



**Global Research &
Development Services**

CONFERENCE PROCEEDINGS

9th International Conference on Business Management and Legal Studies
(ICBMLS), KUALA LUMPUR (MALAYSIA)

December 30-31, 2015

Conference Venue

Linton University College, Kuala Lumpur, Persiaran Utl, Kampung Gebok
Batu 12, 71700 Mantin, Negeri Sembilan, Malaysia

Email: info@grdsweb.org

<http://www.icbmlsmalaysia.com/>

Keynote Speaker



Dr. K. Ravichandran

**Associate Professor & Director of Experiential Learning,
School of Management, New York Institute of Technology,
CERT Technology Park, Al Murror Road, Abu Dhabi, UAE**

Prof. Dr. Sayed Sikandar Shah
Haneef
GIC1595051

Muslim Feminist's Approach to Reforming Islamic Family Law: The Need for Balancing Idealism

Prof. Dr. Sayed Sikandar Shah Haneef
Department of Islamic Jurisprudence
International Islamic University Malaysia
e-mail: zahids1@hotmail.com

ABSTRACT

The rise of Muslim feminist movement is a positive development in the intellectual landscape of Muslim debate on women's rights in contemporary Muslim societies. Their struggle to improve the condition of women against the odds of conservative Muslim legal scholars' resistance and culture of patriarchy indubitably has culminated in some reforms in the domain of state-enacted Islamic family laws, such as in Malaysia. Nevertheless, beyond the polemics of the legitimacy of their unconventional approach to reform and its efficacy in the context of Muslim societies today, their main handicap is engrossment with the ideal of gender equality regardless of its acceptability by society. Accordingly, the legal reforms impacted by such advocacy have been paradoxical as far as its benefits for Muslim women are concerned. To bridge the gap, the paper argues for a productive mediating dialogue between feminist and mainstream outlooks for socially acceptable reform.

Keywords: women rights, Muslim feminist, gender equality, mediating dialogue



Syed Ali Fazal
YRA1595051

Host-Country Traits, Intra-Firm Technology Transfer and Competitive Advantage: A Conceptual Study

Syed Ali Fazal and Sazali Abdul Wahab
1University Malaysia Kelantan
fazalsyedali@gmail.com

ABSTRACT

Technological innovations have emerged as crucially significant factor for sustaining market competition and achieving competitive advantage in the 21st century. The Multinational Corporations (MNCs) as celebrities of innovation play significant role in diffusing technological knowledge throughout firms both nationally and internationally. Although numerous studies exist on technology transfer the majority of existing literature addresses the issues related to inter-firm transfer of technology only while the area related to intra-firm transfer of technology has been largely underexposed; study of which is believed to be ideal for fruitful exploration of profitability in technology transfer projects. Using data from MNCs in Malaysia the current study for the very first time would attempt to empirically find the effect of host-country traits on the performance of technology transferred by the MNCs and its subsequent impact on competitive advantage. Findings of this study are expected to contribute both theoretically in the body of knowledge and also in terms of practical implication for policy makers and MNCs

and hence enriching the existing literature simultaneously.
Keywords: Host-Country, Multinational Corporations, Intra-Firm, Technology Transfer, Competitive Advantage.



Taban Romano
GIC1595052

Opportunities on Transitional justice in South Sudan

Taban Romano

Masters of Law (LLM) General Laws (candidate) University of London

ABSTRACT

Background


The civil war in South Sudan has entered its fifth month and there is no end in sight. Over 800,000 people are displaced internally and an additional 270,000 have been forced to flee the country. Humanitarian agencies say that seven million people—approximately seventy percent of the population—are at risk of severe food insecurity. In addition to the untold number of people that have been killed by the conflict, many more will die as a result of conflict-induced hunger and disease. The picture has never been more bleak.


Amid the many statements of outrage from intergovernmental organizations and human rights organizations, there has been relatively little engagement with populations at the grassroots to solicit their views on what is needed to secure sustainable peace. Shortly after the conflict broke out in December 2013, the Intergovernmental Authority for Development (IGAD) initiated mediation efforts between the two conflicting parties—the Government of South Sudan and the Sudan People’s Liberation Movement (SPLM)-in-Opposition. Although the parties signed a cessation of hostilities agreement in January 2014, it was violated immediately thereafter.

In the months that followed, the war intensified. Civilians continued to bear the brunt of the conflict. Most recently, Opposition forces recaptured the Unity state capital of Bentiu and massacred several hundred unarmed civilians in the process. When internally displaced persons (IDPs) at the United Nations Mission in South Sudan (UNMISS) compound in Bor celebrated the fall of Bentiu, they were viciously attacked by a group of well-armed youth, who some reports indicate were accompanied by members of the security forces. UNMISS has not yet provided official statistics on casualties, but preliminary estimates suggest that at least 58 people were killed, including women and children.

For South Sudan to emerge from this conflict intact and set itself on a path towards sustainable peace and prosperity, the momentum for change must come from the people themselves. Given the decades of conflict that the country has struggled through and the high levels of trauma that people carry with them, the only way to achieve the peace that we long for is through a process of social, political and economic transformation. Such transformative change will take many years to fully realize, but it must be started with us here and now if we are to secure a future for our country.

	<p>Prior to the outbreak of violence in December 2013 and the string of atrocities that have since been committed by all sides in the conflict, the issue of transitional justice was only discussed in a cursory manner. Despite a commitment by the parties to the 2005 Comprehensive Peace Agreement (CPA) “to initiate a comprehensive process of national reconciliation and healing throughout the country as part of the peace building process,” when it came to implementation, this aspect of the CPA was neglected and political actors in South Sudan sought to close the door on the past and galvanize citizens around nation-building and state-building activities. The few peace and reconciliation initiatives that were proposed, first with the then Vice-President’s Initiatives of Change proposal and later with the Committee on National Healing, Peace and Reconciliation, were framed more as efforts to address more localized inter-communal conflicts, and did not make any concerted effort to open the Pandora’s box of human rights abuses committed by various groups during the civil war.</p> <p>As subsequent events have shown, when a nation tries to close the door on its past, it loses the opportunity to address people’s grievances in a controlled manner, and there is a risk that the past will revisit itself upon the nation on its own terms.</p>
<p>Valliappan Raju GIC1595053</p>	<p>Placement of Malaysian Economy According to World System Analysis</p> <p>Valliappan Raju School of Business, Victoria International College</p> <p>ABSTRACT</p> <p>Popular Economist Immanuel Wallerstein devised World System Theory in late 1970s. World was classified into three main division based on their economy, as per this theory. While this was parallel to Dependency theory, here Wallerstein explained further on its impact. A nation’s performance is measured by factors like it’s GDP (Gross Domestic Product), FDI (Foreign Direct Investment), Foreign Exchange Reserves, Export Import revenue etc. Globalization has its stake on all these factors. A cross-nation analysis can better determine the performance of every nation compared to other nation. Based on various factors, World System Theory divides the whole World into three economies such as Core nation, Semi Periphery nation and Periphery nation. This research paper focuses on Malaysian Economy. Efforts were taken to analyse where to place the Malaysian economy in the given three choices of World System Theory. Since 1969 i.e. post-development period, Malaysia is been growing mode. Abundant migration of foreign citizens has helped Malaysia to boost its foreign trade. However, Malaysia remains to be in semi-periphery mode. It’s important for Economist to prove this with a proper theory and not by mere assumptions. Almost all economists has categorized Malaysia as Semi periphery nation, thus there would be no need to question its indicators, but there is a need of proper-investigation done at every certain period of time regularly. This research paper has a motive to enumerate actual position of Malaysian economy until June 2015. There are several publications about Malaysia Economy, and this research paper could be one among them to keep the study active and moving forward.</p>

 <p>Shohel Md Nafi GIC1595054</p>	<p style="text-align: center;">Customer Perception on Service Quality in Hotel Industry</p> <p style="text-align: center;">Shohel Md Nafi Department of Tourism and Hospitality Management, Faculty of Business Studies, University of Dhaka</p> <p style="text-align: center;">ABSTRACT</p> <p>This study is attempts to study the customer perception on service quality in hotel industry in Bangladesh. The findings of questionnaire research aimed to measure the service quality in Dhaka Regency Hotel & Resort. Service quality was measured wit a model based on SERVQUAL model. The findings showed that customers had the highest perception for the dimension of assurance followed by responsiveness. The results may be important for providers of hotel services and contribute to the advancement of business through the adjustment of the product needs of hotel guests.</p> <p>Keywords: Customer perception, Service quality, SERVQUAL, Hotel.</p>
<p>Atiya Thabet Abuharris GIC1595055</p>	<p style="text-align: center;">The Participation level of the Public and Private Sector in Tourism Development: The Case Study of Libya</p> <p style="text-align: center;">Atiya Thabet Abuharris School of Managerial and Financial Sciences The Libyan Academy Tripoli - Libya atiyathabet@gmail.com</p> <p style="text-align: center;">ABSTRACT</p> <p>Libya possesses vast supplies of undeveloped land with enormous potential for various sectors development. The huge space of undeveloped land can be exploited in broadening the bias of tourism development in terms of new construction work and new or refurbishment of facilities to meet the requirements of the international tourism generating markets. The participation of public and private sector in tourism projects in Libya is limited and inefficient.</p> <p>The purpose of conducting this kind of study is to identify the importance of both public and private sector's participation in tourism development and the different forms of participation types will be illustrated. The current contribution of public and private sector in tourism development in Libya will be determined. In addition, the study aims to examine if the current contribution of public and private sector in tourism development sufficient and efficient to improve the development of tourism industry in Libya. The study findings will approach valuable suggestions of the necessary strategies required to improve the level of public and private sector participation in tourism development . The descriptive method will be used in this study. Face to face interview with seniors personal from the Ministry of Tourism and The National Program for Small and Medium Enterprises will be conducted. The captured data will be analyzed and a number of</p>

	<p>recommendations will be listed. Keywords: Public sector, Private sector, Libya, Participation, Tourism development</p>
 <p>Mohsin Khan GIC1595056</p>	<p style="text-align: center;">Reasons of low FDI in Pakistan</p> <p style="text-align: center;">Mohsin Khan MBA</p> <p style="text-align: center;">ABSTRACT</p> <p>This paper analyzes the reasons why Pakistan's foreign direct investment has been relatively unsuccessful in attracting further international investment. We have used the regression model to run a quick scan of the information and relationship between the dependent and independent variables. The time series data from the period 1981-2010 is used. GDP, Gross Fix Capital Formation (GFCF), Inflation rate, Indirect taxes, Trade Openness and Dummy variable for instability in Pakistan are taken as independent variables, whilst FDI is a dependent variable. The study reveals that the GDP of Pakistan has stagnated, with little or no growth due to a number of reasons – unstable political environment, worsening law and order situation as well as lack of infrastructure facilities.</p>
<p>Sherbano Tariq GIC1595057</p>	<p style="text-align: center;">Holidays - A catalyst or inhibitor to economy</p> <p style="text-align: center;">Sherbano Tariq Riphah University, Rawalpindi, Pakistan</p> <p style="text-align: center;">ABSTRACT</p> <p>Does the human body and mind actually need a break? Quantifying the relationship between hours worked and productivity is very difficult. There have been studies done that show that public holidays result in higher productivity in the working days that follow. Holidays let people take time off work to celebrate their heritage and spend time with friends and family and in fact recharge their exhausted batteries. Some Governments have already increased the number of holidays in the hope of stimulating the economy. In Oct 1999, Chinese government used "holiday economics" scheme and gave their people a one week holiday to celebrate 50th anniversary of communist rule and yet another week off to celebrate Chinese lunar year and then another to celebrate may 1.</p> <p>However the other side of mirror says that holiday has no positive impact on job performance with actually many believing it reduces productivity on returning to work. It is believed that negative impact is more or less the same for small and medium enterprises in the manufacturing sector, as it would be for larger businesses, in that both will lose production days Singapore reduced the number of holidays from 16 to 11 in order to boost productivity. Research suggests that each bank holiday costs UK economy 2.2 billion pounds and scrapping a lot of them would boost annual output by 1bn pounds.</p> <p>Henry Ford the auto giant in the mid-1920s reduced his factories' workweek from</p>

	<p>six to five, and 48 hrs. to 40 after discovering that productivity returns diminished steadily after workers toiled eight hours a day, five days a week. Numerous studies later showed that productivity actually turns sharply after 40 hrs. week. Even short bursts of attention punctuated with deliberate breaks are the surest way to harness our full capacity to be productive. Although many see holidays a lost production, but this may be a very myopic point of view. Vacation deprivation can increase mistakes and resentment at coworkers (Business week 2007). Most people have a better life perspective and more motivated to achieve their goals after a vacation, even if it is a 24 hour time out.</p> <p>KEY WORDS economic boost, holidays, productivity, motivation, G.D.P, waste of resources</p>
<p>Mundondo Joseph Zanorashe GIC1595058</p>	<p style="text-align: center;">An examination of the legal mechasims for the protection of minors in South Afrca and Zimbabwe</p> <p style="text-align: center;">Sherbano Tariq Department of Jurisprudence, School of Law, University of Venda South Africa</p> <p style="text-align: center;">ABSTRACT</p> <p>Domestic violence is a menace which has plagued many countries. It has the capacity to inflict insurmountable pain if it goes unabated. Children, in particular, have become increasingly vulnerable to domestic violence due to the fact that they are weak and depend mainly on adults. Having identified children as a major target of domestic abuse in Zimbabwe and South Africa, this study seeks to examine the efficacy of the legal measures put in place to cater for them. The research examines the thorny issue of access to justice for minors who are victims of domestic violence in selected areas in South Africa and Zimbabwe respectively. The selected areas for this study are Vhembe district in Limpopo, South Africa, and Masvingo in Zimbabwe. The main purpose of the study is to determine the extent to which minors who are victims of domestic violence have access to justice and the efficacy of the remedies available. The efficacy of any criminal justice system is a significant determinant of the trust that the people governed by the system, may repose in it. Thus, the various legislation which deal with domestic violence in South Africa and Zimbabwe are examined. The purpose is to determine the efficacy of the practical measures and processes which the two countries have put in place to combat the menace of the domestic abuse of children.</p> <p>Key Words Access to justice, criminal justice system, domestic violence, efficacy, gender-based violence, legislation, minor, remedies, victim, vulnerability</p>
<p>Nafiseh Norouzi GIC1595059</p>	<p style="text-align: center;">An evaluation of the Effects of Corporate Social Responsibility on Corporate Reputation</p> <p style="text-align: center;">Nafiseh Norouzi, Mohammad javad taghipourian, Hamid Reza palouch Islamic Azad University Chalous Branch</p>

ABSTRACT

The aim of this study was to evaluate the effect of social responsibility on corporate reputation. Nowadays, the issue of social responsibility has been considered as a special issue for organizations. In the discussion of social responsibility we pay more attention to the effect of the organizations on the society or their habitat. Because of the meaningful effect of organizations on social system, so their activities must affect positively more on the system and negatively less and as a member of the society, they must be worry about long term needs and wants and progressively try to solve the problems of the society. The study statistical community was real customers of Financial business and service. A sample of 412 cases were selected using cluster sampling method. Hypotheses were tested using structural equation model (SEM) by PLS software. Results of the study showed that social responsibility and it's dimensions i.e responsibility toward customers, responsibility toward society and responsibility toward government have positive meaningful effect on corporate reputation.

Key words: corporate social responsibility, corporate reputation, responsibility toward customers, responsibility toward society, responsibility toward government.



Mahmudul Hasan, Abdul Alim
GIC1595060

Empowerment of Women as a Notion of Social Justice and Economic Development: Bangladesh Perspective


Mahmudul Hasan, Abdul Alim

Department of Law, Faculty of Law, University of Dhaka

ABSTRACT

The issue of women's empowerment has been growing for decades as a burning issue in South Asian countries, and this paper focuses especially on Bangladesh. Many laws and regulations have been made to combat the ideas and practices of depriving women of their rights. As a signatory of different international instruments approving women's empowerment Bangladesh is committed to playing a lead role especially in the harmonious field of gender-sensitive employment for its citizens. The constitution of Bangladesh aptly highlights provisions for women empowerment in different articles. But the provisions regarding the rights of women in these instruments have failed to show proper success, mainly due to a deficient societal approach, including values of the society and the mind setup of its inhabitants, especially the males who dominate the country. The obnoxious habit of male members in the society tends to be to grab the property of women and to keep them in silence in a tricky way, in this manner treating women as property under the pretext of having to protect them, as directed by the main religions. Bangladesh is a country where around 88% of its citizens believe in Islam in their personal matters. If women's rights are a problem to male members of the society, it is neither the Quran nor the Prophet, nor the Islamic traditions, but simply the conflict of interest of male members of the society in their own head. They understand the moral and ethical framework of Islam as a justificatory framework for controlling women in all respects and fail to

	<p>treat them as equal members of society. Social Justice has emerged as a concept of modern equity, distributing wealth rightly among members of the society. This is not the same as absolute equality, but it also cannot serve as a cloak of suppression. So the elegant practice of giving more importance to women's rights is the utmost resort of empowering women in their social orbit. But often we hear just pious intentions, not followed by sustainable and fair action. When we are done empowering women and paving the way for social justice that will not result the end in itself rather women's participation in economic and social activity will accelerate the economic progress in a sustainable manner. Key-words: Empowerment, Social justice, religion, values.</p>
<p>Jaya Addin Linando GIC1595062</p>	<p>Leadership In Unique Snack Industries In Small To Medium Enterprises (Case Studies In Yogyakarta)</p> <p>Jaya Addin Linando SE., Gadjah Mada University addinlinando@gmail.com</p> <p>Mr. Arif Hartono, SE., MHRM., Ph.D, Islamic University of Indonesia arifhartono@yahoo.com</p> <p>Mrs. Trias Setiawati, Dra., M.Si, Islamic University of Indonesia triassetiawati@gmail.com</p> <p>ABSTRACT</p> <p>Yogyakarta is an unique city in Indonesia, it is entitled as 'Student City' and 'Cultural City'. In Yogyakarta, there are a lot of good and creative products coming from Small to Medium Enterprises. According to resource-based theory, good and unique products are coming from the good management inside the company. The theory led to the assumption that leaders of unique snack industries are a good leader, this make Small to Medium Enterprises' leaders being an interesting object to be examined This research examines Small to Medium Enterprises from its leadership point of view, specifically, the definition of 'leadership' on Small to Medium Enterprises perspective. This research also examine the traits and skills needed to be a good leader in Small to Medium Enterprises, and also examine the leadership building processes of Small to Medium Enterprises leaders. Thus the readers not only know what are needed to be a good leader, but might also understand, how these leaders obtaining those traits, what they do in their past time, and how their past experiences contribute on making them a good leader today. Qualitative method was used in this research with the aim to investigate the phenomena inside Small to Medium Enterprises better and deeper.</p> <p>In this research, the researcher found out that there are four main elements of leadership, they are: leaders, followers, interactions and goals. The researcher also found out eight main traits or skills needed to be a good leader in Small to Medium Enterprises, they are: influential, able to bridge, willing to learn, visionary, persistent, able to motivate, decisive and confident. Basically, the findings on this research are similiar with the findings from previous researches, however, several new descriptions of a term are founded in this research. This research might</p>

	<p>contribute on Small to Medium Enterprises leadership knowledge by strengthening the findings from previous researches and by add more description of traits and skills needed to be considered as a good leader, specifically in Small to Medium Enterprises organization.</p> <p>Keywords: SMEs, leadership, good leader, leadership building process.</p>
 <p style="text-align: center;">Oktay Emir GIC1595063</p>	<p style="text-align: center;">New Approaches to Concept of Tourism and Tourist in Digital Age</p> <p style="text-align: center;">Oktay Emir Anadolu University, Faculty of Business Administration, Department of Hospitality Management, Yunus Emre Campus, Eskişehir 26470, Turkey oktayemir@anadolu.edu.tr</p> <p style="text-align: center;">ABSTRACT</p> <p>An integral part of the economic life, tourism emerged towards the end of the 18th century in some European Cities. Besides, attempts to define tourism in terms of scientific criteria are known to have commenced in the late 19 and early 20th century. During this period, tourism definitions were dealt with conceptual, economic, technical and universal dimensions. The commonly-held tourism definition was performed by International Association of Scientific Experts in Tourism (AIEST). Among the common characteristics of this definition are travel in the place where one normally resides, temporary nature, no monetary gain and the demand for goods and services offered by tourism establishments. Within the framework of this definition, travels within one’s own country are defined as domestic tourism and outside the country as external tourism. Along with the technological developments of the era we are in, it is a well-known fact that there are attempts towards space tourism as well as differing tourism trends. Considering the new trends, it is of great significance that tourism definition should be revised and extended. With the start of space tourism, a new definition could be “all the travels within the planets we live in is internal tourism and outside the planet as external tourism”. Developments in the he era we live in point to the necessity to revisit the definitions made so far. Within this scope, tourist could be defined as the person who “travels for such purposes as sightseeing, entertainment and rest, and consume the tourism resources of the places travelled without threatening the needs of the coming generation and seeks expectations to be met for satisfaction”. Discussion of the projections of academics on the definitions of tourism is thought to make great contribution to the advancement of tourism in academic spheres.</p> <p>Keywords: digital age, space tourism, tourism, tourist</p>
<p style="text-align: center;">Adekunle Olakunle Felix GIC1595064</p>	<p style="text-align: center;">Entrepreneurship, Innovation and Growth</p> <p style="text-align: center;">Adehan Taofeek Abiola Pusat Bahasa Laguna olakunlefelix@yahoo.com</p>

ABSTRACT

The three basic sources of growth in any economy are growth in inputs of production, improvements in the efficiency of allocation of inputs across economic activities, and innovation that creates new products, new uses for existing products and brings about increases in the efficient of use inputs. Solow's path-breaking analysis of growth in the US economy during the first half of the twentieth century showed that the contribution of growth in inputs of production, namely labor and capital to aggregate growth, was around half, and the remaining half, that is the unexplained Solow residual, is commonly attributed to technical progress or the contribution of innovation in the sense I have used the term. Economic growth is driven significantly by innovation which increases the stock of useful knowledge. The process of innovation is largely endogenous, influenced by incentives, institutions and political economy. The paper expositis the analytics of the contribution to growth of innovation drawing on some recent models of endogenous growth. Increasing openness by reducing trade barriers and by encouraging foreign investment, plays an important role in spurring innovation, particularly as it occurs through learning by doing. In some models of trade between the industrialized North which innovates, and the developing South which imitates Northern innovation, trade accelerates the rate of innovation in the North because of the threat of imitation by the South. Entrepreneurship and factors that are conducive to its existence are explored. An entrepreneur is one with an innovative idea which she herself or others to whom she sells or licenses it implement. The entrepreneur assumes in part or all of the risk of profit or loss of the business venture. Issues of access to capital or finance, intellectual property protection and the chances of the idea of the entrepreneur being stolen or appropriated if she herself does not implement it are explored. The role of venture capital in financing start-up enterprises is found to be important, both because it relieves financial constraints and because the venture capitalist carefully screens the ideas of the entrepreneur and also monitors the enterprise after financing. The strength of intellectual property regimes (IPRs) improves the returns to commercialization of an innovation. Public provision of capital to small start-up enterprises, particularly in the high-tech sector, has been attempted in the US. The paper reports on the empirical analyses of their success. Research on national R&D systems and spending is summarized. The phenomenal success of the Indian software industry, and the contribution of India's education system and public policies (particularly foreign trade and investment policies) to the success of this industry are discussed. The paper concludes by examining the roles of patent protection and the strength of IPRs on increasing the rate of innovation. The empirical evidence on the significance of monopoly rights through grant of patents on the rate of innovation and cost-effectiveness of patents as compared to alternatives in spurring innovation is found to be inconclusive. Finally the importance of openness to foreign trade and foreign direct investment to developing a positive climate for innovation, entrepreneurship and growth is stressed.



Irfan Ullah
GIC1595065

Working Capital Management And Profitability - Case Of Malaysian Palm Oil Firms

Mr. Irfan Ullah
Linton University College, Malaysia.
Irfan@lintongroup.edu.my

ABSTRACT

The objective of this study is to investigate the profitability of the palm oil sector against their working capital management. Three major Malaysian companies namely Sime Darby, IOI and Felda Sdn. Bhd will be analysed for their financial performance for the last five years (2010-2014). These companies were chosen as they are the three top palm oil companies comprising about 70% of the market share in Malaysia. Correlation and regression analysis will be used to analyse the data. Different ratios will be used for calculating the working capital indicators. Quick ratio will be used to measure liquidity, account receivable collections and account payable payment periods. Current ratio will be used as efficiency variables and return on equity will be used as the profitability variable. These liquidity and efficiency variables will be correlated against dependent variable, i.e. return on equity. This study is significant as Malaysia contributes to 44% of the total world export of palm oil. Secondly, the study is very useful to increase gainful short-term investments leading to increased shareholders satisfaction, confidence and value. Moreover, other stake holders like importers & exporters, Govt. and farmers can also be benefited indirectly through this study. Some of the limitations of this study include constrained time period of five years for the study, the use of secondary data and limited number of companies.

Keywords: Liquidity, working capital management, profitability, palm oil industry, financial statement analysis.




Keertiman Sharma
GIC1595066



Developments in Bancassurance - Indian Life Insurance Industry

Keertiman Sharma
School of Accounting and Finance, Linton University College, Mantin,
Malaysia
kirti.nitya@gmail.com

ABSTRACT

The opening of insurance sector in the year 2000 has paved the way for entry of private insurance companies in India. With this development, the life insurance industry has witnessed growth and increased competition. Bancassurance has become an important channel of distribution of the insurance products. This concept has its origins in France but has now become popular in different parts of the world. It is made up of two words – bank and assurance. Apart from the traditional and most common distribution channels like online distribution, agency, brokers and direct selling, bancassurance is seen by many as an important channel. Banks in India have a large network including in the remote areas. This

	<p>has helped the Life insurance companies to get improved geographical reach. Through the development and effective use of this distribution channel, the Life insurance players have been able to target previously untapped markets. For the banks too, it has become an important source of income.</p> <p>Keywords: Bancassurance, distribution channel, Life Insurance, Banks</p>
<p>Ummu Kolsome binti Farouk GIC1595067</p>	<p>Competency of Safety and Health Committees: Current Realities and the Way Forward</p> <p>Ummu Kolsome binti Farouk Faculty of Accounting and Management Universiti Tunku Abdul Rahman Selangor, Malaysia</p> <p>ABSTRACT</p> <p>The purpose of this paper is to discover the state of competency of occupational safety and health committees (OSHCs) and its influence on effective OSHCs in Malaysia. Using survey data from 231 manufacturing firms, the study empirically examined the influence of competency of OSHCs and that of scope of OSHCs on the perceived effectiveness of OSHCs, and the relationships among these three variables. Respondents of the survey method, who were members of OSHCs, perceived all three variables at the medium level. Findings also confirm that scope of OSHCs mediate the relationship between competency of OSHCs and perceived effectiveness of OSHCs. The research is limited by the fact that it is cross sectional in nature. However, it allows for the placement of the findings in the context of past research, but specific to the Malaysian manufacturing sector and its legislative framework. This paper provides suggestions on how competency of OSHCs can be improved.</p> <p>Keywords Employee involvement, Laws, Safety committees, Workplace, Self-regulation, Empowerment</p>
 <p>Vishakha Panchangam GIC1595068</p>	<p>New Investment Avenues in India: PM Narendra Modi's 'Pandora Box'</p> <p>Vishakha Panchangam Hidayatullah National Law University, India vishakha.hnlu@gmail.com</p> <p>ABSTRACT</p> <p>“I will change the destiny of this country” - PM Narendra Modi</p> <p>India has seen a paradigm shift in its regulatory framework and policies in furtherance of PM Narendra Modi’s initiative of ease of doing business in India. Recently, India witnessed its new, more organized and user friendly Foreign Direct Investment (‘FDI’) Policy with avenues for foreign investment like Level I American Depository Receipts, increase in FDI caps for various sectors etc. To add on to this, inclination of the Narendra Modi’s Government to E- governance has reduced emphasis on paper work, making India investor friendly. The</p>

	<p>Company Law of the nation has seen 14 new amendments to make it easier for companies to do business and also ensures strict punishment for activities involving fraud, which is one of the major apprehensions, an investor has while investing in India. Further, rationalization of tax structure and simplification of compliance procedures by Goods and Service Tax Bill, 2014, would remove the difficulties an investor earlier faced while filing tax returns in India. This paper goes on to analyze how the changes in India's policies and procedures make it an investor friendly destination. The first section deals with the new investment avenues introduced by the Government. Later, the second section goes on to explain the policies which ease out strict procedure and compliance requirements. The third part explains the new simplified and neutral tax regime of India which is to be introduced in 2016. And the fourth section answers the question why an investor should invest in India or is it still a lot left to be done. Keywords: India, Foreign Direct Investment Policy, Prime Minister Narendra Modi, E-Governance, Investment</p>
 <p>Linda Addie Sarpong GIC1595069</p>	<p>Integrating Montessori Principles In Mental Health Education</p> <p>Linda Addie Sarpong Zhejiang Gongshang University addiemissay@hotmail.com</p> <p>ABSTRACT</p> <p>This research paper will seek to address the ensuing principal research question: "What has been the role of early childhood education for the mentally ill child?" The Montessori principles which can be found in the proposed research lies in the fact that relative research undertaken on the role of mentally ill children's education still continue to be in its infancy stage. There are a number of academic publications which have focused on the identification of key areas in need of further study between students' social, emotional well-being, mental health and their school success as well as academic achievement.</p>
 <p>Usman Lawal A. Mani GIC1595070</p>	<p>Comparative Study On The Attitudes Of Unappreciative Superior And Subordinate Performance In Hospitality Industry</p> <p>Usman Lawal A. Mani Department of Food Science Catering and Hotel Management, College of Science and technology, Hassan Usman Katsina Polytechnic, Nigeria. usman.lawalmani@gmail.com</p> <p>ABSTRACT</p> <p>The paper focused on comparing the attitudes of unappreciative superior and performance of subordinates in hospitality industry. Different literatures related to the subject were reviewed from which many highlighted on the attitudes of unappreciative superiors to their subordinates which makes them to become less productive, as such causes less output and loss of profit in the side of their organisations. Structured questionnaire was used in retrieving data from 98</p>

	<p>respondents sampled using stratified sampling method. The personal data collected was analysed using simple frequency and percentages while t-test was used in testing the hypothesis. It was strongly agreed that employees are best motivated when their efforts are appreciated. Across the attitudinal statements variables, both superiors and subordinates shows no significant relationship ($P < 0.05$), i.e. organization grow and develop when employees are allowed to show their expertise, while significant relationship exists in all other variables. It was concluded that superiors should always communicate positively to the subordinates what is expected and needed from them and their efforts should always be appreciated. It was recommended that qualities of good leadership should always be possessed by the managers and other superiors in organisations and be applied on the day-to-day running of their prospective organisations.</p> <p>KEYWORD: Attitude, Superior, Subordinate, Performance, Hospitality</p>
 <p>Zulkarnaini GIC1595071</p>	<p>Analysis of stakeholder effects towards The corporate social responsibility and The decentralization as moderating variable</p> <p>Zulkarnaini Lhokseumawe State Polytechnic, Aceh, Commerce Department, Indonesia, zulpnhasan@yahoo.com</p> <p>Zuarni Lhokseumawe State Polytechnic, Aceh, Commerce Department, Indonesia, dinzu_nz@yahoo.com</p> <p>Fakriah Lhokseumawe State Polytechnic, Commerce Department, Aceh, Indonesia, sfakriah@yahoo.co.id</p> <p>ABSTRACT</p> <p>The existence of external stakeholders of companies will become an integral part, so that the assessment to the company actions have been indicators that is quite important for all parties, including the government in setting policies. The purpose of this study is to know the effects of external stakeholders that include government regulations, public pressure, environmental organizations / Non Governmental Organization (NGO), mass media towards corporate social responsibility. To further refine the analysis concerns the role of local governments, especially regarding autonomy, the study chose decentralization as moderating variable. This research has been conducted in three different areas, namely in the province of Aceh are region of Banda Aceh, North Aceh and Lhokseumawe. The analytical tool is used Moderated Regression Analysis (MRA). The sampling method is purposive sampling of respondents intended to consist of the universities, environmental organizations or Non Governmental Organization (NGO), mass media, and local government level work units (SKPD). The results showed that external stakeholders simultaneously significant effect on corporate social responsibility. Partially, only environmental organizations / NGOs did not have a significant impact on corporate social responsibility. But in terms of</p>

the interactions that are affected by decentralization, external stakeholders have a negative effect on corporate social responsibility.

Keywords : External Stakeholders, Government Regulation, Public Pressure, Environmental Organizations/NGO, Mass Media, Corporate Social Responsibility



Mohsin Memon
GIC1595072

Immersive Learning

Mohsin Memon
Memcorp Learning & Performance Solutions

ABSTRACT

Up skilling Leadership: Immersive Learning Experiences

If you're anywhere between mid to top level in your organization, chances are you've been through more than a handful of training programs by now. Perhaps to the extent that, when considering your next training program, you wonder if there'll be any real takeaway for you from this one or two-day investment of time. After all, each day spent in training is a day which could've been spent in moving the organization closer towards its goal. So the question is:

How can Up skilling Be Made More Fruitful?

First it must be understood that the idea of teaching or learning a novel concept won't give direct business outcomes. Why? Because learning and understanding a new concept is hard enough. And applying it immediately has its own challenges that span from the depth of understanding and applicability to organizational culture and acceptance. Thus we must go beyond chasing new learning trends and buzzwords that are 'hot'. We must venture to trust that the leader has enough conceptual understanding of what it takes for his/her organization or team to thrive. Rather what's lacking is not the conceptual understanding but the actual realization of the current utility of one's conceptual understanding. In simpler terms, asking and arriving at answers to questions like: "How much of what I know am I applying in my day to day life?"

One asks these questions when, one experiences an epiphany- a deep realization of a longstanding truth. So the question is, how do we create epiphanies for our leaders? By facilitating experiences. Experiences that is well-crafted and well-thought-out. Experience that don't intend to teach a new concept or idea rather endeavour to bring to surface a realization that sticks with the leader when he/she goes back to work because it wasn't a detached concept; it was a realization which was very much a part of him/her.

Immersive Learning

There are many ways of doing this and Immersive Learning is just one way of ensuring that the learning intervention has a more fruitful outcome. In an immersive experience, the participant is immersed in an experience, a game or an activity. The nature of the immersion is iterative to ensure the participant understands wholly what elements are impacting his/her outcome in the experience itself. During the immersion, the participant is simply playing a role while exhibiting his/her natural behaviours for a short period of time.

Finally, coming out of the immersion, the participant is then encouraged to consider looking at his/her conscious actions and subconscious behaviours from an

	<p>objective standpoint. It's built on the pretext that: every action/behaviour you exhibit in a smaller closed environment is a subset of your action/behaviour in the larger open environment. It allows an opportunity to create experiences that enable visibility of both short-term and long-term consequences of the participant's actions/behaviours along with feedback that refer to the taken action in real-time that serve as lead measures of change. Author Koreen Pagano, senior product manager at lynda.com writes about Immersive Learning in her book: Immersive Learning</p> <p>Ultimately it's about building immersive learning experiences which are facilitative and not directive because chances are, our leaders have been there done that. And it's time to put all that knowledge to work but it'll only happen if the leader feels the change within: inside-out, because anything less than that is a surface-level learning and superficial which doesn't beckon a change in action or behaviour.</p>
 <p>Sandipta Padhee GIC1595073</p>	<p>Culture And Sustainable Development</p> <p>Sandipta Padhee HNLU</p> <p>ABSTRACT</p> <p>Integrating culture into sustainable development has been an ongoing research topic, but has not yet been of interest to the green building community. Existing green building programs, including standards, certification and auditing schemes, focus on technical assessment. By assuming that a building is a cultural resource, which reflects the past and shapes the future of a society, we added cultural sustainability for green buildings by recognizing the three roles of cultural Sustainable Development: (1) 'culture in Sustainable Development' – a fourth dimension to be safeguarded; (2) 'culture for Sustainable Development'– a mediating and balancing factor for other dimensions; and (3) 'culture as Sustainable Development' – an essential foundation to achieve Sustainable Development. We proposed cultural sustainability criteria and indicators as a framework to be adopted by green building communities through an in-depth review of the relevant indicator systems, ecosystem services, sustainable regional/urban planning and existing green building programs. Like democracy and globalization, the concept of sustainable development has become one of the most ubiquitous, contested, and indispensable concepts of our time. Although the concept was first introduced in response to environmental concerns, it has been defined primarily by the mainstream tradition of economic analysis, which tends to marginalize the issue of ecological sustainability itself. This paper examines the presuppositions, logic, and major themes of mainstream sustainable development theory, primarily within economics, and explores the critiques of mainstream analysis offered by various poststructuralist cultural theorists and ecological Marxists. Although considered to be superior in their greater emphasis on ecological sustainability, neither of these critical approaches is deemed adequate in itself. The argument here instead leads to the conception that an adequate approach to sustainable development requires combining insights from various critical approaches and perspectives.</p>

	Keywords: environment, go green, sustainable development, economy & ecology.
Salma Wyne GIC1595074	<p>Customer relationship management- complications and Implementations in an organization</p> <p>Salma Wyne Senior Lecturer, University of Modern Sciences Dubai, UAE salmaumer.137@gmail.com</p> <p>Rizwan Wyne International Remittance Advisor, Telenor Head Office, Islamabad Pakistan rizwanwyne@gmail.com</p> <p>ABSTRACT</p> <p>To increase revenues and profits Customer Relationship Management (CRM) is an integral part of marketing in an organization. It majorly contributes to develop, maintain and enhance effective customer relationships as it is the fact that loyal customers are more responsive to marketing actions and in cross- selling. CRM is extremely important for business to customers as well as for business to business in sales and marketing context. However, successful implementation of Customer relationship management (CRM) is a complex and challenging task it requires intensive research and proper strategies to implement. To find the complications and resolutions, this paper presents various strategies to implement CRM successfully in an organization through extensive literature reviews, theories and modules from the field of CRM. The study discusses how to identify a variety of zones to address in order to achieve the long -run profitable customer relationship.</p> <p>Keywords: Customer Relationship Management (CRM); implementations; complications</p>


<p>Rizwan Wyne GIC1595074</p>	<p>Customer relationship management- complications and Implementations in an organization</p> <p>Salma Wyne Senior Lecturer, University of Modern Sciences Dubai, UAE salmaumer.137@gmail.com</p> <p>Rizwan Wyne International Remittance Advisor, Telenor Head Office, Islamabad Pakistan rizwanwyne@gmail.com</p> <p>ABSTRACT</p> <p>To increase revenues and profits Customer Relationship Management (CRM) is an integral part of marketing in an organization. It majorly contributes to develop, maintain and enhance effective customer relationships as it is the fact that loyal customers are more responsive to marketing actions and in cross- selling. CRM is extremely important for business to customers as well as for business to business in sales and marketing context. However, successful implementation of Customer relationship management (CRM) is a complex and challenging task it requires intensive research and proper strategies to implement. To find the complications and resolutions, this paper presents various strategies to implement CRM successfully in an organization through extensive literature reviews, theories and modules from the field of CRM. The study discusses how to identify a variety of zones to address in order to achieve the long -run profitable customer relationship.</p> <p>Keywords: Customer Relationship Management (CRM); implementations; complications</p>
 <p>Dian Ratna Mahita GIC1595075</p>	<p>Enhancing Companies' Performance By Understanding The Relationship Between Organizational Commitment And Workplace Spirituality</p> <p>Dian Ratna Mahita Business Administration Department, Faculty of Social and Political Science ,Universitas, Indonesia, Depok, Indonesia drmahita@gmail.com</p> <p>ABSTRACT</p> <p>As reported by the US Bureau of Labor and Statistics in 2012 the median number of US' workers stay at each job is around 4.6 years, giving them enough time to trying another job in different company as many as 10 time. Recruiting, hiring, training, and replacement costs can cause a loss for a company when employee choose to move to another job. Therefore, company needs a loyalty and an engagement of its employee. So company needs employee's commitment towards the company which called "organizational commitment". As globalization makes business more complicated, one way to enhance employee's commitment by bringing spirituality into workplace. Using qualitative approach, data were gathered from relevant literature studies. This paper describes that company has to</p>

	<p>notice employee's sense of community, giving meaningful work, and care about the alignment of company's goals with employee's values by reviewing through previous research. In other words, this paper provide the conceptual framework about the relation between organizational commitment and workplace spirituality.</p> <p>Keywords: Organizational Commitment, Performance, Workplace Spirituality</p>
 <p>Ayda Farouq GIC1595076</p>	<p>Government Ownership and the Association between Corporate Governance and CSR- UAE</p> <p>Ayda Farouq, Siti Normala, Hairul Azlan Department of Accounting, Kulliyyah of Economics and Management Sciences, International Islamic University Malaysia</p> <p>ABSTRACT</p> <p>Why firms tend to participate in social activities or act responsibly is one of the main concerns in the current literature. This study assumes that the government ownership play significant role in the firm CSR. Particularly, the main objective of this study is to examine if the government ownership affect the firms services toward the community in UAE through imposing the implementation of the corporate governance mechanisms. Government ownership is assumed to affect the CSR either directly or indirectly by measuring the moderator effect of the government ownership on the association between the corporate governance and the CSR. Employing a sample of listed firms in United Arab Emirates (UAE) for the period from 2010 to 2013, it is found that the existence of the government ownership has a moderator effect on the association between the corporate governance mechanisms and the CSR. More specifically the research finds that the AC characteristics become more effective in improving the firms CSR when there are shares owned by the government. Moreover, the CSR of the firms with government ownership is found to outperform the CSR for firms without government ownership. This study comes to assure the vital role of the government in driving the country's economy to growth.</p>

<p>Rizky Laras safitri GIC1595077</p>	<p>A Literature Review for Understanding the Contribution of Perceived Organizational Support on Organizational Commitment</p> <p>Rizky Laras safitri Departement of Business Administration, Faculty of Social and Political Science, University of Indonesia, Indonesia rizkylarassafitri@yahoo.com</p> <p>ABSTRACT</p> <p>The purpose of this paper is to deepen the understanding of the impact of perceived organizational support on the dimensions of organizational commitment (affective, continuance, and normative commitment) in a literature review that will be used for future research. The influence between these two variables was explained through social exchange theory. In a last few years, employee turnover rate is quite high and likely to increase over the years. It has become a problem and also a challenge of many companies in order to minimize the amount of employee voluntary turnover. One method that can be used is building a high organizational commitment, which refers to an employee identifies with a particular organization and its goals and wishes to maintain membership in the organization. Many studies find that organizational commitment is strongly influenced by the perceived organizational support. By using meta-analysis research design, this paper analyzes the results of hypothesis from previous empirical studies that reveal the influence of perceived organizational support on organizational commitment. The result indicated that perceived organizational support positively and significantly influence organizational commitment. Keywords: organizational commitment, perceived organizational support, social exchange, turnover.</p>
<p>Muhammad Waseem Iqbal GIC1595078</p>	<p>Securing Workers' Rights and Equity in the midst of Globalization and Regionalisation: Towards a Sustainable and Mandatory Labour Charter</p> <p>Muhammad Waseem Iqbal, Gan Ching Chuan Faculty of law, University of Malaya, Kuala Lumpur Malaysia drmmwqbal@gmail.com</p> <p>ABSTRACT</p> <p>This paper underscores the exploitation and marginalization of workers in some developing countries in Asia. It strongly argues and defends a basic code of labour rights and standards for protecting the workers' rights and welfare. It strongly deplors the violation of these rights by modern businesses with the connivance of the host states. It argues that the rights of the working class are being constantly squeezed out with impunity due to wrongful and deliberate impacts of globalization and regionalisation. Modern corporate agenda of globalization and regionalisation has attacked the labour market by violating the rights of the workers resulting in the massive poverty and marginalization of general public constituting largely of the general labour force. Corporate agenda has hijacked the welfare of the poor causing acute inequality, poverty and unfairness amongst the</p>

	<p>general labour. The time has therefore come for the UN, ILO as well as other labour organisations and labour NGOs to require and mandate the modern businesses to refocus their agenda by paying serious attention to the poor particularly the general labour in order to eradicate human misery and exploitation. This study enlightens the real and core issues and concerns of the working class by providing an avenue on how to overcome these serious social evils by exploring the best possible reforms for securing sustainable development and to revisit and refocus the modern day agenda of globalization and regionalisation in order to promote and protect the workers' rights and equity. It implores all modern states and businesses to adopt and respect international labour standards and labour friendly laws and policies in order to protect the workers from exploitation and marginalization. Unless and until modern businesses are committed to a mandatory and sustainable code of labour charter, the UN's 17 sustainable development goals and all the high or middle income goals of UN's member states will be mere rhetoric if we continue to let massive violations of labour rights and standards to continue to occur and go unredressed right under our noses. Keywords: Exploitation; Marginalization; Workers' Equity; Globalization; Corporate Social Responsibility (CSR); Sustainable Development</p>
<p>Hatem Mohammed Rouhoma Salah GIC1595080</p>	<p>Senior manager's attitude toward to the Retain Older Employees in in Libya Corporate Sectors</p> <p>Hatem Mohammed Rouhoma Salah, Nasser Habtoor USIM hatem_mohammed30@yahoo.com</p> <p>ABSTRACT</p> <p>Purpose - This paper aim to achieve a better understanding of senior manager's attitude toward to Retain Older Employees in Libya Corporate Sectors. Employer's preservation has remained imperative concerns for persons who work in organization. On the other hand, the study analyzed the intention of managers to absorb older employees in an organization through pragmatic behaviors and engagements. As a result the research employed the Model of Planned Behavior (TPB). It focused on the unwelcome stereotype attitude meted out to the older employees in a working situation. Although, differing from the expectations of human capital theory (HCT), recruitment processes may select candidates with the best social 'fit' to an existing workplace rather than candidates with the greatest skills or experience. For that reason, Quantitative method of research was implemented through a well prepared questionnaire which was used to collect data on the related research questions. Over-all 600 questionnaire was dispersed but 402 was reverted. Therefore, the data gathered from the returned 402 questionnaires was then analyzed by Correlation and regression analyses which revealed a number of significant relationships between the two variables. Finding - - The results indicate that behavioral belief, significantly influenced the disposition of Executives' to retain older employees, also, the normative belief significantly influenced the disposition of Executives' to retain older employees. Contrarily, Control belief does not significantly influenced the disposition of Executives' to</p>

	<p>retain older employees in Libyan corporate sector. Value – This paper unambiguously contribute to the knowledge expansion of senior manager’s attitude toward Older Employees in Various Corporate Sectors. Keywords: Senior manager’s attitude, Retain Older Employees and Corporate sector</p>
<p>H.Kavitha GIC1595081</p>	<p>Boundaryless Careers As Future Careersof Y Generation: Effects Of Preferred Job Attributes And Individual Socio-Demographic Attributes</p> <p>H.Kavitha, Senior Lecturer, School of Business and Management, Linton University College, Malaysia, kavitha@ktgeducation.edu.my (Corresponding Author) Syriac N. D, Lecturer, School of Business and Management, Linton University College, Malaysia, syriac@ktgeducation.edu.my Towela Nyirenda Scholar, School of Business and Management, Linton University College, Malaysia, tonytowela@yahoo.com</p> <p>ABSTRACT</p> <p>The changes in the labour market have affected the employees’ tenure. Attracting and retaining skilled employees as a competitive advantage is very vital for organizations today. The need for a more personal career development, employees, especially the Y-Generation are not afraid to be mobile either physically or psychologically. The objectives of this paper are to determine if gender has an effect on the boundaryless career orientation of students, to determine if culture has an effect on the boundaryless career orientation of students and to determine if preferred job attributes of students have an effect on the boundaryless career orientation of students. The study was carried out on 218 private university-college students. The boundaryless career orientation was measured using a 13-item scale of boundaryless career attitudes. The preferred job attributes were measured using a 15-item job attributes scale. It was found that there is no difference in boundaryless career orientation between males and females. The boundaryless career orientation differs with culture. Further studies can be carried out on boundaryless career orientation, preferred job attributes and their relationship on a multi-level longitudinal basis. Furthermore, in order to get a clearer understanding of the cultural impact on the boundaryless career, studies could be carried out in various nations in order to get distinct differences in culture</p> <p>Keywords: Boundaryless career orientation, Y-Generation, preferred job attributes, culture, gender</p>

<p>Alhadi Abubaker Almbrok GIC1595082</p>	<p>Determinants of the Access to Sources of Finance for Small and Medium Enterprises (SMEs) in Libya: A Conceptual Study</p> <p>Alhadi Abubaker Alhadi Almbrok, Abdullah Mohamed Ahmed Ayedh USIM hbhr73@yahoo.com</p> <p>ABSTRACT</p> <p>The current study in general aimed to review the previous literature in regards to the determinants of access to finance for small and medium enterprises (SMEs) to derive relevant variables which make the actual impact for Business Owners to access to sources of finance. It also aimed to use such variables identified in previous research for developing a conceptual model and conducting an empirical field study on SMEs in the Libyan context. Keywords : Networks , Finance , Culture</p>
 <p>Dr Deepali Bhatnagar GIC1595084</p>	<p>Proliferation of Medical Tourism in India - A Critical Review</p> <p>Dr Deepali Bhatnagar Amity Business School, Amity University Rajasthan deepali_3110@yahoo.com</p> <p>ABSTRACT</p> <p>The paper focuses on one of the most important soft infrastructure Industries in India, the health infrastructure- which is taking an altogether new facet in the country. The health infrastructure over the years has evolved into merely another commodity to be traded for profit. This focus has supported the growing trend of medical tourism, where patients travel to low cost developing countries for health procedures. In case of India, the actual take off for developing medical tourism industry started in the year 2002, when the Confederation of Indian Industry (CII) produced a study on the country's medical tourism sector, in collaboration with international management consultants, McKinsey & Company, which outlined immense potential for the sector. The following year, then finance minister Jaswant Singh called for the country to become a "global health destination" and urged measures, such as improvements in airport infrastructure, to smooth the arrival and departure of medical tourists.</p> <p>Since then this sector have reported a mushrooming growth rate and moreover it is one of the most important source of foreign exchange for the nation. Though the growth of medical tourism has facilitated our country to be on the global map and attract foreign currency, but there lies the other aspect of the picture, which is not so good. This paper tries to highlight this neglected front of medical tourism which depicts that promotion of medical tourism as a source of trade has neglected the main goal of healthcare system. Viewing healthcare as a marketable commodity diminishes the propensity for accepting social responsibility for healthcare. The outcome of such a practice is a segmented and inequitable healthcare system, which limits the positive externalities from collective good health. Moreover with the increasing support of government policies that encourages the use of</p>

	<p>healthcare as a profit making opportunity, that too when the domestic health needs are unmet, it reflects a trend of acceptance of differential standards of health care for rich and poor. Based on the above stated facts this paper attempts to explore two facets of the coin – one is the brighter side which depicts all the glory associated with medical tourism and the other side reflects the neglected priority of domestic health care.</p> <p>Keywords: Medical tourism, Domestic healthcare system, marketable commodity</p>
 <p>Sabrina Mohd Rashid GIC1595085</p>	<p>Brand Identity: Introducing Renewed Concept For Coffee Shops</p> <p>Sabrina Mohd Rashid, Kamal Ghose, David A. Cohen School of Multimedia Technology and Communication, College of Arts and Science, Universiti Utara Malaysia. sabrina@uum.edu.my</p> <p>ABSTRACT</p> <p>Building a strong brand identity has become a major marketing concern for many service. In previous years, the focus was on the interaction between the organisation and the customers. This study extended previous research by focusing on the concept of coffee shops. A qualitative approach with semi-structured interviews was used to explore the food and beverage industry. The interviews were carried out with 15 independent coffee shops in Christchurch, New Zealand. There were two key findings from this research that indicated attentiveness among the respondents about brand identity, first, a distinctive concept and second, having a fresh concept that will assist the process of brand identity creation. This study contributed to our understanding of how brand identity was built and then connected it to the internal culture of the coffee shop. The findings suggested that the process of creating and building a brand identity was more complicated than just creating the visual imagery.</p> <p>Keywords: Brand, brand identity, coffee shops</p>
<p>Mehrane khati GIC1595086</p>	<p>Investigation of Criminal Responsibility Due To Mental Disorders (Other Than Insanity) On Criminal Law In Iran</p> <p>Mehrane khati University of Surrey, Mazandaran</p> <p>ABSTRACT</p> <p>Various Types of Mental Disorders Other Than Dementia Including Issues In Criminology And Criminal Responsibility, Which Can Be Considerable Impact On The Patients And Consequently Have Criminal Right. Of Mental Disorders have A Wide Range of Mental Illnesses Mild, Moderate, severe In Hand, Bio-Psycho-Social Factors Are Usually The Result of That Persons Personal And Social Environment. The Risk of These Disorders Can Be Studied From Different Perspective Is; Including the Prospects of Civil and Criminal Law In Particular. Legislator with The Knowledge And Understanding That Have Sought To Issue Rules Consistent With This Phenomenon On The Poor Monkey And In This Way</p>

	<p>The Measures taken .In This Regard, The Legislature Took The First Step In The Penal Code In 1304 , And It Referred To Other Mental Disorder And Also Brynn By Accepting The Principle of Relativity of Criminal Liability for Such Patients, provisions Governing The Non-Diminished Criminal Responsibility And Criminal Liability of Those Guilty of Some of That. Provisions Relating to Lack of Criminal Responsibility and Criminal liability Diminished Some of These Offenders Explained. Some Disorders Due To Influence Due To Influence and Pressure Strength of Wisdom, Understanding, And Will Also Be Some Reductive Criminal Responsibility Because of The impact On the Understanding and The Will of The People, Although Mental Health Endanger Him But He Does Not Have An Impact On Criminal Responsibility.</p> <p>Keywords: Criminal Responsibility, Psychopathy, Criminology, Criminal Justice</p>
<p>Ahangari GIC1595087</p>	<p style="text-align: center;">And Compared To Traditional Forging Computer Forgery</p> <p style="text-align: center;">Ahangari University of Surrey, Mazandaran</p> <p style="text-align: center;">ABSTRACT</p> <p>Today the Iranian Criminal Law System Are Faced With Two Types of Counterfeiting, Traditional Forging And Forging Another Computer. Forging Computer like Other Computer Crimes Born to Manifest the Information technology Revolution in Computers and Cyberspace. Although Traditional Forging May Be Provided Using A Computer To the Realization of This Crime. But What Is meant By the Use of Computers in Forging a Dose of Computer Forgery computer Data into the Virtual Space.</p> <p>Keywords: Computer Crime, Computer Forgery, Traditional Forging, Cyberspace</p>
<p>Seyede Dorrie Azarnoosh GIC1595088</p>	<p style="text-align: center;">Criminal abortion policy in Iran</p> <p style="text-align: center;">Seyede Dorrie Azarnoosh Department of criminal law and criminology, Islamic azad university sari, Iran <u>dorrie.azarnoosh@yahoo.com</u></p> <p style="text-align: center;">ABSTRACT</p> <p>Miscarriage or carried abortion is one of the crimes that communities have been continuously involved with it. And finding a way to dead with, have been such problems of human societies. In Iran ' s penal policy, the drafters of the public Penal Code, are following the style of Islamic Jurists and scholars who has been discussed sentences related to this topic of diya (blood money) in their books. The provisions of related to this matter have set in 194 to 200 of this law diya (blood money) and in 90 and 91 of sanctions law.</p> <p>Keywords: Abortion, Blood money, Jurists</p>

<p>Raufan Purdini Harahap GIC1595089</p>	<p>The Effect of Work Environment on Employee Job Satisfaction: A Literature Review</p> <p>Raufan Purdini Harahap Faculty of Administrative Science, University of Indonesia raufan.purdini@ui.ac.id</p> <p>ABSTRACT</p> <p>The purpose of this paper is to explore the effect of work environment on employee job satisfaction. The growth of organization or company is determined by the employees in it because they are the most significant factor. Therefore, it is very important for company to make sure that the employees have an excellent performance and reach their job satisfaction. On the other hand, job satisfaction has been one of the most complex thing in organization and becoming a challenge for manager. One thing that can affect the job satisfaction is work environment. A relevant literature is explored and a conceptual model is proposed. The result of this review reveals that work environment, both internal and external, has a quite strong effect on employee job satisfaction and also can increase employee's performance and job satisfaction. It is very essential for an organization or company to pay more attention to work environment because employee or worker tend to be more satisfied if they work in a good and comfortable environment.</p> <p>Keywords: Work Environment, Climate Organization, Job Satisfaction</p>
<p>Ali Akbar Rafatnia GIC1595090</p>	<p>Corporate Default Prediction</p> <p>Ali Akbar Rafatnia Faculty of Management, Universiti Teknologi Malaysia, Johor Bahru, 81300, Malaysia ATILA2400@GMAIL.COM</p> <p>ABSTRACT</p> <p>Corporate Default Prediction (CDP), also known as corporate failure or bankruptcy prediction, is a popular topic of discussion as it plays a vital role in decision making in various fields such as accounting, finance, business and engineering. Some researchers have employed statistical methods and machine learning techniques to predict failure. This paper presents a review of the current literature on CDP.</p> <p>In these univariate studies, the focus was on distinct accounting ratios and a comparison of the ratios of failed and successful companies, which had a significant influence on the development of future models. In 1930, a bulletin was published by the Bureau of Business Research (BBR) containing the outcome of a study of the accounting ratios of failing industrial corporations. In the study, the accounting ratios of certain corporations were analysed in order to ascertain the general characteristics of failing firms. The study revealed that eight accounting ratios could be regarded as good indicators of a corporation, namely working capital to total assets, surplus and reserves to total assets, net worth to fixed assets,</p>

	<p>fixed assets to total assets, the current ratio, net worth to total assets, sales to total assets, and cash to total assets.</p>
 <p>Tatik Suryani, Lindiawati GIC1595093</p>	<p>The Challenge Of Financial Inclusion For Small And Micro Entreprises In Indonesia</p> <p>Tatik Suryani, Lindiawati Department of Management, Faculty of Management, STIE Perbanas Surabaya</p> <p>ABSTRACT</p> <p>Small and Micro Enterprises (SMEs) in Indonesia have many problems for growing and gaining competitive advantage. The main cause of the problem is that they are unable to access financial institutions, specifically banking. This research objective is to explore financial inclusion for among SMEs' financial behavior perspective and their challenges. Research involved SME owners who produce local nominated products. By using depth interview, questionnaire and triangulation methods, the results show that most SMEs are lack of knowledge on banking product and services, besides the high rate of interest has made them to choose banks as sources of fund. Due to insufficiency of knowledge and experience led them reluctant to use banking products and services. The availability of bank branches around SMEs area, their unfamiliarity with technology, the unavailability of financial reporting documents and collateral have led them prefer personal loan to bank loan. Personal loan is considered a simple way of getting financing. Based on these findings it means that government as the regulator should educate them to about banking and financial capability and encourage bank not only to give credit but also assist them to manage their financial properly.</p> <p>Key words: Micro enterprises, small enterprises, financial inclusion, financial capability</p>
 <p>Selvaras Janaha GIC1595094</p>	<p>Statutory Protections For Women In Malaysia And Sri Lanka In Respect Of Preventing Sexual Harassment In The Workplace: A Comparative Overview With The Legal Developments In India.</p> <p>Selvaras Janaha Department of of Laws in South Asian University, New Delhi,India</p> <p>ABSTRACT</p> <p>Article 23 (1) of the Universal Declaration of Human Rights 1948 recognizes right to work with dignity is a fundamental human right. Furthermore, the right to work with dignity entails the need for the worker to be free from cruel, inhuman and degrading treatment as enshrined in Article 5. In this context any conduct of a</p>

sexual nature, that is deemed to be degrading, humiliating and unwelcome to the recipient, would be construed as sexual harassment. International Human rights conventions including Convention on the Elimination of all Forms of Discrimination against Women and The International Labour Organization (ILO) Conventions also prohibits discrimination in employment and guarantee the right to protection of health and safety at work place. National constitutions of Malaysia, Sri Lanka and India recognizes right to equality. Moreover domestic criminal legislations and other statues in relation to sexual harassment of these countries identify sexual harassment as criminally punishable offence. Apart from the punishments the court may have discretion to order for compensation to be paid to the victims. The labour force report 2014 of Malaysia informs that women constitute 53.6 percent of the workforce and 2012 national census of Sri Lanka estimated that women constitute 28.1 percent of the workforce in Sri Lanka. Similarly the national census of 2001 of India reports that women constitute 31.6 percent of the workforce India. As the number of women at workplace increases high in this modern era it is important to provide a safe environment at work place. India has witnessed large number of cases in relation to sexual harassment at work place. In order to address this issue as per the directions given by the judiciary in Vishaka and Others Vs State of Rajasthan India has recently enacted No 14 of Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013. Meanwhile in Malaysia, only one law, dealing with the issue of sexual harassment was Section 509 of the Penal Code. Other than this, Employment (Amendment) Bill 2011, introduction of a new Part XVA to deal with complaints of sexual harassment is an additional available mechanism in regard to this .For now in Sri Lanka, disciplinary inquiries contained in the Staff Collective Agreement of 1997, disciplinary action in the Labour Collective Agreement of 1998 are provide provisions to address Sexual Harassment at work place. And also Bribery Act of 1980 addresses demand for sexual favors as bribe. However Sri Lanka does not have a special piece of legislation to address this issue. The researcher tries to make a comparative analysis of the legislations relation to sexual harassment of these three countries and the analysis is structured within the International women Rights framework, and domestic legal mechanisms. This paper adopts the analytical method in approaching the topic. According to the secondary data available in Sri Lanka and Malaysia on this issue the researcher found that since there is no special legislation in Sri Lanka and Malaysia, the victims of sexual harassment at work place are unable to enjoy right to work in a meaningful manner. And as a stake holder of CEDAW and ILO, it is the obligation of Sri Lanka and Malaysia to take measures to prevent the phenomenon of violence against women in society, in the family as well as in the work place.

Key words: Sexual harassment at work place, Legal developments in India, Statutory provisions in Malaysia and Sri Lanka

<p>Dr. Fatemeh Motevalian GIC1595095</p>	<p>Crime trading company from the perspective of criminology</p> <p>Dr. Fatemeh Motevalian Justice employee Mazandaran</p> <p>ABSTRACT</p> <p>Corporate crime, the term is very broad, general and includes a wide range of offenses, with practices committed, perpetrators, victims and works differently. In spite of the importance and sensitivity, the crime, criminological attention was always on the periphery and the majority of studies and theories to study criminology and courts and investigating crimes of violence or street dedicated. Corporate Crime (that of white-collar crime), requires an understanding of the features and aspects of this specific type of crime is a phenomenon that in the light of criminological studies specialized in this field, is possible. The present article briefly examines the most important features white-collar crime and corporate crime, as one of its subsidiaries, similarities and distinctions, their differences with street crime, and to investigate cases of corporate crime under Iranian law, a criminological perspective.</p> <p>Key word : Corporate crime, white collar crime, street crime</p>
<p>Shadia Binti Suhaimi GIC1595096</p>	<p>The adoption of Electronic Commerce (E-Commerce) by Small Medium Enterprise in Making Financing Decision.</p> <p>Shadia Binti Suhaimi, Haniza Binti Hashim, Rahja Raajeswary Raa, Jaya Ganesan Faculty of Business, Multimedia University, Jalan Ayer Keroh Lama, 75450 Bukit Beruang, Melaka, Malaysia</p> <p>ABSTRACT</p> <p>Electronic commerce (e-commerce) is a very important strategic tool that fascinates many companies to turn their traditional business strategy into e-commerce technology. Nowadays, the use of e-commerce is growing among business organizations throughout the world. It's not only limited to large companies, but also includes Small and Medium Enterprises (SMEs). The reason why businesses are moving towards of using e-commerce systems because this technology is very cost effective and can make day-today business operations are much more easier. However, some of the SMEs are still underexploited on the potential of e-commerce. Therefore, this paper will be focusing on the discussion about the adoption of E-commerce in small and medium sized business based on the financial decision-making. All the discussion and argument about the research problem will be prove by journal and case study.</p> <p>Key words: E-commerce, Small Medium Enterprise (SME), adoption, finance, decision and technology.</p>

<p>Alexander Josiassen GIC1595097</p>	<p>The Imagery and Image Model : A dual Process Approach</p> <p>Alexander Josiassen, Florian Kock, Albert Asaaf Copenhagen Business School</p> <p>ABSTRACT</p>
 <p>Muhammad Shujah-ur-Rehman YRA1595052</p>	<p>Tele-pay a substitute of conventional banking: A conceptual study</p> <p>Muhammad Shujah ur Rehman University Technology Malaysia, Kuala Lumpur, Malaysia, shujahmalik@hotmail.com</p> <p>Zarina Abdul Salam University Technology Malaysia, Kuala Lumpur, Malaysia, zarina@ibs.utm.my</p> <p>Mohammad Ali Tareq MJIT, University Technology Malaysia, Kuala Lumpur, Malaysia, tareq@utm.my</p> <p>ABSTRACT</p> <p>In modern era technology advancement make life easier and quicker. As adoption of technology becomes the essential part of every organization, same is happening in banking industry. Currently, technology acceptance is one of the core issue discussed in banks executive management meetings. The biggest challenge in the service industry is to provide the financial services to those who don't have access to it. This study focuses to enhance the solution for delivering financial services as a tele-pay through integration rather than direct branch banking. Telecom and bank collaboration solve the problem of providing basic financial services to those who do not have access the services either due to their remoteness or inaccessibility. Tele-pay is considered as mobile payment services provided through telecom companies. Using Technology acceptance model (TAM) we have investigated four factors which are important for adoption of mobile payment by the customers i.e; trust, accessibility, perceived ease of use and perceived usefulness. Technology acceptance model (TAM) is widely used to analyze these factors influence on adoption of mobile payment. Studies have considered compatibility, self efficacy and social influence affecting mobile payment adoption and trust, accessibility, perceived ease of use and perceived usefulness were found to be more relevant for customer acceptance. These indicators are used to investigate in the context of Pakistan to enhance mobile payment acceptance. The implication of this study for both telecom and banking industry is to further explore the ways for ease of adoption for mobile payment services among mass people.</p> <p>Keywords Tele-Pay, Mobile Payment, Telecom, Banking, Financial Services</p>

LISTENERS

Mujjadid Uzair Durrani University of Peshawar GIC1595061
Shujah Abbas University of Lahore (LLM) GIC1595079
Ruberwa Department of Investment and Resource Mobilisation, Rwanda Red Cross GIC1595083
Mohamed Abdelmosen Ahmed Mohamed Abdelnaby Pegasus Sports Club GIC1595091

Conference Calendar

Summary of Locations:

- June 2015: SINGAPORE - [Successfully Concluded](#)
- July 2015: KUALA LUMPUR (MALAYSIA) - [Successfully Concluded](#)
- Aug 2015: ISTANBUL (TURKEY) - [Successfully Concluded](#)
- Sep 2015: LONDON (UK) - [Successfully Concluded](#)
- Oct 2015: MAURITIUS - [Successfully Concluded](#)
- Nov 2015: SINGAPORE - [Successfully Concluded](#)

-
1. Dec 2015: KUALA LUMPUR (MALAYSIA)
 2. Feb 2016: DUBAI (UAE)
 3. Apr 2016: ISTANBUL (TURKEY)
 4. May 2016: KUALA LUMPUR (MALAYSIA)
 5. Jun 2016: SINGAPORE
 6. Jul 2016: KUALA LUMPUR (MALAYSIA)
 7. Aug 2016: ISTANBUL (TURKEY)
 8. Oct 2016: HONG KONG

9. Nov 2016: SINGAPORE



BANGKOK (THAILAND), DECEMBER 2015

VENUE: ASIAN INSTITUTE OF TECHNOLOGY

NAME OF CONFERENCE	DATES	WEBSITE
13th International Conference on Science and Engineering Research (ICSER)	16th to 17th Dec 2015	http://www.icserthailand.com/
10th International Conference on Healthcare and Biological Research (ICHBR)	17th to 18th Dec 2015	http://www.ichbrthailand.com/
13th International Conference on Social Science Research (ICSSR)	18th to 19th Dec 2015	http://www.icsrthailand.com/
9th International Conference on Teaching, Education and Learning (ICTEL)	19th to 20th Dec 2015	http://www.ictelthailand.com/
10th International Conference Business and Commerce (ICBC)	20th Dec 2015	http://www.icbcthailand.com/
10th International Law Conferences (ILCO)	21th Dec 2015	http://www.ilcothailand.com/

KUALA LUMPUR (MALAYSIA), DECEMBER 2015

VENUE: LINTON UNIVERSITY COLLEGE (Tentative)

34

9th International Conference on Business Management and Legal Studies (ICBMLS), December 30-31, 2015

Linton University College, Kuala Lumpur, Persiaran Utl, Kampung Gebok Batu 12, 71700 Mantin, Negeri Sembilan, Malaysia

NAME OF CONFERENCE	DATES	WEBSITE
12th International Conference on Researches in Engineering, Technology and Sciences (ICRETS)	26th to 27th Dec 2015	http://www.malaysiaicrets.com/
9th International Conference on Healthcare and Life Science Research (ICHLSR)	27th to 28th Dec 2015	http://www.malaysiaichlsr.com/
12th International Conference on Advances in Social Sciences (ICASS)	28th to 29th Dec 2015	http://www.malaysiaicass.com/
8th International Conference on Teaching, Education and Learning (ICTEL)	29th to 30th Dec 2015	http://www.ictelmalaysia.com/
9th International Conference on Business Management and Legal Studies (ICBMLS)	30th to 31st Dec 2015	http://www.icbmlsmalaysia.com/

DUBAI (UAE), FEBRUARY 2016

VENUE: Flora Grand Hotel, Near Al Rigga Metro Station, Deira, Dubai

NAME OF CONFERENCE	DATES	WEBSITE
14th International Conference on Green and Sustainable Technology (GSUS)	20th to 21st Feb 2016	www.gsusdubai.com
11th International Conference on Healthcare and Biological	21st to 22nd	www.ichbrdubai.com

9th International Conference on Business Management and Legal Studies (ICBMLS), December 30-31, 2015

Linton University College, Kuala Lumpur, Persiaran Utl, Kampung Gebok Batu 12, 71700 Mantin, Negeri Sembilan, Malaysia

Research (ICHBR)	Feb 2016	
14th International Conference on Humanities and Social Science (HUSOC)	22nd to 23rd Feb 2016	www.husocdubai.com
10th International Conference on Teaching, Education and Learning (ICTEL)	23rd to 24th Feb 2016	www.icteldubai.com
11th International Conference on Advances in ICT for emerging issues in Society (ICT-eis)	24th to 25th Feb 2016	www.ictelsdubai.com

ISTANBUL (TURKEY), APRIL 2016

VENUE: YILDIZ TECHNICAL UNIVERSITY, BESIKTAS, ISTANBUL, TURKEY

NAME OF CONFERENCE	DATES	WEBSITE
15th International Conference on Green and Sustainable Technology (GSUS)	11th to 12th April 2016	www.gsusturkey.com
12th International Conference on Healthcare and Life Science Research (ICHLSR)	12th to 13th April 2016	www.turkeyichlsr.com
15th International Conference on Humanities and Social Science (HUSOC)	13th to 14th April 2016	www.husocturkey.com
11th International Conference on Teaching, Education and Learning (ICTEL)	14th to 15th April 2016	www.turkeyictel.com
2nd International Conference on Education, Language and Psychology (ELAP)	15th to 16th April 2016	www.elapturkey.com

KUALA LUMPUR (MALAYSIA), MAY 2016

VENUE: HOTEL DYNASTY, JALAN IPOH, KUALA LUMPUR, MALAYSIA

36

9th International Conference on Business Management and Legal Studies (ICBMLS), December 30-31, 2015

Linton University College, Kuala Lumpur, Persiaran Utl, Kampung Gebok Batu 12, 71700 Mantin, Negeri Sembilan, Malaysia

NAME OF CONFERENCE	DATES	WEBSITE
16th International Conference on Green and Sustainable Technology (GSUS)	16th to 17th May 2016	www.malaysiagsus.com
13th International Conference on Healthcare and Life Science Research (ICHLSR)	17th to 18th May 2016	www.malaysiahlsr.com
16th International Conference on Humanities and Social Science (HUSOC)	18th to 19th May 2016	www.malaysiahusoc.com
12th International Conference on Teaching, Education and Learning (ICTEL)	19th to 20th May 2016	www.ictel-malaysia.com
3rd International Conference on Education, Language and Psychology (ELAP)	20th to 21st May 2016	www.klelap.com

SINGAPORE, JUNE 2016

VENUE: NANYANG TECHNOLOGICAL UNIVERSITY, NANYANG EXECUTIVE CENTRE,
SINGAPORE

NAME OF CONFERENCE	DATES	WEBSITE
17th International Conference on Green and Sustainable Technology (GSUS)	15th to 16th June 2016	www.singaporegsus.com
14th International Conference on Healthcare and Life Science Research (ICHLSR)	16th to 17th June 2016	www.hlsrsingapore.com
17th International Conference on Humanities and Social Science (HUSOC)	17th to 18th June 2016	www.singaporehusoc.com
13th International Conference on Teaching, Education and Learning (ICTEL)	18th to 19th June 2016	www.telsingapore.com

37

9th International Conference on Business Management and Legal Studies (ICBMLS), December 30-31, 2015

Linton University College, Kuala Lumpur, Persiaran Utl, Kampung Gebok Batu 12, 71700 Mantin, Negeri Sembilan, Malaysia

4th International Conference on Education, Language and Psychology (ELAP) 19th to 20th June 2016 www.elapsingapore.com

KUALA LUMPUR (MALAYSIA), JULY 2016

VENUE: HOTEL DYNASTY, JALAN IPOH, KUALA LUMPUR, MALAYSIA

NAME OF CONFERENCE	DATES	WEBSITE
18th International Conference on Green and Sustainable Technology (GSUS)	9th to 10th July 2016	www.gsusmalaysia.com
15th International Conference on Healthcare and Life Science Research (ICHLSR)	10th to 11th July 2016	www.hlsrmalaysia.com
18th International Conference on Humanities and Social Science (HUSOC)	11th to 12th July 2016	www.husocmalaysia.com
14th International Conference on Teaching, Education and Learning (ICTEL)	12th to 13th July 2016	www.telmalaysia.com
5th International Conference on Education, Language and Psychology (ELAP)	13th to 14th July 2016	www.elapkl.com

ISTANBUL (TURKEY), AUGUST 2016

VENUE: YILDIZ TECHNICAL UNIVERSITY, BESIKTAS, ISTANBUL, TURKEY

NAME OF CONFERENCE	DATES	WEBSITE
19th International Conference on Green and	15th to 16th	www.turkeygsus.com

38

9th International Conference on Business Management and Legal Studies (ICBMLS), December 30-31, 2015

Linton University College, Kuala Lumpur, Persiaran Utl, Kampung Gebok Batu 12, 71700 Mantin, Negeri Sembilan, Malaysia

Sustainable Technology (GSUS)	Aug 2016	
16th International Conference on Healthcare and Life Science Research (ICHLSR)	16th to 17th Aug 2016	www.turkeyhlsr.com
19th International Conference on Humanities and Social Science (HUSOC)	17th to 18th Aug 2016	www.turkeyhusoc.com
15th International Conference on Teaching, Education and Learning (ICTEL)	18th to 19th Aug 2016	www.turkeytel.com
6th International Conference on Education, Language and Psychology (ELAP)	19th to 20th Aug 2016	www.turkeyelap.com

HONG KONG, OCTOBER 2016

VENUE: REGAL ORIENTAL HOTEL, 30-38 SA PO ROAD, KOWLOON CITY, HONG KONG

NAME OF CONFERENCE	DATES	WEBSITE
20th International Conference on Green and Sustainable Technology (GSUS)	3rd to 4th October 2016	www.hongkonggsus.com
17th International Conference on Healthcare and Life Science Research (ICHLSR)	4th to 5th October 2016	www.hongkongichlsr.com
20th International Conference on Humanities and Social Science (HUSOC)	5th to 6th October 2016	www.hongkonghusoc.com
16th International Conference on Teaching, Education and Learning (ICTEL)	6th to 7th October 2016	www.hongkongictel.com
7th International Conference on Education, Language and Psychology (ELAP)	7th to 8th October 2016	www.hongkongelap.com

9th International Conference on Business Management and Legal Studies (ICBMLS), December 30-31, 2015

Linton University College, Kuala Lumpur, Persiaran Utl, Kampung Gebok Batu 12, 71700 Mantin, Negeri Sembilan, Malaysia

SINGAPORE, NOVEMBER 2016

VENUE: NANYANG TECHNOLOGICAL UNIVERSITY, NANYANG EXECUTIVE CENTRE,
SINGAPORE

NAME OF CONFERENCE	DATES	WEBSITE
21st International Conference on Green and Sustainable Technology (GSUS)	14th to 15th Nov 2016	www.gsussingapore.com
18th International Conference on Healthcare and Life Science Research (ICHLSR)	15th to 16th Nov 2016	www.singaporehlr.com
21st International Conference on Humanities and Social Science (HUSOCth International Conference on Humanities and Social Science (HUSOC)	16th to 17th Nov 2016	www.husocsingapore.com
17th International Conference on Teaching, Education and Learning (ICTEL)	17th to 18th Nov 2016	www.singaporeictel17.com
8th International Conference on Education, Language and Psychology (ELAP)	18th to 19th Nov 2016	www.singaporeelap.com

- [Application Form](#)
- [List of Communicating Authors](#)
- [Conference Proceedings](#)

40

9th International Conference on Business Management and Legal Studies (ICBMLS), December 30-31, 2015

Linton University College, Kuala Lumpur, Persiaran Utl, Kampung Gebok Batu 12, 71700 Mantin, Negeri Sembilan, Malaysia



- [FAQs](#)
- [Calendar](#)
- [Conference Scholarship](#)
- [Photo Album](#)

GRDS