kadar gecikmeli etkiler panel veri analizi ile incelenmiştir. Bulgular piyasa değerinin cari dönem Ar-Ge giderlerinden etkilendiği gibi gecikmeli etkilerinde de varlığını ortaya koyarken Ar-Ge dışında net satış büyümesinde önemli bir belirleyici olduğunu göstermektedir.

**Anahtar Kelimeler:** Piyasa Değeri, Araştırma-Geliştirme Giderleri, BİST, Panel Veri Analizi.

## The Relationship between Market Value and R&D Expenses: An Analysis in BIST Manufacturing

### ABSTRACT

Today, businesses are considered successful according to their ability to create sustainable value, and therefore the main purpose of businesses is the maximization of firm value rather than profit maximization. And business managers who want to achieve this goal, instead of trying to get more profit or more sales revenue, apply various policies to maximize the market value of the company. Because the profitability in a certain period is mainly the result of the previous decisions and the market conditions of that period, rather than the decisions of that period. In this respect, market value is not related to short-term performance, but to the value of the future cash flows that that company is expected to generate.

The basis of the economic growth that took place in the 21st century is the progress in education and R&D, and the resulting knowledge capital. The increasing weight of knowledge capital has weakened the validity of traditional valuation approaches in businesses. While the weight of tangible assets, which is one of the factors that determine the value of the business, decreased in this process, the weight of intangible assets increased significantly. In the past, the value of a company is expressed by the investments it has, while the company's factories, buildings, machinery and products determine the future of the shares; Today, the value of a company is



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determined by the intangible assets it owns, namely the invisible ones (such as R&D investments and the return forms of these investments, such as copyrights, patent rights, privileges, trade names and brands) and their performance.

For this reason, the relationship between R&D expenses and market value in companies in the BIST manufacturing industry is discussed in this study. The current and up to five-year lagged effects between market value and R&D expenses in a sample consisting of 583 company year observations in the 2009-2020 period were examined by panel data analysis. The findings show that the market value is affected by the current period R&D expenses as well as its lagged effects, while showing that it is an important determinant in net sales growth outside of R&D.

**Keywords:** Market Value, Research and Development Expenses, BIST, Panel Data Analysis.





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## Advertising, Buying Decision and Health Drink for Children

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### ABSTRACT

Advertising is a very important marketing component for promoting a product. In today's competitive world advertising play pivotal role in marketing. Advertising is one of the key factors for influencing the customers and their buying decision. The impact of advertising on buying decision is all the more interesting when it comes to the product of health drinks for children. There are different modes of advertisement which include newspapers, magazines, billboards, television, videos, films, internet etc. Among these a huge amount of money is spent on television advertisement by different companies who market their brands of child health drink. In this review study the researcher highlights the advertising, mediums of advertising, buying decision and child health drinks.

**Keywords:** Advertising, Buying Decision, Health Drink



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## **The Great Resignation: A Quantitative Analysis of the Factors Leading to the Phenomenon**

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### **ABSTRACT**

The world has been immersed by the COVID-19 pandemic caused by the SARS-CoV-2 virus since 2019. It's only after almost 2.5 years of widespread infectious war that the world is finally approaching a point of stabilization. Coined by Prof Anthony Klotz of Texas A&M University, the term "Great Resignation" received quite some attention in the past few months. The phenomenon addresses the upsurge of the resignation trend among working professionals all over the world following the shift in peoples' needs, preferences and perception caused by the pandemic storm. This paper lays a thorough theoretical analysis of the factors that set off the Great resignation trend and quantifies the significance of each of those factors. Finally, the paper offers some of the measures that will assist organizations in combating this constant loss of workforce and possibly overturn the damages and build a sustainable work environment. After identifying the factors affecting the great resignation, we aimed to quantify the importance and significance of each criterion using Fuzzy Analytical Hierarchy Process and then we tried to explain why the factors received the importance they did. We found that 'Toxic Workplace' and 'Uninspiring Work' had the highest significance in determining attrition during the COVID driven great resignation while the factor 'Inconsistency among younger employees' had the lowest importance.

**Keywords:** The Great Resignation, Fuzzy Logic, Analytical Hierarchy Process (AHP).

## Küreselleşmeye Yönelik Yaklaşımlar Açısından Uluslararasılaşmanın Önemi

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### ÖZET

Küreselleşme kavramı, son zamanlarda dünyada yaşanan gelişmeleri açıklamak için kullanılır. Bu gelişmelerin ekonomik, siyasi, sosyal, teknolojik ve kültürel yönleri olduğundan küreselleşmenin tanımı ve anlamı insandan insana farklılık göstermektedir. Küreselleşmenin sonuçları kapsamında bir görüş birliğinden söz etmek mümkün değildir. Bu bağlamda küreselleşme kavramını açıklayan çeşitli birçok yaklaşım bulunmaktadır. 21. yüzyılda dünyada uluslararasılaşmanın artması ile küreselleşmenin derin bir şekilde endüstri ilişkilerine girmesi ile beraber işletmelerde artan bilgi ihtiyacı, işletmelerin rekabet ortamlarına ve çağa göre hareket etmelerini zorunlu hale getirmiştir. İşletmelerin gelişimi uluslararasılaşma ve küreselleşmenin çevre şartları içinde gelişmiştir. Uluslararasılaşmanın gelişmesi küreselleşmenin ortaya çıkmasındaki en önemli faktördür. Uluslararasılaşma, küresel eğilimi, küresel düşünceleri, teknolojileri ve ekonomiyi itmek için büyük katkı sağlamaktadır. Küreselleşme kavramına karşı düşünce ve yaklaşımları çok genel bir tanımlamayla, yeni dünya düzeninden hoşnut olanlar ya da olmayanlar biçiminde izah etmek mümkündür. Küreselleşme süreç ve yaklaşımlarına dönük yapılan çalışmalar literatürde ikili, üçlü ve dördümlü gruplamalar şeklinde işlenmektedir. Fakat küreselleşme konularında çalışan araştırmacıların çoğunlukla küreselleşmeye karşı değerlendirme ve tutumlarını, Held ve McGrew'ın çalışmasında sunduğu üçlü gruplandırma olarak gerçekleştirdikleri görülmektedir. Held ve McGrew'ın çalışmasında küreselleşmenin; aşırı küreselleşmeci yaklaşım, kuşkucu yaklaşım ve evrimsel-dönüşümsel yaklaşım olmak üzere üç yaklaşımı içerdiği belirtilmektedir. Araştırmada, nitel araştırma yöntemlerinden doküman analizi kullanılmıştır. Bu çalışmada, küreselleşmeye yönelik yaklaşımlar açısından uluslararasılaşmanın önemini ortaya çıkarmak amaçlanmaktadır.

**Anahtar Kelimeler:** Uluslararasılaşma, Küreselleşme, Küresel Yaklaşımlar, Küreselleşmenin Boyutları.

## The Importance of Internationalization For Approaches To Globalization

### ABSTRACT

The concept of globalization is used to explain recent developments in the world. Since these developments have economic, political, social, technological and cultural aspects, the definition and meaning of globalization differ from person to person. It is not possible to talk about a consensus within the scope of the consequences of globalization. In this context, there are various approaches that explain the concept of globalization. In the 21st century, with the increase in internationalization in the world and the deep penetration of globalization into industrial relations, the increasing need for information in businesses has made it necessary for businesses to act according to the competitive environment and age. The development of businesses has developed in the environmental conditions of internationalization and globalization. The development of internationalization is the most important factor in the emergence of globalization. Internationalization contributes greatly to push the global trend, global thoughts, technologies and economy. It is possible to explain the thoughts and approaches towards the concept of globalization with a very general definition, as those who are satisfied with the new world order or those who are not. Studies on globalization processes and approaches are handled in the literature as binary, triple and quadruple groupings. However, it is seen that researchers working on globalization issues mostly evaluate their evaluations and attitudes towards globalization as the triple grouping presented in the study by Held and McGrew. In the study of Held and McGrew, globalization; It is stated that it includes three approaches: the hyperglobalist approach, the skeptical approach, and the evolutionary-transformational approach. In the research, document analysis, one of the qualitative research methods, was used. In this study, it is aimed to reveal the importance of internationalization in terms of approaches to globalization.

**Keywords:** Internationalization, Globalization, Global Approaches, Dimensions of Globalization.

## Turizm İşletmelerinde Örgüt Kültürünün Örnek Olay ile İncelenmesi

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### ÖZET

Örgüt kültürü, konaklama endüstrisinde önemli bir rol oynar. Kurumsal kültür, bu çok önemli çıktıyı yaratabilir. Ancak tüm kurumsal kültürler eşit değildir. Liderleri takipçilerinden ayıran biricik elementler vardır. İş gücünü en üst düzeyde etkilemek ve elde tutmak, aynı zamanda yüksek iş performansını yakalayabilmek için, en iyi pratikler sürekli olarak değerlendirilmeli ve uygulanmalıdır. Örgütlenme kendine özgü birlikteliği de oluşma aşamasında kendisi ile beraber getirir. Bu da örgüte ait hissiyat, değerler, davranışlar, prensipler ve normların paylaşılması ile gerçekleşir. Bu paylaşım örgüt kültürü olarak adlandırılır. Örgüt kültürü tanımlarında ortak olan kavramlar vardır. Kişilerin davranışlarında paylaşılan değerler ve nasıl davranacağı bilgisi, kişilerce sorgulanmadan kabul edilen yazılı olmayan değerler, semboller, algılanan anlamları, hikâyeler, geçmiş olaylar gibi değerlerdir. Örgüt kültürü doğrudan çalışanın olaylara yüklediği anlamlar ve algıları ile oluşur. Örgüt kültürü bu algılamalar çevresinde ortak bir dil, düşünme ve hissiyat oluşturarak iş görenlerin sosyalleşmesini sağlar. Bunların yanı sıra iş görenin nasıl davranması gerektiğini, problemlerin çözüm yollarını, işgörenlerin davranışlarına anlamlı bir temel kazandırarak örgütün istikrarlı şekilde sürdürülmesini sağlar. Örgüt sistemleri gibi örgüt kültürü de alt kültürlerden oluşur. Örgütün tamamını etkisi altında tutan ve tüm iş görenlerin paylaştığı kültür, egemen kültür olarak adlandırılır. Örgütün alt birimlerinde, problemler ve deneyimlerle oluşan kültür ise alt kültürdür. Örgüt kültürünün birçok bileşeni vardır ve işgörenin örgüt içindeki davranışlarını etkiler. Örgütsel davranış insanların tutumlarını ve davranışlarını örgüt yapısı içinde ele almaktadır. Bu alanda yapılmış olan çalışmaların incelenmesi insan kaynakları açısından örgütleri güçlendirebilmekte gelecekteki davranışların anlaşılmasında ve değiştirilmesinde yol gösterici olabilmektedir. Bu çalışmada, turizm işletmelerinde var olan örgüt kültürünün örnek olay üzerinden incelenmesi sağlanarak işletmeler açısından önemi ortaya çıkarılmaya çalışılmıştır. Çalışma, nitel araştırma desenlerinden örnek olay incelemesi kullanılarak yürütülmüştür.

**Anahtar Kelimeler:** Örgüt Yapısı, Örgüt Kültürü, Turizm İşletmeleri, Örnek Olay.

## Examination of Organizational Culture in Tourism Enterprises With Case

### ABSTRACT

Organizational culture plays an important role in the hospitality industry. Corporate culture can create this crucial output. But not all corporate cultures are created equal. There are unique elements that distinguish leaders from their followers. Best practices should be continuously evaluated and implemented in order to maximize the impact and retention of the workforce, while achieving high business performance. Organization brings its own unique togetherness with itself at the stage of formation. This is achieved by sharing the feelings, values, behaviors, principles and norms of the organization. This sharing is called organizational culture. There are common concepts in definitions of organizational culture. Values shared in people's behavior and the knowledge of how to behave are values such as unwritten values, symbols, perceived meanings, stories, past events that are accepted without questioning by people. Organizational culture is formed directly by the meanings and perceptions that the employee attributes to the events. Organizational culture creates a common language, thinking and feeling around these perceptions and ensures the socialization of employees. In addition to these, it provides a stable basis for the organization by providing a meaningful basis for how the employee should behave, the ways of solving problems, and the behaviors of the employees. Like organizational systems, organizational culture also consists of subcultures. The culture that influences the entire organization and is shared by all employees is called the dominant culture. The culture formed by the problems and experiences in the sub-units of the organization is the subculture. Organizational culture has many components and affects the behavior of the employee in the organization. Organizational behavior deals with people's attitudes and behaviors within the organizational structure. Examining the studies conducted in this field can strengthen organizations in terms of human resources and can guide the understanding and change of future behaviors. In this study, it has been tried to reveal the importance of the organizational culture in tourism enterprises by examining the case study. The study was carried out using a case study, one of the qualitative research designs.

**Keywords:** Organizational Structure, Organizational Culture, Tourism Businesses, Case Study

## Döngüsel Ekonomide Dünya ve Türkiye Üzerine Bir Değerlendirme

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### ÖZET

Döngüsel ekonomi geri dönüşüm ve yeniden değerlendirme gibi basit tanımlamaların çok ötesinde stratejik bir ekonomik modeldir. Döngüsel ekonomi kirliliği ve israfi en aza indirme, ürün yaşam döngülerini uzatma, iklim değişikliğiyle mücadele etme, biyolojik çeşitlilik kaybının önüne geçme gibi küresel zorluklarla mücadelede kullanılacak komplike bir sistemdir. Bununla birlikte ekonomik sistemde ürün, malzeme ve enerji gibi kaynakların, mümkün olan en uzun süre ve en yüksek değerde tutulabildiği, sürdürülebilir malzeme yönetimine hizmet eden, doğrusal ekonomideki al-yap-at pratiğinin dışında atıkların en aza indirildiği ve doğanın yeniden canlandırılmaya çalışıldığı bir model olarak ifade edilebilir.

Avrupa’da döngüsel ekonomiye geçişi teşvik etme, küresel rekabet gücünü artırma ve sürdürülebilir ekonomik büyümeyi gerçekleştirme adına Avrupa Komisyonunca 2015 yılının Aralık ayında ilk Döngüsel Ekonomi Eylem Planı kabul edilmiştir. Akabinde 2019 yılında gerçekleşen ve 2050 yılını hedefleyen Avrupa Yeşil Mutabakatı ile de, iklim kriziyle mücadelede Avrupa Birliği’nin mevcut politikasındaki iklim-nötr hedefinin daha geniş ve etkili bir şekilde hayata geçirilmesi amaçlanmıştır. Söz konusu Mutabakatın ardından 2019 yılından bu yana Döngüsel Ekonomi kapsamında Türkiye’de de sürdürülebilir bir gelecek adına yeni bir sürece geçildiği bilinmektedir.

Çalışmada döngüsel ekonomi modeli kapsamlı bir şekilde ele alınırken, Dünya ve Türkiye’deki uygulamaları ayrıntılı bir şekilde değerlendirilecektir. Bununla birlikte döngüsel ekonomi modelinin ulusal ve uluslararası alanda uygulanabilirliği adına olası öneriler ortaya koyulmaya çalışılacaktır.

**Anahtar Kelimeler:** Döngüsel Ekonomi, Sürdürülebilirlik, Türkiye.

## An Evaluation of the World and Turkey in the Circular Economy

### ABSTRACT

The circular economy is a strategic economic model that goes beyond simple definitions such as recycling and revaluation. The circular economy is a complex system that can be used to combat global challenges such as minimizing pollution and waste, prolonging product life cycles, combating climate change, and preventing biodiversity loss. However, in the economic system, it is a model where resources such as products, materials and energy can be kept for the longest possible time and at the highest value, serving sustainable material management, minimizing wastes and trying to revive nature, apart from the pick-build-and-throw practice in linear economy. can be expressed.

The first Circular Economy Action Plan was adopted by the European Commission in December 2015 in order to promote the transition to the circular economy in Europe, increase global competitiveness and achieve sustainable economic growth. Subsequently, with the European Green Consensus, which took place in 2019 and targets the year 2050, it was aimed to implement the climate-neutral target in the current policy of the European Union in the fight against the climate crisis in a broader and more effective way. It is known that after the said Agreement, a new process has been started for a sustainable future in Turkey within the scope of Circular Economy since 2019. While the circular economy model will be comprehensively discussed in the study, its applications in the world and in Turkey will be evaluated in detail. In addition, possible suggestions will be put forward for the applicability of the circular economy model in the national and international arena.

**Keywords:** Circular Economy, Sustainability, Türkiye.

## İklim Değişikliğine Uyum Sürecinde Temiz Enerji İçin Vergi Politikaları ve Uygulamaları

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### ÖZET

İklim değişikliği sıcaklıklarda ve hava düzeninde oluşan uzun vadeli değişimleri ifade etmektedir. Bu değişimlerin itici gücünün ise 19. yüzyıldan bu yana insan faaliyetlerinden kaynaklı, başta kömür, petrol ve gaz gibi fosil yakıtların kullanımı olarak kabul edilmektedir. Çünkü söz konusu fosil yakıtlar, yüksek oranda karbondioksit ve metan gibi sera gazı emisyonları üretmektedir.

Yaşamsal döngünün öneminin kavrandığı günümüzde iklim değişikliğiyle mücadelede havayı kirleten enerji kaynaklarından uzaklaşarak temiz enerji kullanımına doğru bir dönüşüm yaşanmaktadır. Bu kapsamda iklim değişikliğine uyum sürecinde temiz enerji olarak kabul edilen, yenilenebilir ve sıfır emisyonlu kaynaklardan elde edilen güneş ve rüzgâr enerjisi bunun yanında hidroelektrik ve nükleer enerji gibi karbon atıksız ve çevre dostu enerjilere doğru bir kayış yaşanmaktadır. Günümüzde iklim değişikliğine uyum sürecinde temiz enerji faaliyetlerinin, dünyadaki yaşamın sürdürülebilirliği açısından ne denli önemli olduğu bilincine ulaşmada epey yol katedildiği söylenebilir. Bu kapsamda ülkeler iklim dostu enerji politikalarıyla, düşük maliyetli, güvenilir ve sürdürülebilir enerji sistemlerine geçmek için çeşitli düzenlemelerde bulunmaktadır. Ülkeler bu düzenlemeler kapsamında enerji teknolojilerini ve altyapılarını yenilenebilir enerji kaynaklarına doğru dönüştürmeye çalışırken, bu alanı vergisel avantajlarla da güçlendirmeye çalışmaktadır.

Çalışmada iklim değişikliği ve temiz enerji konularına ilişkin genel bir bilgilendirme yapılarak, ulusal ve uluslararası alanda bu kapsamda, uygulanan vergi politikaları incelenmeye çalışılacaktır. Sürdürülebilir bir yaşam için temiz enerji adına uygulanabilir vergi politikaları kapsamında öneriler sunulurken, genel bir değerlendirmeyle çalışma tamamlanacaktır.

**Anahtar Kelimeler:** İklim Değişikliği, Temiz Enerji, Vergi Politikaları

### ABSTRACT

Climate change refers to long-term changes in temperatures and weather patterns. The driving force of these changes is considered to be the use of fossil fuels such as coal, oil and gas, originating from human activities since the 19th century. Because these fossil fuels produce high levels of greenhouse gas emissions such as carbon dioxide and methane.

Today, when the importance of the life cycle is understood, there is a transformation towards the use of clean energy, away from the energy sources that pollute the air, in the fight against climate change. In this context, there is a shift towards carbon waste-free and environmentally friendly energies such as solar and wind energy, which is accepted as clean energy in the adaptation process to climate change and obtained from renewable and zero-emission sources, as well as hydroelectric and nuclear energy. Today, it can be said that in the process of adaptation to climate change, a long way has been achieved in raising awareness of how important clean energy activities are for the sustainability of life in the world. In this context, countries are making various arrangements to switch to low-cost, reliable and sustainable energy systems with climate-friendly energy policies. While countries are trying to transform their energy technologies and infrastructures towards renewable energy sources within the scope of these regulations, they are also trying to strengthen this area with tax advantages.

In the study, a general briefing on climate change and clean energy issues will be made and the tax policies applied in this context will be tried to be examined in the national and international arena. The study will be completed with a general evaluation by presenting suggestions within the scope of applicable tax policies for clean energy for a sustainable life.

**Keywords:** Climate Change, Clean Energy, Tax Policies.



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## **Challenges Faced by Teachers when Following Online Teacher Professional Development (TPD) Courses in Sri Lanka**

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### **ABSTRACT**

This article is about investigating challenges faced by teachers when involving online teacher professional development courses in Sri Lankan context. Online education is very important in this 21st century world even during and after the COVID-19 pandemic situation. COVID-19 situation largely determined the importance of online education around the world and its future resilience. Online learning for teachers in line with the professional development plays a pivotal role in the improvement process of teachers with the adaptation of 21st century technology strategies in teaching and learning process. As one of developing countries, in Sri Lanka, though teachers have adequate capabilities in following online professional development courses, they face challenges in various ways. In Sri Lanka, teachers are following different online professional development courses in government and non-government higher education institutions. The online professional development courses that teachers follow in Sri Lanka come under main three types of online learning methods which are supplemental online learning, Blended online learning, and online plus online learning. This article is based on the comparative analysis, deriving the data from different government reports and studies previously done. Number of previous studies and reports has been analyzed to figure out challenges of online learning of teachers in professional development.

**Keywords:** Online Education, Supplemental Online Learning, Blended Online Learning, Fully Online Learning, Teacher Professional Development



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## Perceived Faculty Readiness And Student Satisfaction During Online Learning in Covid Pandemic

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### ABSTRACT

Face-to-face methods mostly do the learning process in Indonesia. However, it must switch to online learning because of covid 19. This situation is supported by Surat Edaran no 4 Tahun 2020 about Pelaksanaan Kebijakan Pendidikan Dalam masa Darurat Penyebaran Corona Virus. For the framework, the researcher uses the perceived Faculty Readiness and only view research use it. And it will be the novelty of this research. The objective is to investigate the level of Student Satisfaction, evaluate the relationship between Student Interaction Ability and Student Satisfaction, assess the relationship between Student Adaptability and Student Satisfaction, and evaluate the moderate effect of perceived of Faculty Readiness in STM IPMI. This research uses the quantitative method. And found that Student Satisfaction in STM IPMI is high, there is a positive significant predictive relationship was found between Student Interaction Ability and Student Adaptability to Student Satisfaction. And there was no moderating effect of Perceived Faculty Readiness between Student Adaptability and Student Satisfaction. This research can be a reference in terms of developing student satisfaction in the period of their experience in online learning during the pandemic. For future research, the subsequent study should be carried out separately between S1 and S2. The research should do a longitudinal study before and after covid 19.

**Key Words:** Student Satisfaction, Student Interaction Ability, Student Adaptability and Perceived Faculty Readiness, Online Learning.





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## **Three Narratives of the Ukraine Crisis and the Perspectives of Conflict and Peace Studies**

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### **ABSTRACT**

This conflict-and-peace-studies paper addressed the problem of having a mono-source of information from the hegemonic corporate or government owned mainstream media (MSM) for which people only hear one side of the narrative about the Ukraine crisis. This paper responded to the following queries: What are the contending narratives about the Ukraine crisis? From the perspectives of conflict and peace studies, what are the courses of action for conflict resolution, conflict transformation, and peacebuilding? Literature reviewed are drawn from structural analysis, narrative theory, and conflict and peace studies. Qualitative materials from mainstream mass media, alternative media, and social media in both the English and French languages were combed for data analysis which led to the emergence of a grounded theory. I was not able to find alternative voices in Spanish languages news media. The findings included the deliberation of the actions and conflicting narratives among three main players which lead to an impasse: North Atlantic Treaty Organization (NATO) as an international actor as well as Russia and Ukraine as unitary actors in the global scene. From the conflict and peace studies perspectives, this paper recommended the resort to a total halt of warmongering and an intensive process of conflict resolution, conflict transformation, and peacebuilding.

**Keywords:** Conflict and Peace Studies, NATO, Peace Settlement, Russia, Ukraine



## Sürdürülebilir Kalkınma ve Maliye Politikaları Arasındaki İlişki

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### ÖZET

Ekonomi, çevre ve sosyal boyutu ile geniş bir alanı kapsayan sürdürülebilir kalkınma; çevresel boyutunun sanayileşme ve küreselleşme ile önemli bir sorun haline gelmesi ile bir paradigma haline gelmiştir. Bu nedenle son yıllarda birçok ülke sürdürülebilir kalkınmanın çevresel boyutuna eğilmekte ve sürdürülebilirlik için çevresel sorunların azaltılmasına yönelik girişimlerde bulunmaktadır. Çevresel olarak sürdürülebilir kalkınmanın sağlanabilmesi konusunda çevreyi koruyan maliye politikalarına ihtiyacın olduğu 1970'li yıllarda gündeme gelmiştir. Çevrenin korunması ve ekonomik olarak büyüme arasında var olan zıt yönlü ilişki, devletin piyasaya müdahalesini gerektirmektedir. Günümüzde devletin çeşitli mali araçlar ve politikalar ile ekonomik faaliyetlere yön vermede oldukça büyük bir güce sahip olduğunu bilmekteyiz. Kamunun mali uygulamalarının çevresel sorunlar üzerinde ne derecede etkili olduğunu, kamunun elindeki kaynakları etkin bir şekilde kullanıp kullanmadığını bilmek oldukça önemlidir. Bu nedenle bu çalışmada çevresel sürdürülebilirlik sorunu üzerinde çeşitli mali uygulamaların etkisini değerlendirmek ve konuya ilişkin mali politika önerilerinde bulunmak amaçlanmaktadır.

**Anahtar Kelimeler:** Sürdürülebilir Kalkınma, Çevresel Sürdürülebilirlik, Maliye Politikası

## The Relationship Between Sustainable Development and Fiscal Policies

### ABSTRACT

Sustainable development, which covers a wide area with its economic, environmental and social dimensions, has become a paradigm with its environmental dimension becoming an important problem with industrialization and globalization. For this reason, in recent years, many countries have focused on the environmental dimension of sustainable development and have taken initiatives to reduce environmental problems for sustainability. In the 1970s, the need for fiscal policies that protect the environment came to the fore in order to achieve environmentally sustainable development. The inverse relationship between environmental protection and economic growth requires government intervention in the market. Today, we know that the state has a great power in directing economic activities with various financial instruments and policies. It is very important to know to what extent the public's financial practices are effective on environmental problems, and whether the public uses its resources effectively. Therefore, in this study, it is aimed to evaluate the impact of various financial practices on the environmental sustainability problem and to make financial policy recommendations on the subject.

**Keywords:** Sustainable Development, Environmental Sustainability, Fiscal Policy

## Cari Açık Problemi: Türkiye Üzerine Bir Değerlendirme

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### ÖZET

Artan cari açıklar ve bu açıkların sürdürülebilirliği son yıllarda en çok tartışılan makroekonomik konulardan biri olup özellikle gelişmekte olan ülkeler için önemli bir sorunu teşkil etmektedir. Kuşkusuz ki cari dengede meydana gelen bir bozulma, her zaman mutlak bir şekilde olumsuz bir durum olarak değerlendirilmez; buna rağmen cari dengenin önemli ölçüde bozulmasının ekonomide bir risk unsuru oluşturduğunu söylemek yanlış değildir. Büyük ve kalıcı cari açıkların artan dış borçlara, ekonomik ve finansal krizlere neden olabileceği göz önünde bulundurulduğunda cari açıklar ve bu açıkların sürdürülebilirliğinin son derece önemli bir konu olduğu daha iyi anlaşılmaktadır. Her ne kadar cari açıkların tek başına finansal krizlerin nedeni olduğunu söyleyemsek de bu açıkların özellikle gayri safi yurt içi hasılanın önemli bir düzeyine ulaştığında ekonomik ve finansal krizlerin ortaya çıkmasında önemli bir paya sahip olabildiğini söyleyebiliriz. Cari dengenin sürdürülebilirliği, makroekonomik politika değişiklikleri ve kararları için son derece önemlidir. Cari denge; tasarruf, yatırım ve bütçe dengesi gibi önemli ekonomik değişkenlerin durumunu yansıttığı için ekonominin yaşayabilirliğinin önemli bir makroekonomik göstergesidir. Tüm bu göstergelerin ekonomik büyüme, döviz kuru ve ekonominin rekabet gücü üzerinde doğrudan etkisi olduğu göz önünde bulundurulduğunda cari işlemler dengesinin belirleyicilerini anlamının ne kadar önemli olduğu ortaya çıkmaktadır. Cari hesap dengesinin belirleyicilerinin araştırılması kuşkusuz ki her ülke için önemlidir. Bu nedenle bu çalışmada sürekli olarak cari açık sorunu ile karşı karşıya olan ülkelerden biri olan Türkiye’de cari işlemler dengesinin belirlenmesinde rol oynayan değişkenlere, cari işlemler dengesinin tarihsel süreç içindeki durumuna, cari açığın belirleyicilerini araştırarak ampirik çalışmaların detaylı bir analizine yer vermek ve cari hesap dengesinin iyileştirilmesine yönelik birtakım mali politika önerilerinde bulunmak amaçlanmaktadır.

**Anahtar Kelimeler:** Cari İşlemler Dengesi, Cari Açığın Belirleyicileri, Türkiye

## Current Account Deficit Problem: An Evaluation for Turkey

### ABSTRACT

Increasing current account deficits and the sustainability of these deficits are one of the most discussed macroeconomic issues in recent years and constitute an important problem especially for developing countries. Undoubtedly, a deterioration in the current account balance is not always considered as an absolute negative situation; despite this, it is not wrong to say that a significant deterioration in the current account balance poses a risk factor in the economy. Considering that large and permanent current account deficits may cause increasing foreign debts and economic and financial crises, it is better understood that current account deficits and their sustainability are extremely important issues. Although we may not say that current account deficits alone are the cause of financial crises, we may say that these deficits can have an important role in the emergence of economic and financial crises, especially when they reach a significant level of gross domestic product. The sustainability of the current account balance is extremely important for macroeconomic policy changes and decisions. The current account balance is an important macroeconomic indicator of the viability of the economy, as it reflects the status of important economic variables such as savings, investment and budget balance. Considering that all these indicators have a direct impact on economic growth, exchange rate and competitiveness of the economy, it becomes clear how important it is to understand the determinants of the current account balance. Researching the determinants of the current account balance is undoubtedly important for every country. For this reason, in this study, in Turkey, which is one of the countries that constantly face the problem of current account deficit; It is aimed to give a detailed analysis of the variables that play a role in the determination of the current account balance, the historical situation of the current account balance, the empirical studies investigating the determinants of the current account deficit, and to make some fiscal policy suggestions for improving the current account balance.

**Keywords:** Current Account Balance, Determinants of Current Account Deficit, Turkey



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## **Effect of Mind Sound Resonance Technique on Trail Making Test in Adolescents: A Controlled Trial**

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### **ABSTRACT**

**Background:** Adolescence is a crucial period of cognitive development. Meditation techniques like Mind Sound Resonance Technique are beneficial for psychological health.

**Methods:** 40 adolescents in the age range of 12-19 years were recruited and randomly assigned to MSRT and Wait-List control group. Intervention was given for 15 days. Baseline and post data was collected using Inquisit 6.0 software from Millisecond for Trail making test.

**Results:** MSRT group showed improvement in TMT scores with a p value of 0.006. WLC group did not show any significant change with a p value of 0.573.

**Conclusion:** MSRT is an effective tool for cognitive enhancement in adolescents. Further, studies with more robust study designs should be conducted to re-affirm the findings.

**Keywords:** Adolescent, Cognition, Meditation, Mind Sound Resonance Technique, Trail Making Test.



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## **The Unruly Rivers: Decoding the Colonial Exploitations and The Hydro-Political Confrontations in The Indus Water System (1840-1947)**

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### **ABSTRACT**

No Natural resources in the world is as endemic for the survival of human civilization, as like water. From Egyptian civilization to the colonial age, the growth of empires and economy depended on the control and accessibility of water. In this context, it becomes worthy to mention that Northern South Asia which hosts some 25% of the world's total population, is fetched by only 3% of the total fresh waters available the world, primarily through the perineal rivers originating from the permafrost regions of Himalayas. Under such situation, the issue of accessibility to fresh water becomes a boiling point for possible Hydro-political confrontations in the region. However, one such River basin which became the fundamental base of Water Management policy during the British Colonial period was the Indus Water System, that drains a total catchment area of 3,21,289 sq km. From the very onset of their administration the British colonial administration brought about a series of imperial projects that made a paradigm shift in the economic, political and environmental relations in the Indus River system. From organizing vigorous semi-diplomatic Geographical explorations to undertaking massive Irrigation canal building projects, Indus became the single most primary affair of the British Indian government in the North-West during the latter half of 19th century. In fact, to control and exploit the unruly Indus River and its tributaries became imperative for the very foundation and continuity of the colonial regime in this part of India, particularly Punjab and Western Himalayan regions. But could rivers be truly controlled? And what made the colonial regime so desperate to control the same? Our concerned topic would try to address some of these questions.

**Keywords:** Indus River System, Timber exploitations, Punjab, Himachal, River Valley forests, Irrigations, Trans-National Diplomatic Explorations.

## **Bütçe Başarısı Açısından Yönetim Muhasebesi Bilgisi Kullanımı Geri Bildirim ve Hedeflerin Netliğinin Önemi: Yöneticiler Üzerinde Bir Çalışma**

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### **ÖZET**

Bu çalışmanın amacı, yönetsel planlama aracı olarak kullanılan işletme bütçelerinin başarısını etkileyen unsurların ve yöneticilerin amaçlarına ulaşmasını etkileyen faktörlerin daha iyi anlaşılmasını sağlamak amacıyla birim yöneticilerinin yönetim muhasebesi bilgisinden yararlanma düzeylerinin bütçelere dayalı geri bildirim ve bütçe hedeflerinin netliği üzerindeki etkilerinin ve bunların bütçe başarısına olan yansımalarının incelenmesidir.

Bu çerçevede hazırlanan çalışmada, Ankara ve İstanbul'da faaliyet gösteren ve bütçeleme süreçlerinde yer alan yöneticilerden, anket yardımıyla elde edilen örneklem verileri yapısal eşitlik analizi yoluyla analiz edilmiş ve değişkenler arasındaki ilişkiler incelenmiştir.

Çalışmadan elde edilen bulgular yönetim muhasebesi bilgisinden yararlanma düzeyi arttıkça yöneticilerin bütçelere ilişkin geri bildirim düzeylerinin de artış gösterdiğini ve aynı zamanda bütçe hedeflerinin netliğinde de artış olduğunu ortaya koymaktadır. Geri bildirim ve hedeflerin netliğindeki artış ise bütçe başarısı üzerinde doğrudan pozitif anlamlı bir etkiye sahiptir. Bulgular ayrıca bütçesel geri bildirim bütçe başarısı ve bütçe hedeflerinin netliği üzerinde çarpan ve düzenleyici etkilerinin de olduğunu göstermektedir.

**Anahtar Kelimeler:** Bütçesel Geri Bildirim, Bütçesel Hedef Netliği, Bütçe Başarısı, Yönetim Muhasebesi Bilgisi.

## **The Importance of Management Accounting Information, Budget Feedback and Clarity of Budget Targets for Budget Success: A Study on Managers**

### **ABSTRACT**

The aim of this study is to examine the effects of unit managers' utilization of management accounting information on the budget-based feedback and the clarity of budget targets, and their reflections on budget success, in order to better understand the factors that affect the success of the business budgets used as a managerial planning tool and the factors that affect the achievement of the goals of the managers.

In the study prepared within this framework, the sample data obtained with the help of questionnaires from the managers operating in Ankara and Istanbul and involved in the budgeting processes were analyzed through structural equation analysis and the relationships between the variables were examined.

The findings obtained from the study reveal that as the level of benefiting from management accounting information increases, the feedback levels of the managers on the budgets also increase, and at the same time, the clarity of the budget targets also increases. The feedback and the increase in the clarity of the targets have a direct positive and significant effect on the budget success. The findings also show that budgetary feedback has multiplier and regulatory effects on budget success and clarity of budget targets.

**Keywords:** Budgetary Feedback, Budgetary Target Clarity, Budget Success, Management Accounting Information.



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## **Creating Shared Values toward Enhancing Company's Performance: An Evidence from IPMI's MBA Students' Experience**

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### **ABSTRACT**

Creating Shared Values (CSV) approach has been used to develop a mutually beneficial business model creating a win-win situation. CSV has been a topic of interest to practitioners and researchers, and there are numerous studies emphasizing the importance of using CSV to enhance company's performance. However there is still limited studies on the MBA students' practice of implementing CSV in the Good Corporate Governance (GCG) framework. The purpose of this qualitative single case study was to explore how the corporations' perceive the effects of CSV's proposal toward enhancing the corporate performance in an implementation of creating shared values concept for real corporations in the Good Corporate Governance's class.

The research triangulated the students CSV implementation process through their written reports published in a book with ISBN, in depth interviews with corporate's representative and direct observations of a Webinar / zoom CSV proposal presentations to the four companies. The results indicated that the CSV proposal has a substantial impact toward enhancing company's performance both from the corporate and the stakeholder's perspective but additional steps should be taken to ensure that the CSV business model has a feasible and considerable value added to the company, to improve long term company's sustainability.

**Keywords:** Strategic Good Corporate Governance, Creating Shared Values, Responsible Business and Management Education, Strategic Corporate Social Responsibility, Corporate Social Innovation.



## Homeopathy as an Alternative Branch of Western Medicine: The Story of its Acceptance in Bengal (1860-1947)

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### ABSTRACT

With the growth of the new Western medical system in colonial India, imposed by the British, the indigenous traditional style of treatment in India is perpetually under challenge. Western Medical school refers to the broad category of medical practice that is sometimes called modern medicine or allopathic medical treatment. Beside the established orthodox allopathic medical treatment system, there was a recognizable casual growth of an alternative school of medical treatment which was an another branch of the western schools of medical treatment, homeopathy.

In British Bengal, homeopathy, a western medical enterprise that began in eighteenth-century Germany, was reconstructed as Vernacular medicine. With a unique medical ideology and the 'Law of Similars' or *Similia Similibus Curantur*, Homeopathy oppose the popular notion of medical ideology, popularized since the 1790s in Germany by physician Friedrich Chrisrian Samuel Hahnemann. The Allopathy or Western medical system, on the other hand, did not accept homoeopathy as their alternative branch. It was shunned and its authenticity was questioned with other branches of indigenous medicine. In the 19<sup>th</sup> century India, homeopathy was generally considered to be a rival cult and 'rebel child' of the orthodox western medical system. Though it was not recognized by the tradition western medical practitioners, there were so many factors which made this alternative medicines a popular one.

This paper will investigate the early years of homoeopathy in Bengal, as well as the colonial characteristics of western medicine and the struggle between allopathic and homoeopathic practitioners. mass reaction towards this (Homeopathy) new medical philosophy and the role of missionaries and homeopathic practitioners in India for establishing Homeopathy as an alternative branch of western medicine. With the archival references and other secondary sources, this paper will discuss also the newspaper battles, for and against homeopathy and will investigate the governmental attitude towards this medicinal branch and so on.

**Keyword:** Homeopathy, Western Medical System, Alternative Medical Branch, Babu Rajendralal Dutta, Mahendralal Sarkar, Vernacular Medicine





## ESG Funds: A Route to Sustainable Investment

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### ABSTRACT

The use of environmental, social, and corporate governance (ESG) scores as investment selection criteria is gaining recognition throughout the world. It is claimed that companies complying with the ESG mandates are likely to deliver a sustainable performance over the long term and hence, investors looking for attractive opportunities for long-term investments should certainly consider investment products such as mutual fund schemes built around the ESG philosophy. Following its global peers, India also has joined the bandwagon of ESG investing in the field of mutual funds. Since the thematic sector is yet to be explored fully, investment in this category is expected to provide a lucrative return in the years to come. In this context, the present article attempts to investigate the growth of ESG funds in India as well as to analyze the performance of existing funds in the category. The study finds a phenomenal growth of these funds in terms of the number of schemes, average AUM, and inflow. Based on risk-adjusted performance metrics, the study reveals that the majority of the funds have beaten the market portfolio in 2021 as well as for the period since inception. ESG funds are quite rewarding investment alternatives even after adjusting the risk and hence should be explored further by the investors to garner healthy returns over the long term.

**Keywords:** Environmental, Social and Corporate Governance; ESG; ESG Mutual Funds; ESG Scores; ESG Investing; Risk-Adjusted Performance Metrics; Performance Evaluation; Market Portfolio.



## Kurumsal Kaynak Planlama ve Veri Görselleştirme Teknolojisi: Müşteri İlişki Analizi

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### ÖZET

İşletmeler tüm süreçlerini yürütebilmek, yönetebilmek ve izleyebilmek için bir Kurumsal Kaynak Planlama (KKP) sistemi kullanmaya ihtiyaç duyarlar. Her işletme, gerek kuruluş aşamasında gerek çalışma hayatına devam ederken bir KKP sistemine geçiş süreci yaşamıştır. Bu çalışmada hızla gelişen ve küreselleşen iş dünyasında, rekabet ortamına ayak uydurmak ve sektöründe lider olmak için gereken ön koşul olan KKP sisteminin etkin ve doğru kullanımının önemi vurgulanmış ve modern analiz yöntemi olan veri görselleştirme teknolojisi üzerinde durulmuştur.

Veri görselleştirme ile gelişen teknoloji dünyasında esnek ve etkileşimli görselleştirmeler oluşturulması ve anlamlı kararlar verilmesini sağlamaktadır. Bu teknolojik uygulamadaki her görselleştirme ve görünüm, kullanıcıların seçimlerine özgü yeni hesaplanan veri görselleştirme kümesiyle güncellenmekte ve işletmenin anlık veya ileriye dönük hızlı ve güvenilir kararlar vermesine yardımcı olmaktadır.

Bu çalışmada, bir üretim firmasının geçmiş dönem verileri (bilgi gizliliğinden dolayı) kullanılarak oluşturulan örnek gösterge panellerinden (dashboard) bahsedilmiştir. Bu işletme KKP deki müşterilerine ait satış verilerini veri görselleştirme teknolojisi üzerinden takip etmektedir. Bu teknoloji ile akışı sağlanan satış verilerinin analizi yapılmaktadır. Bu satış verilerinden elde edilen bilgiler ışığında müşteriler arasında herhangi bir ilişki olup olmadığı istatistiksel yöntemler ile incelenmektedir. Bu incelemeler sonucunda, müşteriler hakkında çeşitli yorumlar yapılmıştır.

**Anahtar Kelimeler:** Kurumsal Kaynak Planlama (KKP), Veri Görselleştirme, İş Zekâsı, Gösterge Paneli, Analiz, Müşteri İlişkileri Yönetimi, Raporlama

## Enterprise Resource Planning and Data Visualization Technology: Customer Relationship Analysis

### ABSTRACT

Corporations need to use an Enterprise Resource Planning (ERP) system to be able to execute, manage and monitor all their processes. Every corporation has experienced a transition to an ERP system during its establishment or while continuing its life. In this study; In the fast-moving and globalizing business world, the importance of the effective and correct use of the ERP system, which is the prerequisite for keeping up with the competitive environment and being a leader in the sector, has been concentrated on, and data visualization technology, which is a modern analysis method, has been emphasized.

Via data visualization, it has become easier to create flexible and interactive visuals with the help of technology and to make meaningful decisions at the same time. Each visualization in the software is updated with a newly



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calculated data visualization set specific to users choices, helping the business make fast reliable decisions, either instantaneously or going forward.

In this study, sample dashboards created by using historical data of a manufacturing facility (due to information confidentiality) are mentioned. This facility monitors the sales data of its customers in ERP through data visualization technology. With this technology, the analysis of the sales data is performed. With the guidance obtained from these sales data, statistical methods are used to examine whether there is any interaction between customers. As a result of these reviews, diverse comments were issued about the customers.

**Keywords:** Enterprise Resource Planning (ERP), Data Visualization, Business Intelligence, Dashboard, Analysis, Customer Relationship Management (CRM), Reporting.



## Asya Bölgesi Ülkelerinin Yaşam Kalitesinin ÇKKV Yöntemleri ile Analiz Edilmesi

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### ÖZET

Bu çalışmada, ülkelerin yaşam kalitesinin Çok Kriterli Karar Verme (ÇKKV) yöntemleri kullanılarak analiz edilmesi amaçlanmıştır. Bu doğrultuda, Asya bölgesi ülkelerinin yaşam kalitesi analizi satın alma gücü indeksi, güvenlik indeksi, sağlık indeksi, yaşam maliyeti indeksi, emlak fiyatı/gelir oranı indeksi, trafikte harcanan süre indeksi, kirlilik indeksi, iklim indeksi olmak üzere sekiz kriter bağlamında ÇKKV yöntemlerinden Method based on the Removal Effects of Criteria (MEREK), Eşit ağırlık ve Combined Compromise Solution (CoCoSo) yöntemleri ile gerçekleştirilmiştir. MEREK ve eşit ağırlık yöntemleri kriterleri ağırlıklandırmak amacıyla kullanılmış, CoCoSo yöntemi ise alternatifleri sıralamak için kullanılmıştır. Son aşamada ise elde edilen farklı sıralamalar Copeland yöntemi ile rasyonel tek bir sıralama haline dönüştürülmüştür. Çalışma sonunda, kriter ağırlıklarının ÇKKV sıralama sonuçları üzerinde etkili olduğu saptanmış ve yaşam kalitesi düzeyinin en yüksek olduğu ülkelerin Japonya ve Umman olduğu saptanmıştır.

**Anahtar Kelimeler:** Yaşam Kalitesi, ÇKKV, MEREK, CoCoSo, Copeland

## Analysis of Life Quality in Asian Region Countries Using MCDM Methods

### ABSTRACT

This study aimed to analyze the quality of life of countries by using Multiple Criteria Decision Making (MCDM) methods. In this direction, the analysis of the quality of life of the Asian region countries was carried out with the MCDM methods Method based on the Removal Effects of Criteria (MEREK), Equal weighting (EW) and Combined Compromise Solution (CoCoSo) methods on the basis of eight criteria such as purchasing power index, safety index, health index, cost of living index, real estate price / income ratio index, time spent in traffic index, pollution index, climate index. The MEREK and equal weight methods were used to weight the criteria, while the CoCoSo method was used to rank the alternatives. In the last stage, the different rankings obtained were transformed into a single rational ranking with the Copeland method. At the end of the study, it was determined that the criteria weights were effective on the MCDM ranking results. It has been determined that the countries with the highest level of quality of life are Japan and Oman.

**Keywords:** Life Quality, MCDM, MEREK, CoCoSo, Copeland.

## Dijitalleşme Kaynaklı Vergi Sorunları ve Çözüm Arayışları

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### ÖZET

Dijital ekonominin Dünya ekonomisi içerisinde payı giderek büyürken, dijital hizmet sunan pek çok şirket, kaynak ülkelerde fiziki bir varlık göstermeden çok büyük kazançlar elde etmiş, fiziksel varlık odaklı geleneksel vergi sistemleri ise bu gelirlerin vergilendirilmesinde yetersiz kalmıştır. İlgili devletlerin gelirlerinin korunması ve vergi adaleti bakımından oldukça önem arz eden dijital hizmetlerin vergilendirilmesi, bu gibi sebeplerle uluslararası vergi hukukunun en güncel ve önemli konularındandır.

Bahse konu şirketlerin, kaynak ülkede yeterince vergi ödememesi, uluslararası ortak uzlaşma çalışmalarının yetersiz kalması sonucu, birçok ülkede tek taraflı ulusal vergi olarak dijital hizmet vergisi uygulamaya konmuştur. ABD'nin bu vergiye misilleme olarak yaptırım tehdidi üzerine, ülkemizin de içinde yer aldığı belirli ülkelerle görüşmeler yapılarak, verginin askıya alınması ve yaptırımların durdurulması konusunda anlaşılmiştir.

2021 yılı Haziran ayında G7 ülkelerinin küresel vergi reformu uzlaşısı sonucu, çok uluslu şirketlerin sınır ötesi karlarının kaynak ülkede vergilendirilmesi ve tüm Dünya'da kabul edilecek "asgari kurumlar vergisi" uygulamasının kabulü gündeme gelmiştir. OECD'nin BEPS eylem planlarına konu olan bu uygulamaların amacı, çok uluslu şirketlerin sınır ötesi işlemlerde vergi ihlallerini, matrah aşımını ve vergi cennetlerini engellemek olarak sayılabilir. 2021 yılı Ekim ayında 137 ülke tarafından yayınlanan bildiri ile küresel şirketlerin vergilendirilmesinde 2 aşamalı çözüm planında anlaşıldığı görülmektedir. Bu önerilerin 2023 yılından itibaren yürürlüğe girmesi amaçlanmaktadır. Planın ilk aşamasında eşik değerleri sağlayan çok uluslu şirket gelirlerinin vergilendirilmesinde kaynak ülkelere vergilendirme hakkı tanınması ve bu uygulamada koordinasyon sağlanmasıyla dijital hizmet vergilerinin kaldırılması söz konusu olabilecektir. İkinci aşamada ise, kurumlar vergisi oran indirimi yoluyla yaşanan vergi rekabetine asgari kurumlar vergisi uygulamasıyla taban oluşturulacaktır.

**Anahtar Kelimeler:** Küresel Asgari Kurumlar Vergisi, Dijital Hizmet Vergisi, BEPS

## Digitalization Originated Tax Problems and Solution Searches

### ABSTRACT

While the share of the digital economy in the world economy is growing, many companies providing digital services have made huge gains without having a physical presence in the source countries, and traditional tax systems based on physical assets have been insufficient in taxing these incomes. Taxation of digital services, which is of great importance, is one of the most current and important issues of international tax law for such reasons.

As a result of the companies in question not paying enough tax in the source country and the inadequacy of international joint reconciliation efforts, digital service tax has been implemented as a unilateral national tax in many countries. Upon the threat of sanctions by the USA in retaliation for this tax, negotiations were held with certain countries, including our country, and it was agreed to suspend the tax and to stop the sanctions.

In June 2021, as a result of the global tax reform agreement of the G7 countries, the taxation of cross-border profits of multinational companies in the source country and the adoption of the "minimum corporate tax" that will be accepted all over the world came to the agenda. The purpose of these practices, which are the subject of OECD's BEPS action plans, can be counted as preventing tax violations, tax base erosion and tax havens in cross-border transactions of multinational companies. With the declaration published by 137 countries in October 2021, it is seen that the 2-stage solution plan in the taxation of global companies has been agreed. These recommendations are intended to enter into force by 2023. In the first phase of the plan, taxation of multinational company incomes that meet threshold values may be abolished by granting the right to taxation to the source countries and by ensuring coordination in this application. In the second stage, the basis for the tax competition experienced through corporate tax rate reduction will be formed by applying minimum corporate tax.

**Keywords:** Global Minimum Corporate Tax, Digital Services Tax, BEPS



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## **Economic Recovery by Developing Business Strategies: Mediating Role of Financing and Organizational Culture in Small and Medium Businesses**

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### **ABSTRACT**

This research aims to examine the link between small and medium-sized businesses' performance and total quality management. There is a focus on how company culture affects the efficiency of the relationship between TQM and Small and medium-sized businesses. A self-administered survey was used to gather information from small and medium-sized business management and shareholders in the central region of China. A quantitative study shows that their TQM and organizational culture directly influence small and medium businesses' success. To put it another way, TQM has a very beneficial effect on the performance of small and medium-sized businesses. A case study of a small firm was explored using a statistics cross-sectional research approach. More data may be analyzed utilizing subjective or quantitative methodologies as additional research. The research results give insight into today's unique enterprise environment, which focuses on TQM to boost productivity for small and medium-sized business owners and managers. The results may help SMEs by providing advice on organizational culture, which impacts the practical application of overall quality administration and therefore, enhances performance.

**Keywords:** Total quality management; Financing role; Organizational culture; small and medium businesses'; China.

## Türk Sinemasında Mizah ve Folklorun Beş İşlevi

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### ÖZET

Sinema toplumsal ve kültürel yapıdan beslenir. Sinemanın beslendiği unsurlardan biri olan mizah ise gerçek hayattan almış olduğu konuları kurgulayarak eğlenceli bir üslupla yeniden oluşturur. Bundan dolayı mizah toplumsal yapı içinde kabul gören folklorik bir öğedir. Aynı zamanda mizah, insanları gülümseten bir iletişim ortamı olarak düşünülmektedir. Sinemanın bir türü olan komedi filmlerinde tüm dünyayı ilgilendiren evrensel sorunlardan bireysel sorunlara kadar pek çok konu işlenmiştir. Komedi filmleri izleyiciyi eğlendiren aynı zamanda düşündürülen yapımlardır. Çalışmanın temel amacı Türk sinemasında mizah öğesi taşıyan seçilmiş filmleri kategorize ederek William R. Bascom tarafından oluşturulmuş folklorun işlevleri modeline göre değerlendirmektir. William Bascom'a göre folklorun en önemli işlevleri: hoş vakit geçirme, eğlenme ve eğlendirme; değerlere, toplum kurumlarına ve törelere destek verme; eğitim veya kültürün gelecek kuşaklara aktarılması; toplumsal ve kişisel baskılardan kaçıp kurtulmadır. İlhan Başgöz de Bascom tarafından oluşturulan bu dört işleve beşinci işlev olarak Protesto işlevini eklemiştir. Dolayısıyla çalışmada seçilmiş komedi filmlerinde Türk toplumunun, ekonomik, siyasal ve kültürel yapısının farklılaşmasının ve geçirdiği değişimin Türk sinemasına ve mizah anlayışına yansımaları folklorun beş işlevi çerçevesinde incelenmiştir.

**Anahtar Kelimeler:** Türk Sineması, Folklor, Mizah, Komedi Filmleri, Folklorun İşlevleri

## Humor and the Five Functions of Folklore in Turkish Cinema

### ABSTRACT

Cinema is nourished by a social and cultural structure as well as humor, which arranges subjects taken from real life and recreates them in an entertaining style. Therefore, humor is a folkloric element recognized in the social structure. In addition, humor is considered as a communication medium that makes people smile. Comedy films, a genre of cinema, cover many topics ranging from universal problems concerning the whole world to personal problems. Comedy films are productions that entertain the audience as well as make them think. The main aim of the study is to categorize selected films with humor in Turkish cinema and evaluate them according to the functions of folklore model developed by William R. Bascom. According to William Bascom, the most important functions of folklore include having a nice time, entertaining oneself and entertaining people, supporting values, social institutions and customs, transferring education or culture to future generations, escaping from social and personal pressures. İlhan Başgöz added the Protest function as the fifth function to these four functions created by Bascom. Therefore, selected comedy films' depiction of economic, political and cultural changes in Turkish society and the reflection of such changes on Turkish cinema and sense of humor were examined within the framework of the five functions of folklore.

**Keywords:** Turkish Cinema, Folklore, Humor, Comedy Films, Functions of Folklore



## **B'nei Menashe: Claim and Consequences; A Case Study**

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### **ABSTRACT**

The North-Eastern part of India, comprising the states of Manipur and Mizoram, has been the habitation of several tribesmen with their distinct cultures and traditions for centuries, often regarded as quite different from the Indian mainland cultural dominion. The 'Chin-Kuki-Mizo', tribespeople, known by unifying terms like 'Chikim', 'Zo' or 'Shinlung' of the above-mentioned states and also from neighboring Myanmar were vigorously influenced by Christianity during the Colonial period in Indian Subcontinent and remained devout to it. That social and religious balance of this remote region received a jab when a small segment of these tribesmen claimed descent from one of the lost tribes of Israel, Manasshe, mentioned in Biblical narratives by the second half of the twentieth century and eventually, after decades, renounced Christianity to practice Judaism. This group, known as 'B'nei Menashe,' later established connections with the state of Israel and other Jewish communities as well. The activities of the Jewish religious organizations in that region, the process and eventuality of these people's absorption in the broader Jewish field, their recognition through normative Rabbinic Judaism, the hostility and political controversies evolving them, and other issues will be discussed in this paper thoroughly. Publications by the renowned anthropologists: Myer Samra, Shalva Weil, Tudor Parfitt, Yulia Egorova, and the works of Professor Stuart Z. Charme, Navras J. Aafreedi alongside with websites of Jewish organizations like Kulanu and Shavei Israel will be engaged as main sources in this paper.

**Keywords:** Chikim, Manipur, Mizoram, Manasshe, Judaism, Christianity, Israel, B'nei Menashe.





## Political And Racial Complexities in Africa with Reference to Nadine Gordimer's Novel July's People

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### ABSTRACT

Nadine Gordimer's fiction' which is placed in the category of postcolonial literature, is an exploration and representation of a racist world from a perspective which is exclusively unique to an insider, in touch with the stark realities of apartheid-tom Africa. The colonial world is fraught with difference in race, language, social customs and cultural values. Motivated by strong desire to conquer, the imperialist configures the colonial realm as a confrontation. As she has confessed in "Letter from Johannesburg":

*The truth about South Africa is not the same thing as the truth about apartheid. The former bound to history, noosed to the individual can only be as Foucault calls a fragmentary truth, but about apartheid the truth is diamond hard, it is the unconscious will to genocide ... in some Whites.*

My aim through this research paper is to point towards themes that constantly occur in Nadine Gordimer's writings, to analyze them along with the more recent issues that are addressed in her post-Apartheid narratives. Nadine Gordimer's work has grown into a profoundly psychological and social chronicle of half a century in South Africa. She is both its archivist and lighthouse keeper. Above her collected experience, the light sweeps, illuminating parts that would otherwise have lain in darkness, helping us navigate towards a South Africa that, far from being geographically cut off and politically ostracised, depicts a universal landscape.

Nadine Gordimer's novel July's People, set during the apartheid movement is a counterfactual account of a violent revolutionary movement led by Black South Africans against their White oppressors. Thus, this paper also analyses how It explores the dynamics of interracial relationship and complexitiess, influenced by revolution, the state and reversal of hierarchy. Though fictional and contrary to real events of the anti-apartheid movement, it provides an understanding of the experience of being a liberal White during the revolution in South Africa and a utopian future as imagined by Blacks as they reclaim power, while simultaneously questioning identity, loyalty and the importance of the status quo.

**Keywords:** Complex, African Literature, Political, Precolonial, Colonialism, Racial, Apartheid

## Avrasya Enerji Jeopolitiğinde Ukrayna'nın Konumu

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### ÖZET

Coğrafi konumu ve stratejik doğal kaynakları ile Avrasya dünyanın merkezinde yer almaktadır. Yüzyıllarca süren jeopolitik mücadeleler ve rekabetin şekillendirdiği Avrasya bölgesi, Soğuk Savaş'ın sona ermesinden bu yana küresel enerji jeopolitiğinin merkez üssü haline gelmiştir. 19. Yüzyılın eski "Büyük Oyun"un yerine "Yeni Büyük Oyun" gelmiştir. Yeni aktörlere rağmen, "Yeni Büyük Oyun" hala aynı jeopolitik hedefler ve hırslar üzerine kuruludur. Sovyet Sosyalist Cumhuriyetler Birliği'nin (SSCB) dağılmasından sonra enerjiye dayalı jeopolitik mücadele yeni bir boyut kazanmış ve eski Sovyetler Birliği'nin yeni bağımsız bölge devletleri küresel aktörlerle birlikte yeniden şekillenen enerji jeopolitiğinde bir konum hedeflemiştir. Ukrayna, stratejik jeopolitik konumu, nüfusu ve altyapısı ile jeopolitik çekiciliği bakımından Sovyet sonrası önde gelen ülkelerden biridir. 1991 Yılında bağımsızlığını kazanan Ukrayna, Rusya ile Avrupa arasındaki ana jeopolitik fay hattını oluşturmaktadır. Enerji hatlarındaki konumu Ukrayna'yı jeopolitik ve geo-stratejik olarak daha önemli kılmaktadır.

Bu çalışma, Ukrayna'nın jeopolitik argümanların bir parçası olarak Avrasya enerji haritasındaki konumunu araştırmaktadır. Ukrayna'nın Avrasya'nın enerji jeopolitiğindeki yeri ve rolü çalışmanın ana konusudur. Ukrayna'nın iç dinamiklerini bölgesel jeopolitik gelişmelerle ilişkilendiren son gelişmeleri analiz etmektedir. Çalışma, Ukrayna'nın jeopolitik konumunun ülkenin iç dinamiklerini şekillendiren ana faktör olduğu sonucuna varmaktadır.

**Anahtar kelimeler:** Batı, Çatışma, Ukrayna, Enerji Jeopolitiği, Rusya

## Ukraine's Position in the Eurasian Geopolitics of Energy

### ABSTRACT

Eurasia is central to the world with its geographical position and strategic natural resources. The Eurasian region, shaped by the centuries old geopolitical struggles and competition, has become the epicenter of global energy geopolitics since the end of the Cold War. The former "Great Game" of the 19th century is replaced by the "New Great Game". Despite its new actors, the "New Great Game" is still built upon the same geopolitical objectives and ambitions. After the break-up of the Union of Soviet Socialist Republics (USSR), the energy-based geopolitical struggle has taken on a new dimension, and the newly independent regional states of the former Soviet Union along with global actors targeted a position in the reshaped geopolitics of energy. Ukraine is one of the leading post-Soviet countries in terms of geopolitical allure with its strategic geopolitical position, population, and infrastructure. Ukraine, which gained independence in 1991, constitutes the main geopolitical fault line between Russia and Europe. Its location on energy lines renders the Ukraine geopolitically and geo-strategically more significant.

This study investigates Ukraine's position in the energy map of Eurasia as part of geopolitical arguments. The place and role of Ukraine in Eurasia's energy geopolitics are the main problems of the study. It analyzes recent development relating Ukraine's internal dynamics with regional geopolitical developments. The study concludes that Ukraine's geopolitical location is the main factor that shapes the country's internal dynamics.

**Keywords:** Conflict, Energy Geopolitics, Russia, Ukraine, West



## BIST Hizmet Endeksi ile Döviz Kuru Arasındaki Nedensellik İlişkisi: ARDL Analizi

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### ÖZET

Bu çalışma ile Türkiye’de Dolar kuru ve BIST Hizmet Endeksi arasındaki ilişkinin ortaya konulması amaçlanmıştır. Çalışmada 2003:01-2022:03 dönemlerine ait aylık veriler kullanılarak Dolar kuru ve BIST Hizmet Endeksi karşılaştırıldığında uzun dönemli bir ilişkinin olduğu test sonuçlarında ortaya konmuştur. Bu amaçla değişkenlerin durağanlığı Phillips Perron ve Augmented Dickey-Fuller birim kök testleri yardımıyla test edilmiştir. Değişkenler birbirleriyle olan uzun dönemli ilişkileri ARDL sınır testi ile analiz edilmiş, değişkenler arasında birbirleriyle olan nedensellikleri için ise Granger nedensellik testi uygulanmıştır. Analizler sonucunda Dolar ile BIST Hizmet Endeksinin birbirleriyle olan uzun süreli eşbütünleşmelerinin olduğu tespit edilmiştir. Döviz kurundan BIST Hizmet Endeksine etki eden tek taraflı bir nedensellik olduğu analiz edilerek çalışmada ortaya konmuştur.

**Anahtar Kelimeler:** Döviz Kuru, BIST Hizmet Endeksi, ARDL.

## Causality Relationship Between BIST Service Index and Exchange Rate: ARDL Analysis

### ABSTRACT

With this study, it is aimed to reveal the relationship between the dollar rate and the BIST Service Index in Turkey. In the study, using the monthly data for the 2003:01-2022:03 periods, when the Dollar exchange rate and BIST Service Index are compared, it is revealed in the test results that there is a long-term relationship. For this purpose, the stationarity of the variables was tested with the help of Phillips Perron and Augmented Dickey-Fuller unit root tests. The long-term relationships of the variables with each other were analyzed with the ARDL bound test, and the Granger causality test was applied for the causality between the variables. As a result of the analyzes, it has been determined that the Dollar and the BIST Service Index have long-term cointegration with each other. It has been analyzed and revealed in the study that there is a one-sided causality that affects the BIST Service Index from the exchange rate.

**Keywords:** Exchange Rate, BIST Service Index, ARDL

## Örgüt Kültürü Tipinin Zorunlu Vatandaşlık Davranışına Etkisinde Örgütsel Adalet Algısının Aracı Rolü: Türkiye’deki En Büyük 500 Şirket Üzerinde Bir Araştırma

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Bu araştırmanın amacı, örgüt kültürü tipinin zorunlu vatandaşlık davranışına etkisinde örgütsel adalet algısının aracı rolünü incelemektir. Araştırmanın evrenini, “Türkiye’nin 500 Büyük Sanayi Kuruluşu” (ISO-500) listesindeki firmaların çalışanları (N=430132) oluşturmaktadır. Evrende yer alan firmaların hepsine ulaşılmaya çalışılmış, bunlar arasındaki 100 firma yöneticisinden olumlu geri dönüş alınmıştır. Her firmaya 5’er anket gönderilmiş ve geri dönen 414 anket değerlendirmeye alınmıştır. Elde edilen veriler, SPSS 25.0 ve AMOS 23.0 programları kullanılarak çözümlenmiştir. Elde edilen bulgulara göre katılımcıların çalıştıkları örgüte ait kültür tipini algılama düzeylerinin orta seviyede olduğu, örgütsel adalet algılarının orta düzeyde olduğu ve zorunlu vatandaşlık davranışını orta düzeyde sergiledikleri tespit edilmiştir. Araştırmanın bir başka bulgusu, örgüt kültürü tipinin zorunlu vatandaşlık davranışı üzerinde istatistiksel açıdan anlamlı ve negatif yönde bir etkisi olduğu ve bu etkide örgütsel adalet algısının kısmi aracı rolüne sahip olduğudur.

**Anahtar Kelimeler:** Örgüt Kültürü Tipi, Zorunlu Vatandaşlık Davranışı, Örgütsel Adalet Algısı, İSO-500.

## The Mediating Role of Perception of Organizational Justice in the Effect of Organizational Culture Type on Compulsory Citizenship Behavior: A Research on Top 500 Companies in Turkey.

### ABSTRACT

The purpose of this research is to examine the mediating role of organizational justice perception in the effect of organizational culture type on compulsory citizenship behavior. The universe of the research consists of the employees (N=430132) of the companies in the list of “Turkey’s Top 500 Industrial Enterprises” (ISO-500). All of the companies in the universe were tried to be reached, and positive feedback was received from 100 company managers among them. 5 questionnaires were sent to each company and 414 returning questionnaires were evaluated. The obtained data were analyzed using SPSS 25.0 and AMOS 23.0 programs. According to the findings, it was determined that the participants had a medium level of perception of the culture type of the organization they worked for, had a medium level of organizational justice perception and exhibited a medium level of compulsory citizenship behavior. Another finding of the study is that the type of organizational culture has a statistically significant and negative effect on compulsory citizenship behavior and the perception of organizational justice has a partial mediator role in this effect.



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**Keywords:** Organizational Culture Type, Compulsory Citizenship Behavior, Perception of Organizational Justice, ISO-500.

\* Bu çalışma, Selçuk Üniversitesi Sosyal Bilimler Enstitüsü, İşletme Yönetim ve Organizasyon Bilim Dalında 2022 yılında sunulan Doktora Tezinden üretilmiştir.



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## **Implementation of Value Education in Adult Education Curriculum: An Indigenous Case Study**

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### **ABSTRACT**

Value education is in the core of teaching either in schools or in higher education as it focuses on the research of students' achievements resulting from a healthy relationship fostered between educators and learners. This relationship is built on trust, care, respect and guidance fostering positive learning journey and leading students to achieve both academically and in their personal lives. Research demonstrates that those values (i.e. trust, care and respect) can be reached when they are made explicit in all aspects of educational interactions among educators and learners including the curriculum i.e. quality learning and teaching.

Maori are the indigenouness people of New Zealand and they believe that in order to have direction in today's world, we need to look at the wisdom of our ancestors. Accordingly, in order to succeed in our educational journey, we need to give attention on how we teach and how to provide the right and adequate environment for those who teach (educators) and those who learn (students).

This research paper utilises a qualitative case study as its research methodology. It reports on the findings of an Indigenous Tertiary Provider Case Study and its application of the Maori Kupapa (principles and ideas which act as a base or foundation for action) ingrained in their values which impacts on practice in general and more specifically in an adult education course.

**Keywords:** Value Education, Indigenous Perspective, Higher Education, and Kaupapa Wananga.

## Doğu Avrupa Ülkelerinin Entegrasyon Politikasında Amerika Birleşik Devletleri ve Avrupa Birliği'nin Rolü

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### ÖZET

1980'lerin ortalarından itibaren AB ülkeleri, finansal piyasalarının önemli ölçüde entegrasyonuna katkıda bulunan tek bir finansal alan yaratma politikası izlemeye başladılar. Bu programın uygulanmasında, özellikle tek bir Avrupa para biriminin getirilmesinde önemli ilerlemeye rağmen, tüm ulusal finansal piyasaların dönüşümü henüz tamamlanmadığından, AB'de henüz tam entegre bir finansal piyasa oluşturulmamıştır. Bu görev, önemli ölçüde daha düşük mali büyüme oranlarına sahip on yeni ülkenin (Kıbrıs, Malta, Çek Cumhuriyeti, Macaristan, Polonya, Slovenya, Slovakya, Litvanya, Letonya ve Estonya) 2004 yılında katılımıyla daha da karmaşık hale geldi.

Bu ülkelerin AB'ye katılımı birçok sorun yaratmaktadır. Bu çalışmada, devam eden finansal entegrasyon süreçleri bağlamında sadece bu ülkelerin finansal gelişimine ve AB'nin tüm finansal sistemine odaklanacağız.

Avrupa entegrasyonunun krizleri ve AB'nin dış politika gündeminin oluşumu 21. yüzyılın ikinci on yılı, hiç abartısız bir şekilde, Avrupa'nın tamamında, özellikle Avrupa Birliği'nde bir kriz dönemi olarak adlandırılabilir. Araştırmacılar, AB'deki krizlerin sayısını ve niteliğini aktif olarak tartışıyor ve bunları 14 dış veya 15 iç faktörün etkisiyle açıklıyor. Ancak, iç ve dış değişikliklerin hem derneğin kendisinde hem de dış politikasında önemli bir dönüşüme yol açtığı konusunda hepsi hemfikir. Gelecekteki entegrasyon ve bölgesel güvenlikte kilit oyuncuların parçalanması gibi köklü sorunları ön plana çıkardı. Geleneksel olarak Avrupa şüpheci olan Birleşik Krallık, Haziran 2016'da AB'den ayrılma kararı aldı. AB vatandaşlarının mevcut ekonomik ve siyasi durumdan memnuniyetsizliği, Mayıs 2019 Avrupa Parlamentosu seçimlerinin açık bir göstergesidir. İlk olarak, uzmanlar seçmen katılımında bir artışa dikkat çekiyor (2014 seçimlerinde %43.1'e karşı neredeyse %50.9).

Günümüzde baş verən Rusiya –Ukrayna savaşı Doğu Avrupa devleti gibi Ukraynanın entegrasyonuna Rusiyanın müdahilesi neticesi gibi durum ola bilir.

Bu ülkelerin mali yapısı ve potansiyeli nedir? AB'ye entegrasyonlarının sonuçları ne olacak? AB'nin "yeni ülkeleri"nin mali yapısı tam olarak aynı değil. Bu ülkelerde, mali piyasalar ve kurumlar, neredeyse önceden devlete ait şirketlerin kapsamlı bir şekilde özelleştirilmesinden hemen sonra hızla büyümeye başladı. Bankacılık ve sigorta sektörleri neredeyse tamamen oluşmuş durumda, menkul kıymetler piyasaları aktif olarak gelişiyor, ancak hisse senedi piyasalarının gelişme düzeyi ülkeden ülkeye değişiyor."

**Anahtar Kelimeler:** Entegrasyon, Ekonomik, Politik, Güvenlik, Doğu Avrupa

## The role of the United States and the European Union in the integration policy of Eastern European countries

### ABSTRACT

The integration process of the Eastern European states, which began in the 1980s, was further strengthened after the collapse of the USSR. The economic, political and security policies of the United States and the European Union have a special role in these processes in modern times.

**Keywords:** The Integration, Economic, Political, Danger, Eastern Europe



4<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

## **Shackles of Tradition and Pursuance of Modernity: Sociological Aspects**

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### **ABSTRACT**

Tradition is always counted as an opposite aspect of modernity. It is the process of the change of understanding and it creates the convincing relationship between the present and the past. Tradition hands down from the past to present and from one generation to the next generation. But, the modern is recent or up-to-date or it represents the break from the past time and it explains about the present time and the present moment. It divides the present from the past time which does not represent the concept of modernity. This article explores the traditions and the concept of the cultural representations in which people of a particular society emphasize their characters because they got this culture or tradition as a label on them when they come into existence in the particular society. According to the 'Samskara' is the story that represents a story of human survival with its psychosomatic weakness and strengths. Shackles of tradition and pursuance for modernity both will explain the conflict that occurs in traditional values and modern values through the characters of Praneshacharya and Naranappa. However, according to the literacy and sociological authors reveals the problems of people that arise merely because of these traditional values and they accept pain and torment. The main focus is that one should follow traditional values but with the time values should be changed.

**Keywords:** Tradition, Modernity, Shackles, Pursuance and Identity Crisis.





4<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

## **Revisiting the Political Revolution of Bhagat Singh: An Erroneous Insight in Punjab, India**

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### **ABSTRACT**

Among anti-colonial nationalists, Bhagat Singh and Gandhi are considered as exemplifying diametrically opposed resistance techniques. Gandhi is the personification of non-violence, but Bhagat Singh is considered as a violent revolutionary. This expose attempts to provide the viewpoint of Indian Freedom Struggler Bhagat Singh about the notion of Revolution. Revolution a word has been attached with vehemency and chaos in common sense. Revolutions occurred all over the world following different paths. Bhagat's Native state of Punjab which signifies courage in all over India, there Bhagat has been made a symbol of brute force and violence. This paper provides spirited account of Bhagat Singh's sense of Revolution, which was premised upon sustained suffering and sacrifice rather than Bombs and pistols. The present discussion counters the general perception that he had faith in Armed struggle and violent methods. At the end, this article is conveys the message that he held Human life sacred and never looked to shed Human blood. Violence was never the reason behind his actions and his revolution was never based on armed struggle but A Revolution of the masses for the masses to change social order based on injustice.

**Keywords:** Injustice, Masses, Punjab, Revolution and Violence.



## İnsan Kaynakları Yönetimi Uygulamalarının Örgütsel Bağlılık Üzerine Etkisi

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### ÖZET

Örgütler faaliyetlerine devam edebilmek için teknolojiye yaşanan değişimlere ayak uydurmak zorundadır. Bu hızlı değişim sürecinden en çok etkilenen unsur da insan kaynağıdır. Örgütler değişime uyum sağlayabilmek için nitelikli işgörene ihtiyaç duymakta ve insan kaynaklarının önemi her geçen gün artmaktadır. Bu nedenle örgütlerin sahip oldukları nitelikli işgören sayısı, rekabet avantajı sağlayacaktır ve bu avantajı da devam ettirmek oldukça önemlidir.

Günümüz dünyasında örgütlerin hayatta kalabilmesi ve sürdürülebilir rekabet üstünlüğü sahip oldukları insan kaynağının niteliğine bağlıdır (Özgen vd., 2005). İnsan faktörünün önemli bir konumda bulunması ile insan kaynakları yönetimi, örgütlerin insan kaynaklarını etkili ve verimli bir şekilde kullanması yolu ile rakiplerine üstünlük sağlanabileceğinin fark edilmesiyle birlikte önemli bir konu haline gelmiştir. Rekabet karşısında örgütler, küresel ortamda değişimi kendilerine bir amaç edinerek insan kaynakları yönetiminde stratejik uygulamalar yapmak zorundadırlar. Çünkü örgütler sert rekabet şartlarında yaşamlarını sürdürebilmeli ve rakiplerine karşısında üstün gelebilmelidirler. Buna da sahip oldukları insan kaynağının bilgi ve becerisinden en yüksek şekilde faydalanarak ulaşabilirler. İnsan Kaynakları Yönetim Uygulamaları (İKYU), örgütlerin insan sermayesini sağlayan örgütsel performansın oluşmasında da önemli bir faktördür (Benligiray, 2013). Bu uygulamalar arasında işe alma ve seçim süreçleri, iş analizi, eğitim ve geliştirme, iletişim, kariyer planlama, performans yönetimi, ücret sistemi ve iş güvenliği bulunmaktadır.

Örgütlerin İKYU yürütmesinin önemli bir sebebi, iş görenlerin istek ve arzularının sağlanması ile bağlılıklarını arttırmaktır. Çünkü iş görenlerin bağlılıklarının sağlanması pozitif yönde iş tatmini, örgütsel performans ve verimlilik yönünden etkilidir. İKYU ile ilgili arasında örgütsel bağlılık ve iş tatmini ( Green vd., 2006), örgütsel performans (Akhtar vd., 2008, Sacchetti vd., 2016), örgütsel güven ( Yılmaz ve Karahan, 2011), örgütsel vatandaşlık (Çavuş ve Develi, 2015) gibi konular çalışılmıştır.

İş görenlerin örgüte ve işe karşı tutumlarını değerlendirmek ve açıklamak amacıyla geliştirilen örgütsel bağlılık, Allen ve Meyer tarafından (1997) psikolojik bir olgu olarak tanımlanmıştır. Başka bir tanıma göre ise yapılan işi benimseme ve örgüt ile özdeşleşme olarak tanımlanmıştır (Luthans, 2010:147). Örgütsel bağlılık literatüründe yer alan diğer bir temel ifadeye göre bireyin psikolojik olarak örgütüne bağlı olduğu bir olgu olmasıdır (O'Reilly ve Chatman, 1986). Wiener (1982)' göre örgütsel bağlılık, iş görenin örgütün amaç ve değerlerini kabul edip, bunları kişisel hedef ve değerler haline getirmesi olarak tanımlanmıştır. Örgütsel bağlılık ile iş görenin motivasyonu ve başarısının sürdürülebilmesi üzerine vurgu yapılmaktadır. Allen ve Meyer (1997)' göre örgütsel bağlılığın duygusal (affective), devam (continuance) ve normatif (normative) olmak üzere üç boyutu bulunmaktadır. Duygusal bağlılık, bireyin örgütün parçası olmaktan mutlu olması ve duygusal olarak bağlı olup örgütsel amaç ve hedeflerin desteklenmesi yönünde gönüllü olması olarak tanımlanmıştır (Wiener, 1982). Devam bağlılığı boyutuna göre iş görenin örgütte devam edip etmemesi konusunda değerlendirmeleri esas almaktadır (Wasti, 2005). Buna göre kişi, işten ayrılması durumunda yaşanacak maliyetlerin farkındadır ve ayrılmaya karar vermesi ile kendisine olumsuz sonuçlar doğuracağından dolayı örgütün üyesi olarak devam edebilir. Normatif bağlılık, çalışanın örgüte karşı kendisini borçlu hissetmesi, vefa ve alışkanlık gibi duygular duyup örgütte çalışmaya devam etmesi olarak tanımlanır (Noor ve Noor, 2006).

Ogilvie (1986)'nin araştırmasına göre, işgörenlerin bağlılıklarının örgütteki insan kaynakları yönetimi uygulamalarına göre değiştiği bulunmuştur. Araştırmaya göre terfi ve performans değerlemesinin adaletli şekilde

yapılması sonucunda örgütsel bağlılık artmıştır. Yapılan başka bir araştırmaya göre örgüt içi iletişim ve sosyalizasyonun iş görenlerin örgütsel bağlılıklarını artırdığı tespit edilmiştir (Allen ve Meyer, 1990; Ashforth ve Saks, 1996). Tannenbaum vd. (1991) insan kaynakları eğitimlerinin örgütsel bağlılık düzeyinde etkili olduğunu gözlemlemiştir. Balay (2000) ve Doğan ve Kılıç (2007) adaletli şekilde ödüllendirici ve ücret ile ilgili uygulamalar sonucunda çalışanların örgütsel bağlılığının arttığı vurgulanmıştır.

İKYU'nun örgütsel bağlılık üzerindeki pozitif etkisine ek olarak İKYU iş görenlerin verimliliğini ve performansını da arttırmaktadır. Ayrıca İKYU'nun önemi yönetsel açıdan her geçen gün artmaktadır. Bu nedenle yukarıdaki bilgilerden yola çıkarak insan kaynakları yönetimi uygulamalarının örgütsel bağlılık üzerindeki etkisi araştırılmak istenmiştir. Literatür taraması sonucunda “*H1: insan kaynakları yönetimi uygulamaları örgütsel bağlılığı pozitif anlamda etkilemektedir*” hipotezi yazılmıştır.

Araştırmanın evreni Ankara ilinde bulunan Esenboğa Havalimanı'nda rekabetin yoğun yaşandığı yer hizmetleri firmalarından oluşmaktadır. Bu bağlamda yer hizmetlerinde 3 şirket bulunmakta ve yaklaşık 600 personel çalışmakta ve evrenin kütesini %5 hata payı ile 223 kişi oluşturmaktadır. Anketlere SPSS paket programı ile faktör ve güvenilirlik analizi yapılmış, aralarındaki ilişki ve etkiyi ölçebilmek için korelasyon ve regresyon analizi uygulanmıştır. Araştırmada Gürbüz ve Bekmezci (2012)'nin toplam 22 maddeden oluşan insan kaynakları uygulamaları ölçeği ve Allen ve Meyer tarafından geliştirilen örgütsel bağlılık ölçeği kullanılmıştır.

Yapmış olduğumuz araştırmanın sonucunda insan kaynakları yönetim uygulamalarının örgütsel bağlılık üzerinde pozitif yönde etkisi olduğu bulunmuştur. Elde edilen bulgular genel anlamda literatürü destekler niteliktedir. Günümüz örgütlerinin sahip oldukları en önemli sermaye olan insan faktörünü örgüte bağlı hale getirmek için onlara daha fazla değer vermesi gerekmektedir. Günümüz işletmelerinin nihai başarısı işgörenlerin mutlu olmalarına ve uygulanacak olan İKYU'na bağlıdır. Bu sayede sürdürülebilir rekabet avantajı elde ederek örgütsel başarıya ulaşacaklardır.

**Anahtar Kelimeler:** İnsan Kaynakları Yönetimi Uygulamaları, Örgütsel Bağlılık, Havacılık Sektörü

## The Effect of Human Resource Management Practices on Organizational Commitment

### ABSTRACT

Organizations have to keep up with the changes in technology in order to continue their activities. The most affected factor by this rapid change process is human resources. Organizations need qualified employees to adapt to change and the importance of human resources is increasing day by day. For this reason, the number of qualified employees that organizations have will provide competitive advantage and it is very important to maintain this advantage. Organizations have to keep up with the changes in technology in order to continue their activities. The most affected factor by this rapid change process is human resources. Organizations need qualified employees to adapt to change and the importance of human resources is increasing day by day. For this reason, the number of qualified employees that organizations have will provide competitive advantage and it is very important to maintain this advantage.

In today's world, the survival of organizations and their sustainable competitive advantage depend on the quality of their human resources (Özgen et al., 2005). With the human factor in an important position, human resources management has become an important issue with the realization that organizations can gain superiority over their competitors by using human resources effectively and efficiently. In the face of competition, organizations have to make strategic applications in human resources management by taking change as a goal in the global environment. Because organizations should be able to survive under harsh competitive conditions and be able to outdo their competitors. They can achieve this by making the most of the knowledge and skills of their human resources. Human Resources Management Practices (İKYU) is also an important factor in the formation of organizational performance that provides the human capital of organizations (Benligiray, 2013). These applications include recruitment and selection processes, job analysis, training and development, communication, career planning, performance management, wage system and job security.

An important reason for organizations to run İKYU is to increase the commitment of employees by meeting their wishes and desires. Because ensuring the commitment of the employees is effective in terms of positive job satisfaction, organizational performance and productivity. Organizational commitment and job satisfaction (Green et al., 2006), organizational performance (Akhtar et al., 2008, Sacchetti et al., 2016), organizational trust (Yılmaz & Karahan, 2011), organizational citizenship (Çavuş & Develi, 2015) were studied.

Organizational commitment, which was developed to evaluate and explain the attitudes of employees towards the organization and the job, was defined as a psychological phenomenon by Allen and Meyer (1997). According to another definition, it is defined as adopting the work done and identifying with the organization (Luthans, 2010:147). According to another basic expression in the organizational commitment literature, it is a phenomenon in which the individual is psychologically attached to the organization (O'Reilly & Chatman, 1986). According to Wiener (1982), organizational commitment is defined as the employee's acceptance of the goals and values of the organization and turning them into personal goals and values. Emphasis is placed on organizational commitment and the motivation of the employee and the sustainability of his success. According to Allen and Meyer (1997), organizational commitment has three dimensions: affective, continuity and normative. Affective commitment is defined as the individual's being happy to be a part of the organization and being emotionally connected and volunteering to support organizational goals and objectives (Wiener, 1982). According to the dimension of continuance commitment, it is based on the evaluations of the employee about whether to continue in the organization (Wasti, 2005). Accordingly, the person is aware of the costs to be experienced in case of leaving the job and can continue as a member of the organization as it will cause negative consequences for him or her by deciding to leave. Normative commitment is defined as the employee's feeling of debt to the organization, feelings such as loyalty and habit, and continuing to work in the organization (Noor & Noor, 2006).

According to the research of Ogilvie (1986), it was found that the commitment of the employees varies according to the human resource management practices in the organization. According to the research, organizational commitment increased as a result of fair promotion and performance appraisal. According to another study, it has been determined that intra-organizational communication and socialization increase the organizational commitment of employees (Allen & Meyer, 1990; Ashforth & Saks, 1996). Tannenbaum et al. (1991) observed that human resources trainings are effective on the level of organizational commitment. Balay (2000) and Doğan and Kılıç (2007) emphasized that organizational commitment of employees increased as a result of fairly rewarding and wage-related practices.

In addition to the positive effect of İKYU on organizational commitment, İKYU also increases the productivity and performance of employees. In addition, the importance of İKYU is increasing day by day in terms of management. For this reason, based on the above information, the effect of human resource management practices on organizational commitment was investigated. As a result of the literature review, the hypothesis "H1: human resource management practices positively affect organizational commitment" was written.

The universe of the research consists of ground handling companies where competition is intense at Esenboğa Airport in Ankara. In this context, there are 3 companies in ground handling services and approximately 600 personnel work, and the mass of the universe consists of 223 people with a 5% margin of error. Factor and reliability analyzes were performed on the questionnaires with the SPSS package program, and correlation and regression analyzes were applied to measure the relationship and effect between them. The human resources practices scale of Gürbüz and Bekmezci (2012) consisting of a total of 22 items and the organizational commitment scale developed by Allen and Meyer were used in the research.

As a result of the research we have done, it has been found that human resources management practices have a positive effect on organizational commitment. The findings generally support the literature. Today's organizations need to give more value to the human factor, which is the most important capital they have, in order to make them dependent on the organization. The ultimate success of today's businesses depends on the happiness of the employees and the İKYU that will be implemented. In this way, they will achieve organizational success by gaining sustainable competitive advantage.

**Keywords:** Human Resource Management Practices, Organizational Commitment, Aviation Industry



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## **Conceptual Boundaries Regarding Controlling And Budget System. State of The Art.**

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### **ABSTRACT**

Nowadays, the management of the modern enterprises, which is based on flexibility and dynamism, requires complex, operative and “just in time” data. Information has become one of the most important resource for the companies and accounting, respectively controlling (known also as management control) are one of the main sources from which we can obtain the information we need for management decisions.

This paper aims to present the current state of the art regarding controlling and one of its most important tools: the budget, used for the main purpose to support management in the successful implementation of the organizational strategies.

The study will describe and analyze in detail aspects such as controlling definitions, evolution of controlling, characteristics of the management control, the role of the budgets, what forecasting is, planning aspects and so on. For this literature review a meta-analysis was performed, as a methodological approach, which consists of a multi-step approach, finalized with a quantitative and qualitative analysis of the items (articles) selected for the sample. Regarding the research methods used, we can mention content analysis (for the state of the art), documents analysis (such as budget templates, planning templates) and benchmarking (between concepts, processes or opinions of authors on a certain phenomenon).

**Keywords:** Controlling, Budget System, Planning, Meta-Analysis

## **Paya Dayalı Vadeli İşlem ve Opsiyon Sözleşmelerine Dayanak Teşkil Eden Payların Fiyat Adımlarının Bir Kuruş Olarak Belirlenmesinin Etkileri**

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### **ÖZET**

Borsa Yönetim Kurulunun 15.11.2013 tarihli kararıyla, spot ve vadeli piyasaların birbirleri ile daha uyumlu ve etkin bir şekilde çalışmasını sağlamak amacıyla Pay Piyasasında işlem gören ve paya dayalı vadeli işlem ve opsiyon sözleşmelerine dayanak teşkil eden on adet payın fiyat adımlarının 02.01.2014 tarihinden itibaren 1 kuruş olarak uygulanmasına karar verilmiştir. Bu çalışmada söz konusu uygulamanın başlangıcından öncesi ve sonrası baz alınarak, fiyat adımları bir kuruş olarak belirlenen on adet paya ilişkin derinlik bilgileri ile fiyat, miktar ve işlem hacmi verilerinin analiz sonuçları incelenmiştir. Fiyat adımları 1 kuruş olarak belirlenen on adet payın işlem aktiviteleri ve fiyat oynaklıkları incelendiğinde, özellikle fiyat adımları değişmeyen payların en iyi alış ve en iyi satış kademelerinde meydana gelen derinlik artışları önemli bir bulgu olarak dikkat çekmektedir. Analizlerde elde edilen sonuçlarda literatüre paralel olarak fiyat adımı azalan payların en iyi alış ve satış kademelerinde azalma, toplam derinliklerde artış, fiyat oynaklıklarında ise önemli azalma görülmüştür. Genel olarak uygulamanın piyasa aktivitesi üzerinde olumlu etkiler yarattığı tespit edilmiştir.

**Anahtar Kelimeler:** Paya Dayalı Vadeli İşlem, Opsiyon Sözleşmeleri, Payların Fiyat Adımları

### **Effects of Determining the Price Tick of Underlying Shares of the Single Stock Futures and Options as One Kurush**

#### **ABSTRACT**

With the decision of the Exchange Board of Directors dated 15.11.2013, in order to ensure that spot and futures markets work more harmoniously and effectively with each other, the price ticks of ten stocks traded in the Equity Market and which form the basis for share-based futures and options contracts are as of 02.01.2014. It was decided to apply it as a kurush. In this study, based on days before and after the beginning of the said application, the depth information of ten shares, whose price steps are determined as one kurush, and the analysis results of price, quantity and transaction volume data were examined. When the trading activities and price volatility of ten shares, whose price steps are determined as 1 kurush, are analyzed, the depth increases in the best buying and best-selling stages of the shares whose price steps do not change draw attention as an important finding. In the results obtained in the analyzes, in parallel with the literature, a decrease in the best buying and selling stages of the shares with a decreasing price pitch, an increase in the total depths, and a significant decrease in price volatility were observed. In general, it has been determined that the application has positive effects on market activity.

**Keywords:** Determining the Price Tick of Underlying Shares, Single Stock Futures



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## Sustainability Studies in Borsa Istanbul and Bist Sustainability Index

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### ABSTRACT

Corporate Sustainability includes adapting economic, environmental and social factors to company activities and decision mechanisms together with corporate governance principles and managing the risks that may arise from these issues in order to create long-term value. For this purpose, the BIST Sustainability Index started to be calculated as a price and return index with the code XUSRD as of November 4, 2014. The weight of a share in the Index, which is calculated on a quarterly basis within a year, is limited to 15%. While Pension Funds were encouraged to invest in sustainability in 2019 with the decisions taken by the CMB, with a major change this year, the valuation processes were restructured by making an agreement with Refinitive Information, with the aim of increasing the compatibility of the index with world practices and increasing transparency by making the valuation results public.

**Keywords:** Sustainability Studies in Borsa Istanbul, Bist Sustainability Index.



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## **Behavioral Intention to Use LMS Using Technology Acceptance Model an Empirical Study In STM-IPMI**

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### **ABSTRACT**

Usage of Learning Management System (LMS) has become part of the key plan in higher education establishment to improve the adaptability in education and learning process. However, there are still many people who are not very clear about the functions and advantages of using the learning management system. It is essential to investigate the observations of the acceptance level of user in utilising the LMS in order to advise the stakeholders on the positive and negative impacts and to ensure that the system is properly implemented. This study aims to examine the level of faculty member acceptance of the LMS in IPMI campus in term of perceived ease of use, perceived usefulness, and behavioral intention to use by using Technology Acceptance Model (TAM) theory which has been modified according to the existing situation using a questionnaire survey to collect the data from 34 respondents. Data processing is done with the Statistical Package for the Social Science (SPSS) and Partial Least Square Structural Equation Model (PLS-SEM). The results of the test shows that intention of faculty members to use EdLink was significant. In the other hand the relationship between perceived ease of use, perceived usefulness, and behavioral intention to use have a significant relationship. Of the three, the most significant relationship is shown between perceived ease of use and perceived usefulness. Perceived usefulness was also found to mediate the relationship between perceived ease of use and behavioral intention to use. Based on the results EdLink will have a positive impact on lecturers to use it optimally if the system is made easier to use. Training can be provided periodically to optimize the system and to get suggestion from the users on how to make the LMS more user friendly.

**Keywords:** Learning Management System, Perceived Ease of Use, Perceived Usefulness, Behavioral Intention to Use, Higher Education.



## Orta Doğu ve Doğu Avrupa Ülkelerinde Kadınların Siyasi Etkinliği

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### ÖZET

Orta ve Doğu Avrupa ülkeleri ile Bağımsız Devletler Topluluğu (BDT) ülkelerindeki dönüşüm ve gelişme süreçleri, kadınların tam katılımı olmadan gerçekleştirilmekte, bu da onların siyasi ve sosyal alandaki konumlarını zayıflatmaktadır. Kadınların ve erkeklerin dönüşüm sürecine eşit olarak katılabilmeleri ve eşit faydalar alabilmeleri için bu eğilimlerin tamamen değiştirilmesi gerekmektedir. Bu görev, özellikle, dönüşüm sürecinin, kadınların ve erkeklerin sosyo-politik süreçlere entegrasyonu ilkelerine ilişkin demokratik yönetişimin gelişimine katkıda bulunmasının beklendiği ülkelerde geçerlidir.

Bölgedeki çoğu ülkede parlamento milletvekilleri arasında kadınların payı yavaş yavaş artıyor. Ayrıca bölgede, parlamentodaki ortalama kadın sayısı, tam teşekküllü bir eşin idamesi için gerekli görülen yüzde 30'luk kritik kütlemin altında, ancak yüzde 15'i aşan bir düzeyde kalmaktadır.

Ancak kadınların siyasi süreçlere katılımının rolündeki artış ve genişleme sadece bir gösterge meselesi değildir. Toplumsal cinsiyet konularını siyasi gündemin belirsiz bir parçası haline getirmelidir. Kadınların karar alma süreçlerine eşit katılımı sadece insan hakları sorunu değil, aynı zamanda siyasi kararların kadın ve erkeklerin ihtiyaç ve sorunlarını dikkate aldığı demokratik bir toplumun inşasının da ön koşuludur. Yönetim organlarında cinsiyet dengesinin iyileştirilmesi, yönetim yapılarının güçlendirilmesine ve ekonomik çöküş dönemi de dahil olmak üzere kriz durumlarına karşı kırılganlıklarının azaltılmasına yardımcı olacaktır. Orta ve Doğu Avrupa ve Bağımsız Devletler Topluluğu için analitik inceleme ve öneriler bu belge, 2008 yılında ve geçen yıl İstanbul'da düzenlenen altı ulusal yuvarlak masa toplantısında (Bosna Hersek, Gürcistan, Kırgızistan, Polonya, Türkiye ve Ukrayna'da) bölgesel verilerin analizine ve ayrıntılı sonuçlara dayanmaktadır. Katılım ağırlıklı olmak üzere bölge ülkelerinde demokratik yönetişim alanında çalışan parlamento milletvekillerine, memurlara, önde gelen yetkililere ve sivil toplum kuruluşlarına yöneliktir. Bu yayın, kadınların siyasi süreçlere katılımını sağlamak için parlamentoları ve hükümetleri çekmenin pratik değerini göstermektedir. Ayrıca, kadınların siyasi hayata katılımı konularında parlamentoların kurumsal potansiyelini geliştirmeyi ve parlamento üyelerini bölgedeki diğer ülkelerden örneklerle donatmayı amaçlamaktadır. Son olarak, belge, kadınların siyasete katılımını artırmayı amaçlayan programların ve faaliyetlerin geliştirilmesinden sorumlu profesyoneller için bir bilgi kaynağı olarak hizmet edebilir.

**Anahtar Kelimeler:** Kadınların Tam Katılımı, Sosyal, Sivil Toplum, Deneyim, Resmi Hükümet

### Political activity of women in Middle Eastern and Eastern European countries

#### ABSTRACT

This article draws on the knowledge and experience of members of parliament, government officials and representatives of civil society, including those who participated in the work of six round tables, as well as UNDP specialists. The analytical review and recommendations are the result of the work of many people.

**Keywords:** Full Participation of Women, Social, Civil Society, Experience, Official Government



## **Etik Liderlik Davranışları ve Çalışanların Örgütsel Adalet Algısı: Nitel Bir Araştırma**

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### **ÖZET**

Örgütlerde, insan ilişkileri, örgüt politikaları ve örgüt fonksiyonlarından kaynaklanan etik sorunlar yaşanmaktadır. Liderlerin etik değerlere verdiği önem ve uygulamada gösterdiği davranış özellikleri son derece önemlidir. Örgüt içinde gerçekleşen uygulamaların ne derece adil ve ahlaki nitelikte gerçekleştiği ve bunlar için gerekli koşulların oluşturulması, çalışanların performansı ve örgütün katacağı değer bakımından önem taşımaktadır. Bu çalışma, yöneticilerin etik liderlik davranışlarının çalışanların adalet algıları üzerindeki etkisinin tespit edilmesi amacıyla gerçekleştirilmiştir. Kolayda örneklem ile belirlenen ve kahve mağazalarında çalışan 16 yönetici ve çalışan araştırmanın örneklemini oluşturmaktadır. Araştırmanın sonucuna göre etik liderlik özellikleriyle ilgili çıkan kodlar iletişim ve danışma, eşitlik, adil olma, adalet ve bireysel destek ve ilgidir. Araştırmanın diğer bir sonucu örgütsel adalet ve etik liderlik arasındaki ilişkide çıkan kodların iletişim ve danışma, eşitlik, dağıtım adaletsizliği ve tatmin olamama, adil olma ve ödül olduğunu göstermektedir.

**Anahtar Kelimeler:** Etik Liderlik, Etik, Örgütsel Adalet

## **Ethical Leadership Behaviors and Employee Perceptions of Organizational Justice: A Qualitative Research**

### **ABSTRACT**

Due to the nature of human relations, organizational policies, and functions; ethical problems commonly occur in organizations. The importance attached to ethical values by leaders and the patterns of behaviors in practice are key elements within this framework. The fair and ethical implementations in organizations and the formation of favorable conditions for this purpose are of great significance for the performance of employees and the value of the organization. This study has been carried out for the purpose of determining the effects of managers' ethical leadership behaviors on employee perception of justice. The sample of this research is a group of 16 managers and employees from coffee shops who have been determined by convenience sampling method. The results of the research suggest that the codes related to ethical leadership patterns are communication and consultation, equality, fairness, justice and individual support and care. In addition, the codes gathered from the relationship between organizational justice and ethical leadership are also communication and consultation, equality, distribution inequality and dissatisfaction, fairness, and award.

**Keywords:** Ethical Leadership, Ethic, Organizational Justice.



## Türk-Amerikan İlişkileri: Silah Ambargoları

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### ÖZET

Türk-Amerikan ilişkilerinde geçmişten günümüze uzanan tarihsel çizgide sorun oluşturan konu başlıklarından biri silah ambargoları olmuştur. Bu problem 20 Ekim 1827 tarihinde Navarin deniz muharebesinde neredeyse tüm Osmanlı donanmasının yakıldığı günden bugüne devam etmektedir. Navarin olayı sonrası Osmanlı tarafının yeni bir donanma oluşturmak için savaş gemisi alımına yönelik talepleri başlangıçta Amerikan tarafınca olumlu karşılanmıştır. Ancak süreç içerisinde gerek Senato onayı gerekse gemi alımının gizli bir madde ile gerçekleştirilmek istenmesi gibi nedenlerle Amerikan tarafı bu talebi karşılamamıştır. Bu durumun ilişkilerde yarattığı gerilime benzer durumlar günümüzde de silah ambargoları nedeniyle zaman zaman karşımıza çıkmaktadır. Bu çalışmada özellikle son dönemlerde yaşanan silah ambargolarının nedenleri ile bu sorunun iki ülke ilişkileri üzerinde yarattığı etkiler irdelenmeye çalışılmıştır.

**Anahtar Kelimeler:** Türk-Amerikan İlişkileri, Silah ambargoları, Kongre

## Turkish- American Relations: Arms Embargoes

### ABSTRACT

One of the topics that caused problems in Turkish-American relations in the historical line from the past to the present has been the arms embargo. This problem continues from the day almost the entire Ottoman navy was burned in the Navarin naval battle on October 20, 1827. After the Navarin incident, the Ottoman side decided to purchase warships to create a new navy. Their demands were initially met positively by the Americans. However, the American side did not meet this demand due to the reasons in the process such as the Senate's approval and the desire to purchase the ship with a secret article. Similar situations as this situation caused coldness in relations are encountered every now and then due to arms embargoes. In this study, the reasons for the recent arms embargoes and the effects of this situation on relations were tried to be examined.

**Keywords:** Turkish- American Relations, Arms Embargoes, Congress.



## **Effect of Bank Specific and Macroeconomic Factors on Credit Risk of Islamic Banks in Pakistan**

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### **ABSTRACT**

The purpose of this research study is to investigate the effect of macroeconomic and bank-specific factors on credit risk in the Islamic banking of Pakistan. The future of financial institutions largely depends on how well they manage risks. Credit risk is an important type of risk affecting the banking sector. The current study has taken quarterly data for the period of 6 years from 1 July 2014 to 30 June 2020. The data set consisted of secondary data. The data was extracted from the website of the state bank, world bank, and the concerned banks' financial statements. The Ordinary Least Square model was used to analyze the data in this study. The results supported the hypothesis that macro-economic factors and bank-specific factors have a significant effect on credit risk. Macro-economic variable such as exchange rate has positive significant effects on credit risk. However, gross domestic product has negative significant relationship with credit risk. Internal variables: management efficiency, size, and capital adequacy which have been proven to influence positively and significantly the credit risk. However, loan to deposit ratio has positive insignificant relationship with the credit risk. The finding added important evidence to the existing literature on credit risk, specifically the credit risk of Islamic banking.

**Keywords:** Credit Risk, Islamic Banks, Macroeconomic Variables, Banks Specific Variable.

## Postmodern Hareketler Işığında Grafik Tasarımın Reklam Çalışmalarına Yansımaları

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### ÖZET

Reklam, ürün ve firmaları mevcut ve potansiyel hedef kitleleriyle buluşturan, kitleleri sağlık, moda, gıda kısaca yaşam biçimleri konularında bilgilendiren en etkili iletişim yöntemlerinden biridir. Grafik tasarım çalışmaları ise bu iletişim amacını gerçekleştirmeye yönelik en etkili araçlardır. Grafik tasarımın günümüzdeki anlamsal ve biçimsel formunu alması çeşitli tasarım akımlarının gelişmesi sonucu oluşmuştur. Ortaya çıkan her bir akım günümüz grafik tasarım anlayışına katkı sağlamıştır. Grafik tasarım çalışmaları aracılığıyla kurum ve firmalar hedef kitleleriyle iletişim kurarak, bu iletişimi dinamik bir biçimde tutma imkânına sahiptir. Bu çalışmalar (afiş, broşür, el ilanları, kurumsal kimlik tasarımları vs.) üretici şirketlerin, hizmet ya da fikirlerini hedef kitesine ulaştırma yönünde başvurduğu, tüketiciyi güdüleyerek satın alma davranışını harekete geçirme çabasında kullandığı en etkili silahlardandır. Bu çabayı gerçekleştirirken de bazı öğelerden yararlanır ve tüketicilerin zihninde reklamın ulaştırmak istediği mesaja yönelik belli bir anlamlandırma gerçekleştirilir. Reklam mesajının anlamlandırılması sürecinde, tüketicinin yaşamış olduğu deneyimler; kültürel, toplumsal ve bireysel anlamda sahip olduğu tüm özellikler reklamda yer alan markaya yönelik belli çağrışımlar oluşturur. Bu çağrışımlar her dönemin sahip olduğu tasarım trendinin biçim, form, anlam gibi özellikleri uygulanarak grafik tasarım çalışmalarını aracılığıyla verilebilir. Çalışmada literatür taraması yapılarak, postmodern sanat hareketlerinin reklam çalışmalarında kullanılan grafik öğeler aracılığıyla nasıl yansıdığı göstergebilim yöntemiyle incelenen reklam örneklerinde ortaya çıkarılmaya çalışılmıştır.

**Anahtar Kelimeler:** Grafik Tasarım, Reklam, Postmodern Hareketler.

## The Role of Graphic Design in Advertising Studies in The Light of Postmodern Movements

### ABSTRACT

Advertising is one of the most effective communication methods that brings products and companies together with their current and potential target audiences and informs them about health, fashion, food, in short, lifestyles. Graphic design studies are the most effective tools for realizing this communication purpose. The semantic and formal form of graphic design today has been formed as a result of the development of various design movements. Each emerging trend has contributed to today's graphic design understanding. Institutions and companies have the opportunity to keep this communication dynamically by communicating with their target audience through graphic design works. These works (posters, brochures, flyers, corporate identity designs, etc.) are among the most effective weapons used by the manufacturing companies to deliver their services or ideas to their target audience, and to motivate the consumer to act on their purchasing behavior. While making this effort, it makes use of some elements and a certain meaning is made for the message that the advertisement wants to convey in the minds of the consumers. The experiences of the consumer in the process of making sense of the advertising message; All the cultural, social and individual characteristics create certain associations for the brand in the advertisement. These associations can be given through graphic design studies by applying the features of the design trend of each period, such as form, form and meaning. In the study, by making a literature review, it has been tried to reveal how the postmodern art movements are reflected through the graphic elements used in advertising studies, in the advertisement examples examined by the semiotics method.

**Keywords:** Graphic Design, Advertising, Postmodernism, Postmodern Movements.

## Faizsiz Finansal Piyasaların Yönetiminde Kutsal ve Klasik Kaynakların Önemi

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### ÖZET

Makalenin temel amacı, klasik Azerbaycanlı ve dünya bilim adamlarının faizsiz finans piyasaları alanında Platon, Aristoteles, Nizami Gencevi, Muhammed Nasreddin Tusi, Kur'an-ı Kerim, Tevrat ve İncil'deki bilimsel ve teorik yaklaşımlarını incelemektir. Klasik Azerbaycanlı ve dünya bilim adamlarının faizsiz finans piyasaları alanında Platon, Aristoteles, Nizami Gencevi, Muhammed Nasreddin Tusi, Kur'an-ı Kerim, Tevrat ve İncil'in faizsiz finans piyasalarında katkılarını ortaya koymak ve incelemektir. Makalenin ana araştırma metodolojisi, Azerbaycanlı bilim adamları Nizami Gencevi, Mohammad Nasreddin Tusi'nin faizsiz finans piyasalarına yaklaşımlarının sistematik ve kapsamlı bir çalışmasıdır. Çünkü bu yaklaşımların faizsiz finans piyasalarının organizasyonu, yönetimi ve gelişimi üzerinde büyük etkisi vardır. Nitekim Kur'an-ı Kerim şöyle buyurmaktadır: "Ey iman edenler! Birbirinizin mallarını haram yollardan yemeyin ve karşılıklı rıza olmadıkça kendinizi öldürmeyin. Şüphesiz Allah size karşı çok merhametlidir. Kim zulme ve zulümde bulunursa, onu Cehennem ateşine atacağız. Bu, Allah için kolaydır. Büyük günahlardan sakınırsanız, günahlarınızı örter ve sizi güzel bir yere koyarız." (Nisa Suresi, 29-31 ayetleri) İncil'de faize şu şekilde yaklaşılır: "Kendiniz için yeryüzünde hazineler biriktirmeyin. Orada güveler ve pas onları yok edecek veya hırsızlar girip çalacak. Bunun yerine, kendinize cennette hazineler biriktirin. Onları ne güveler, ne paslar yok edecek, ne de hırsızlar girip çalacak. Çünkü hazinenin olduğu yerde, kalbin orada olacak. Bedenin lambası gözdür. Gözleriniz sağlıklıysa, tüm vücudunuz ıslık ıslık olacaktır. Hayır, gözler zayıfsa bütün vücut karanlık olur. İçinizdeki "ışık" karanlıksa, karanlık ne kadar büyüktür! Hiç kimse iki efendiye hizmet edemez. Çünkü ya birinden nefret edip diğerini sevecek ya da birine bağlı kalıp diğerini hor görecektir. Hem Allah'a hem de servete kulluk edemezsiniz." (Matta, bölüm 6, 19-24 ayetler) Bilimsel araştırmaların temel uygulaması, sonuçlarını dünya çapında faizsiz finans piyasalarının yönetiminde uygulamaktır. Bütün bunlar, faizsiz finans piyasalarının yönetimine, bu alanın sistematik gelişimine, 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, faizsiz finans piyasalarında klasik Azerbaycan ve dünya bilim adamları Platon, Aristoteles, Nizami Gencevi, Muhammed Nasreddin Tusi'nin temel bilimsel-teorik yönleri, Kur'an-ı Kerim, Tevrat ve İncil'de belirtilen bilimsel yaklaşımlardır. Bu alanın bilimsel ve pratik bir yön olarak oluşumu ile ilgili teorik ve pratik yaklaşımlar ve teoriler incelenmiş ve genelleştirilmiş, gerekli bilimsel ve teorik yönleri incelenmiştir. Bu bağlamda, araştırma çalışması faizsiz finansal piyasaların organizasyonu ve yönetimine yönelik bilimsel yaklaşımların araştırılması açısından övgüye değer kabul edilebilir.

**Anahtar Kelimeler:** Kutsal Kaynaklarda Sistematik Yaklaşımlar, Klasik Dünyanın ve Azerbaycanlı Bilim Adamlarının Bilimsel-Teorik Yaklaşımları, İslami Finans Sistemi, Faizsiz Finans Piyasaları, Faizsiz Finans Piyasası Yönetimi, İslami Ekonomik Yönetim Sistemi.

## The Importance of Sacred and Classical Sources in the Management of Interest-Free Financial Markets

### ABSTRACT

The main purpose of the article is to examine the scientific and theoretical approaches of classical Azerbaijani and world scientists in the field of interest-free financial markets in Plato, Aristotle, Nizami Ganjavi, Muhammed Nasreddin Tusi, Quran, Torah and Bible. To reveal and analyze the contributions of classical Azerbaijani and world scientists, Plato, Aristotle, Nizami Ganjavi, Muhammed Nasreddin Tusi, Qur'an, Torah and Bible in the field of interest-free finance markets. The main research methodology of the article is a systematic and

comprehensive study of the approaches of Azerbaijani scientists Nizami Ganjavi, Mohammad Nasreddin Tusi to interest-free financial markets. Because these approaches have a great impact on the organization, management and development of interest-free financial markets. As a matter of fact, the Qur'an states: "O you who believe! Do not eat each other's property in unlawful ways and do not kill yourselves unless there is mutual consent. Surely, Allah is very merciful to you. Whoever does wrongdoing, We will throw him into Hellfire. This is easy for Allah. If you avoid major sins, we will cover your sins and put you in a nice place." (Surat an-Nisa, verses 29-31) Interest is approached as follows in the Bible: "Do not store up treasures on earth for yourselves. There moths and rust will destroy them or thieves will break in and steal. Instead, save yourself treasures in heaven. Neither moths nor rust will destroy them, nor will thieves break in and steal. Because where the treasure is, there will be your heart. The lamp of the body is the eye. If your eyes are healthy, your whole body will be radiant. No, if the eyes are weak, the whole body will be dark. If the "light" in you is darkness, how great is the darkness! No one can serve two masters. For he will either hate one and love the other, or cling to one and despise the other. You cannot serve both God and wealth." (Matthew, chapter 6, verses 19-24) The main application of scientific research is to apply its results in the management of interest-free financial markets around the world. All this relates to the management of interest-free financial markets, the systematic development of this field, sustainable will bring an innovative approach to operation. The main results of scientific research - improvement of the management of interest-free financial markets, reflect the conceptual theoretical innovations in this field. The results of the study serve to the implementation, improvement and development of interest-free financial markets. The originality and scientific innovation of scientific research, the classical Azerbaijan and The main scientific-theoretical aspects of world scientists Plato, Aristotle, Nizami Ganjavi, Muhammed Nasreddin Tusi are scientific approaches mentioned in the Quran, Torah and Bible. Theoretical and practical aspects of the formation of this field as a scientific and practical direction practice First approaches and theories are examined and generalized, necessary scientific and theoretical aspects are examined. In this context, research work can be considered commendable in terms of investigating scientific approaches to the organization and management of interest-free financial markets.

**Keywords:** Systematic Approaches in Sacred Sources, Scientific-Theoretical Approaches of Classical World and Azerbaijani Scientists, Islamic Finance System, Interest-Free Financial Markets, Interest-Free Financial Market Management, Islamic Economic Management System.





## **Analysis of Indonesian Crude Palm Oil (CPO) Competitiveness During Changes of Domestic Policy**

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### **ABSTRACT**

Crude Palm Oil is a comestible vegetable oil gleaned from the mesocarp of the fruit of the oil palms. Many companies globally rely on this specific commodity as a raw materials for their designated products. In Indonesia, Crude Palm Oil manufacturer that are publicly listed in Indonesian Stock Exchange market has risen significantly over the last couple of years. As these firms are prone to fluctuation of macroeconomic factors, they actively make an adjustment in production level as well as its distribution. In palm oil commodity, government manage to impose domestic market obligation, domestic price obligation, export tax, levies, and import duty as a tool to satisfy national interest in maintaining market stability. This study has a sample of 24 observations gathered from IDX Factbook year 2019, which includes Indonesian Palm Oil plantations companies from the plantation sector. The author employs Revealed Comparative Advantage for finding the competitiveness capability of Indonesian Palm Oil, with models applied by Yanita et al. (2019) and Immanuel et al. (2019). The result shows that Indonesian Palm Oil displays a consistently high competitiveness level during different times and policy changes. This is due to the fact that the policies changed are done sequentially and in an acceptable amount, not influentially significant, in alignment with the research hypotheses. This results also applies to other prominent commodities from Indonesia (Rubber, Cocoa, and Coffee). This research is valuable to exporters, importers, and palm oil companies to understand better about the behaviour and interests of Indonesian government and for external parties to help knowing how to deal with the changes in policy structure choice considering the commodities' competitiveness.

**Keywords:** Palm Oil; Public Policy; Export and Import; Indonesia; Competitiveness.





## Nepalis of Sikkim

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### ABSTRACT

The aim of the present paper is about the Nepalis of Sikkim tracing their journey from being outsider to finally getting recognition in Sikkim. The three dominating ethnic communities of Sikkim are Lepchas, Bhutias and Nepalis. Among these three communities the Lepchas are considered as the original inhabitants of Sikkim followed by Bhutias and Nepalis. The establishment of British rule in Sikkim led to the immigration of Nepalis in larger numbers. In the beginning their immigration led to the ethnic animosity among the Lepchas and Bhutias on one side and Nepalis on the other side. During the early stage of immigration, Nepalis were regarded as ‘outsiders’ and were always treated as second-class citizen, but since they played an important role in the development of Sikkim, their presence could not be ignored by the Lepchas and Bhutias and in course of time they were forced to accept the Nepalis as the inhabitants of Sikkim along with them. The merger of Sikkim with the Indian Union further made their position strong in Sikkim. Today Nepalis in Sikkim are known as “Sikkimese” Nepali.

**Keywords:** Nepalis, Lepchas and Bhutias.



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## **Cultural Heritage Tourists in the CALABARZON Region Philippines: Basis for Tourism Development Plan**

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### **ABSTRACT**

Cultural heritage tourism is regarded as sustainable in the Philippines; it is especially promising in the CALABARZON Region, as UNESCO demonstrates that cultural heritage has been a part of the legacy of the past focusing on natural and cultural heritage tourism for future generations. This study aimed to propose a basis for a tourism development plan for cultural heritage tourists in the CALABARZON Region. This study also determined to investigate tourist satisfaction, perceived value, and behavioral intention to revisit cultural heritage tourists. A quantitative method and descriptive research design were used with adopted survey questionnaires in different high-impact studies distributed to 296 local and foreign tourists who visited cultural heritage sites. Furthermore, the Statistical test used for the study was based on Shapiro Wilk Test, Kruskal Wallis Test, Mann Whitney U-Test to test the significant differences, while Spearman Rho for the test of a relationship. This study concluded that the majority of respondents are male, age bracket of 25 to 40 years old, single, well-educated domestic tourists, and a travel partner with family who used social media platforms for destination tourists. The findings show that cultural heritage tourists have an unsupported non-significant difference in perceived value in terms of attitudes, pro-tourism, and physical appearance in cultural heritage sites, whereas indicators of behavioral intention show a significant positive relationship. Despite the dissatisfaction, the results show that this study makes an important contribution by reviewing existing literature and examining overall satisfaction, perceived value, and behavioral intentions to revisit cultural heritage tourists. This study had a positive impact on the economy of regional tourist destinations and made more tourism development possible.

**Keywords:** Tourist Satisfaction, Perceived Value, Revisit Intention, Cultural Heritage Site, CALABARZON, Philippines.



## The Current State of Practice for Phasing Content And Technology in Continuous Pedagogical Education

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### ABSTRACT

To be honest, for many years, the teaching of theoretical information was deemed adequate in the training of pedagogical personnel, and the young teacher began his/her educational activity without enough teaching experience. Today, when new demands are being placed on education, the "will learn while working" approach is plainly not warranted. Teachers who learn "while working" might leave behind children who lack the necessary knowledge and skills, as well as unformed personalities and unfulfilled destinies. For just a reason, it is critical for a teacher to have a strong pedagogical belief, social responsibility, vital theoretical knowledge, and practical abilities, as well as appropriate experience, from the first day of joining the classroom. For many years, we have been researching the content and technology of teacher education, led by the stages of "self-determination," "self-organization," "scientific and pedagogical formation," "self-improvement," and "self-realization." In this study, the current situation in the design of teacher education is examined in terms of the above-mentioned stages. The educational programs approved in the 2014 (code 050118) and 2020 (code 050107) for the "Primary school teaching" specialization, also the educational plans for the bachelor's degree in Azerbaijan State Pedagogical University and Khazar University based on the "Primary school teaching" specialization were reviewed. The study were guided by qualitative research methodology, documents on the organization of the content of pedagogical education were the basis for analyzing and interpretation. Data derived from explored documents were analyzed inductively. The results of the analysis lead to the following conclusions: In the legal and normative documents on the content and technologies of continuous pedagogical education in the Republic of Azerbaijan, there are wide opportunities for the gradual organization of content and technologies. However, there is a need to adequately assess and take into account the existing opportunities in the planning of content and technology in higher education institutions. This study successfully presents a model of five-staged planning for content and technology of teacher education.

**Keywords:** Continuous Pedagogical Education, Stages of Content And Technology, Gradual Organization of The Content, Specialty, Educational Programs.



## The Effects of Trade Openness on Financial Integration

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### ABSTRACT

Neomercantilism of the European Union has been costly and beneficial. Moreover, its consequences on the Euro Area are evident. The impact of crises in the Euro Area is one of the factors that can unveil the effects of neomercantilism in the Euro Area. In this paper, a variable for crises within the Euro Area is introduced to assess its combined effects with trade openness on financial integration. The models used in the analysis include OLS, rolling and ARDL regressions. This paper contributes to the subject by (1) introducing variables that assess crises within the Euro Area, (2) addresses the relationship between trade openness and financial integration using extended and up-to-date data, and (3) assesses the interaction of trade openness and crises on financial integration. The results show that neomercantilism appears to be a savior in the Euro Area for the short-run but detrimental in the long-run.

**Keywords:** Financial Integration, Trade Openness, Crises.



## **Empowering the Specially-abled through Skill Development Education**

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### **ABSTRACT**

India has been promoting the Skill Development Education for creating employability amongst the youth .However this program is being planned for the people in general .It is not taking along the marginalize sections of the society. .Census in the year 2011, counted 121cr disabled population . It is important to note that 33 percent of these population falls in the age group of 10 years to 29 years .If these large number of people are deprived of education, training ,then where do we stand in the movement of sustainable development.

It is time for the all experts from the education field to pay attention to this clarion call and step forward to empower the specially abled through skill education .Designing training program for the special abled has to be strategically planned as per type of disability ,analyzing their potential ,limitations, learning abilities .

This study focuses on creation of skill development program for the Hearing impaired in Hospitality .The study deals designing of the curriculum and identifying the teaching pedagogy to be used ,after analysis of hotel areas where the hearing impaired could be placed .From this experimental study which was carried out in for three months and the placement records ,it is evident that an educationist can design many such skill development program in various field to empower the specially abled youth.

**Keywords:** Skill Development, Specially Abled, Hospitality, Education.

## Örgütsel Adalet Algısının Örgütsel Güven Üzerindeki Etkisi: Kamu Çalışanları Üzerinde Bir Araştırma

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### ÖZET

Çalışanların adalet algıları ve güven duyguları üzerine alan yazında çeşitli araştırmalar yapılmıştır. Bu araştırmaların bir kısmında kavramlar arasındaki ilişki incelenmiş ve adalet algısının güven duygusu üzerinde güçlü yönde etki yaptığı vurgusu ön plana çıkmıştır. Bu araştırmanın amacı, örgütsel adalet algısının örgütsel güven üzerindeki etkisini ve bu kavramların bazı demografik değişkenler ile ilişkisini kamu çalışanları örnekleminde incelemektir. Araştırmanın evrenini Konya'daki kamu kurumlarının çalışanları oluşturmaktadır. Araştırmada amaçlı örnekleme yöntemi kullanılmış olup Konya'daki 5 kamu kurumundaki 217 çalışana anket uygulanmıştır. Sonuçta kamu çalışanlarının orta seviyede örgütsel güvene ve orta seviyede örgütsel adalet algısına sahip oldukları belirlenmiştir. Ayrıca örgütsel adalet algısının örgütsel güven üzerinde istatistiksel açıdan anlamlı ve yüksek düzeyde pozitif etkisi olduğu görülmüştür. Buna göre örgütsel adalet algısı arttıkça çalışanların örgütsel güven düzeylerinde bir artış meydana gelmektedir. Araştırmanın demografik değişkenleri üzerinde yapılan incelemeler neticesinde çalışanların örgütsel adalet algılarının ve örgütsel güven düzeylerinin cinsiyet, medeni durum, yaş, eğitim durumu ve mesleki kıdem değişkenlerinin tamamında istatistiksel açıdan anlamlı şekilde farklılaştığı görülmüştür. Araştırmadan elde edilen bulgulardan yola çıkarak, yöneticilerine, çalışma arkadaşlarına ve örgüte güven duyulmasını isteyen yöneticilerin, örgüt ve örgütteki uygulamalar hakkında çalışanların adalet algılarını güçlendirmeleri ve buna yönelik stratejileri ele almaları gerektiği önerilmektedir.

**Anahtar Kelimeler:** Örgütsel Adalet, Örgütsel Güven, Kamu Çalışanları

## The Effect of Perception of Organizational Justice on Organizational Trust: A Study on Public Employees

### ABSTRACT

Various studies have been conducted in the literature on employees' perceptions of justice and feelings of trust. In some of these studies, the relationship between the concepts was examined and the emphasis that the perception of justice had a strong effect on the sense of trust came to the fore. The aim of this research is to examine the effect of organizational justice perception on organizational trust and the relationship between these concepts and some demographic variables in the sample of public employees. The population of the research consists of the employees of public institutions in Konya. Purposive sampling method was used in the research and a questionnaire was applied to 217 employees in 5 public institutions in Konya (in Turkey). As a result, it was determined that public employees have a medium level of organizational trust and a medium level of organizational justice perception. In addition, it has been observed that the perception of organizational justice has a statistically significant and highly positive effect on organizational trust. Accordingly, as the perception of organizational justice increases, there is an increase in the organizational trust levels of the employees. As a result of the examinations on the demographic variables of the research, it was seen that the organizational justice perceptions and organizational trust levels of



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the employees differed statistically in all variables of gender, marital status, age, education level and professional seniority. Based on the findings obtained from the research, it is suggested that managers who want to be trusted with their managers, colleagues and the organization should strengthen the employees' perceptions of justice about the organization and its practices, and consider strategies for this.

**Keywords:** Organizational Justice, Organizational Trust, Public Employees



## **The Legal and Political Implications Over Resources Which Transcend Borders and Spill Over in Conflicts**

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### **ABSTRACT**

In this research, even though truth be told it was started way back before any insight of a foreseeable conflict in European Continent which would disrupt supply chain, the aim was to take a dive into political and economic connection of Energy sector of deplorable sources and power shifts in international relations. In light of these conflicts it becomes even more evident that such research was more than needed in order to understand the implications, at least of two democratic entities the U.S and EU, within this tangled conundrum of power plays. I will try to dive into the position of the US as a powerhouse of consumption and producer of alternative energy sources, such as LNG, while it keeps somewhat fragile relations with monopolies such as OPEC while navigating troubled waters with non-member, aggressor countries as Russia. Furthermore, a dedicated analysis will be given to directly affect supranational entities, such as the EU, which have legally binding contracts for their supply, and more political involvement, in the case of Germany, which make EU very precocious towards any steps taken. In the case of the EU, a deeper look and analysis will be underway by taking a closer look, be that from the legal and political view of Nord Stream 2 as the halo of European Energy, which is a soaring thumb in today's political climate, how it came to be, what are the results, how it could have been avoided and what can the EU do, in my point of view, politically and legally towards an energy independency which subsequently would mean political independence dealing with hostile countries. Not to be mistaken, as we will see, this is a result of a well thought coordinated plan set up from years to come, which lead Europe's powerhouse on the hook that lead to a vacuum of power from Germany due to its dependence , which was later on corrected and dealt with properly.

**Keywords:** OPEC Relations, Human Rights Violations, Political Involvement, Europe Political Involvement.





## **Behavioral Intention to Use LMS using Technology Acceptance Model an Empirical Study In STM-IPMI**

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Usage of Learning Management System (LMS) has become part of the key plan in higher education establishment to upgrade the adaptability in educating and learning, however there are still many people who are not very clear about the functions and advantages of using the learning management system. It is essential to investigate the observations of the acceptance level of user in utilizing the LMS to advise the stakeholders the positive impacting angles and improve the negative components later, in order to ensure that the system is properly implemented. This study aims to examine the level of faculty member acceptance of the LMS in IPMI in term of perceived ease of use, perceived usefulness and behavioral intention to use by using Technology Acceptance Model (TAM) theory which has been modified according to the existing situation and using a questionnaire survey to collect the data with 34 respondents. For data processing uses the Statistical Package for the Social Science (SPSS) and Partial Least Square Structural Equation Model (PLS-SEM). The results of the test show that intention of faculty members to use EdLink was significant. In other hand the relationship between perceived ease of use, perceived usefulness and behavioral intention to use have a significant relationship. Of the three, the most significant relationship is shown between perceived ease of use and perceived usefulness. Perceived usefulness was also found to mediate the relationship between perceived ease of use and behavioral intention to use. Based on the results it will have a positive impact on lecturers to use it optimally if making the system easier to use. Training can be provided periodically to optimize system use and hear what kind of suggestion to make users more comfortable.

**Keywords:** Learning Management System, Perceived Ease of Use, Perceived Usefulness, Behavioral Intention to Use, Higher Education



## Spiritual Intelligence as a Correlate of Job Performance Among Nurses in Lautech, Osogbo, Osun State, Nigeria

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### ABSTRACT

The study investigated spiritual intelligence as a correlate of job performance among nurses in LAUTECH, Osogbo, Osun State, Nigeria. The study was a survey in which Ex post Facto design was adopted. A total of 124 nurses took part in the study, in which 88 (71 %) of the respondents were female while 36 (29 %) were male in which a mean age of 33.7 yrs (10.5 yrs). Questionnaire format was employed for data collection for the study. Obtained data for the study were subjected to statistical data analysis, with the deployment of statistical test of Pearson r Correlation in which Statistical Package for Social Sciences (SPSS) version 21.0 was employed.

The findings revealed that spiritual intelligence was significantly and positively related to job performance among nurses  $\{r(122) = .87^{**}, p < .01\}$ . Specifically, the result that spiritual intelligence measure in the face of “I consider work as a tool for creativity and self- confidence (not just for money)” was significantly and positively related to job performance among nurses  $\{r(122) = .74^{**}, p < .01\}$ ; spiritual intelligence measure in the face of “I believe that I have nothing to lose because God is the real owner of everything ” was significantly and positively related to job performance among nurses  $\{r(122) = .68^{**}, p < .01\}$ ; spiritual intelligence measure in the face of “I find happiness and perfection in the light of attention to perfections and spirituality” was significantly and positively related to job performance among nurses  $\{r(122) = .71^{**}, p < .01\}$ .

Accordingly, all these results were discussed extensively in relation to existing relevant literature. It was therefore recommended nurses and other professionals involved in helping activities should embrace spiritual intelligence and to equally get involved in it in order to boast their job performances

**Keywords:** Spiritual Intelligence, Emotional Intelligence Job Performance, Nurses, Osogbo.



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## **The Non-native English-Speaking Teachers' Identity and Paradigm Shift in English Language Teaching: Current trend in Thai Educational Context**

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### **ABSTRACT**

English is currently a main means of international communication among people from diverse linguistic backgrounds. Therefore, English language education has played a significant role in all domains of society and connecting people globally. There has been a significant increase in the number of the controversial native/nonnative dichotomy in English language teaching. The fallacy that successful communication can always be assured if an individual can approximate to the native speakers' competence has long been prevalent to uphold in English language education in Thailand. This paper aims to criticize the non-native English-speaking teachers' identity in accordance with the dominant native speakers' norms of English in Thailand as well as the use of English teaching paradigm which contradicts the sociolinguistic reality of today's world communication. This paper reconceptualizes status of non-native English speaker teachers through the lens of professional identity and the orientation of English language teaching pedagogy in current trend of Thai educational setting in order to raise educators and scholars' awareness of the importance of international intelligibility rather than linguistic prestige. Additionally, the English teacher identity and paradigm shift in English language teaching in Thailand will be proposed. Such issues will provide a powerful lens to reexamine the value in English language teachers in many dimensions: the requirement through qualifications, students' viewpoints and administrators' perspectives. Hopefully, the critical discussion in the paper would offer the insight into dominant teaching paradigm in Thailand which should be reconsidered to be compatible with globally communicative needs, particularly in the era of international communication and ELT.

**Keywords:** Nonnative English Speaking Teachers, Professional Identity, Teaching English Language Paradigm, Thai Educational Context



## **The Key Benefits and Challenges from the Adoption of International Financial Reporting Standards (IFRS) in the Textile Sector of Pakistan**

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### **ABSTRACT**

The adoption of IFRS is a trending subject around the world from the last decade as businesses struggle and explore for consistency, Reliability, and comparability in financial reporting. In this scrutiny there is a profusion of literature on IFRS adoption in developed nations versus developing nations, therefore the main objective of this study is to analyze the key benefits and challenges from the adoption of International Financial Reporting Standards (IFRS) in the textile sector of Pakistan. In order to undertake this study Hypotheses and objectives were formulated in light of existing research to achieve the current objective. This study used a quantitative and qualitative research strategy with adopted questionnaire for data collection. For this the data is collected from the 120 officials of textile sector of Pakistan through closed ended questionnaire. The collected data were analyzed through descriptive statistic using SPSS. The findings contribute to the existing literature by suggesting that respondents are optimistic about the advantages of adopting the International Financial Reporting Standards (IFRS), but that the constraints are a significant deterrent. Because IFRS has already begun to be implemented in Pakistan, it is vital to understand the benefits and costs associated with IFRS in the current context While the IFRS convergence process will bring a few significant problems, the overall benefits will outweigh the challenges, according to the conclusions of this study the researcher suggest that regulatory authorities should hold IFRS training seminars and workshops on a broad scale to overcome these challenges.

**Keywords:** International Financial Reporting Standards, Adoption, Challenges.



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## Cities, Migrants, and Their Inclusion in the Urban Development

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### ABSTRACT

The concept of over-urbanization and the negative view of rural-urban migration influencing policy perspectives on rural and urban development is a carryover from the colonial period. Rural-Urban Migration in developing countries like India has always been seen as a burden on the existing infrastructure of the destination city and it was proved in practice by the Great Indian Exodus during the first wave of COVID-19. Keeping this situation in mind, this paper has tried to explore the past literature on migration and public policy in developing countries, the failure of flagship urban development schemes like JNNURM in addressing the issue of inclusion of migrants in city development and provide solutions to the problems of rural-urban migrants in the cities.

**Keywords:** Rural-Urban Migration, JNNURM, Public Policy, Developing Countries, Infrastructure, Agglomeration Externalities.



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## Appreciation of Gender Inequality in the Republic of Azerbaijan

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### ABSTRACT

At present the gender equality is regarded in the whole world not as a spiritual imperative, but also as a political strategy aimed at a necessary and far reaching future political strategy. The present article generalizes and analyzes the existing situation in the sphere of gender equality in the Republic of Azerbaijan in the context of international experience and standards, enlightens the existing positive tendencies and problems, suggests the author's recommendations and proposals.

While conducting the analysis the official statistic materials of the Republic of Azerbaijan are taken along with the global indicators of the Development Program of of the Organization of the United Nations, account reports of McKinsey Global Institute and the World Economic Forum. The comparison of these indicators revealed important achievements in the sphere of implementation of gender policy along with serious problems waiting their solution.

**Keywords:** Republic of Azerbaijan, Gender Inequality, International Indicators, Gender Policy.

## Y ve Z Kuşağının Sosyal Medya Kullanımlarında Birbirlerine Bakış Açısı Üzerine Bir İnceleme

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### ÖZET

Dünyada, insanlar ve kitle iletişim araçları arasında etkileşimli bir iletişim süreci vardır. Bireylerin birbirleriyle etkileşim içinde oldukları yeni medya teknolojileri türüne sosyal medya adı verildi. Bu anlamda zamanlarının çoğunu sosyal medyada geçiren bireyler günlük yaşamlarının yanı sıra çevrim içi bir yaşam da sürdürürler. Bu çalışmada sosyal medyada en çok zaman geçiren ve etkilenen gruplardan olan Y ve Z kuşakları üzerine bir inceleme yapılmıştır. Kullanımlar ve Doymalar teorisine göre bireyler bilgilenme, eğlenme, sosyalleşme gibi çeşitli ihtiyaçlarını doyuma ulaştırmak amacıyla sosyal medya kullanmaya yönelmektedir. Bu durum bireylerin hangi ihtiyaçlar doğrultusunda sosyal medya kullanmaya yöneldiği ve bir sosyal ağ sitesini diğerine göre daha fazla kullanmayı tercih etme sebebinin ne olduğu sorusunu doğurmaktadır. Bu nedenle, bu çalışma Y ve Z kuşağının sosyal medya kullanım motivasyonlarını ‘kullanımlar ve doymalar yaklaşımı’ çerçevesinde belirlemeyi hedeflemektedir. Bu çalışma, Y ve Z kuşağının günümüzün popüler sosyal medya uygulamalarından olan Instagram ve Facebook’u hangi motivasyonları elde etmek amacıyla kullandığını ve bu iki kuşağın birbirini nasıl gördüklerini kullanımlar ve doymalar teorisi çerçevesinde ortaya koymayı amaçlamaktadır.

Anket ile yapılan araştırmada, 285 kullanıcıya hazırlanan ölçek soruları soruldu. Çalışmada, nicel veri toplama tekniklerinden biri olan anket uygulanmış olup, elde edilen veriler analiz edilerek yorumlanmıştır. Anket analizi ile 3 farklı ana soru bağlamında odaklanarak veriler incelenmiştir. Bunlar ‘evet/hayır’, ‘hiç/nadiren/bazen/sıklıkla/çoğu zaman’, önemli değil/çok az önemli/ biraz önemli/çok önemli/aşırı önemli seçenekleri olmuştur. Y ve Z kuşağı Instagram ve Facebook kullanıcılarının sosyal medya kullanım biçimleri, amaçları ve ilgi alanları elde edilen verilerle ilişkilendirilmiştir.

**Anahtar Kelimeler:** Kullanımlar ve doymalar yaklaşımı, Sosyal medya kullanımı, Y ve Z kuşağı

### An Investigation on the Perspectives of Y and Z Generations In Their Use of Social Media

### ABSTRACT

An interactive communication process between people and mass media exists in the world. The new type of media technologies, where individuals interact with each other, is called social media. In this context, individuals who spend most of their time on social media live their daily lives as well as online life. In this study, a research was conducted on millennials Y and Z from groups who have spent the most time on social media and have been affected. According to the theory of uses and gratifications, individuals' main motivation behind using social media is to saturate their various needs, such as information, entertainment and socialization. This raises the question of what needs individuals are seeking to use social media and why makes one social network site more preferable than the other. Therefore, this study aims to determine the social media usage motivations of generation Y and Z within the framework of the Uses and gratifications theory. This study aims to illustrate what motivations does the Y and Z generation have to use Instagram and Facebook, one of today's popular social media applications, and how these two generations see each other, in the context of their theory of uses and gratifications.

The survey included scale questions prepared for 285 users. In the study, one of the quantitative data collection techniques, questionnaire, was applied and the obtained data was analyzed and interpreted. The data were analyzed by focusing on three different main questions with survey analysis. These were 'yes/no', 'never/rarely/sometimes/often', not important/slightly important/somewhat important/quite important/extremely important. The social media usage patterns, purposes and interests of the Y and Z generation Instagram and Facebook users are associated with the data obtained.

**Keywords:** Uses and gratification theory, Social media use, Y and Z generations.



## **Entrepreneurship Financing through Local Equity Market and Access to Loans on Gender Perspective: Regression Analysis of Country Effects**

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### **ABSTRACT**

The low participation of in entrepreneurship and the low level of women entrepreneurship is often linked by the financial incentives. Thus the assumptions in this study suggest that entrepreneurship facilities could easily increase in on developed financial environment. This study argues that the organizational environment of an entrepreneurs highly impacts the entrepreneurship level of individuals. To begin with, the study tries to explore the effects of gender on entrepreneurship and then effects of financial environment on both the level of entrepreneurship and women entrepreneurship.

The study identifies which factors increase entrepreneurial motivation. The study draws a conceptual framework related entrepreneurship regarding both gender and two financial variables: financing through local equity market, ease of access to loans. Based on this framework, a large sample of cross-sectional time series data constructed by integrating several databases was tested. The multilevel logistic regression estimation techniques with country random intercepts were used. After controlling the industry effects, year effects, several individual and country level variables effects on the measure of entrepreneurial activity; the study concluded that entrepreneurial activity and the women entrepreneurship improve by the factors: financing through local equity market, ease of access to loans.

The results of the analyses are almost completely consistent with the conceptual framework of this study. In general, the findings emphasize the importance of financial environment on entrepreneurship and women's participation in entrepreneurial activities.

**Key Words:** Entrepreneurship, Women Entrepreneurship, Financing through Local Equity Market, Ease of Access to Loans, Financial Environment.





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## **Profitability, Liquidity, Activity, and Solvency Analysis of Halal Fast Food Restaurant: PT. Fast Food Indonesia (FAST) in Seven Years Period**

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### **ABSTRACT**

Indonesia, a country with a growing population of over 267 million people has become the undeniable target of any business sector, especially for the food industry. In line with predicate of World's populous Muslim's-country it has, the term of serving "halal" food has appear as the main concern of the food industry. Increasing mobility gives an effect in terms of people's consumption. The offering that the fast food companies made has aligned with the needs of the people. Lifestyle of eating fast food has been significantly increasing and is expected to experience growth along the years. However, a customer shifting preference for healthy and hygiene foods has caused fast food companies to be able to innovate their product to survive. Especially in the midst of COVID-19 era, where health is the main people's concern that affects adherence to their hygiene protocols. One of the leading companies of halal fast food industry in selling fried chicken is Kentucky Fried Chicken (KFC) under PT Fastfood Indonesia Tbk (FAST) franchisor. Therefore, this study sought to investigate the performance of FAST in the period of 2014 to 2020. Company's performance was assessed from their financial aspect by using descriptive financial ratios analysis. Weighted Average Cost of Capital (WACC) was used as a tool to validate the minimum value rate of return for its investors.

**Keywords:** Halal Fast Food Industry, Kentucky Fried Chicken (KFC), Financial Performance Analysis, WACC, Profitability, Liquidity

## İkinci Karabağ Savaşı sonucunda Güney Kafkasya'nın ulaşım ve iletişim sisteminde bir transit ülke olarak Azerbaycan'ın önemi

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### ÖZET

SSCB'nin dağılmasından sonra Güney Kafkasya'da yeni bir çatışma kaynağı ortaya çıktı. Azerbaycan ile Ermenistan arasında geçen yıl 27 Eylül'den 10 Kasım'a kadar süren 44 günlük savaş, Güney Kafkasya'da askeri ve siyasi alanda güç dengelerinde köklü değişikliklere neden oldu. 44 gün boyunca Azerbaycan sadece savaş alanında değil, siyaset, diplomasi ve bilgi savaşında da tarihi bir zafer kazandı. Azerbaycan'a yenilen işgalci ülke bir kapitülasyon anlaşması imzalamak zorunda kaldı. Ermenistan'ın 30 yıllık işgal politikası sona erdi. Sonuç olarak, Akdeniz ve Hazar Denizi havzalarını Nahçıvan üzerinden birbirine bağlayan ulaşım koridoru da dahil olmak üzere bölgede yeni projelerin oluşturulması, yeni kalkınma umutları vaat ediyor. Bu bağlamda konuya geniş bir jeopolitik perspektiften yaklaşıldığında çok ilginç ve güncel noktalar ortaya çıkıyor. Özellikle Azerbaycan Cumhurbaşkanı'nın liderlik vasıfları ve Baş komutanlık faaliyetleri ön plana çıkmaktadır. Bu bağlamda bölgesel ölçekte ortaya çıkan yeni jeopolitik gerçekliğin analiz edilmesi önem arz etmektedir. Azerbaycan aslında jeopolitik çatışma çizgisini kırarak bölgeyi jeopolitik işbirliği ve güvenlik düzeyine getirdi. Tarihi, siyasi, sosyal, kültürel, ekonomik ve askeri-stratejik sonuçları kendini gösteriyor.

Kompleksin öne çıkan özellikleri, Güney Kafkasya'yı küresel jeopolitiğin en hassas alanlarından biri haline getirdi. Bölge halkları için istikrarsızlık, terör ve felaket olabilir. 27 Eylül - 10 Kasım 2020 tarihleri arasında bölgedeki jeopolitik ve askeri süreçlerin durumu kökten değişti. 44 günlük Vatanseverlik Savaşı, Güney Kafkasya'nın jeopolitik manzarasının şekillenmesinde belirleyici bir rol oynadı. Uzmanlar, Azerbaycan'ın Güney Kafkasya'da yeni bir jeopolitik gerçeklik yarattığına inanıyor. Nitekim meselenin bu tarafının derin ve geniş bir anlamı vardır. Çeşitli incelikleri üzerinde durmak gerekir.

Bazı jeopolitik güçlerin bölgeye yönelik tutumu, risk ve belirsizlikle karakterize edilen bir kaos yarattı. Bölge geliştikçe giderek daha fazla tehdit oluşturan bir jeopolitik çizgi oluştu. Açıkçası, iyi bir şekilde, bu çizginin "kırılması" gerekiyordu.

**Anahtar kelimeler:** Savaş, Kafkasya, proje, jeopolitik, siyasi-sosial

## The importance of Azerbaijan as a transit country in the transportation and communication system of the South Caucasus as a result of the Second Karabakh War

### ABSTRACT

The article reflects Azerbaijan's changing geopolitical and geoeconomic situation in the South Caucasus as a result of the Second Karabakh War, and its participation in major logistics and transit projects in the region.

**Keywords:** War, Caucasus, project, geopolitics, political-social



## **A Comparative study of Economics Indicators of Developed and Developing Nations during the Pandemic**

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### **ABSTRACT**

This research paper traces the economic effects of the global Covid-19 pandemic on developing and developed economies, with a special emphatic case comparison of the US and Indian economies. Attempts will be made to invoke sectoral performances to elucidate the broader economic picture and thus allow us to evaluate how mature and emerging economies have managed to hold on in the face of a dark swan gut punch and how they now look ahead more discombobulated than ever even as they attempt to pull themselves back to their respective runways of growth and development.

What we expect to see as we unravel through the contents of this research is an idiosyncratic impact of a black swan event on economies of different strengths, and how specific sectors within these distinct economic regions either found new wings for supercharged growth or were left high and dry in the aftermath of lockdowns and other restrictive measures by governments across the world. The nature of the language throughout this paper will be descriptive as this allows us to place various facets under a lens and elaborate about them in the context of the pandemic.

This pandemic has brought into sharp relief other existing trends, features and undercurrents. These were rumbling at subaltern levels at varying degrees of intensity in different parts of the world economy. They include nationalism twisting globalization to lead many to theorize about the commencement of deglobalization; the accelerating large-scale, yet dislocated in impact, of various progenies of the 4th Industrial Revolution; and of course, the growing alarm around climate change and its coiling grip around businesses.

This research study, it has been found these factors have seen (and continue to) a shift closer to the epicenter of the Venn diagram combining the corporate with the political in this pandemic. This paper will also proceed to shed guidance on where we stand at the moment vis-a-vis these protuberances with reference to the state of both developed & developing nations.

**Keywords:** Pandemic, Covid-19, Economic indicators, Economic growth, Economic Shift



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## Issues Facing the Agriculture Sector in Karnataka

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### ABSTRACT

In Karnataka the average annual per capita water availability has declined from 5000 cubic meter in year 1950 to 1545 cubic meter in year 2011 and estimated to reduce further to 1341 and 1140 cubic meter in year 2025 and 2050, respectively. Agriculture sector, which provide 54.6% of total employment to growing population, alone consumes more than 90% of total groundwater draft in irrigation. Over the years, groundwater has become dominant source of irrigation due to its independent access and timely availability of water. Recognizing the gravity of water scarcity in many parts of the country, government has started formulating its water policy pivotal to improve technology. The successful adoption of water efficient technologies has two preconditions namely technical know-how and its accessibility through institutional support systems. Government has taken many initiatives to intensify outreach of efficient irrigation technology to farm.

**Keywords:** Agriculture Sector, Karnataka, Technology, Farm



## Customers Satisfaction Toward E-Banking Services

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### ABSTRACT

The financial area is on ascent with stable money and has arisen with the parts of Utilizing development and low interest. The development of social applications, cell phones, business investigation, cloud processing, and web of things has made a push to computerized banking and advanced exchanges. The computerized financial arrangements has prepared for strong exchanges, expanded reality voice based installment. The significant innovations which are molding the banking industry in the worldwide level are installments made by apple pay, Google wallet, also, Samsung pay. They likewise perform advanced banking and computerized money. In India, the computerized exchanges are extended by advanced installment wallets like Bharat bill pay, UPI, etc. India banks has opened huge computerized branches and utilized more biometrics in its activity. The computerized installment strategy which are regularly followed are banking cards, USSD, Aadhar empowered installment framework, UPI, portable wallets, bank pre-loaded cards, place of deal, web banking, portable banking and Bharat interface for cash application. This exploration plans to furnish experiences in to key perspectives with pertinence to E-banking administrations presented by the banks.

**Keywords:** E-banking, Customer Satisfaction, Digital Services



## **Repurchase Intention of Youth Generation on Local Fashion Goods in Indonesia: Perspective of Perceived Value, Trust, and Brand Image**

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### **ABSTRACT**

Throughout the years, fashion goods is still popular and growing among youth globally. Not only in global market, local fashion performed well in Indonesia for most of generations, especially for youth generation. As Covid-19 stroke over the fashion in recent years, the popularity among youth generation on fashion goods both from online and offline are still significant. However, global fashion are dominating Indonesian local fashion for youth generation for many years. Hence, there are some valuable products for local goods are probably considered by youth generation in Indonesia. Previous studies explained several factors to be successful in local market, but still rare to analyze more about local fashion for youth generation in Indonesia. This study aims to analyze the influential factors of local fashion goods among youth generation such as perceived value, trust, and brand image on repurchase buying intention. This research is utilizing primary data collected via online forms and analyzed using SEM-PLS software. There were 120 valid youth generation in Indonesia especially in Greater Jakarta both offline and online. Supprisingly, trust is not significant on influencing repurchase buying intenton but the other independent variables are positively influenced. This means the behavioural intention of youth generation upon local fashion goods is still low. In this study, the most influencing factor would be brand image over perceived value, that could lead to some managerial implications. Local fashion producer could improve its valuable brand, hence the trust probably can be achieved in the future. Local fashion brands need to provide a better value for time and effort compared to the products that they offer, which might include acquiring new channels, creating a seamless website, or other ways to lower consumer's time and effort spent in a purchase.

**Keywords:** Repurchase Intentions, Trust, Perceived Value, Brand Image, Youth Generation, Local Fashion



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## **Economic Growth in Latin American Countries, Gains and Loses in the Recent Years**

**Prof. Dr. Hernán E. Gil FORLEO**

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### **ABSTRACT**

In this work we continue with the line of research of the 2021 Congress. In this opportunity, we present the first results of the growth rate cycle in Latin America from 2004 to the beginning of 2022. Our work it focuses on the use of geometric weighted growth rates of the last twelve months. To then determine the turning points, the duration, and amplitude of the bullish and bearish phases. Using three periods: a) the period between global crises (2010 - 2020), the lockdown, and the subsequent recovery to the present (February-March 21). We analyze the 4 most important economies in Latin America: Brazil, Mexico, Chile, and Argentina. The first results (stylized facts), show that more open economies (i.e. Chile and Mexico), are more robust to face the exogenous shocks. As well as the most regulated economies (i.e. Argentina), their recessive periods last longer with higher drop rates. Also that the number of cyclical phases are greater in countries with less external openness: Brazil and Argetina. These two countries requires a more extended time to restore their previous level of economic activity breaked 2020.

**Keywords:** Economic Growth, Latin American Countries, Gains and Loses in the Recent Years



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<b>OPENING CEREMONY</b>	
<b>Friday</b> <b>20 May</b> <b>2022</b>  <b>9:30-10:00</b>	<b>Opening Speeches</b> <b>National Anthem of the Republic of Turkey</b>  <b>Kerim KARADAL, Coordinator</b>  Assoc. Prof. Dr. <b>Tamara ISHCENKO</b> , Alfred Nobel University, <b>Congress Ukraine Country Coordinator</b>  Prof. Dr. <b>Sergii KHOLOD</b> , Rector of Alfred Nobel University <b>Dnipro, Ukraine, Co-Chair</b>  Prof. Dr. <b>Farhod AHROROV</b> , Vice Rector of Samarkand Branch of Tashkent University of Economics, <b>Uzbekistan, Co-Chair</b>  <b>Prof. Ir. M. Aman Wirakartakusumah</b> , Rector of IPMI International Business School (Sekolah Tinggi Manajemen IPMI)  <b>Prof. Dr. Murat Yülek</b> , Founding Rector of Ostim Technical University (Türkiye)  Asst. Prof. Dr. <b>Sachin GUPTA</b> , Mohanlal Sukhadia University, <b>Congress India Country Coordinator</b>  Prof. Dr. <b>Prabhat Kumar Singh</b> , Rector of Mohanlal Sukhadia University, <b>India, Co-Chair</b>  Prof. <b>Amarika Singh</b> , Vice Chancellor, Mohanlal Sukhadia University, <b>India</b>
<b>Channel</b> <b>Link:</b>	<a href="https://duan.zoom.us/j/6923710105">https://duan.zoom.us/j/6923710105</a>



<b><u>Keynote Speakers Session</u></b>	
<b>Friday</b> <b>20 May</b> <b>2022</b>  <b>10:00-</b> <b>11:30</b>	<p style="text-align: center;"><b><u>Moderator:</u></b></p> <p>Assoc. Prof. Dr. <b>Duygu HIDIROĞLU</b>- Türkiye</p> <p style="text-align: center;"><b><u>Keynote Speakers:</u></b></p> <p>Prof. Dr. <b>Siham EL-KAFAFİ</b>, Director of Arrows Research Consultancy, <b>New Zealand</b></p> <p>Prof. Dr. <b>Hernán E. Gil FORLEO</b>, University of Buenos Aires, <b>Argentina</b></p> <p>Carles Agustí I Hernández, International Governance Consultant &amp; SDG Manager (Barcelona/Spain) Spain</p> <p>Prof.Dr. Khaled Hussainey, University of Portsmouth (United Kingdom)</p> <p>Assoc. Prof. Dr. Mehmet Naci EFE, Head of International University of Gorazde (Bosnia &amp; Herzegovina)</p>
<b><u>Channel</u></b> <b><u>Link:</u></b>	<b><u><a href="https://duan.zoom.us/j/6923710105">https://duan.zoom.us/j/6923710105</a></u></b>



<b>Guest Speakers Session</b>	
<b>Friday</b> <b>20 May</b> <b>2022</b>  <b>11:30-</b> <b>12:00</b>	<p style="text-align: center;"><b><u>Moderator:</u></b></p> <p>Dr. <b>Kujtim Hameli</b>, University "Ukshin Hoti" Prizren – <b>Kosovo</b></p> <p style="text-align: center;"><b><u>Keynote Speakers:</u></b></p> <p>Asst. Prof. Dr. <b>Ir. Amelia Naim Indrajaya</b>, MBA – Head of CSMSR, IPMI International Business School, Jakarta, <b>Indonesia</b></p> <p>Dr. <b>Bahrullah Safi</b>, Educationist and Business Consultant, <b>Acacia University, Arizona, USA.</b></p> <p>Assoc.Prof. <b>Murteza HASANOĞLU</b>, Azerbaijan State Administration Academy, <b>Azerbaijan</b></p> <p><b>Asst. Prof. Dr. Sachin GUPTA</b>, Mohanlal Sukhadia University</p>
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**CEO Congress Zoom**  
**20 May 2022, Friday**

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<b>20 May 2022</b> <b>Session 1</b>	<b>12:00-</b> <b>13:30</b>	<b>Moderator</b>	<b>Dr. Ir. Amelia Naim Indrajaya, MBA</b> <b>Dr. Ir.Firdaus Basbeth</b>
<ol style="list-style-type: none"><li>1. Strategies and Innovations in Strengthening Islamic Financial Product Branding in Indonesia - <b>Eka Sri Dana AFRIZA</b></li><li>2. Payment Convenience, Transaction Speed and Reliability Toward Customer's Buying Decision of Misterdigital.id - <b>Yulita Fairina Susanti Ph. D, Muhammad Jody Siregar, Sony Wiwiek Antonio MBA</b></li><li>3. Behavioral Intention to Use LMS using Technology Acceptance Model an Empirical Study In STM-IPMI - <b>Boby Herman Parluhutan TAMBUNAN, Dr. Firdaus BASBETH</b></li><li>4. The Moderating Role of Member's Rank Does it Affect Customer Retention - <b>Mahonri LUKAS, Dr. Ir.Firdaus BASBETH,MM</b></li><li>5. Perceived Faculty Readiness and Student Satisfaction During Online Learning in Covid Pandemic - <b>Rio Kurniawan, Dr. Ir.Firdaus Basbeth</b></li><li>6. Behavioral Intention to Use LMS Using Technology Acceptance Model an Empirical Study In STM-IPMI - <b>Boby Herman Parluhutan TAMBUNAN, Dr. Ir.Firdaus Basbeth,MM, Dr. Ir. Amelia Naim Indrajaya, MBA</b></li><li>7. Repurchase Intention of Youth Generation on Local Fashion Goods in Indonesia: Perspective of Perceived Value, Trust, and Brand Image - <b>Raynaldo Kharismananda, Liza Agustina Maureen Nelloh, Dety Nurfadilah</b></li></ol>			

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<b>20 May 2022</b> <b>Session 2</b>	<b>13:30-</b> <b>15:00</b>	<b>Moderator</b>	<b>Assoc. Prof. Dr. Duygu HIDIROĞLU</b> <b>Asst. Prof. Dr. Luan VARDARI</b>
<ol style="list-style-type: none"><li>1. Entrepreneurship Financing through Local Equity Market and Access to Loans on Gender Perspective: Regression Analysis of Country Effects - <b>Assoc. Prof. Dr. Duygu HIDIROĞLU</b></li><li>2. Science for Society: Saga of Science Organisations in Eastern India - <b>Sukalyan GAIN</b></li><li>3. Representation of Women in Media and Other Sectors: A Study on Gender Perception - <b>Research Scholar Nelofar ARA, Dr. Umar Farouk MOHAMMED</b></li><li>4. Management Communication, Cooperation and Integration - <b>Samra JUSUFI, Asst. Prof. Dr. Luan VARDARI</b></li><li>5. Analysis of Published Articles in the Field of Audit in Western Balkan Countries - <b>Asst. Prof. Dr. Luan VARDARI, MSc. Qëndrim BYTYQI</b></li><li>6. The Role and Impact of Management on Employee Performance and Motivation in SME's - <b>Edisa KORO, Asst. Prof. Dr. Luan VARDARI (Türkçe Sunulacak)</b></li><li>7. Cities, Migrants, and Their Inclusion in the Urban Development - <b>Dr. Namrata Singh PANWAR</b></li></ol>			



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<b>20 May 2022 Session 3</b>	<b>15:00- 16:30</b>	<b>Moderator</b>	<b>Prof. Dr. Irene GUMIRAN R K Roshni Raj Lakshmi</b>
<ol style="list-style-type: none"> <li>1. The Slow but Imminent Death of the Film Spectator - <b>Dr. Chandrasekharan PRAVEEN</b></li> <li>2. A Community –Based Examination on the Status of Cyberbullying Among Social Media Users in the Philippines: Basis for Information Dissemination - <b>June Michael B. ANTONE</b></li> <li>3. Effect of Meditation on Impulsivity in Adolescents: A Review Article - <b>R K Roshni Raj Lakshmi</b></li> <li>4. Effect of Mind Sound Resonance Technique on Trail Making Test in Adolescents: A Controlled Trial - <b>R K Roshni Raj Lakshmi</b></li> <li>5. The Key Benefits and Challenges from the Adoption of International Financial Reporting Standards (IFRS) in the Textile Sector of Pakistan - <b>Asst. Prof. Dr. Shams UR RAHMAN, Mr. Luigi Pio Leonardo CAVALIERE, Mr. Jawad KABIR</b></li> <li>6. A Bird’s Eye View on The Students Performance-Based Assessment – <b>Prof. Dr. Irene GUMIRAN</b></li> </ol>			

<b>CEO Congress Zoom Link</b>	<a href="https://duan.zoom.us/j/6923710105">https://duan.zoom.us/j/6923710105</a>		
<b>20 May 2022 Session 4</b>	<b>16:30- 18:00</b>	<b>Moderator</b>	<b>Assoc. Prof. Dr. Azer Dilanchiev Asst. Prof. Dr. Muhammad YASEEN</b>
<ol style="list-style-type: none"> <li>1. Orientalists and Quran - <b>Asst. Prof. Dr. Muhammad YASEEN</b></li> <li>2. Enhancing Digital Education towards Teaching and Learning in Covid-19 Situation - <b>Dr. Velankanni ALEX, Dr. Ferdin Joe JOHN JOSEPH, Mr. Luigi Pio Leonardo CAVALIERE</b></li> <li>3. The Shadow Pandemic: Impact Of COVID-19 on Women - <b>Akeel Naveed RAJA, Anshu SHARMA</b></li> <li>4. Chemical Weeds Management Strategies in Wheat Under Changing Agro Climatic Conditions of Dera Ismail Khan, KP., Pakistan, <b>Dr. Iqtidar Hussain, Muhammad Jawad Nazir</b></li> <li>5. From Margins to the Metropolitan: The Political Economy of Folk Painters of 19th Century Colonial Calcutta - <b>Debbarna MUKHERJEE</b></li> <li>6. Economic Recvory by Developing Business Starategies: Mediating Role of Financing and Organizational Culture in Small and Medium Businesses - <b>Muhammad Umair, Assoc. Prof. Dr. Azer Dilanchiev</b></li> </ol>			



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<b>CEO Congress Zoom Link</b>	<a href="https://duan.zoom.us/j/6923710105">https://duan.zoom.us/j/6923710105</a>		
<b>20 May 2022 Session 5</b>	<b>18:00- 19:30</b>	<b>Moderator</b>	<b>Prof. Dr. Macario G. GAYETA Dr. Charuta Gajbhiye</b>
<ol style="list-style-type: none"> <li>1. Empowering the Specially-abled through Skill Development Education - <b>Dr. Charuta Gajbhiye</b></li> <li>2. Cultural Heritage Tourists in the CALABARZON Region Philippines: Basis for Tourism Development Plan - <b>Prof. Dr. Macario G. GAYETA</b></li> <li>3. Nepal's of Sikkim - <b>Reendima Gurung</b></li> <li>4. Revisiting the Political Revolution of Bhagat Singh: An Erroneous Insight in Punjab, India - <b>Asst. Prof. Dr. Mr Jobanpreet Singh</b></li> <li>5. Shackles of Tradition and Pursuance of Modernity: Sociological Aspects - <b>Dr. Meenakshi RANA, Dr. Harry</b></li> <li>6. Humanitarian Issues In The Ukraine-Russia Conflict - <b>Asst. Prof. Putri HERGIANASARI, Asst. Prof. Triesanto Romulo SIMANJUNTAK, Ms. Rizki Amalia YANUARTHA, Mr. Luigi Pio Leonardo CAVALIERE</b></li> </ol>			

<b>CEO Congress Zoom Link</b>	<a href="https://duan.zoom.us/j/6923710105">https://duan.zoom.us/j/6923710105</a>		
<b>20 May 2022 Session 6</b>	<b>19:30- 20:30</b>	<b>Moderator</b>	<b>Mr. Souvik DASGUPTA</b>
<ol style="list-style-type: none"> <li>1. Child Labour- A Case Study of Child Labour Working in Domestic Households - <b>Ms. Kavita LAMA</b></li> <li>2. Regional Entrepreneurship: Stories, Accountability, Resource Acquisition, Decision Making and Impact of Covid-19 - <b>Res. Asst. Anurag VYAS, Asst.Prof.Dr. Sachin GUPTA</b></li> <li>3. Issues Facing the Agriculture Sector in Karnataka - <b>Assoc. Prof. Dr. Suchitra S, Research Scholar Marutesh S</b></li> <li>4. Spiritual Intelligence as a Correlate of Job Performance Among Nurses in Lautech, Osogbo, Osun State, Nigeria - <b>Assoc. Prof. Dr. Solomon OJO (Offline)</b></li> <li>5. The Written Communicative Language, Its Effect and Its Impact on The Development of Modern Social Media - <b>Adnan Faihan MAHMOOD (Offline)</b></li> </ol>			



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<b>CEO Congress Zoom Link</b>	<a href="https://duan.zoom.us/j/6923710105">https://duan.zoom.us/j/6923710105</a>		
<b>20 May 2022 Session 7</b>	<b>20:30- 22:00</b>	<b>Moderator</b>	<b>Nelofar Ara Mr. Raveenthiran Vivekanantharasa</b>
<ol style="list-style-type: none"><li>1. The Non-native English-Speaking Teachers' Identity and Paradigm Shift in English Language Teaching: Current trend in Thai Educational Context - <b>Ms. Sirikarn THONGMAK, Mr. Afraseyab KHATTAK, Mr. Luigi Pio Leonardo CAVALIERE</b></li><li>2. Sustainable Development and Digitalization of SMEs in Africa, <b>Dr. Imen BACCOUCHE, Dr. Afef KHALIL, Mr. Mohammed El Amine ABDELLI, Mr. Luigi Pio Leonardo CAVALIERE</b></li><li>3. Challenges Faced by Teachers when Following Online Teacher Professional Development (TPD) Courses in Sri Lanka - <b>Mr. Raveenthiran Vivekanantharasa</b></li><li>4. Defining and Redefining Woman Health: A Theoretical Standpoint - <b>Shewani Kumari, Nelofar Ara</b></li><li>5. A Sociological Study on Cardiovascular Disease among Men and Women in Kashmir - <b>Research Scholar Nargis KHATOON, Research Scholar Nelofar ARA</b></li><li>6. Uniqueness Of Haider Ali and Tipu Sultan Among the Eighteenth-Century Indian Rulers - <b>Mr. Arindam PARUA</b></li><li>7. Sufi Shrines: A Spiritual Space for Women in Kashmir - <b>Gulzar Hussain</b></li></ol>			





**CEO Congress Zoom**  
**21 May 2022, Saturday**

<b>CEO Congress Zoom Link</b>	<a href="https://duan.zoom.us/j/6923710105">https://duan.zoom.us/j/6923710105</a>		
<b>21 May 2022 Session 8</b>	<b>08:30- 10:30</b>	<b>Moderator</b>	<b>Dr. Rey TY Prof. Dr. Wiwiek Mardawiyah Daryanto</b>
<ol style="list-style-type: none"> <li>1. The Ukraine Crisis from the Perspectives of Conflict and Peace Studies - <b>Dr. Rey TY</b></li> <li>2. Profitability, Liquidity, Activity, and Solvency Analysis of Halal Fast Food Restaurant: PT. Fast Food Indonesia (FAST) in Seven Years Period - <b>Shafa Iqlima Dzikro, Prof. Dr. Wiwiek Mardawiyah Daryanto, MM, CMA</b></li> <li>3. Analysis of Indonesian Crude Palm Oil (CPO) Competitiveness During Changes of Domestic Policy - <b>Mr. Imanda INDOMO, Prof. Dr. Wiwiek Mardawiyah Daryanto, MM, CMA</b></li> <li>4. Policy Based on an Approach to Economic Resilience During the Covid-19 Pandemic for the Development of the Value Chain of Indonesian Dairy Farmers - <b>Assoc. Prof. Dr. Sri SULANDJARI, Mr. Luigi Pio Leonardo CAVALIERE</b></li> <li>5. Paradox State and Warning for Natural Resources Management in Kalimantan - <b>Dr. Semuel RISAL, Ms. Rizki Amalia YANUARTHA, Putri HERGIANASARI, Mr. Luigi Pio Leonardo CAVALIERE</b></li> <li>6. Homeopathy as an Alternative Branch of Western Medicine: The Story of its Acceptance in Bengal (1860-1947) - <b>Ph.D. Research Scholar Sulagna SOM</b></li> <li>7. B'nei Menashe: Claim and Consequences; A Case Study - <b>Mr. Shuvam SARKAR</b></li> <li>8. The Legal and Political Implications Over Resources Which Transcend Borders and Spill Over in Conflicts - <b>Msc. Rakela ISMAILAJ NONA, Prof. Dr. Ismail ZEJNELI, Prof. Dr. Alba DUMI</b></li> <li>9. Impact of Digital Currency on Indian Monetary System - <b>Dr. Deepa Soni</b></li> </ol>			

<b>CEO Congress Zoom Link</b>	<a href="https://duan.zoom.us/j/6923710105">https://duan.zoom.us/j/6923710105</a>		
<b>21 May 2022 Session 9</b>	<b>10:30- 12:00</b>	<b>Moderator</b>	<b>Assoc. Prof. Dr. Aksana CHMYHA Assoc. Prof. Dr. Micaela TAULEAN</b>
<ol style="list-style-type: none"> <li>1. On the Ways of Using Drama Techniques for Developing Intercultural Competence - <b>Assoc. Prof. Dr. Micaela TAULEAN</b></li> <li>2. The Legal Status of Collegial Permanent Bodies of Belarusian and Polish Parliaments: Comparative Legal Analysis - <b>Assoc. Prof. Dr. Aksana CHMYHA</b></li> <li>3. The Control Powers of Parliament Members of Belarus and Poland (Comparative Legal Analysis) - <b>Assoc. Prof. Dr. Aksana CHMYHA</b></li> <li>4. Corporate Social Responsibility in Micro Small and Medium Industries - <b>Gobind Gurbani</b></li> <li>5. The Great Resignation: A Quantitative Analysis of the Factors Leading to the Phenomenon - <b>Ms. Sunandita KUNDU, Mr. Soham DAS, Mr. Snehashis NAG</b></li> <li>6. Conceptual Boundaries Regarding Controlling And Budget System. State of The Art. - <b>PhD. student Ionela URSU</b></li> <li>7. ESG Funds: A Route to Sustainable Investment - <b>Assoc. Prof. Dr. Shikha GUPTA</b></li> </ol>			



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<b>Offline Session</b>	<a href="https://duan.zoom.us/j/6923710105">https://duan.zoom.us/j/6923710105</a>		
<b>21 May 2022</b> <b>Session 10</b>	<b>12:00-</b> <b>13:00</b>	<b>Moderator</b>	<b>Mr. Souvik DASGUPTA</b> <b>Mr. Rajib DEY</b>
<ol style="list-style-type: none"><li>1. The Unruly Rivers: Decoding the Colonial Exploitations and The Hydro-Political Confrontations in The Indus Water System (1840-1947) - <b>Mr. Souvik DASGUPTA</b></li><li>2. From Prosperity to Crisis: Extinction of Native Rice Species as a Result of Green Revolution - <b>Amineeta PAL</b></li><li>3. Advertising, Buying Decision and Health Drink for Children - <b>Mr. Rajib DEY</b></li><li>4. Encountering The Wild: The Development of Forest Management Policies in Assam with A Special Reference to The Hollongapar Gibbon Sanctuary - <b>Mr. Rajib DEY, Mr. Souvik DASGUPTA</b></li><li>5. Effects of Climate Change on Coastal Landforms - <b>Souryabrata PAL</b></li></ol>			

<b>CEO Congress Zoom Link</b>	<a href="https://duan.zoom.us/j/6923710105">https://duan.zoom.us/j/6923710105</a>		
<b>21 May 2022</b> <b>Session 11</b>	<b>13:00-</b> <b>14:00</b>	<b>Moderator</b>	<b>Assoc. Prof. Dr. Savaş S. ATEŞ</b> <b>Assoc. Prof. Dr. Sadık SERÇEK</b>
<ol style="list-style-type: none"><li>1. Küreselleşmeye Yönelik Yaklaşımlar Açısından Uluslararasılaşmanın Önemi - <b>Assoc. Prof. Dr. Arzu GÜRDOĞAN</b></li><li>2. Turizm İşletmelerinde Örgüt Kültürünün Örnek Olay ile İncelenmesi - <b>Assoc. Prof. Dr. Arzu GÜRDOĞAN</b></li><li>3. Change in Airport Resource Management Model in Crises: Modifications of Slot Applications in the Covid-19 Pandemic Process - <b>Lecturer Sema BATTAL, Assoc. Prof. Dr. Savaş S. ATEŞ</b></li><li>4. Türkiye’de İslami Bankacılığın Doğuşu ve Karşılaştığı Zorluklar - <b>Assoc. Prof. Dr. Sadık SERÇEK, Yıldız YILDIZ</b></li><li>5. Tüketici Mahkemelerinin Sigorta Uyuşmazlıkları Bakımından Görevi - <b>Res. Asst. Gökhan GÜNCAN</b></li><li>6. CRITIC/Entropi Destekli ROV Yöntemi ile Bir Havayolu İşletmesinin Performans Analizi - <b>Asst. Prof. Dr. Eda ÇINAROĞLU</b></li><li>7. Y ve Z Kuşağının Sosyal Medya Kullanımlarında Birbirlerine Bakış Açısı Üzerine Bir İnceleme - <b>Gülden AYDIN, Saim KARABULUT</b></li></ol>			

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<b>21 May 2022</b> <b>Session 12</b>	<b>14:00-</b> <b>15:30</b>	<b>Moderator</b>	<b>Assoc. Prof. Dr. Murteza HASANOĞLU</b> <b>Dr. Parviz RUSTƏMOV HACI OĞLU</b>
<ol style="list-style-type: none"><li>1. Avrasya Enerji Jeopolitiğinde Ukrayna’nın Konumu - <b>Asst. Prof. Dr. Halit HAMZAOĞLU</b></li><li>2. Gençlerin Sivil Toplum Kuruluşlarındaki Gönüllülük Faaliyetleri: “Nahçıvan Gönüllüleri” Örneği - <b>PhD. Candidate Arzu QASIMOV</b></li><li>3. Azerbaycan Yönetiminde Toprak Bütünlüğü Mücadelesi (100 Yıl Önce) - <b>Assoc. Prof. Dr. Rana BAYRAMOVA</b></li><li>4. X-XIII Yüzyıllarda Azerbaycan’da Siyasi Ve Hukuki Düşünce Tarihinde Ütopik Fikirler - <b>Assoc. Prof. Dr. Terane ZEYNALOVA</b></li><li>5. Orta Doğu ve Doğu Avrupa Ülkelerinde Kadınların Siyasi Etkinliği - <b>Lecturer Mammadova Aysan Nüsret</b></li><li>6. Faizsiz Finansal Piyasaların Yönetiminde Kutsal ve Klasik Kaynakların Önemi - <b>Dr. Parviz RUSTƏMOV HACI OĞLU</b></li><li>7. İkinci Karabağ Savaşı sonucunda Güney Kafkasya’nın ulaşım ve iletişim sisteminde bir transit ülke olarak Azerbaycan’ın önemi - <b>Shaig Aliyev</b></li></ol>			



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<b>21 May 2022 Session 13</b>	<b>15:30- 17:00</b>	<b>Moderator</b>	<b>Assoc. Prof. Dr. Murteza HASANOĞLU Sevda Aliyeva</b>
<ol style="list-style-type: none"><li>4. Innovative Reforms and Digitalization in Public Administration of The Republic of Azerbaijan - <b>Assoc. Prof. Dr. Murteza HASANOĞLU, Sara MAHMUDOVA</b></li><li>5. Azərbaycan Təsviri və Dekorativ-Tətbiqi Sənətində Zəfər Mövzusu - <b>Emil Raul oğlu Ağayev</b></li><li>6. Appreciation of Gender Inequality in the Republic of Azerbaijan - <b>Sevda Aliyeva</b></li><li>7. Doğu Avrupa Ülkelerinin Entegrasyon Politikasında Amerika Birleşik Devletleri ve Avrupa Birliği'nin Rolü - <b>Lecturer Efendiyeva Gunel MAMMAD</b></li><li>8. The Current State of Practice For Phasing Content And Technology İn Continuous Pedagogical Education - <b>Afet SULEYMANOVA</b></li><li>9. Örgütsel Adalet Algısının Örgütsel Güven Üzerindeki Etkisi: Kamu Çalışanları Üzerinde Bir Araştırma - <b>Pınar KADER ALPARSLAN, Prof. Dr. Ali ERBAŞI</b></li></ol>			

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<b>21 May 2022 Session 14</b>	<b>17:00- 18:30</b>	<b>Moderator</b>	<b>Prof. Dr. Z. Gönül BALKIR Asst. Prof. Dr. Bilge ÇAĞLAR DEMİR</b>
<ol style="list-style-type: none"><li>1. Hayvanların Korunmasında Evrensel Haklar: Hayvanlara Saygı Gösterilmesi Hakkı - <b>Prof. Dr. Z. Gönül BALKIR, Lect. Başak BALKIR GÜLEN</b></li><li>2. Antroposan Çağda Hayvan Onurunu Korumaya Çalışmak - <b>Prof. Dr. Z. Gönül BALKIR, Lect. Başak BALKIR GÜLEN</b></li><li>3. Postmodern Hareketler Işığında Grafik Tasarımın Reklam Çalışmalarına Yansımaları - <b>Asst. Prof. Dr. Bilge ÇAĞLAR DEMİR</b></li><li>4. İnsan Kaynakları Yönetimi Uygulamalarının Örgütsel Bağlılık Üzerine Etkisi - <b>Dr. Alper Bahadır DALMIŞ, Arş. Gör. Halil Hazar EMEKSİZ</b></li><li>5. Serbest Eczane Çalışanlarının Etik Davranış Göstermelerinde Sosyo-Demografik Özelliklerin Rolü: TRC12 Bölgesinde Kesitsel Bir Çalışma - <b>Bilal AKSU, Gülşen KIRPIK</b></li><li>6. Etik Liderlik ile Örgütsel Bağlılık İlişkisi: TRC31 Bölgesinde Serbest Eczane Çalışanları Üzerinde Bir Araştırma - <b>Emrah KARAKAYA, Gülşen KIRPIK</b></li><li>7. Covid-19 ve Havalimanlarında Kriz Yönetimi - <b>Mehmet Cemil ACAR</b></li></ol>			



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<b>21 May 2022 Session 15</b>	<b>18:30- 20:00</b>	<b>Moderator</b>	<b>Asst. Prof. Dr. Neha Paliwal Ms. Poulami RAY</b>
<ol style="list-style-type: none"><li>1. Exploring The Emergence of a Region and Its Socio-Political and Cultural Dynamics: A Case Study of Vidarbha (C.1st BCE to 8th CE.) - <b>Ms. Poulami RAY</b></li><li>2. Determinants of Internal Audit Effectiveness on Financial Reporting Quality and Competence of Internal Audit Staff in Nigeria Government Establishments (MDAs), The Mediating Effect of Auditor's Ethical Conduct: A Proposed Framework - <b>Nura BADAMASI, Adura Binti AHMAD</b></li><li>3. Innovative Efficiency and Growth Potential of India: A Comparative Analysis - <b>Asst. Prof. Dr. Neha Paliwal</b></li><li>4. Effect of Bank Specific and Macroeconomic Factors on Credit Risk of Islamic Banks in Pakistan - <b>Asst. Prof. Dr. Shams UR RAHMAN, Mr. Luigi Pio Leonardo CAVALIERE, Mr. Mati ULLAH</b></li></ol>			

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<b>21 May 2022 Session 16</b>	<b>20:00- 21:30</b>	<b>Moderator</b>	<b>Assoc. Prof. Dr Md. Mahfuzur RAHMAN Mr. Souvik DASGUPTA</b>
<ol style="list-style-type: none"><li>1. An Initial Process of Academic Mentoring in San Luis, Argentina - <b>Sergio QUIROGA</b></li><li>2. Corporate Social Responsibility As a Development Basis For A Tourist Enterprise - <b>Assoc. Prof. Dr. Antonina VERHUN, Assoc. Prof. Dr. Julia BONDARCHUK</b></li><li>3. Demographic and Socioeconomic Profile of Severely ill and Disabled Children in South Africa - <b>Nwabisa MONA</b></li><li>4. Beyond Economic Poverty: Imperative of Poverty Mentality in Achieving Sustainable Development Goals (SDGs) in Nigeria - <b>James Tumba HENRY</b></li><li>5. Political and Racial Complexities in Africa With Reference to Nadine Gordimer's Novel July's People – <b>PhD, Scholar Tabassum PRAVEEN, Assoc. Prof. Dr Md. Mahfuzur RAHMAN</b></li></ol>			



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<b>21 May 2022 Session 17</b>	<b>21:30- 22:30</b>	<b>Moderator</b>	<b>Prof. Dr. Cojocaru MANOLE Assoc. Prof. Dr. Suchitra S</b>
<ol style="list-style-type: none"><li>1. The Pathology of 44th article of the IRI Constitution, and its Consequences in the Field of Economics and Politics - <b>Dr. Rahman Parvaresh, Assoc. Prof. Dr. Hamid Salehi</b></li><li>2. Biological Activity of The Extracts of Chlorophytum Borivilianum (Safed Musli) - <b>Pragati Singh, Piyus Kumar Pathak</b></li><li>3. Analysing The Impact of Covid-19 on The Health of Sex Workers in South Africa - <b>Ms Yolanda FAKU, Ms Montanna Kiara GAMIET, Ms Mbalenhle GUTSHWA, Ms Nokwanda GASELA, Ms Nokwethemba GUMEDE</b></li><li>4. Impact of Corporate Governance on Financial Reporting Quality of the Listed Consumer Goods Companies In Nigeria - <b>Usman YAKUBU, Muktar HARUNA, Prof. Dr. Bala Sulaiman DALHAT</b></li><li>5. IFRS Adoption and Value Relevance of Accounting Information in Listed Consumer Goods Companies in Nigerian - <b>Muktar HARUNA, Usman YAKUBU, Prof. Dr. S. I. Ningi</b></li><li>6. Renvoi in the Legal System of Afghanistan - <b>Lecturer Ainullah Karimi (Offline)</b></li></ol>			

**CEO Congress**  
**22 May 2022 , Sunday**

<b>CEO Congress Zoom Link</b>	<a href="https://duan.zoom.us/j/6923710105">https://duan.zoom.us/j/6923710105</a>		
<b>22 May 2022 Session 18</b>	<b>09:00- 10:00</b>	<b>Moderator</b>	<b>Emmanuel Obed Dadzie</b>
<ol style="list-style-type: none"><li>2. The effects of trade openness on financial integration - <b>Emmanuel Obed Dadzie</b></li><li>3. Understanding the Social Dimensions of Sārtha (Caravan): An Early Historic Perspective - <b>Ph.D. Research Scholar Soumya GHOSH</b></li><li>4. Mediating Role of Auditor's Ethical Conduct on the Relationship Between Usage of Information Technology, Management Support for Internal Audit Department, and Internal Audit Effectiveness: A Conceptual Framework - <b>Nura BADAMASI, Adura Binti AHMAD</b></li><li>5. A Study of Human Development Index of Southern Rajasthan: Future Prospects and Potentialities - <b>Tamish AGARWAL</b></li><li>6. Baburname'nin Yazıldığı Coğrafya ve Alışılmışın Dışında Bir Yaşam Öyküsü - <b>Dr. Mukadder Güneri</b></li></ol>			



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<b>22 May 2022 Session 19</b>	<b>10:00- 11:30</b>	<b>Moderator</b>	<b>Assoc.Prof.Dr. Gülşen AKMAN Asst. Prof. Esra AYDIN</b>
<ol style="list-style-type: none"><li>1. Kurumsal Kaynak Planlama ve Veri Görselleştirme Teknolojisi: Müşteri İlişki Analizi - <b>Süleyman ER, Assoc.Prof.Dr. Gülşen AKMAN</b></li><li>2. Lean Supplier Selection for a Packaging Company via Integration of CRITIC and EDAS Methods in the Context of Lean Supply Chain - <b>Assoc.Prof.Dr. Gülşen AKMAN, Bahar ATAŞ, Res.Assist. Çağın KARABIÇAK</b></li><li>3. My Supervisor Keeps Me in the Dark: Mushroom Management Style, Organizational Commitment and Organizational Cynicism - <b>Asst. Prof. Esra AYDIN</b></li><li>4. Was it Really Necessary to Go to a Hospital in a Parallel Universe without Covid-19 - <b>Asst. Prof. Dr. Hatice GENÇ KAVAS</b></li><li>5. The Economical Geopolitics of China in Central Asia - <b>Assoc. Prof. Dr. Gülmira KERİM (offline)</b></li><li>6. Evaluation of Sustainable Development Goals in Terms of Democracy, Participation and Governance - <b>Res. Assist. Dr. Sinem ŞAHNAGİL</b></li></ol>			

<b>CEO Congress Zoom Link</b>	<a href="https://duan.zoom.us/j/6923710105">https://duan.zoom.us/j/6923710105</a>		
<b>22 May 2022 Session 20</b>	<b>11:30- 12:00</b>	<b>Moderator</b>	<b>Esra YAŞAR</b>
<ol style="list-style-type: none"><li>1. Havayolu İşletmelerinin Finansal Performansının Entropi Tabanlı EDAS Yöntemiyle İncelenmesi - <b>Instructor Esra YAŞAR, Instructor Didem ÖVER</b></li><li>2. Türk Sinemasında Mizah ve Folklorun Beş İşlevi - <b>Dr. Erhan HANCIĞAZ</b></li><li>3. Türkiye'de Döviz Kuru ile BIST Hizmet Endeksi Arasındaki İlişkinin İncelenmesi: ARDL Yaklaşımı Analizi - <b>Dr. Öğr. Üyesi Yunus YILMAZ, Serkan ÇELİK</b></li></ol>			

<b>CEO Congress Zoom Link</b>	<a href="https://duan.zoom.us/j/6923710105">https://duan.zoom.us/j/6923710105</a>		
<b>22 May 2022 Session 21</b>	<b>12:00- 13:30</b>	<b>Moderator</b>	<b>Prof. Dr. Rahmi YÜCEL Asst. Prof. Dr. Özgür ÇARK</b>
<ol style="list-style-type: none"><li>1. Örgütsel Maneviyat ve İşe Adanmışlık - <b>Asst. Prof. Dr. Özgür ÇARK</b></li><li>2. İnsan Kaynaklarının Karanlık Yüzü - <b>Asst. Prof. Dr. Özgür ÇARK</b></li><li>3. Örgüt Kültürü Tipinin Zorunlu Vatandaşlık Davranışına Etkisinde Örgütsel Adalet Algısının Aracı Rolü: Türkiye'deki En Büyük 500 Şirket Üzerinde Bir Araştırma - <b>Dr. Şerif DURMUŞ, Prof. Dr. Ali ERBAŞI</b></li><li>4. Piyasa Değeri Ar-Ge Giderleri İlişkisi: BİST İmalat Sanayinde Bir İnceleme - <b>Lecturer Bülent ORDU, Prof. Dr. Rahmi YÜCEL</b></li><li>5. Bütçe Başarısı Açısından Yönetim Muhasebesi Bilgisi Kullanımı Geri Bildirim ve Hedeflerin Netliğinin Önemi: Yöneticiler Üzerinde Bir Çalışma - <b>Prof. Dr. Rahmi YÜCEL, Dr. Derya YÜCEL</b></li></ol>			



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<b>22 May 2022</b> <b>Session 22</b>	<b>13:30-</b> <b>15:00</b>	<b>Moderator</b>	<b>Assoc. Prof. Dr. Zühal ERGEN</b> <b>Asst. Prof. Dr. Fatma Merve EKİZ</b>
<ol style="list-style-type: none"><li>1. Türkiye’de Dijital Dönüşüm ve İşgücü Verimliliği İlişkisi - <b>Asst. Prof. Dr. Fatma Merve EKİZ</b></li><li>2. Sürdürülebilir Kalkınma ve Maliye Politikaları Arasındaki İlişki - <b>PhD Student Esin GÜZHAN</b></li><li>3. Cari Açık Problemi: Türkiye Üzerine Bir Değerlendirme - <b>PhD Student Esin GÜZHAN</b></li><li>4. Dijitalleşme Kaynaklı Vergi Sorunları ve Çözüm Arayışları - <b>Mustafa Sefa MAZLUM</b></li><li>5. Döngüsel Ekonomide Dünya ve Türkiye Üzerine Bir Değerlendirme - <b>Dr. Zeynep HÖBEL</b></li><li>6. İklim Değişikliğine Uyum Sürecinde Temiz Enerji İçin Vergi Politikaları ve Uygulamaları - <b>Dr. Zeynep HÖBEL</b></li><li>7. Tarihteki Üç Büyük Veba Salgımına Mali Açıdan Bakış - <b>Burcu DURAK OLDAÇ</b></li></ol>			

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<b>22 May 2022</b> <b>Session 23</b>	<b>15:00-</b> <b>16:30</b>	<b>Moderator</b>	<b>Prof. Dr. Veclal GÜNDÜZ</b> <b>Dr. Mehmet Nur ÇELİKASLAN</b>
<ol style="list-style-type: none"><li>1. Asya Bölgesi Ülkelerinin Yaşam Kalitesinin ÇKKV Yöntemleri ile Analiz Edilmesi - <b>RA. Dr. Nazli ERSOY</b></li><li>2. Türk-Amerikan İlişkileri: Silah Ambargoları - <b>Dr. Mehmet Nur ÇELİKASLAN</b></li><li>3. Paya Dayalı Vadeli İşlem ve Opsiyon Sözleşmelerine Dayanak Teşkil Eden Payların Fiyat Adımlarının Bir Kuruş Olarak Belirlenmesinin Etkileri - <b>Dr. Güzhan GÜLAY</b></li><li>4. Sustainability Studies in Borsa Istanbul and Bist Sustainability Index - <b>Dr. Korkmaz ERGUN</b></li><li>5. Etik Liderlik Davranışları ve Çalışanların Örgütsel Adalet Algısı: Nitel Bir Araştırma - <b>PhD. C. İper İNCEKARA, PhD. C. Almula Umay KARAMANLIOĞLU, Prof. Dr. Ünsal SİĞRI</b></li><li>6. Metaverse ve Çalışma Yaşamına Etkisi - <b>Assoc. Prof. Dr. Senem NART, Lect. Dr. Cavit ÇOLAKOĞLU, Lect. Arda TOYGAR</b></li></ol>			

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<b>22 May 2022</b> <b>Session 24</b>	<b>16:30-</b> <b>18:00</b>	<b>Moderator</b>	<b>Shkelqim Hajrulla</b> <b>Dzenita DELALIC</b>
<ol style="list-style-type: none"><li>1. Virtual, Classic or Both? - <b>Dzenita DELALIC</b></li><li>2. A Statistical Method to Estimate An Unkonown Price in Financial Markets - <b>Shkelqim Hajrulla, Dritan Osmani, Vasil Lino, Daniel Avdiu, Desantila Hajrulla</b></li><li>3. The Estimation of Stock Market Using Probability Distributions - <b>Shkelqim Hajrulla, Leonard Bezati, Daniel Avdiu, Desantila Hajrulla, Fatmir Hoxha</b></li><li>4. A Comparative study of Economics Indicators of Developed and Developing Nations during the Pandemic - <b>Dr.Yogesh Kumar Jain</b></li><li>5. Creating Drip to Market Agro Corridor (DMAC) for Reducing Water Footprints in Agriculture: Best Practices of World’s Largest Drip Irrigation Project at Ramthal Marol, Karnataka, India - <b>Mr. SURESH S., Ms. Manasa GOWDA</b></li></ol>			



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<b>22 May 2022 Session 25</b>	<b>18.00- 19.00</b>	<b>Moderator</b>	<b>Dr. Ashish JORASIA Dr. Nitasha JAMWAL</b>
<ol style="list-style-type: none"><li>1. New Education Policy 2020: A New Paradigm of Dual Degree Program - <b>Dr. Ashish JORASIA, Mr. Ashutosh KUMAR</b></li><li>2. Literature in Indian Cinema - <b>Dr. Nitasha JAMWAL</b></li><li>3. The Correlation of Student Engagement and Academic Performance: A Review of Literature - <b>Research Scholar Sabina PARVEEN</b></li><li>4. The Current State of Practice for Phasing Content and Technology in Continuous Pedagogical Education - <b>Afet SULEYMANOVA</b></li></ol>			

**4th CEO Congress**  
**22 May 2022 , Sunday**

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<b>22 May 2022 Closing Session</b>	<b>19.00- 19.30</b>	<b>Moderator</b>	
<b>Closing Session</b> All congress participants are required to attend this session. The best paper award will be given.			