



International **Conference** on Business, Education, Engineering and Sciences **ICBEES2016**

November 25-28, 2016

**Waldorf Astoria Hotel Palm Jumeirah,
Dubai, United Arab Emirates**

Theme: Business, Education, Engineering
and Sciences Research: Addressing Challenges, Integrating
Disciplines and Strengthening Collaborations

In cooperation with





VISION

Community of ethical and scholarly publishing practitioners

MISSION

1. To advance the professional expertise of the scholarly publishers, editors and reviewers;
2. To provide expert services in scholarly journals;
3. To promote publication ethics in scholarly journals;
4. To support various causes in the promotion, development and advancement of scientific publication.

TABLE OF CONTENTS

01	MESSAGES
06	CONFERENCE PROGRAMME
10	ESSAYS
16	KEYNOTE SPEECH
18	SYNTHESIS OF ABSTRACTS
19	AWARDS
21	PAPER PRESENTATIONS
41	CONFERENCE COMMITTEE



It is with great pleasure that I welcome you to the 2016 International Conference on Business, Education, Engineering and Sciences (ICBEES), held in Dubai, UAE. The highest form of academic scholarship is publishing your work in a peer-review journal, but having the opportunity to present your research and using your findings to make a difference is even more rewarding. I would like to acknowledge your hard work to date, and honor the scholarly efforts of the International Association for Scholarly Publishers, its Editors and Reviewers.

Higher education has undergone some dramatic changes throughout the last few decades. With the advancement of mobile technology and social media, we will continue to see more evolution amongst academic institutions. With this fact in mind, I believe it is our responsibility as educators, university administrators and policy makers, to be at the forefront of change and be ready to adapt to this evolution. We must not let tradition and old habits prevent us from being open-minded and embrace what could lead to a transformational teaching and learning experience.

I believe all of you attending this conference are ready to be a part of this innovation. Let us not allow the political landscape to shape how we should teach our students or the type of research we produce, but instead lead with our passion and find a way to accept those “disruptors” on campus, and take advantage of this education revolution. It is through our learning communities that we seek to raise the bar higher with every publication and presentation.

Let us all take this chance to refuel or dedication to imparting knowledge and inspire others to embrace their curiosity. It is important that we work together in addressing challenges by integrating disciplines while fostering and strengthening collaborations. I am very excited for all of you and look forward to reviewing your work. Congratulations for your achievement and thank you for your contributions to the academy.

Dr. Emad Rahim, PMP, CSM, OMCP
Kotouc Family Endowed Chair of PM Center of Excellence
Kotouc Family Endowed Professor/ Program Director
Bellevue University, Omaha NE – United States of America
E-mail: erahim@bellevue.edu | Twitter: @DrEmadRahim



Value of Interdisciplinary Collaboration for a Sustainable Future

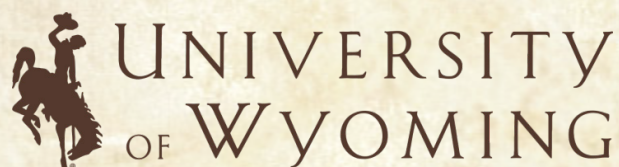
I am a firm believer of interdisciplinary collaboration and see the world as a circular flow diagram, but in this diagram, instead of households and firms, the focus is on educator, learner, and organization's interaction towards the positive outcome for the entire society.

Never in the time in academia have we realized the need for interdisciplinary collaboration in teaching and research that focuses on Sustainability. Society is undergoing profound transformation due to opportunities provided by technology and innovation. In that same context, there is a major shift in personal accountability in finding the balance among social, economic and environmental challenges of today. Through individual decisions and behaviors, we have control over our life and can influence the lives of others around us. I strongly believe that the conference in "Business, Education, Engineering and Sciences Research" is a great platform in addressing this need. Collaboration enables various entities to comprehend how interrelated our global business environment is, and ultimately help us achieve a greater consensus in addressing challenges with innovative solutions.

Engineering and Sciences provide facts, education sector disseminates the knowledge that is consistent with facts, and businesses deliver goods and services that align with consumer behavior that is consistent with the greater consensus. In the era of societal shift where corporate accountability and transparency is valued more than wealth, where conversations of social investing, eco- innovation, growth in renewable energy surrounds us, I hope this conference will bring ideas together so we as a global community can move forward with full information, and greater consensus in how knowledge is shared.

Vishakha Maskey, PhD

Associate Professor of Economics and Management
Gary E. West College of Business
West Liberty University, West Virginia, USA



Commendation is accorded to the International Association of Scholarly Publishers, Editors and Reviewers (IASPER) as a collaborator in cultivating a culture of excellence in research through its holding of the 2016 International Conference on Business, Education, Engineering and Sciences (ICBEES) on November 25-28, 2016 in Dubai, UAE.

Your theme, "Business, Education, Engineering and Sciences Research in addressing challenges by integrating disciplines while fostering and strengthening collaborations" is timely and relevant in providing guidance among budding investigators. An article titled "The Biomedical Research Enterprise at a Crossroads" published in the Clinical Laboratory News is a wakeup call on the deteriorating state of biomedical science research due to a broken system of too little funding and too many graduates. Recommendations stipulated in this article include redirecting the vision, understanding the workforce challenge, and restructuring the workforce. Through this initiative, scientists are urged to advocate for sustainable research funding through a long-term science budget and encouraged research and development investment from nongovernmental sectors. Academic institutions play a critical role in exposing their students to the spectrum of opportunities beyond bench research. Furthermore, career development should be integrated with the curriculum so that students are given ample time to think about their career paths early on, build networks and examine their skills for career opportunities in research, industry, technology transfer, or teaching.

Charlie P. Cruz, PhD, MLS (ASCP)SM

Assistant Lecturer, Medical Laboratory Science Program
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It is with great pleasure that I write this message for the 2016 International Conference on Business, Education, Engineering and Sciences (ICBEES 2016), being held on November 25-28, 2016 at Waldorf Astoria Dubai Palm Jumeirah, Dubai, United Arab Emirates, and sponsored by the International Association of Scholarly Publishers, Editors and Reviewers (IASPER). I applaud the magnificent challenge that these scholars have taken upon themselves in order to contribute to the dissemination of such prestigious endeavor.

Due to globalization and change within different countries there are a myriad of cultural challenges and issues that must be faced. Among these challenges and issues we encounter academic integrity in research and publication. What may seem to be fitting for one culture is not always correct for another. That is why it is necessary for all to comply with one standard academic practice of integrity in research and publication. Credit needs to be given where it is due with honesty and respect for individual contributions.

Scholarly work should not be merely published in academic journals and put aside only to be used whenever others need to find data for their own academic research. Research results should be put into use and therefore have to be disseminated. Researchers have a right and a duty to disseminate their work to diverse audiences by using a variety of methods, such as websites, newsletters, forums, and of course conferences as well as other methods. After all, what is the use of doing research if not to make known to others the results of what has been found?

Apart from the fact that funding agencies tend to favor collaboration among researchers, complimentary skills foster collaboration among researchers in the development of researches in business, education, engineering, and sciences. Needless to say, it is truly difficult to find work places where collaboration is exemplified. Commitment by organizations to a collaborative environment will instill a value system where diverse people, ideas, backgrounds, and experiences are understood to share. McDonald's philosophy of inclusion and diversity, "none of us is as good as all of us." By sharing expertise, resources, experiences, and problems, we all become better practitioners of our common discipline.

Carmen F. Sierra, Ed.D.

University of Puerto Rico at Utuado, Puerto Rico



Warmest greetings from Gulf College, Oman!

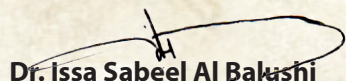
At the outset, I would like to commend the International Association of Scholarly Publishers, Editors and Reviewers, Inc. (IASPER) for organizing the International Conference on Business, Education, Engineering and Sciences (ICBEES) 2016. IASPER is truly committed with its mission in advancing the professional expertise of scholars, reviewers, editors and publishers and promote advancement and development of scientific publications from various fields across the globe. Over the past years, IASPER continuously provided multidisciplinary venue for practitioners, academicians and researches to address the challenges faced by the society. This practitioners, academicians and researches to address the challenges faced by the society. This year's conference spans four days in order to provide ample opportunities for debates, discussions and exchange of information and ideas among participants all over the world. Indeed, ICBEES 2016 is an upshot of great teamwork from the organizers and members to make it a successful conference.

It is also a great pleasure to welcome the participants and presenters to IASPER's ICBEES 2016. The conference theme "Business, Education, Engineering and Sciences Research: Addressing Challenges, Integrating Disciplines and Strengthening Collaborations" surely helps the scholarly community across the nations to explore the critical role of multidisciplinary advancement and innovation through research presentation and publication. Additionally, it also encourages researchers to highlight global challenges, integrate discipline and strengthen interactions and collaboration in their researches endeavors.

I am certain that this conference provides great prospects to the practitioners, scholars, scientists and academicians from across various disciplines to discuss advancement and innovations in business, education, engineering and sciences. I believe that the researchers have the potential to promote academic reliability in research and publication and to promote teamwork among researchers in different fields. I also trust that the research presentations from various fields surely address key challenges and opportunities in business, education, engineering and sciences. With the valuable thoughts to be shared by every researcher, this shall open the horizon to publish and disseminate research outcomes for grander utilization.

I would like to express my insightful support to all the participants, presenters as well as the organizers to ICBEES 2016. I strongly believe that we need to reap the best solutions in order to unravel the challenges on business, education, engineering and sciences. This conference, which has pivotal role to play in our respective organizations, gathers global researchers who will replenish our quest for knowledge and bring new visions in various disciplines. May this conference inspire innovative researchers, leaders and educators to share disseminate and utilize research result.

In closing, I wish you great success and very rewarding conference.


Dr. Issa Sabeel Al Balushi
Gulf College
Chairman, Board of Directors
Vice Chair, Board of Trustees



De La Salle University

CENTER FOR PROFESSIONAL
DEVELOPMENT IN BUSINESS

There is no greater nobility than to pioneer discovery of knowledge.

WE LIVE IN THE VERY MIDST OF DISRUPTIVE INNOVATIONS where business models are battered constantly and grow obsolete very quickly. Economies rise and fall, giant corporations lose strategic advantages and professional practice are under fire for various ethics issues. These changing landscapes are constantly reshaping the academic research – transforming it from a mere academic activity to an anchor to societal development and precursor of knowledge delivery.

To predict and adopt to the business job market in the next few years, business research must now be conducted with technology, quantum physics, sociological dynamics and political science. To develop accounting and reporting systems, business research must now always go together with an emphasis in data security and integrity. Nowadays, business research, as are all the areas - engineering, education and sciences, is interdependent on the strength of research from all other fields. Gone are the days indeed where research and knowledge delivery is isolated. Now, it is nearly absolutely indispensable to conduct business research without factoring in mathematical models from both engineering and economics.

As quality research correlates to quality education, universities must dispense knowledge efficiently – to properly project and interpret facts as a result of quality research – to integrate knowledge from engineering, education and sciences. This necessitates us to facilitate learning through all aspects of knowledge development, synthesis and innovation. In the end, our yardstick of knowledge delivery as academics is neither how we feed and narrate facts from research but rather how we train the mind of our students to grow amid the dynamics of our society - again a product of quality and integrated research.

While we have gone a long way – from conducting separate researches and now to research integration the challenges that we face still keep on surging. We must tackle existing knowledge and skills gaps head-on – answering several research questions, which leads us to the next ones, until we and pass on to the next generation. Much like an iterative process, academic research breeds continuous enquiry and unfazed curiosity, and now integration from other fields.

There is no greater nobility than to pioneer discovery of knowledge, and imparting them thereof thru research. Such nobility is deeply shared indeed.

Rodiel C. Ferrer, DBA, DipIFRS, CICA, CrFA, CMA, CPA

Associate Professor, Accountancy Department

Director, Center for Professional Development in Business

Ramon V. del Rosario College of Business

De La Salle University-Manila, Philippines



Research and development remains to be an indispensable tool for learning and nation building.

Throughout time, we have capped the rise of innovation, technology and globalization across fields – such as those covered in this international conference.

It is with great pleasure that I express my standpoint on the role of interdisciplinary research. This message for the 2016 International Conference on Business, Education, Engineering and Sciences (ICBEES 2016) is an affirmation of how supportive I am of the conceptual framework drawn regarding the interrelatedness of disciplines as it redounds to the success of any academic endeavor. As sponsored by the International Association of Scholarly Publishers, Editors and Reviewers (IASPER), I commend the positive outlook of bridging the gaps and recognizing challenge that the scholars of today beset. The contribution to the body of knowledge, indeed, necessitates dissemination of information by oral presentation and of course, through ethical practice of publishing research articles. Publishing in research journals such as those under the International Association of Multidisciplinary Research (IAMURE) leads any academician-researcher at a vantage point.

Among the various challenges we face are oftentimes the issues on academic integrity and ethics in research and publication. A way to move forward is through constant updating of oneself and by sharpening the skills to be able to cope with the standards like that of the benchmark of excellence that IAMURE sets.

This conference, I am sure, clings to the possibility of collaboration and benchmarking efforts among academic researchers from around the world. Fostering development of researches in business, education, engineering, and sciences calls for intersection and meet up of brilliant minds. Exemplifying the need to introduce result findings and fuse such data that will bridge theory and practice is truly a fulfillment.

Let the research platform set by the organizers of this conference unfold!

Nisar Muhammed, MBA
Cromwell UK International Education
Middle East

International Conference on Business, Education, Engineering and Sciences (ICBEES 2016)
Waldorf Astoria Dubai Palm Jumeirah, Dubai, United Arab Emirates
November 25-28, 2016



CONFERENCE PROGRAM

DAY 1 • November 25, 2016

- | | |
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| <p>8:01 – 9:00a.m. Registration</p> <p>9:01 – 9:10a.m. Invocation
National Anthem of the United Arab Emirates
National Anthem of the Republic of the Philippines
National Anthem of the United State of America
National Anthem of India
National Anthem of Mauritius</p> <p>9:11 – 9:25a.m. Opening Remarks and Declaration of the Opening of the Conference
DR. ROMMEL P. SERGIO
Conference Committee Chair
Chair/Associate Professor, Human Resource Management Program
Canadian University Dubai
Dubai, United Arab Emirates</p> <p>9:26 – 9:45a.m. Message
CONSUL GENERAL PAUL RAYMUND CORTES
Consul General
Consulate General of the Republic of the Philippines
Dubai, Northern Emirates,
United Arab Emirates</p> <p>9:46 – 10:00a.m. Dubai Declaration: Synthesis of Abstracts
DR. MARITA R. CANAPI
President
University of Rizal System
Philippines</p> | <p>10:01 – 10:15a.m. Presentation of Delegates</p> <p>10:16 – 10:20a.m. Introduction of Keynote Speaker 1</p> <p>10:21 – 10:55a.m. Keynote Speech 1
DR. CHRISTIAN ENYINDA
University Professor
Marketing and International Business
Canadian University of Dubai
Dubai, United Arab Emirates</p> <p>10:56 – 11:15a.m. Awarding Ceremony
Outstanding Global Researcher 2016
Outstanding Global Research Leader 2016
Best Abstract Award
Best Paper Award</p> <p>11:16-11:30a.m. Awarding of Journals and International Publication Certificates</p> <p>11:31 – 11:45a.m. Oath Taking of New IASPER Members</p> <p>11:46 – 12:00n.n. Grand Pictorial</p> <p>12:01 – 1:30p.m. LUNCH BREAK</p> <p>1:31 – 5:00p.m. International Paper Presentation</p> <p>Master of Ceremony:
MRS. RUBY ABAN PEREZ
Cebu Normal University
Philippines</p> |
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DAY 2 • November 26, 2016

8:01 – 8:30a.m. Registration

8:31 – 8:40a.m. Invocation
 National Anthem of the Republic of the Philippines
 National Anthem of Egypt
 National Anthem of Indonesia
 National Anthem of Jordan
 National Anthem of Malaysia
 National Anthem of Zimbabwe

8:41 – 8:55a.m. Opening Remarks
DR. DIANA J. HALADAY
 Assistant Professor, HRM Program
 Canadian University Dubai
 United Arab Emirates

8:56 – 9:00a.m. Introduction of Keynote Speaker 2

9:01 – 9:35a.m. Keynote Speech 2
DR. MERVYN J. MISAJON
 University Professor
 Ajman University of Science and Technology
 University Street, Al Jerf 1 – Ajman,
 United Arab Emirates

9:36 – 10:20a.m. Best Practices in Scientific Writing
 for Higher Acceptance
 in Peer Reviewed and Indexed Journal
DR. GENARO V. JAPOS
 Chairman of the Board
 International Association of Scholarly Publishers,
 Editors and Reviewers, Inc.
 Philippines

10:21 – 10:30a.m. Coffee Break

10:30 – 12:00n.n. International Paper Presentation

12:00 – 1:30p.m. LUNCH BREAK

1:31 – 3:30p.m. International Paper Presentation

3:31 – 4:00p.m. Awarding Ceremony
 Best Oral Presenter Award
 Awarding of Certificates to the Participants
 Awarding of Certificates to Conference
 Committees

Grand Pictorial

DAY 3-4 • November 27-28, 2016

Individual Exploration of Dubai
 Departure of the Participants



Teaching, Research, and Service: The Quintessential Linchpins of Knowledge

CHRIS I. ENYINDA, Ph.D.

Professor of Marketing & International Business
Canadian University Dubai

Maya Angelou once said, “without courage, we cannot practice any other virtue consistently.” Indeed, it took an enormous courage to pursue an outstanding education that prepared me for the pursuit of excellence in teaching, research, and servant leadership. Thus, precipitating to my wealth of knowledge I acquired over the years. Arguably, this wealth of knowledge has served me well in contributing my quota in a number of ways to the affiliated organizations and by extension the society.

Over the years, I have contributed to my birth country by way of training a number of executives from Nigeria handling World Bank development projects and programs as well as University of Port Harcourt MBA Executive MBA Program. I have been involved in the internalization of University of Port Harcourt Business School MBA program. I have trained its students consisting of executives or industry leaders on Materials Management, Logistics/Operations and Supply Chain Management and Leadership in Organizations. University of Port Harcourt Business and Cidges Management Consulting Services, USA, August 11-15, 2015; August 9-11, 2016. Similarly, University of Port Harcourt MBA International Study Tour in Dubai: Trained participants (consisted of C-level executives from wide range of manufacturing and service sectors) on Managerial Accounting and Auditing; Managerial Finance and Budgeting; Materials Management; Logistics/Operations and Supply Chain Management; Leadership in Organizations; Research Planning and Development; and Grant Proposal Development. “The Art of Managing Colleges and Universities in the 21st Century: Issues and Challenges for Leadership, February 05, 2015. Trained participants (consisted of Deputy Vice-Chancellors, Reactors, Provosts, Directors, and Heads of Departments). “Improving Policy and Enhancing Performance in Higher Education through Quality and Accountability.” Trained participants (consisted of Deputy Vice Chancellors, Bursars, Reactors, Provosts, Directors, and Heads of Departments) on Total Quality Management in Higher Education; Academic Quality, Accountability, Quality Assurance; Accreditation; Peer Review Process; Performance Culture; Ranking Universities; and Performance Indicators, December 04, 2014. LG Electronics Africa and the Middle East Region: Trained its Senior Marketing & Sales Managers from Africa and the Middle East Region on Marketing and Sales Trends and Best Practices; Marketing Strategy; Relationship Marketing; Social Media Marketing and Marketing Intelligence; Islamic/ Halal Marketing; Designing and Managing Services; and Customer Relationship Management. LG Electronics Africa and the Middle East Region with Canadian University of Dubai, Dubai, UAE, November 13, 2014. Executive Training on Education Innovation for Nigerian Context. Trained Educators and Investors in Education Sectors on Building Structures for Innovation in Nigerian Education System. Canadian University of Dubai with Handz and Mindz Ltd, November 12, 2014. International Executive Training on Core Management Leadership and Organizational Improvement. Training subject areas: Lean Culture and Strategies for Lean Management; Integrating Change Management and Project Management; A Decision Support Tool for Modeling Change Management Strategies in Project Management; Modeling Challenges of Political Environment in Project Implementation; and Decision Support Model for Effective Risk Assessment in Project Management. Canadian University of Dubai with RealGrip International Consultants, June 23-25, 2014. “Functional Approach to Managing Development Projects. Workshop Specific Topics: Result-Based Approach to Development Project Procurement Supply Chain Management Challenges; Electronic Knowledge Networking for Development Projects; Effective Development Project Risk Assessment; and Challenges of Political Environment Affecting Development Projects Implementation. Canadian University of Dubai and Development

Focus West Africa Limited, September 03, 2013. “International Executive Training on Knowledge Management.” Trained Project C-Level executives on Knowledge Management Software; Electronic Knowledge Networking for Projects Effective Project Risk Assessment; Challenges of Political Environment in Project Implementation. Grapevine Consulting Limited with Canadian University of Dubai, May 7, 2013. “International Executive Training on Knowledge Management.” Trained Project C-Level executives on Knowledge Management Software; Electronic Knowledge Networking for Projects Effective Project Risk Assessment; and Challenges of Political Environment in Project Implementation. Grapevine Consulting Limited with the Canadian University of Dubai, April 16, 2013. “International Executive Training on Knowledge Management. Trained Project C-Level executives on Knowledge Management Software; Electronic Knowledge Networking for Projects Effective Project Risk Assessment; Challenges of Political Environment in Project Implementation. Grapevine Consulting Limited with the Canadian University of Dubai, March 21, 2013. “International Executive Training on Knowledge Management. Trained Project C-Level executives on Applying Knowledge Sharing Systems (KSS); Deploying Document Management System. Grapevine Consulting Limited with the Canadian University of Dubai, March 25, 2013. “International Executive Training on Result-Based Approach to Contemporary Project Management Challenges.” Trained Project C-Level executives on “Result-Based Approach to Project Management Fiduciary Challenges; Result-Based Approach to Project Procurement Management Challenges; Result-Based Monitoring and Evaluation in Development Project. Grapevine Consulting Limited with the Canadian University of Dubai, November 14, 2012. “International Executive Training on Result-Based Approach to Contemporary Project Management Challenges. Trained Project and Program C-level executives on Result-Based Approach to Project Procurement Management Challenges. Grapevine Consulting Limited with the Canadian University of Dubai 20, October 2012.

For the two terms I served as the President of the Faculty Senate, Alabama A & M University (AAMU), USA, I tackled a number of concerns and issues that bothered on improving the work environment for both the faculty and staff. In the same vein, as a member of the Board of Trustees, I engineered policies that engendered academic freedom, quality teaching, research, service, and professional development. Also, as both the President of the Faculty Senate and as a member of the Board of Trustees, I brought a strong sense of commitment and belief in shared governance, effective team- and consensus-building, and built linkages between the institution and the corporate leadership community, among many others. In addition, I demonstrated characteristics that made significant impacts in the lives of my colleagues I mentored and students I had taught and mentored. And



I continue to do so at Canadian University Dubai. While at AAMU, I led the Faculty Senate Affairs Committee as its chair for six years. In that capacity, I exhibited my administrative leadership and managerial skills by initiating a number of faculty friendly policies that became part of the Faculty Handbook. As a result of my administrative leadership and managerial skills, I was voted by the entire faculty to assume the leadership of the Faculty Senate. As the Faculty Senate President, I helped in improving administrative processes and in turn improved the quality of service to faculty, staff, students, and external stakeholders. As a member of Board of Trustees, I initiated and encouraged my colleagues on the Board of Trustees and administration to allocate sufficient funds for accreditation, faculty research and development. I ensured that the faculty remained engaged in delivery of quality teaching, scholarly activities, and service to the discipline. I advocated and provided servant leadership in ways that helped AAMU improve its university-wide services through investment in educational information communication technologies, quality teaching delivery, and research productivity. Fostered a community of mutual respect and cooperation within the University and business community, facilitated effective faculty participation in academic governance, broadened communication in matters of concern to the University, provided avenues and procedures whereby communications within the university flowed freely, created a university environment conducive to the richest growth of scholarship, learning, teaching, research, service, and respect for students, faculty, and staff.

Furthermore, as a member of the International Academy of African Business Development (IAABD), an organization where I served as its President for six years, I made significant contributions that promoted business and development in Africa. I advocated and raised funds to support young African scholars to attend IAABD meetings. In my capacity as the President of International Academy of African (AABD), I saw to the success of the following international conferences around the world: University of Dar es Salaam, Tanzania (2005); Ghana Institute of Management and Public Administration (GIMPA), Accra (2006); London Metropolitan University, London (2007); University of Florida, Gainesville, USA (2008); Makerere University Business School (MUBS), Kampala, Uganda (2009); University of Lagos (2010); University Athabasca (AU), Canada (2011); El Jadida Polydisciplinary University, El Jadida, Morocco (2012), and Ghana Institute of Management and Public Administration (GIMPA), Accra (2013). IAABD represents the leading association of academicians, practitioners, government leaders and policy makers in business and development areas from Africa, Caribbean, North America, Europe, and South America. Under leader my leader, IAABD pursued quality research in business and development issues to help executives, practitioners, governments, non-governmental organizations, and policy-makers deal with the unprecedented challenges associated with doing business in Africa. Acquired outside funding from hosting universities to support IAABD Annual International Conferences and scholarships for young African scholars; facilitated international exchange of information and ideas among scholars/educators, business organizations, government and quasi-government agencies, academic institutions, and international organizations with respect to Africa; encouraged and enhanced research activities to advance knowledge of African business operations and development and increased available body of teaching materials.

I have an extensive international experience and respectable record of publications. My refereed journal publication output is very consistent. The topical breadth of my publications and the diversity of outlets speak to my ability of rigorously analyzing important topics. The numerous awards and recognitions that have received from my peers, professional society, and Journal editorial board also reflect my propensity for excellence. I made significant contributions to my past and present institutions, the profession and learned societies. Some of my contributions to the world scientific community include scholarly work on “Quantifying Sources of Risk in Global Food Operations and Supply Chain.” *Thunderbird International Business Review*, 2016 (in Press); “Modeling Enterprise Risk Management in Operations and Supply Chain: A Pharmaceutical Firm Context.” *Operations and Supply Chain Management: An International Journal*, ISSN 1979-3561; EISSN 1979-3871, 2016 (in Press); “Determinants of Customer Relationship Marketing Success in Islamic Banks.” *International Journal of Social Entrepreneurship and Innovation*, Vol. 3, Issue 3, pp. 163-176; 2014; “Evaluation of Relationship Marketing in Islamic Banks in the UAE: Empirical Evidence Based on Sensitivity Analysis Algorithm” *The International Journal of Finance and Banking*, Vol. 1, No. 02, pp. 01-12, 2014; “An Analytical Model for Healthcare Supply Chain Risk Management.” *African Journal of Business and Economic Research*, Vol. 9, Issue 1, pp. 13-27, 2014; “A Decision Support Model for Contractor Selection in a Government Procurement Supply Chain: Evidence from an Emerging Market.” *Journal of Management Policy and Practice*, Vol. 12, No. 7, pp. 9-17, 2011; “An Empirical Analysis of Risk Mitigation in the Pharmaceutical Industry Supply Chain: A Developing Country Perspective.” *Thunderbird International Business Review*, Vol. 52, No. 1, pp. 45-54, 2010; “Taking Counterfeit Drugs out of Pharmaceutical Supply Chain Logistics Network in Nigeria: A Multilayered Mitigation Approach.” *Journal of African Business*, Vol. 10, Issue 2, 2009, pp. 218 – 234, 2009

For some selected peer refereed conference proceedings publications include “Quantitative Risk Analysis for International Project Management and Programs in an Emerging Economy.” International Conference on Leadership, Innovation, and Entrepreneurship, April 20-22, 2016 at the Atlantis - The Palm, Dubai, U.A.E; “An Empirical Dynamic Sensitivity Analysis Approach for Managing Development Project Operations and Supply Chain Risks.” In Proceedings of International Academy of African Business and Development Annual Conference, May 11-14, 2016, Arusha, Tanzania; “Model for Risk Management in Food Logistics and Supply Chain.” In Proceedings of the Society for Marketing Advances Annual Conference, Hilton Head, South Carolina, USA, October 29-November; “Analytic Hierarchy Process and Sensitivity Analysis Approach for Social Media Impact on Pharmaceutical Relationship Marketing Tactics.” In Proceedings of the Decision Sciences Institute 44th Conference, Baltimore, MD, USA, November 16-19; “Decision Support Model for Managing Disruptive Influences in Global Supply Chain Operations: A Sensitivity Analysis Insight.” In Proceedings of the Decision Sciences Institute 44th Conference, Baltimore, MD, USA, November 16-19, 2013;

(2013). “An Assessment of Fiduciary Risk in Project Management in Nigeria: Implications for Project and Program C-Level Executives.” In Proceedings of the International Academy of African Business and Development 13th Annual International Conference, Accra, Ghana, May 14-18, 2013; “An Empirical Approach to Healthcare Supply Chain Risk Management.” In Proceedings of the Society for Marketing Advances Annual Conference, Orlando, FL, October 30-November, 2012; “Improving Supply Chain Intelligence through Social Media Channels: A Sensitivity Analysis of Multi-Criteria Approach. In Proceedings of the Society for Marketing Advances Annual Conference, Orlando, FL, USA, October 30-November, 2012; “Leveraging Social Media for Supply Chain Competitive Intelligence: An Exploratory Study.” In Proceedings of the Decision Sciences Institute 43rd Conference, San Francisco, CA, USA, November 17-20, 2012; “Managing Disruption Risks in Nigerian Healthcare Logistics and Supply Chain.” In Proceedings of the International Academy of African Business and Development 13th Annual International Conference, El Jadida, Morocco, May 15-19, 2012; “Quantifying Risk Mitigation Strategies in Grocery Retail Supply Chain Operations: A Sensitivity Analysis

Perspective.” In Proceedings of the 2012 Annual Meeting of the Association of Marketing Theory and Practice, Myrtle, SC, 2012, USA.

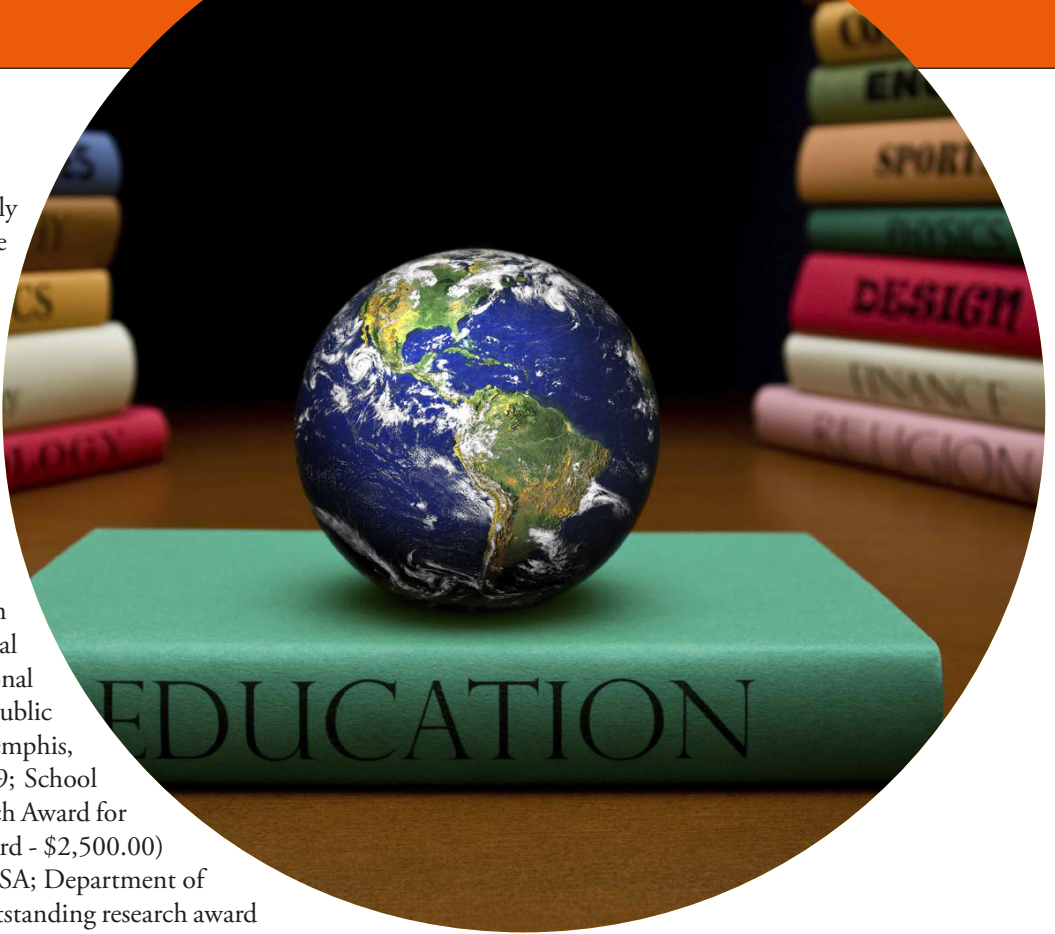
Based on the aforementioned contribution to the common body of knowledge, I received a number of awards (best paper awards) for my scholar work: Best professor in marketing and international business, the Middle East Education Leadership Awards - Part of World Sustainability Congress, 5th October 2016; Best Research Award for 2015– Canadian University Dubai (CUD) – Presented during 2015 CUD graduation ceremony; School of Business outstanding research award for 2010 (First Place): School of Business, Alabama A & M University, USA; Conference best academic paper

award for 2010 - Global Supply Chain Management Conference hosted by State University of New York (SUNY), Plattsburgh, NY, USA, June 15-17, 2010; Best paper award for 2010 - in Supply Chain Management Track, American Society of Business and Behavioral Science, Las Vegas, Nevada, USA, February 18-20, 2010; Best paper award for 2009 - in Supply Chain Management (International Business Track), International Academy of Business and Public Administration Disciplines, Memphis, TN, USA, October 22-25, 2009; School of Business Outstanding Research Award for 2009 (First Place Monetary Award - \$2,500.00) - Alabama A & M University, USA; Department of Management and Marketing outstanding research award for 2010, School of Business, Alabama A & M University, USA;

outstanding research award for 2008 (second place monetary award, \$2,000.00) - Alabama A & M University; Best paper award for 2009 - in Supply Chain Management (International Business Track), International Academy of Business and Public Administration Disciplines, Dallas, TX, USA, April 23-25, 2009; Best paper award for 2009 - in Supply Chain Management Track, American Society of Business and Behavioral Science, Las Vegas, Nevada, USA, February 19-21, 2009; Best paper award for 2008 - in Supply Chain Management Track, Global Academy of Business and Economic Research International Conference, Orlando, Florida, USA, September 17-19; Best research paper award for 2005 - in Logistics and Supply Chain Management Track, American Society of Business and Behavioral Sciences, Las Vegas, Nevada, USA, February; Intra-Campus research award (\$1,000), Office of Research and Development, Alabama A & M University, USA, 2005; Best research paper award for 2004 - in International Business Track, the International Academy of Business and Public Administration Disciplines Conference, Tunica, Mississippi, USA, May 24-26; Best research paper award for 2003 - in Logistics and Supply Chain Management Track, American Society of Business and Behavioral Sciences, Las Vegas, Nevada, USA, February; Outstanding Researcher for 2000-2001 - Research & Development, Alabama A & M University, USA; Best research paper award for 1999 - in Retailing, Society for Marketing Advances Track; Best research Paper award for 1995 - in Sales Management, Advertising, Public Relations & Sales Promotion, Southern Marketing Association, USA.

The confluence of factors that contributed to my present status as published researcher consist of intrinsic rewards (e.g., self-interest, altruism, sense of accomplishment) and extrinsic rewards (e.g., academic, institutional, and professional recognition, accessibility, and publicity). Of course, the aforesaid feat could not have been possible without the support and love of my family, past (Alabama A & M University) and present (Canadian University Dubai) institutions, colleagues, and above all the desire to contribute my quota to the world.

It is my fervent believe that I was born to serve humanity. For the past 34 years, I have been an educator imparting knowledge to learners. Over these years, many who have graduated have assumed important positions in governments, non-governmental organizations, companies, and the society at large.





A Twist of Hard Work, a Spot of Inspiration

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Nothing is insurmountable if we pour our pure heart and sharp mind into the pot of work we do. It is inevitable to thresh out in this piece of write-up the vital contribution I have extended to the Filipino community in particular and to the world scientific arena in general. My personal reflection on the confluence of factors that redound to my present status quo as a researcher-educator, and my discernment on how I made a difference in this world and the way I may be remembered by people beyond my lifetime are some of the talking points I wish to expound.

It all starts with a twist of hard work and a spot of inspiration. Incessantly, I always believe that our aspirations are constantly fueled by vast knowledge as we soar high – not for ourselves alone, but for the benefit of the community where we belong. I learned these conglomerate of ideas from my ‘significant others’ as I mature.

To keep up with the demands and challenges of the time, I realized the value of education and the long term benefit it could create for others and for myself. The universal fact is that for one to educate others, we need to be educated, for one to stand out as an educator, we need to have the strong heart and heightened passion for serving. With these thoughts in mind, I burned the midnight oil and tripled my time and effort to finish two terminal degrees: PhD in Management from the University of Liverpool, UK; and PhD in Psychology from De La Salle University, Philippines. I never stop learning. I thought that it would create a lot of teaching opportunities for me so I pushed myself to obtain the Post-doctoral in Management at Freeman Business School at Tulane University (2011) in Louisiana, a leading US-based institution accredited by the Advanced Association to Collegiate Schools of Business (AACSB) headquartered in Florida, USA. Such post-doctoral education has provided me the merit of ‘Academically Qualified’ as certified by AACSB. I have obtained my Master of Arts in Organizational Psychology from the Pamantasan ng Lungsod ng Maynila and Bachelor of Science in Psychology at the University of Rizal System, Morong Campus, Philippines.

My groundwork researches began in 2001 wherein the major theme of emotional intelligence at work becomes an impetus of vibrant soft skills to connect well with people and perform better. It was an honor to be given ‘best paper’ in a management conference held at Harvard University, Boston, USA in 2013. It has enabled me to transform my research findings into a usable tool for strategic staffing, training and development, and career planning across people’s positions in any organizations. For example, emotional intelligence is a salient feature of success in becoming a leader; therefore, there must be a related human resource management program. Apart from incorporating the results of my research in my corporate work, I have consciously designed an approach in teaching that can allow me to connect well with my students – that is, being an emotionally intelligent teacher. I have conducted several seminar-workshops in the corporate and academic settings in the Philippines and the Middle East on how to hone emotional intelligence and the role of such variable in enhancing job performance and work values. Apart from gaining citations from refereed research publications, it is indeed an honor to be cited and be the source of information in leading newspapers in the UAE containing passages of research-based excerpts of my previous work that yields wide readership (Gulf News, July 2013 and July 2016; Gulf Today, March 2014 and June 2016; *Kabayan Weekly*, May 2014; and *The Filipino Times*, August 2014 and September 2016).

The task to teach young minds, touch hearts, and transform lives of my learners inside or outside the class is not a rocket science. It takes perseverance and commitment to make sure that from students across the globe they are learning and at the same time internalizing the value of attending in my classes. Moreover, teaching and research have never been easy. It takes tenacity and robust self-reliance to motivate students and colleagues on this side of the world to write and publish.

The peak of achievements in my professional career depict the emblem of adding value to what I do that may inspire minds, touch hearts, and transform lives of my students, colleagues, and the community where I belong. Just recently, besting the Top Global Educators Award as conferred by the Oxford Journal in the UK, spells a lot of difference as such accolade highlights both research and teaching effectiveness. Having been awarded as the 2016 Huwarang OFW-Individual Category (People's Choice Award), 2014 Outstanding Asian Faculty in Human Resource Management Award sponsored by the Asian Education Leadership, World Education Congress, and Emirates National Bank in Dubai captured my contributions in the field of teaching, research, and corporate consulting. Taking home the bacon as the Outstanding Faculty in Research in 2013 awarded by my current organization Canadian University of Dubai opened research collaborations and grants with Multi-Media University-Malaysia at unimaginable peak.

Being an editor in several refereed research publications is part of my commitment and dedication to my craft. This radiates community service and social responsibility. It further gives shapes to teaching and research in so many ways which are vital to unlimited practice. In this light, I actively serve IAMURE Business and Management Journal as editor in chief; The Journal of Eastern European and Central Asian Research, The International Journal of Business and Management Research, Asian Business Journal and Governance, and The International Review of Social Sciences and Humanities as an editorial board member. To update myself in the field, I efficiently served as the Executive Director of the Afro-Asian Psychological Association in the past years. I currently hold active associate fellowship Society for Human Resource Management, Academy of International Business, European Psychological Association, Philippine Guidance and Counseling Association, Inc., and Psychological Association of the Philippines.

Eventually, these laurels are not meant to boost my confidence and the seal of excellence at work alone. I am at a vantage point of challenging young minds and prepare them for something big – bigger than what they can think of.

Although it is the hodgepodge of education, skills, community service, and experience that constitute competitiveness and compassion, the kind of inspiration and motivation out of hard work that we bring to people's lives – the students, their parents, the past and present organizations we serve – is the moving spirit behind why we need to better ourselves.

Lastly, I want to be remembered as an educator who has not just instilled skills but also inculcated virtues of integrity among students, young and old-alike. By transcending research into the core of teaching competencies as part of social responsibility, I hope to create a more ethical workforce of leaders.

Indeed, my calling is to teach and contribute a body of knowledge through research. This is me. This is why I exist.

KEYNOTE SPEECH SYNOPSIS



Business, Education, Engineering and Sciences Research: Addressing Challenges, Integrating Disciplines and Strengthening Collaborations

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United Arab Emirates

Diversity is about all of us and about us having to figure out how to walk through this world together (Jacqueline Woodson, 2014).

It is said that we live in a world today, where knowledge is no longer the source of power for a few, where science is not an absolute but the fruit of the work of men and women across ages and cultures to which all can contribute. There is widespread hope that researchers coming from diverse backgrounds such as ourselves help create the understanding that science is seen as linked to the issues surrounding the lives of all women and men, their ways of being, their ethics and aesthetics, and the cultural, social, economic and political contexts where they can thrive.

The critical roles of engineering, business, education and sciences research in addressing the large-scale pressing challenges facing our societies worldwide are widely recognized. Such large-scale challenges have been identified by experts include access to affordable health care; tackling the coupled issues of energy, transportation and climate change; providing more equitable access to information for our populations; clean drinking water; natural and man-made disaster mitigation, environmental protection and natural resource management, among numerous others. As such, mobilizing researchers of the science community to become more efficient and effective in discovering products, processes and services of benefit to society, especially in the developing world, is a vitally important and internationally shared responsibility.

However, the final challenge is to educate stakeholders, beyond members of scientific communities and researchers, in science education and the result of researches, to include representatives of business and commercial groups, politicians, parents and local and national authorities. As Stenhouse points out, that until now “perhaps too much research is published to the world, too little to the village” reminding us of the need for involvement of parents and leaders of the schools and the local communities in research spread and utilization.

Our conference today aims to promote a greater degree of interaction and collaboration across universities and countries to harness our disciplinary strengths to work on problems of substantive societal impact. It is our hope then that this conference finds us exploring more, and higher quality collaboration among researchers from different disciplines. As Tim Berners Lee says, we need diversity of thought in the world to face the new challenges.

My personal experience showed me that research collaboration is immensely satisfying and it gives us strength to pursue goals that require a multidisciplinary view and diverse experiences, while building professional camaraderie.

In closing, the words of Daisaku Ikeda rings in my ears and I quote “We are not merely passive pawns of historical forces; nor are we victims of the past. We can shape and direct history.”

SYNTHESIS OF ABSTRACTS



MARITA R. CANAPI, Ed.D.
President
University of Rizal System
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International Conference on Business, Education, Engineering and Sciences (ICBEES 2016)

Waldorf Astoria Dubai Palm Jumeirah, Dubai, United Arab Emirates
November 25 to 28, 2016

Theme: "Business, Education, Engineering and Sciences Research: Addressing Challenges, Integrating Disciplines and Strengthening Collaborations"

The International Conference on Business, Education, Engineering and Sciences (ICBEES 2016) serves as a congregation of Intellectuals celebrating new thought leadership in areas of Business, Education, Engineering, and Sciences.

Hosted by the International Association of Scholarly Publishers, Editors and Reviewers, the International Conference would be an apt platform for the scholarly exchange of research and publish at the same time, theoretical and methodological ideas, share outputs, and collaborate with experts and famous names in the field.

The research results, which include life-changing discoveries on student achievement and assessment both pedagogically and andragogically, quality assurance in higher education through accreditation, curriculum enhancements and innovations, work-related performances and job satisfaction, entrepreneurship, organizational behaviour and culture in the workplace, impact of technology and social media, stress management, tourism industries, environmental concern initiatives, community development services, among others can be regarded as important catalysts for economic development and prosperity.

The Conference therefore, would become a genuine vessel for the cross-transfer of knowledge, technology and innovation, expertise and for the development of cutting-edge collaborative projects by allowing our creative and inventive minds traverse new terrain and open new vistas in the advancement of our understanding of the world; by safeguarding the many fabrics of our society; and by enhancing the quality of life especially of the next generations to come.

I am sure this International Conference will push everyone's horizons beyond professional mandate; provide newer, better, and more relevant learnings and perspectives for all the participants; promote academic integrity in research and publication; and reshape and create a better future for the next generation of students, faculty, and researchers in academia and industry...and eventually become authorities who are of superior quality and with a global outreach.

To the International Association of Scholarly Publishers, Editors and Reviewers, you all deserve congratulations for bringing experts, scholars, scientists, businessmen, and researchers together in an interactive dialogues and impart their works, discoveries, innovations, newly generated knowledge on sustainability and development.

Thank you for expanding our international dimensions and for creating an environment that is rigorous and fun, scholarly and social.

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OUTSTANDING GLOBAL RESEARCHER



CHRIS I. ENYINDA

Canadian University Dubai, United Arab Emirates

H-index: 6

Dr. Chris I. Enyinda's academic career is one that is founded in excellence, molded by experience and fortified through time. Currently a Professor of Business Administration in the Canadian University Dubai, UAE, he was educated in the finest American universities finishing his Bachelor's Degree in Agribusiness Management in Alabama A & M University. He finished two doctorate degrees, one in Applied Economics majoring in Marketing and Price Analysis in the University of Tennessee and another in Transportation and Logistics in North Dakota State University with Logistics/Operations and Supply Chain Management as major specialization field. With strong background in business research, his countless publications have been conferred best paper awards in numerous international symposia and conferences. With an h-index of 6 with over 120 citations in 31 papers, his research impact spans across continents. A world renowned researcher with a global reach, Dr. Enyinda's education, community engagements, research publications, awards, and membership in international affiliations, embody a profile of a true Outstanding Global Researcher.

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OUTSTANDING GLOBAL RESEARCH LEADER



ROMMEL PILAPIL SERGIO

Canadian University Dubai, United Arab Emirates

H-index: 3

With a great character and an equally outstanding academic background to boot, Dr. Rommel P. Sergio has a tenacity and penchant for brilliance. Finished his Bachelor's Degree in Psychology at the University of Rizal System Philippines (Leadership Excellence Award), his thirst for academic excellence brought him to the University of Liverpool, UK where he completed his PhD in Management (With High-Level Distinction) on top of his PhD in Counseling Psychology at the De La Salle University-Dasmariñas, Philippines (Highest Distinction) and a Post-Doctoral in Management/ Marketing at the Tulane University, USA. Presently, the Chair of the HRM Program, School of Business Administration of the Canadian University Dubai, he commits himself to teaching and engaging in research at the University where he is also an Associate Professor. He is the first Filipino to be the recipient of the Top 50 Global Educators Award by the prestigious Oxford Journal: International Journal of Business and Economics, recognition of his superior portfolio and his unorthodox teaching methods coupled with research as a global educator. His excellence extends in his research engagements supported by his numerous best paper and research awards and his research impact totaling 28 citations with an h-index of 3. Giving back to the community, he volunteers as Trainer for Psychosocial Services in the Philippine Consulate General-Dubai where he provides workshops to employees of the consulate to further hone their counseling skills. He has also founded the Dr. Rommel Sergio Scholarship Foundation at the University of Rizal System, funding the scholarships of its deserving but underprivileged students. An educator with a mind for research and a heart for service, Dr. Rommel Sergio is an Outstanding Research Leader with an unparalleled ingenuity and altruism worthy of emulation.

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BEST ABSTRACT AWARDS



Best Abstract for Business

MARIA JADE CATALAN OPUENCIA

Ajman University of Science and Technology, United Arab Emirates

Title of Study: Human Capital Architecture in Managing Credit Cooperatives in Central Philippines

Best Abstract for Education

ANN GLOGHIENETTE ORAIS PEREZ

Higher Colleges of Technology, United Arab Emirates

Title of Study: Predictors of Performance among Faculty in Dubai Higher Education Institutions



Best Abstract for Sciences

WILSON R. JACINTO

De La Salle University-Dasmariñas, Philippines

Title of Study: Potential anti-virulence activities of selected Philippine ethnobotanicals



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BEST PAPER AWARDS



Best Paper for Business (Qualitative Research)

NIDA H. GARCIA

Philippine School of Doha, Qatar

Title of Study: From Aggressive Dealing to Progressive Leading: A Phenomenological Impact on Proversified Leadership Skills of Philippine Schools Overseas (PSO's)

Best Paper for Business (Quantitative Research)

DIANA J. HALADAY

Canadian University Dubai, United Arab Emirates

Title of Study: The Impact of Demographic Variables on Managerial Competencies and Career Advancement



Best Paper for Education

IMEE C. ACOSTA

Virginia Commonwealth University Qatar, Qatar

Title of Study: A Qualitative Inquiry of K-12 Readiness among Faculty Members from Higher Education Institutions in the Philippines

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L'université de
l'administration publique,
Canada



**ARCH. TIBERIU CONSTANTIN
FLORESCU, Ph.D.**
"Ion Mincu" University
of Architecture and Urban Planning
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On Managing Crowds Safely: A Counter Measure Based on Trail Observation – The United Arab Emirates Case



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Associate Professor

Canadian University Dubai



This concept paper on crowd management has been part of any country's requisite for safety and well-being. This empirical, action research paper aims to describe the pre-deliberated crowd management initiatives among working class in Dubai, United Arab Emirates. Moreover, the observations on commuter's behavior and the framework in explaining the psychology of human reactions are processed as a basis for various authorities to better prepare and formulate a more effective proactive as well as reactive decision processes that can guarantee the safety and comfortable environment that the commuters deems necessary. The descriptive-case study method through interview and survey will involve target commuters (n=1,500) in Dubai. The set of demographics and its relationship to commuters' behavior, and possible intervention to manage crowds may be implemented in the process.

Keywords: Managing crowds, safety, trail observation, United Arab Emirates, empirical, action research, descriptive-case study method

*Co-Author: Rommel Pilapil Sergio

Forces Come in Pairs: Conflict Mediation as Science and Art in Philippine Schools Overseas (PSO's)



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Advocating mediation as a powerful noncoercive, nonviolent, and nonbinding form of conflict intervention, school administrators and corporate managers are bound to mediate conflict before it escalates to formal litigation in court. With the participation of a select group of ten school administrators in Philippine Schools Overseas in the Middle East particularly in the United Arab Emirates, the Sultanate of Oman and the State of Qatar, this phenomenological paper afforded the surfacing of triad powers of conflict mediation as exercised by Filipino educational leaders. These include power productive compassion, power of pro-active disposition and power of progressive decision which enabled them to mediate conflict at their peak state of reflective equilibrium guided and illumined by mind and heart. The fascinating stories and experiences of school leaders are powerful tools as a new route on conflict mediation both a science and an art which can be the best exercise towards resolving conflicts in the most peaceful, productive, and meaningful manner; thus can strengthen working relationship

Keywords: Social Sciences, Conflict mediation, Filipino school administrators, phenomenology, United Arab Emirates, Sultanate of Oman, Qatar

Accountability of Non-Government Organization from the Perspective of Stakeholder Theory



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This study aims to see the accountability of non-government organization from the perspective of Stakeholder theory. Accountability in its practice and theory has weaknesses. The weaknesses are lacking of supervision of disbursement and neglecting people's culture (Dixon et al., 2006); lacking of information in organization (Kovach et al., 2003); financial statements that are submitted only to the donors (Goddard and Assad, 2006); and the many scandals and abuses of power in organizations (Gibelman & Gelman, 2001). However, this agency theory cannot be applied by Non-Governmental Organizations because they are social organizations (Dixon, et al., 2006). Therefore, it is interesting to know the practices and the accountability of NGO. The researcher used interpretive existential phenomenology method to understand a phenomenon. Stakeholder theory is used to analyze problems with MBM organization activity assumption, which is related to the donors and community. The results of the research show that accountability based on stakeholder perspective theory is for all stakeholders. They are the owners, the management, and social. Stakeholder theory does not emphasize on vertical relationship or the relationship with God as the Owner.

Keywords: Accountability, non-government organization, stakeholder theory, interpretive existential phenomenology, Indonesia

*Co-Authors: Luh Gde Novitasari and Ni Wayan Rustiari

Predictors of Performance among Faculty in Dubai Higher Education Institutions



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The purpose of this sequential explanatory research study is to predict the psychographics and demographics that are associated with performance among faculty in Dubai Higher Education Institutions (HEIs) and thereafter to develop a regression model. Using the purposive sampling, twenty faculty members among Dubai HEIs were used to answer the validated and tried-out interview guide which results were coded, interpreted, and clustered into themes. The research findings reveal that professional qualification, commitment, job satisfaction, motivation, personal differences, and perceived fairness in management emerged as psychographics that influence faculty performance. The psychographics and the demographics were tested whether these predict faculty performance. Using stratified sampling, not lesser than one hundred forty-nine (149) faculty members were selected to answer the validated and tried questionnaire. Using MANCOVA, the figures disclose that the educational level, professional qualification, commitment, job satisfaction, motivation, and perceived fairness in management are predictors of faculty performance. The regression model of the study is $\text{Faculty Performance} = 32.076 + 12.977 \text{ Educational Level} + 2.070 \text{ Professional Qualification} + .967 \text{ Commitment} - 10.388 \text{ Job Satisfaction} + 6.926 \text{ Motivation} - 1.302 \text{ Perceived Fairness in Management}$. The results of this study would be helpful in the identification of criteria in hiring of faculty in Dubai, United Arab Emirates HEIs.

Keywords: Predictors, Faculty performance, sequential explanatory research study, multiple, regressions, United Arab Emirates

*Co-Author: Marilou D. Junsay

An Examination of the Impact of Total Quality Management on Customer Satisfaction in the Zimbabwean Insurance Industry



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The subject of total quality management (TQM) is increasingly becoming topical worldwide, especially with the current intensified competition in the financial markets. Due to the nature of insurance business, it takes premium quality for an insurance company to thrive in the competition. Consumer satisfaction is an important determining factor of a company's success. Quality frameworks and programs should be dynamic to meet the ever changing customer expectations and preferences. In Zimbabwe, the insurance industry has been labelled as poor and delivering poor services to its customers. This has seen insurance policyholders raising concerns and complaints about the sub-standard services that they are getting from their insurers. Thus the research was aimed at investigating TQM's impact on customer satisfaction in the insurance industry. Data and information necessary in the achieving of the research objectives involved the use of mainly primary data through the use of questionnaires. The data was gathered in Bulawayo from insurance consumers, and insurance companies' employees. Descriptive research approach was utilized in this study. Chi-square tests were used to test hypotheses. The major findings from the research are that insurance consumers in Zimbabwe are not satisfied with the services they are getting from their insurers. Hence, it is concluded that insurers should implement TQM as a holistic approach towards meeting and exceeding customers' expectations in order to enhance customer satisfaction.

Keywords: Total quality management, Consumer, Satisfaction, Insurance

The Dynamics of Philosophical Analysis on Ecological Concerns: Cutting of Trees in Focus



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People cut trees despite the global campaign for ecological duty and wellness. This paper intends to draw out the criticisms of philosophy professors on this prevailing socio-ecological phenomenon. Through a qualitative method of research via focus group discussion, the philosophy professors articulated that the current socio-ecological dilemma is attributed to conflict of interests, issues on central importance, and intrusion of opportunities. Conflicting interests are manifested in the tensions between binary realities such as survival versus ecological responsibility; environmental justice versus economic life; ideal versus pragmatic principles; and stewardship versus dominion over natural resources. Issues on central importance were explored in anthropocentrism, ecocentrism, and biocentrism. Intrusion of opportunities enticed by the flourishing of industrialization and commercialization override the peoples' traditional treatment of natural resources. These were the critiques' grounds in respecting rather than condemning the peoples' options and actions. Furthermore, they asserted that changing the mindset of the people should not be regarded as purely philosophical but rather a multi and interdisciplinary responsibility – implying their adherence to postmodernism whereby philosophy is just one among the many contributors of knowledge.

Keywords: Philosophical criticism, ogging, qualitative research, Philippines

*Co-Author: Juarlito V. Garcines

English Teachers' Teaching Styles and Students' Learning Styles in English Plus



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The study aimed to find relationship between English teachers' teaching styles and students' learning styles in English Plus at Agusan del Sur State College of Agriculture and Technology, Philippines in the first semester 2016-2017. In attaining this primary purpose, this study utilizes descriptive-correlational design to determine the relationship between English teachers' teaching styles and students' learning styles. It also uses Grasha's Teaching Styles Inventory (2008) and Grasha-Riechmann Student Learning Style Inventory (2008) in gathering data. This study discloses some findings. First, among teaching styles, formal authority and facilitator are mostly preferred by English teachers; their least preferred are demonstrator and delegator. Second, among learning styles, the most preferred dimensions by students are participant, collaborative, dependent and independent. Third, the teaching styles of English teachers are significantly related to their students' learning styles. The teaching styles which are related to learning styles are the expert to independent, collaborative and competitive; the formal authority to independent, collaborative and dependent; the facilitator to collaborative, competitive and participant; demonstrator to avoidant and participant; delegator to avoidant, collaborative and participant. In closing, for students to learn effectively, a teacher must adopt a balanced teaching style.

Keywords: Education, Teaching Styles, Learning Styles, Descriptive-Correlational Method, Philippines

The Impact of Demographic Variables on Managerial Competencies and Career Advancement



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One of the greatest challenges facing global organizations is the need for organizational standards for performance and career advancement that transcend cultural and national identities. Thus, this research paper examines the use of managerial competencies and their role in the career advancement of 338 managers in two different countries: The United Arab Emirates and Malaysia. Specifically, the research focuses on the impact of selected demographics (gender, education, and organizational culture) on the use of managerial competencies and career advancement. The descriptive-correlational survey method was used. Research findings show that both gender and the nature of the company do not significantly impact managerial competencies or career advancement; whereas, education has a significant impact on managerial competencies and career advancement. Given the limited research on the role of demographics on competencies and career advancement in non-western countries, this research study provides significant insights on the use of competencies as universal standards for performance and career advancement.

Keywords: Education, demographics, gender, organizational culture, career advancement, managerial competencies, United Arab Emirates, Malaysia

Overseas Filipino Workers Mechanical Engineers and Management Professionals Reintegration Initiatives to the Philippine Mainstream



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This study focused on the assessment of the Overseas Filipino Workers mechanical engineers and management professionals' reintegration initiatives to the Philippine mainstream in exploring opportunities as a final option for retirees. Two major independent variables were being revisited and assessed such as economic readiness and preparedness, and the socio-political-psychological factors affecting the selected OFWs in their return to the mainstream. The method used in this study is descriptive quantitative research using a survey questionnaire in three parts, e.g., demographic profiles, economic readiness and preparedness, and the socio-political-psychological factors affecting the selected OFWs with two groups of respondents composed of mechanical engineers and management professionals. Results from the study revealed that the group of mechanical engineers perceived the economical preparedness and readiness as strength with little things to do likewise in the socio-physiological-psychological-political factors it shows the category as strength with something has to be done for the OFWs to be fit in facing the challenges that awaits them in their reintegration to the mainstream. The management professional's perceptions in terms of economic preparedness and readiness shows a strength and something has to be done, similarly with the social, physiological, psychological, and political factors recorded as strength. In totality the average mean of both the economic and socio-psychological-physiological and political shows a strength category.

Keywords: Economic Readiness and Preparedness, Socio-physiological-psychological-political Factors, Economic Effect, Current Government Ten Economic Agenda, Philippines

The Intended and the Implemented Curriculum: The Case of Special Science High Schools in South Central Mindanao, Philippines



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This study determined and described the intended and the implemented curriculum of Special Science High Schools in South Central Mindanao towards policy recommendations to address the gaps. Specifically, it determined the levels of implementation of curriculum, instructional programs, and instructional support. The study used both quantitative and qualitative approaches for collecting and analyzing the data. Specifically, it utilized multiple case analysis. Triangulation procedure was used in collecting data through questionnaire, interview, documents and on-site visitation. The quantitative data established which areas have gaps while the qualitative works on description and judgement to identify what created the gaps. The result of the study showed that there are significant gaps between the intended and the implemented curriculum in some areas of curriculum implementation, instructional programs, and instructional support. Generally, Policies cited in the Department of Education Orders are not properly implemented in all science high schools investigated.

Keywords: Education, Qualitative and Quantitative, Multiple case analysis, Triangulation, Intended and implemented Curriculum Science High School, South Central Mindanao, Philippines

Effectiveness of Online Methods and Social Media to Enhance Training and Workplace Learning in the United Arab Emirates



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The effectiveness of social media and online sources as a collaborative and effective learning tool are explored to complement the training and development programs within the company. Social media and online learning tools help in peer to peer interaction which may provide better results in the long run. Employers are concerned that valuable work time is being consumed during the process. A large chunk of talent is not productively engaged at a given point of time which may result as loss for the organization. Many companies like Google, IBM and Microsoft are following this pattern to enable the employees to become the captain of their ship. Online tools and social media help to provide training across geographical limits and reach up to large audiences. It can enhance the training experience with pictures, three-dimensional looks, pictures, videos, etc. which can catch the attention of the learner. The social media tools that can be used to create interactive, online, company-limited, virtual spaces, which is extremely collaborative and group operated thus increasing a sense of camaraderie among the peers. This creates a sense of interest among the users and helps to anchor them to reality of the workplace and thus, increasing productivity and innovation.

Keywords: Social media, online sources, effectiveness, training and workplace learning, applied design, United Arab Emirates

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Manpower –Training as an AID to Management in Business Enterprises



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Ministry of Interior is a division of UAE government that delegates services regarding internal security concerns of the country. In the past, there have been reports of malpractices conducted by the officials. Such malpractices could severely hamper the overall functionalities, and that is why necessity to arrange manpower-training sessions become mandatory. The objective of conducting such training sessions is to improve the quality of services offered by employees of Ministry of Interior. The objective of conducting the study is to analyze current issues faced by the Ministry of Interior of Abu Dhabi in UAE. The study aimed to get probable solutions for issues like the rise in employee absenteeism and malpractices regarding financial transactions. During the course of study, the efficacy of conducting manpower training is established. The research methodology has been focused upon positivism. Positivism helps to conduct a structured study of the outcomes of manpower training. The aim of the research study is to analyze the improvement of service quality offered by the Ministry of Interior. Through the help of this study, efficiency of conducting such trainings for solving the issues related to Ministry of Interior has been established.

Keywords: Manpower training, Business enterprises, working performance, descriptive design, Philippines

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A Qualitative Inquiry of K-12 Readiness among Faculty Members from Higher Education Institutions in the Philippines



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Education reform is currently happening in the Philippine Education System through the enhancement of the Basic Education Curriculum from 10-year to a 12-year program known as the K-12. The added years was designed for specialized Senior High School (SHS). Graduates of the previous curriculum have to proceed to SHS instead of going to college. This study was conceived to look into the readiness of college faculty members to adopt the new program. Phenomenology was utilized as its research design to capture the lived-experiences of college teachers since they are the most affected in the implementation of the K-12 curriculum. A semi-structured interview was used to gather the information needed and data were analyzed using the following steps: transcribing, coding, theming, verifying, and analyzing. The findings revealed four essential themes pertaining to preparation plan process, namely: hindsight preparation, insight preparation, foresight preparation, and mindsight preparation. Participants in this study believed that college teachers must be ready to embrace change. It is recommended that higher education institutions should plan alternative measures that safeguard the promotion and protection of the rights, interests, and welfare of the affected faculty to ensure a smooth transition and successful implementation of the country's biggest education reform agenda.

Keywords: Education reform, readiness, preparation plan process, K-12 program, qualitative method, phenomenological design, Philippines

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Tourism Students Learning Perspectives in Managing Domestic Educational Field Trip



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The fieldtrip in tourism and hospitality education is a useful educational tool for transforming learning experience beyond the traditional classroom to enhance students' learning and increase their practical knowledge in the absence of actual work experience. This qualitative-narrative inquiry research design was conducted to explore the meanings of human action and phenomena constructed in narratives based on the learning perspectives of the student tour managers. The conversation partners were Bachelor of Science in Tourism Management Students, enrolled in tour packaging subject, who agreed to manage the tour and share their experiences in planning, organizing, staffing, implementing and evaluating the domestic hospitality and tourism educational field trip. Moreover, the conversation partners were single mothers with ages between 20 to 25. Written essay, recorded in-depth interview and focus group discussion were the methods used to generate information. Student tour managers learned extensively from their engagement with various tour suppliers. These learning were far from what they imagined while learning the theories inside the four walls of the classroom. Highlighted in their experiences is the importance of respect and cooperation among tour participants and organizers. Also playing a significant role is the supervision and motivation of the class adviser. Despite of the many challenges experienced by the tour managers, they are proud of the achievements and learning that they had like values and attitude development, management skills and linkages with the industry partners.

Keywords: tourism, learning perspectives, domestic educational field trip, tourism management students, qualitative-narrative inquiry research, Philippines

Interactive Effects of Challenge- Hindrance Stressors and Core Self evaluations on In-role and Extra Role Performance



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Organizational stress is one of the vital phenomenon which is having its roots deep down in has deep roots in management, psychology, and organizational behavior research. Keeping its focus on the positive strength of humans rather than the traditional negativity oriented research, positive psychology has emerged as a separate branch of organizational behavior. The current study investigates the interactive effects of challenge and hindrance stressors and Core Self Evaluations (CSE's) of the individual on job performances including the in role performance and extra role performances. The study also aimed to investigate the supporting/buffering role of the human dispositions (i.e., self esteem, self efficacy, locus of control and emotional stability). The results showed that Challenge stressors have a significant positive effect on in role performance and extra role performance of the individual. The findings of the study indicated that core self evaluations strengthen the relationship between challenge stressors and in role performance of the individual. The Core self evaluations lessen the negative impact of hindrance stressors and they let the individual to perform at a better and normal position even when the hindrance stressors are high. The relationship and implication of Conservation of Resource Theory is also discussed. The limitations, future research directions and implications of the study are also discussed.

Keywords: Organizational behavior, organizational stress, job performance, challenge-hindrance stressors, core self evaluators, descriptive design, Pakistan

Correlates of the Instructional Effectiveness of the Switching Logic Training Board and Module



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The study is directed by the need to develop, pilot test, label the acceptability and effectiveness of the Switching Logic Training Board (SLTB) and Switching Logic Training Module (SLTM) as instructional materials towards a more productive teaching of Industrial Design, Process and Control (IDPC) subject among Engineering and Bachelor of Technology students of the University of Rizal System, Philippines. Anchored with Jerome Bruner's "Instructional Conceptualism", the study utilized descriptive developmental and experimental methods of research since the development of the instructional materials followed an imaginative process of construction before its concrete visual presentation and utilization. As a result of the technical assessment made by the experts and end-users, the developed instructional materials were found "very much accepted" in terms of technical viability, significance and relevance to education, originality and applicability. The Pearson r correlation was utilized to determine the significant relationship at 0.05 level of significance between the performances of the two groups of student-participants. The result shows that the utilization of SLTB and SLTM in the instructional process directed and inspired the student-participants towards outstanding performance in terms of practical skills, theoretical knowledge and workmanship. Based from the findings, mass production and formal utilization of the SLTB and SLTM in the instructional process were recommended.

Keywords: Switching Logic, Instructional Materials, Training Board, Training Module, University of Rizal System, Philippines

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Developing Compassion as a Paradigm Shift for Workplace and Management Culture: Constructs, Perspectives, and Implications for Business Schools



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Paradigm changes have pressured organizations to evolve from the traditional autocratic models and move toward more humanistic perspective. In this light, current research on compassion is setting a new paradigm shift for the workplace and management culture. This paper aims to describe how compassion supplements traditional business styles by encouraging prosocial behavior, corporate social responsibility, and social entrepreneurship. Moreover, this qualitative, descriptive paper seeks to present background information from secondary research sources that justify the role of compassion in business and the need for developing compassionate educational institutions. As a result, the study establishes framework of constructs, perspectives and implications of developing compassion-based programs and their implications to business schools. In conclusion, the business school's social responsibility exists in developing compassionate workforce across the globe.

Keywords: Compassion, paradigm shift, workplace and management culture, constructs, perspectives, implications for business schools, qualitative, descriptive paper, secondary research, across the globe

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Drivers of Impulsive Buying: Factors and Implications



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Impulsive buying is experienced by a large number of consumers today. The paper aims to determine the various factors that drive impulsive buying. This is evident from the fact that it accounts for a substantial amount of sales made. The paper employs qualitative-descriptive study using secondary research data. As a result, the researchers explore the specific factors that influence a consumer to make an impulsive purchase that form the framework of the study and the implications of impulsive buying. It has been concluded that Impulsive buying is a phenomenon that is most commonly defined as a complex buying behavior whereby a consumer's purchase decision is based on a sudden and compelling impulse rather than thoughtful consideration as experienced by people from around the world.

Keywords: Drivers of impulsive buying, factors and implications, qualitative-descriptive study, secondary research data, people from around the world

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Job Satisfaction, Motivation and Work Life-Balance Program in Selected Fast Food Chain Organizations in UAE



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Fast food chain organizations' workforce from diverse background in United Arab Emirates (UAE) looks for benefits on their workplace. The work life balance program is crucial in attaining employees' job satisfaction, motivation and commitment to the organization. It is treated as one of the most important considerations next to compensation. This study aimed to determine factors influencing job satisfaction, motivation and work life balance programs in selected fast food chain organizations as measured by work fulfillment, quality of employee- supervisor relationship, the quality of working environment, the social relations at work place and the nature of the job. Data from the questionnaire was analyzed using descriptive statistics. Findings revealed that employees were satisfied with rewards system, work life balance program and the nature of the job they were doing in the organizations. However, they were dissatisfied in work fulfillment and motivation. Generally, employees' job satisfaction in the organization had a moderate mean implying they were neither satisfied nor dissatisfied. Result of the study serves as a baseline information on policies formulation such as the reward system, employee development and training programs so as to enhance motivation and performance of employees.

Keywords: Job satisfaction, selected fast food chain organizations, descriptive design, UAE

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The Stakeholders' Involvement on Organization's Corporate Responsibility: Antecedents and Consequences



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Lee, Park, and Lee (2013) pointed that a number of companies ensure that stakeholders must get attached to the organization to have a rate of low turnover. More positive attitude work, good conduct from employees, and other constructive effect to the organization are being led by ethical climate. Also, the strategic application is affected by business alignment and corporate culture including sincerity and social needs. The study aims to describe environmental awareness through understanding the stakeholders' capabilities approach and economics of happiness, the balance of commitment to ethical conduct and pursuit of income, and the assessment of environmental sustainability programs and various social welfare initiatives. As a result, this descriptive study defines the perception of employee on Corporate Social Responsibility efforts as the degree to which employees perceive a company that is assisting activities related to a social cause and has conceptualized the perception of employees on CSR activities as a dormant second order factor having three dimensions: Environmental, philanthropic, and ethical CSR activities through the analysis of secondary data.

Keywords: Stakeholders, organization, corporate social responsibility, antecedents and consequences, descriptive study, environmental, philanthropic, ethical, secondary data

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From Aggressive Dealing to Progressive Leading: A Phenomenological Impact on Proversified Leadership Skills of Philippine Schools Overseas (PSO's)



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Leadership has evolved through time and space. In the context of Philippine Schools Overseas (PSO's), school administrators have rich experiences in dealing with subordinates who come from different regions in the Philippines with different cultural backgrounds and mores. These diverse cultures have made school administrators mindful and creative in resolving issues and concerns between and among the members of the school system. Capturing the lived experiences of the select group of administrators and coordinators in Philippine schools in Qatar, United Arab Emirates, Oman, Bahrain, Libya, and Saudi Arabia, this qualitative study which employs phenomenology as its design, has discovered a new leadership genre in school management known as proversified leadership with three leadership styles: Assimilative Leadership, Unificative Leadership, and Simulative Leadership. These leadership styles are exhibited by these administrators to ensure that the day-to-day management in schools is within the bounds of harmony, productivity, and collegiality among members of the school organization. The study concludes that proversified leadership is the new leadership genre evident among school principals and coordinators which can be a powerful lens to look at schools as macrocosm of management for dynamic leaders like those of PSO's.

Keywords: Proversified Leadership, Assimilative Leadership Style, Unificative Leadership Style, Simulative Leadership Style, Phenomenology, Qatar

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Relationship between Psychological and Socio-Cultural Adaptation as Perceived by International Students of UAE: Towards Student Development Program



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The research endeavors to shed light on the relationship between the psychological and socio-cultural adaptation of international students as perceived by students of UAE. Also, it aims to identify the segmentation of UAE-bound international students. The research design is quantitative and utilized a descriptive survey methodology to examine the relationships between the variables. It employs input, process, output model to respond to the research objectives and hypothesis poses at the onset of the study. The input involves the demographic profile of international students which highlighted the continental grouping, market segmentation, and other variables. The process involves the utilization of survey questionnaires, the collection of data, statistical tools, statistical treatment, Likert scale, interpretation, and analysis. The output is the proposed student development program. The study revealed significant findings on Psychological and Socio-Cultural Adaption, Demographic Profile and Market Segmentation which provided a new breadth of contribution to the body of knowledge. Based on the results, recommendations in conjunction with conclusions are introduced to pave the way for a proposed student development program. A sound and a workable developmental program for the international students will ensure a smooth and a successful integration of students in the United Arab Emirates.

Keywords: Education: Psychological and Socio-Cultural Adaptation, International Students, Market Segmentation, Quantitative-Descriptive Research Method, Student Development Program

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Voices and Decision-Making of Women Entrepreneurs in the GCC Countries



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The study looks at the reasons for women's entrepreneurs increased presence in the Gulf Cooperating Council (GCC) Countries, and why women in some socioeconomic groups, sectors and countries have less political power than others. The research approach of this study consists of a qualitative research employing in-depth interviews. The study emphasizes on the reasons for women's exclusion from decision-making and examines when and how women have power and influence in practice. In addition, it looks at what women entrepreneurs seek to achieve in their entrepreneurial undertakings. A number of strategies were recommended toward the implementation of equal access for women entrepreneurs' decision-making and leadership. In addition, recommendation on how the government can better support women entrepreneurs' access to decision-making and leadership is presented. This is one of the notable contributions of this study toward women empowerment. This exploratory research aims to establish a strong foundation for further research.

Keywords: Voices and decision-making, women entrepreneurs, exploratory research, GCC

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Human Capital Architecture in Managing Credit Cooperatives in Central Philippines



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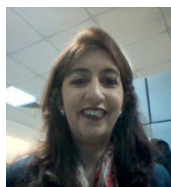


Cooperatives serve as a support system to alleviate poverty and enhance the lives of beneficiaries in rural areas in the aim towards rural development in the Philippines. Readiness of human capital in cooperatives prepares talents to adapt to change and innovation. The study examines talent management development framework in managing credit cooperatives in central Philippines. Descriptive method was utilized and purposive sampling technique was employed. The study also employed series of in-depth interviews as part of data gathering and analysis. The findings suggest that human resource training and development be mandatory to officers and members so to acquire knowledge, skills and abilities in preparation for managing credit cooperatives. Weakness on focus of strategic and tactical operations of the credit cooperatives, lack of sound policy systems, no clear cut procedures and inadequate of contingency plans contributed to the various problems especially on repayment of loans. It is further recommended to retool its policies, approaches and strategies to efficiently and effectively serve the clientele as well as ways to maintain its sustainability.

Keywords: Human capital architecture, credit cooperatives, descriptive design, Central Philippines

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The Development of Innovative Careers in the context of innovation: The Case of the UAE



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Innovation is a key word in this century and there is a lot of emphasis on innovative practices in businesses. The UAE is one of the leading countries in innovation with a high level of commitment from Government. This paper investigates the impact of innovation on careers of employees by focusing on innovative career practices and the case of the UAE is examined. The main objectives of the paper are: to investigate the impact of innovation on existing career paths of employees in specific sectors; to explore the new types of career paths that are emerging due to innovation; and the impact of innovation on career planning and development. The method of investigation is exploratory with desk research as well as a small survey of stakeholders. The survey is a structure questionnaire which will cover the main themes of career paths, planning and development. The target population for the survey is the Human Resource Manager of organisations. The results reveal that there the career paths of employees are changing due to changing environments and there is a 'new way of work' which requires other types of skills and knowledge. This is being taken into consideration in recruitment, selection and career management of employees. To conclude, this paper is a stepping stone into a vast area of research on innovative career practices, planning and development due to changes in the context of work.

Keywords: Career Planning and Development, Human Resource Management, Survey, Case Study, United Arab Emirates

Does Accreditation Matter? A Case of an Educational Program Transformation from Mediocrity to Quality



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Continual improvement in educational service performance has always been alerted by the call in making education truly an engine of development, not just keeping in the ever growing global competition. Accreditation asserts its capacity in this milieu. But does it really matter? Using mixed method of research, explored in the case of an Accountancy program are insights on the materiality of accreditation within the concept of organizational program transformation. Consequently, the study provides that accreditation may be caused by program condition indicated by learning environment condition, customer satisfaction, and interest of the leadership; a determinant of TQM performance and outcomes, and a mediator of their correlation; and a moderating variable of the relationship between program condition and TQM performance and outcomes. Other possible correlating variables within and corresponding indicators within the framework of Program Accreditation Materiality in Organizational Transformation are discussed. It is concluded that accreditation do matter in the transformation of educational program.

Keywords: Educational, educational program transformation, accreditation, mixed method research, Oman

An Analysis of the Significance of Learning Management Systems on the students of Ajman University



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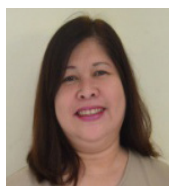
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Information communication technology (ICT) enhances education and learning processes in higher education. Learning Management Systems (LMS) is a software application that manages learning processes. LMS also supports peer collaboration and communication between students and professors. This paper is going to investigate the students' responsiveness about learning systems (LMS) in Ajman University. Moodle is a tool to manage and assimilate their learning processes and facilitate communication. The goal of this study is to examine the acceptance of learning management systems, to assess the area where Moodle is supporting student learning and to determine the preferred aspects of learning provided by Moodle that students find enticing. This study showed a positive response regarding Moodle support learning processes in Ajman University. The participants found Moodle was able to manage, facilitate and enable access to different Moodle features.

Keywords: Information Communication Technology (ICT), Learning Management Systems (LMS), Moodle (Modular Object-Oriented Dynamic Learning Environment), SIS Students Information Systems, United Arab Emirates

Designing and Validating of the Instruments in Research: The Price of Internet Addiction



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The research focused on the use of internet and its impact on the mental health scale of the adolescents. This study explored the possibilities on how internet exposure affects the physical and the mental health of the young adults and the relationship between stress and the addiction to internet. The study explores to address the following: (1) gadgets/devices mostly used by students with and without internet connection; (2) the extent of the students' utilization of gadget and social media when they use the internet; (3) the extent of the students' self-esteem in relation to the use of internet; (4) social media network identified as the highest stressor that affect students' health; (5) the level of addiction and stress frequency of the students' experiences to the use of internet and social media; (6) and the significant correlation between the level of addiction and stress frequency of the students' experiences in relation to the use of internet and social media. This study is descriptive in nature and uses survey questionnaire to the 75 General Education students. The tool was considered valid and reliable after a thorough validity and reliability tests. The result showed that most students derived their stress from spending most of their time doing Facebook through their individual mobile phones. The higher their level of addiction, the higher their stress either mentally or emotionally that causes them everyday headaches and migraines which in turn affect their studies.

Keywords: Social media, mental health, internet addiction, gadgets, descriptive design, Philippines

Organizational Commitment and Job Satisfaction of Employees in a Retail Establishment



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The employees' commitment to the organization and satisfaction to their job emerge to be among the major contributing factors to organizational efficiency and effectiveness. This descriptive inferential study determined, compared and correlated the level of organizational commitment and job satisfaction of rank and file of a retail establishment. Comparisons were made based on the following groupings: age, sex, civil status, the length of service, and educational attainment. Respondents were randomly selected to answer the survey questionnaire on the organizational commitment that was adapted from Allen and Meyer and the job satisfaction questionnaire that was adapted from Salisbury University. Data were statistically analyzed using the mean, standard deviation, t-test, one-way analysis of variance and Person product moment coefficient of correlation. Results reveal that employees of the retail establishment are satisfied and have a slightly high organizational commitment. Their job satisfaction and organizational commitment significantly vary when they are grouped and compared according to civil status and educational attainment. Their job satisfaction is significantly related to their organizational commitment. The slightly high organizational commitment of employees signals that the management has to explore various ways to make the employees feel a strong attachment to the organization

Keywords: Job Satisfaction, Organizational Commitment, descriptive-survey, Central Philippines

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Exploring Academic Department Priorities of the Non Sectarian Higher Education Institution towards Strategies for Future Direction: A Multiple Case Analysis



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This paper describes and explores the departmental priorities of one of the Non- Sectarian Higher Education Institutions in General Santos City, Philippines towards strategies for future directions. This study is qualitative in paradigm, descriptive, and exploratory in purpose, multiple case analysis in discipline and quantitative and interpretivist in approach. Findings revealed that instruction is the top most priority as revealed by the provisions/ data scrutinized in the five studied departments namely: Criminology, Education, Social Work, Accountancy, and Engineering. However, there seemed neglect in other provisions under research and extension because of their limited quantity, non-implementation and limited budget if not totally absence of the provisions as planned. Instruction is claimed to be a priority since accordingly, the programs are board- course. Participants had comparative and contrastive views on the priority of their department, implementation barriers, and feelings for the non- implementation of other provisions particularly in research and extension that are seemed to be neglected by the academic departments.

Keywords: Education, Qualitative and quantitative, descriptive and exploratory, multiple case analysis, quantitative and interpretivist in interpretation, departmental priorities, General Santos City, Philippines

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Scanning Changes in Organizational Culture: The Founder and Corporate Executive Officer's Lived Experiences in a Multicultural Environment



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Today, Organizational Culture and leadership are two topics that are inter-related and hold a very significant place in the heart of any organization's management of employees. This research has been conducted through a global company headquartered in India, being ranked among the top diamond and jewelry manufacturing and trading companies. This paper aims to look into the working pattern of the selected organization, the organizational changes that the newer generation has brought in, the changes in working patterns, and the dominant feature of the organizational approach towards organizational growth. Moreover, the paper used descriptive, case study method through primary data. Unstructured interviews with the founder and Corporate Executive Officer was considered to gather the necessary information on their lived experiences. As a result, the study highlights the components in the company's culture such as innovation and risk taking, aggressiveness and people orientation. Positive changes in the company's earlier working pattern have proven to be very effective to the productivity of employees. Also, as part of the result, the third generation, which brought in an organized and re-engineered working pattern has been able to structure the company in a very short span of time; to be very profitable and enable successful global expansion.

Keywords: Organizational culture, lived experiences, multicultural environment, descriptive, case study method, primary data

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Potential anti-virulence activities of selected Philippine ethnobotanicals



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Interference with bacterial virulence and/or cell-to-cell signalling pathways is a newer approach to develop novel drugs to treat bacterial diseases. We evaluated ten (10) ethnobotanicals from Mount Imanduyan, Nueva Vizcaya, Philippines for their anti virulence activities against test pathogens *Pseudomonas aeruginosa* and *Staphylococcus aureus*. Phytochemicals from *Bidenspilosa* L., *Cestrum nocturnum* L., *Sarcandra glabra* (Thunb.), *Oreocnide trinervis* (Wedd.) Miq., *Pittosporum pentandrum*, Merr., Lipang Daga, *Derris elliptica* Benth., *Alstonia scholaris* (L.) R. Br., *Ageratina adenophora* (Spreng.) R. M. King & H. Rob. and *Ayapana triplinervis* (Vahl.) R. M. King & H. Rob. leaves were ducted to detect suppression of virulence factors such as pyocyanin production and swarming motility in *P. aeruginosa*; and DNase and α -hemolysin for *S. aureus*. Ethanolic extracts of three (3) ethnobotanicals suppressed pyocyanin production; while nine (9) ethanolic, all methanolic and n-hexane extracts inhibited warming motility. Both ethanolic and methanolic extracts of *O. trinervis*; and *C. nocturnum* and *A. triplinervis* ethanolic, and *D. elliptica* methanolic extracted using 80% ethanol, methanol and n-hexane separately. Anti-virulence assays were constracts inhibited DNase production in *S. aureus*. All eight (8) ethanolic, and ten (10) n-hexane extracts reduced α -hemolysin. The results show a considerable potential of the ethnobotanicals as sources of anti-virulence compounds for this new therapeutic direction. It is recommended to verify results through molecular methods.

Keywords: Philippine ethnobotanicals, leaf extracts, anti-virulence, *Pseudomonas aeruginosa*, *Staphylococcus aureus*, Philippines

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Physical and Chemical Characterization of Kapok Seed Oil as Potential Biofuel



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The use of this study is to at least lessen the dependency to non-renewable source of energy. The study determined the produced Ceiba pentandra (Kapok) methyl ester yield performance utilizing the manual and distillation process. This also conducted to find out whether the selected chemical and physical characterization of the produced Kapok Methyl Ester produced meet the specification standard requirements for fatty acid methyl ester (B100). This utilizes the experimental method of research. The extraction of oil from the mixture of the ground seed and catalyst was done t the Microbiology and Chemistry Laboratory Rooms of University of Rizal System, Morong Campus, Morong Rizal. The extracted mixture sample were subjected to heat bathing. This method was done until the Kapok oil is visibly produced from the mixture. The trans-esterification of the produced oil utilizing the manual (heat bath) process was done at the Chemical and Minerals Division (CMD) of Industrial Technology Development Institute (ITDI), Department of Science and Technology (DOST), Taguig City. Whereas, utilizing Distillation Process the extracted mixture Samples (Trial 1, 2 and 3) where directly transported to the Adamson University Technology Research and Development Center (AUTRDC), Paco Manila, for the distillation and trans-esterification. The esterified Kapok Methyl Ester of both samples using the selected and physical specification requirements for fatty acid methyl ester (B100) at the Industrial Technology Development Institute (ITDI), DOST Compound, Taguig City. Results of the experiments reveal that Manual (Heat Bath) and Distillation Process can be both used in producing Kapok Methyl Ester. The Kapok Methyl Ester produced is within the chemical and physical specification requirements for Fatty Acid Methyl Ester (B100), except the Flush Point PMCC, Water Sediments 5 v/v and Kinematic Viscosity @ 50C, mm2/s.

Keywords: Kapok, Methyl Ester, biofuel, heat bath, distillation, experimental design, Philippines

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Challenges Met By Lecturers of English Language Teaching in Oman: Faculty Development



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Facilitating English language to learners with less background of the language is most challenging and many lecturers are affected with this. Thus, study was conducted to present the different obstacles that lecturers met in assisting the leaners in learning the English language. The interface between theory and practice in foreign language learning by Newby et. al., 2012 was the study anchored. The interwoven of the First Language (L1) and the Second Language (L2) acquisition was an interphase between theory and practice. This means that there was a disparity between the two ideas and those lecturers are faced with these challenges. In order to present unbiased findings, the descriptive method from primary resources was done. Data were gathered through survey using convenience sampling technique. Challenges were present among the HEI's such that of post graduate studies, teachers' training, and competency base teaching, the integration of technology have to be integrated in the system.

Keywords: English Language Teacher, convenience sampling, global language, technology integration

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