

# **Global Conference on Business Management and Economics 2018**

## **Conference Abstract**



**July 6-8, 2018**

**The University of British Columbia  
Vancouver, British Columbia, Canada**

**<http://gcbme.org/>**

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**GLOBAL CONFERENCE ON BUSINESS MANAGEMENT AND ECONOMICS**

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## Welcome

As Conference Chair I'm honoured to welcome all participants to the Global Conference on Business Management and Economics (GCBME 2018) at beautiful Vancouver, British Columbia, Canada.

55 participants from 30 countries are attending our conference. This conference will be an excellent opportunity to meet and network with delegates around the world in areas of management, marketing, international business, human resource management, accounting, finance, entrepreneurship, and economics. Participants should benefit from conference presentations exploring cutting-edge reviews and investigations in basic and applied research.

Attending this conference also gives you an opportunity to explore Vancouver and enjoy its scenic views, mild climate, and friendly people. Vancouver enjoys a global reputation as one of the world's top cities for quality of life and recreation. Vancouver attracts many international conferences and events, including the 2010 Winter Olympics and Paralympics.

Thank you for considering attending GCBME 2018. A wide scope of participation will enrich our conference and help us all add significant value and experience to our shared research objectives.

Dr. Afzalur Rahman  
Douglas College  
British Columbia, Canada

# Conference Venue

**UBC ROBSON SQUARE**  
**HSBC HALL**  
 800 Robson Street  
 Vancouver, British Columbia  
 Canada V6Z 3B7

## Directions:



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## Public Transit

UBC Robson Square is a short walk from the Burrard, Granville, and City Centre SkyTrain stations. Use the Translink website to plan your trip via transit from any location in the Lower Mainland: <https://www.translink.ca/>

## Driving & Parking

To access the WestPark lot for 800 Robson Street (Lot 189), head south on Howe Street to the corner at Nelson Street. The parking lot entrance will be on your right, just before Nelson. Note that Howe is a one-way street. Once you have entered the parking lot, follow the directional signs to UBC Robson Square. Please consult the WestPark website for current pricing. Or Call Westpark at: 604-669-7275 [PARK]

## Accessibility

UBC Robson offers elevator access via our entrance on Hornby Street at Robson Street.

# Conference Time Schedule

- Friday, July 6, 2018 – Arrival of the participants to Vancouver, Canada
- **Saturday, July 7, 2018** – Registration, opening speech, keynote speech, and technical sessions:

Activity	Time
Registration and Breakfast	8:30 am to 9:30 am
Opening Remarks – Dr. Afzalur Rahman	9:30 am to 9:35 am
Keynote Speech – Dr. Anne Lavack	9:35 am to 10:05 am
Photo Session	10:05 am to 10:15 am
<i>Session 1 (5 papers)</i>	10:15 am to 11:30 am
Professional Development Session 1 – Mr. John O’Fee on “Alternate Dispute Resolution in Contracts”	11:30 am to 12:00 pm
Lunch Break	12:00 pm to 1:00 pm
<i>Session 2 (5 papers)</i>	1:00 pm to 2:15 pm
Professional Development Session 2 – Dr. Afzalur Rahman on “International Business Entry strategies”	2:15 pm to 2:45 pm
Coffee Break	2:45 pm to 3:00 pm
<i>Session 3 (5 papers)</i>	3:00 pm to 4:15 pm
Best Paper Awards and Closing Speech	4:15 pm to 4:30 pm

- Sunday, July 8, 2018 - City visit (optional to the participants)

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## Conference Committee

### Keynote Speaker

**Dr. Anne Lavack**



Anne Lavack (Ph.D. UBC, 1997) conducts research that is focused on the area of social marketing and tobacco de-marketing. Prior to entering academia, she held positions as Media Director and Account Executive at advertising agencies in Winnipeg and Toronto. She has served as a faculty member at several universities, including Concordia University in Montreal, University of Winnipeg, University of Regina, and Thompson Rivers University. She held the roles of Associate Dean and Dean of the Faculty of Business Administration at the University of Regina, followed by a position as Vice-President (Academic) at Kwantlen Polytechnic University. Dr. Lavack has published over 40 journal articles in a wide variety of journals, including Journal of Advertising, Journal of Public Policy and Marketing, Journal of Business Research, International Marketing Review, and American Journal of Public Health. She has had more than 75 conference presentations around the world, and has held over \$250,000 in research grants during her academic career.

### Divisional Chairs

- **Dr. Ahmed Hoque**, Vancouver Island University, Canada - Economics and Banking
- **Mr. John O'Fee**, QC, Thompson Rivers University, Canada - Business Law and Human Resource Management
- **Dr. Murat Erogul**, Adelphi University, United States - Management and Entrepreneurship
- **Mr. Simon Parker**, Douglas College, Canada - Marketing and International Business
- **Dr. Dushyant Gosai**, Colorado State University-Global Campus, United States - Accounting and Finance

### Conference Chair

**Dr. Afzalur Rahman**, Douglas College, Canada

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## Catering and Menus

- **Breakfast: The West Coast (8:30 am to 9:30 am)**
  - Assorted Bagels & Artisan Breads butter, preserves & spreads
  - Smoked Salmon Platter sliced red onion, capers
  - Hard-boiled Egg Platter sliced tomatoes, spinach, grilled peppers
  - Seasonal Fruit Platter berry garnish
  - Assorted Individual Bottled Juices
  - Fairtrade Coffee & Tea
  
- **Lunch: The False Creek (12:00 pm to 1:00 pm)**
  - Variety of Chef's Selection Deluxe Sandwiches & Wraps
  - Chef's Selection Grain Salad
  - Chef's Selection Vegetable Salad
  - Assorted Bite Size Sweets
  - Assorted Individual Bottled Juices & Canned Sodas
  - Fairtrade Coffee & Tea
  
- **Banana Break (2:45 pm to 3:00 pm)**
  - Mini Banana & Lemon Loaf Slices
  - Fairtrade Coffee & Tea Refresh

❖ *All foods are Halal*

## Authors' Presentation Review

### Saturday, July 7, 2018

<b>Name and Affiliation</b>	<b>Title</b>
<b>Miyuri Shirai;</b> Keio University, Japan	Framing Price Promotion: The Effects of the Price Frame and the Saving Frame
<b>Pedro Carlos Resende Junior;</b> University of Brasília, Brazil	Innovation in public procurement process: A proposal for quantitative analysis
<b>Dayse Karenine de Oliveira Carneiro;</b> University of Brasília, Brazil and Brazil's Ministry of Health	Innovation in public procurement process: A proposal for quantitative analysis
<b>Ndayishimiye Florence;</b> Burundi's Ministry of Trade, Industry and Tourism	Business in Burundi
<b>Chittawan Chanagul;</b> Kasetsart University, Thailand	Tax and Economic Growth in Thailand
<b>Fen-Fen Huang;</b> Oriental Institute of Technology, Taiwan	The inference of Internet Addiction behavior - Taking perceived health status as Examples
<b>Sirus Sharifi</b> and Anush Kapadia; Indian Institute of Technology Bombay, India	Credit Risk Management and Capital Adequacy in Indian Banks
<b>Morteza Zamani</b> and Zahra Amirhosseini; Shahr-e-Qods Branch, Islamic Azad University, Iran	Formulation of Strategy and its Impact on Financial Performance (Case Study: Mim Company Team)
Mark Lokanan; Royal Roads University, Canada and <b>Liz Lee;</b> University of Western Ontario, Canada	Accountants as Gatekeepers in Real Estate Transaction: The Money Laundering Syndrome
<b>Elliot Rossiter;</b> Douglas College, Canada	Automation and Craft-Based Management
<b>Kyeong Seok Han</b> and Seok Yong Yun; Soongsil University, Korea	A Study on Establishing Competitive Advantage Strategies based on Patent Data Investigation using TF-IDF and Network Analysis
<b>He-Yau Kang;</b> National Chin-Yi University of Technology, Taiwan, Amy H. I. Lee; Chung Hua University, Taiwan, Kuei-Lin Chen; National Chin-Yi University of Technology, Taiwan, Chiao-Tzu Huang; National Chin-Yi University of Technology, Taiwan.	A Supply Chain Decision Making Model for Replenishment Problem with Back-Order and Lost Sale



<b>Amy H. I. Lee;</b> Chung Hua University, Taiwan and He-Yau Kang; National Chin-Yi University of Technology, Taiwan	A Goal Programming Approach for Vehicle Routing Problem with Time Windows
<b>Hiran Roy;</b> Independent Researcher	Building Sustainable local food systems in Christchurch, New Zealand: Barriers and opportunities to direct marketing between restaurants and chefs and farmers' market
<b>Sathya Narayanan;</b> Higher Colleges of Technology, UAE and Manikandan Velrajan; Manonmaniam Sundaranar University, India	The Development and Validation of the Conflicting Intentions to Knowledge Sharing Construct- Using Confirmatory Factor Analysis

## Instructions for Oral Presentation Saturday, July 7, 2018

- **Devices provided by the conference organizer:**
  - Laptop (with MS-Office and Adobe Reader)
  - Projector and Screen
- **Materials provided by the presenters:**
  - Power Point or PDF files (files should be copied to the conference laptop at the beginning of each session)
- **Duration of each presentation:**
  - Regular oral presentation – 15 minutes including Q&A
  - Keynote speech – 30 minutes
  - Professional Development session – 30 minutes

## Instructions for Publication

All accepted papers in Global Conference in Business Management and Economics (GCBME 2018) will be published in the inaugural issue of *Journal of Global Business Management and Economics (JGBME)*.

# Authors' Presentation Schedule

## Saturday, July 7, 2018

### Session 1

#### 10:15 am to 11:30 am

Name, Affiliation, and Time	Title and Abstract
<p><b>Miyuri Shirai;</b> Keio University, Japan</p> <p>10:15 am – 10:30 am</p>	<p>Framing Price Promotion: The Effects of the Price Frame and the Saving Frame</p> <p>This article examines the effects of the price frame (regular price only, sale price only, both regular and sale prices) and the saving frame (percentage discount and absolute discount), which are displayed in a price discount advertisement, on consumers' perceptions. Laboratory experiment results showed that presenting a sale price and an absolute-discount amount generated better consumer perceptions. Also, price consciousness and needs for cognition (NFC) were found to have moderating effects in the relationship between the price and saving frames, and the perceived quality of an advertised product.</p>
<p><b>Pedro Carlos Resende Junior;</b> University of Brasília, Brazil and <b>Dayse Karenine de Oliveira Carneiro;</b> University of Brasília, Brazil and Brazil's Ministry of Health</p> <p>10:30 am – 11:00 am</p>	<p>Innovation in public procurement process: A proposal for quantitative analysis</p> <p>The implementation of innovations in the public sector offers opportunities for modernizing public management, with the goal of providing important improvements in public services. This article seeks to outline a proposed instrument for analyzing the innovation present in the Ministry of Health's process of public procurement of medicines and health inputs, based on the Coefficient of Content Validity (CCV). It enables quantitative assessment of content from instruments for collecting data. Five specialists in innovation took part in the validation. 42 items were put forward to analyze innovation in the context mentioned. The CCV was calculated in order to verify the clarity of language, practical pertinence and theoretical relevance for the instrument as a whole, in addition to the fulfillment of semantic validation, which uncovered the opportunity to construct a valid and reliable instrument with 32 items to analyze the organizational innovation</p>
<p><b>Ndayishimiye Florence;</b> Burundi's Ministry of Trade, Industry and Tourism</p>	<p>Business in Burundi</p>

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11:00 am – 11:15 am	Burundi is a small country with 9.000.000 population, is located in the East Africa Community “EAC” when Burundi has integrated in this community the Business could be improved then all the countries has the completion of working twenty four hours, Burundi is only a country stayed in the old systems of working. Burundi has young people who are jobless. We have commitment to train Burundian and organize the seminars to improve our population and staffs of different departments, for Business.
<b>Chittawan Chanagul;</b> Kasetsart University, Thailand  11:15 am – 11:30 am	<b>Tax and Economic Growth in Thailand</b>  This research seeks to find out whether or not tax collecting from capital, labor, and consumption, undermines economic growth. The statistics used in this study are quarterly data of Thailand from 1993-2015 derived from the National Statistics Bureau of Thailand, Fiscal Policy Office and Bank of Thailand. To analyze, the regression method is adopted. The results drawn from this study suggest that average tax burden on labor is negatively related with Thailand’s economic growth whereas average tax burden on capital and consumption do not have a significant association with the growth rates.

## Session 2

**1:00 pm to 2:15 pm**

<b>Name, Affiliation, and Time</b>	<b>Title and Abstract</b>
<b>Fen-Fen Huang;</b> Oriental Institute of Technology, Taiwan  1:00 pm to 1:15 pm	<b>The inference of Internet Addiction behavior - Taking perceived health status as Examples</b>  Internet addiction is prevalent among people in numerous countries, especially young people. Internet addiction behavior is influenced by many factors and affects entire societies and cultures. This study explored the relationship between Internet addiction behavior and perceived health status. SPSS 24.0 statistical analysis was conducted on 1566 valid survey samples. The result indicate that after prolonged mobile phone use, women were more likely than men to experience eye soreness, muscle soreness, or other physical discomfort. Participants with high scores in self-rated Internet addiction were more likely to go to bed late, resulting in mental inactivity during the day. They also reported more use of mobile phones before bedtime, resulting in decreased sleep time and quality. Respondents under 40 years of age were more likely than those aged 40–59 years to use a phone before

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	<p>bedtime and to experience consequent decreased sleep time or quality. Respondents under the age of 29 years experienced more difficulty concentrating than those aged 40–59 years. Finally, the prevalence of Internet addiction is increasing, and related problems affect people’s physical and mental health. Thus, further research should be performed to extend relevant epidemiological findings.</p>
<p><b>Sirus Sharifi</b> and Anush Kapadia; Indian Institute of Technology Bombay, India</p> <p>1:15 pm – 1:30 pm</p>	<p><b>Credit Risk Management and Capital Adequacy in Indian Banks</b></p> <p>Building a balanced panel data of size of Indian banks and excess capital held by those banks for their credit risk from 2009 to 2016, we study the relationship between size of banks and excess capital for their credit risk. Size of banks is measured by deposits plus advances. Our findings suggest that bank size has a positive impact on excess capital held by Indian banks beyond the minimum capital required as per Basel norms. Moreover, we examine the relationship between banks ownership (public and private) and excess capital for their credit risk. The findings indicate that there is no any significant relationship between them. This study shows that the level of excess capital is dependent to the size of banks. We state that insufficient attention has so far been paid to research about capital adequacy and size of Indian banks. This study might be of assistance to regulators/policy-makers for assessing and deciding the capital requirements for credit risks while Indian banks are suffering from high and rising non-performing assets since last few years. In addition, this might be of interest to regulators implementing Basel III norms.</p>
<p><b>Morteza Zamani</b> and Zahra Amirhosseini; Shahr-e-Qods Branch, Islamic Azad University, Iran</p> <p>1:30 pm – 1:45 pm</p>	<p><b>Formulation of Strategy and its Impact on Financial Performance (Case Study: Mim Company Team)</b></p> <p>This research is aimed at identifying and formulating effective strategies on the performance of the company's team to achieve the highest performance according to ROA and ROE indices. In this research, strategies were developed using internal strengths and weaknesses, opportunities and environmental threats and strategies in the form of SWOT matrix. The identification of effective strategies from the four factors of external and internal environmental factors has been estimated and finally, management strategies have been identified in the form of WT, ST, WO, SO strategies and presented in special tables with priority.</p>

	<p>In the next step, the main criteria that the company has weighed through the process of group hierarchy process analysis are identified, as well as the strategies adopted by the operation method are prioritized. These strategies included: selecting a target market to implement market penetration strategy (Pars Special Energy Economic Zone); - working with companies with higher financial, technical and specialized capacities to implement the partnership strategy; - upgrading the company's equipment and equipment; - improving the ratings of the qualification The company's contract is to enable bigger tenders - to establish a quality management system and to develop methods and procedures for all activities of the company. In the next step, how to implement the strategies adopted in the years 2006-2016, and finally, the financial performance of the company in the management of the old (2001-2005) and new management (2006-2016) is analyzed, and analyzed The impact of strategy development on improving the business environment and enhancing the performance of the company's team will be addressed.</p> <p>Finally, according to the specialties of the company's managers in the activities of oil and gas, the strategy of choosing a suitable target market, namely, the penetration of the Pars Special Energy Economic Zone market and the partnership strategy with the companies with higher capacity, were selected as the best strategies, the results of which are indicative of success. The team has participated in tenders, gaining an acceptable share of the market and also creating value for the company by increasing the performance according to the above-mentioned indicators.</p>
<p>Mark Lokanan; Royal Roads University, Canada and <b>Liz Lee</b>; University of Western Ontario, Canada</p> <p>1:45 pm – 2:00 pm</p>	<p>Accountants as Gatekeepers in Real Estate Transaction: The Money Laundering Syndrome</p> <p>This paper aims to examine the role of accountants as gatekeepers in anti-money laundering compliance in real estate transactions. The paper seeks to answer questions on ways in which accountants are involved in real estate transactions and mandatory compliance with regulatory authorities in Canada. The data for the study came from semi-structured interviews with accountants, lawyers, and government officials. Preliminary results reveal that there is a conflict between accountants' obligation to disclose and loyalty to their clients. Accountants often do not see why they are obligated to disclose their clients' information to</p>

	<p>government agencies. The importance of the client in terms of the amount of revenue contributed to the accounting firm also plays a significant role in accountants' reporting decision-making process. Although the involvement of accountants in real estate purchase and sale transactions is limited to lawyers or notaries, they are often involved in designing financing schemes, which may involve money laundering activities. The paper is of wider public policy interests to both accountants and regulators. It is hard not to see Chartered Professional Accountant (CPA) Canada and government regulators using the findings to better understand the decision-making processes of accountants in their reporting practices to regulatory authorities.</p>
<p><b>Elliot Rossiter;</b> Douglas College, Canada</p> <p>2:00 pm – 2:15 pm</p>	<p>Automation and Craft-Based Management</p> <p>The principal thesis of this paper is that organizations, especially those affected by automation, require craft-based management to have an engaged and effective workforce. The first premise supporting this thesis is that automation reduces the algorithmic nature of work and increases the non-algorithmic nature of work involving creativity, context-sensitivity, and collaboration. The second premise supporting this thesis is that non-algorithmic work cannot be managed through the model of management as science but rather must be managed through the model of management as craft. In the paper, I examine the nature of non-algorithmic work and craft-based management as an alternative to algorithmic work and scientific management. I conclude by considering some general implications for selecting, organizing, and educating managers.</p>

### Session 3

3:00 pm to 4:15 pm

Name, Affiliation, and Time	Title and Abstract
<p><b>Kyeong Seok Han</b> and Seok Yong Yun; Soongsil University, Korea</p> <p>3:00 pm – 3:15 pm</p>	<p>A Study on Establishing Competitive Advantage Strategies based on Patent Data Investigation using TF-IDF and Network Analysis</p> <p>We need to analyze the data about the competitors to establish strategies to achieve the competitive advantage, but it is very difficult to get the current data about them. However, the patent registration data about the competitors are open to the public while it is protected legally for 20 years. This research paper shows that we can establish strategies practically to achieve the</p>

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	<p>competitive advantage against our competitor based on the big data analysis and machine learning tools. In other words, we showed how to establish strategies against the competitive companies based on the analysis of competitors' technological strategies using the quantitative and qualitative patent data that are open to the public using Frequency Analysis, Arc Analysis, Network Analysis, Heatmap Analysis, TF-IDF, LSTM and so on.</p>
<p><b>He-Yau Kang;</b> National Chin-Yi University of Technology, Taiwan, Amy H. I. Lee; Chung Hua University, Taiwan, Kuei-Lin Chen; National Chin-Yi University of Technology, Taiwan, Chiao-Tzu Huang; National Chin-Yi University of Technology, Taiwan.</p> <p>3:15 pm – 3:30 pm</p>	<p><b>A Supply Chain Decision Making Model for Replenishment Problem with Back-Order and Lost Sale</b></p> <p>In devising an appropriate supply chain decision making policy, a production manager often needs to consider issues such as multiple suppliers, quantity discounts, transportation batch and back-order. An integrated supply chain decision making model should cover the management of business activities and relationships internally within a firm, with upstream suppliers, and downstream customers along the supply chain. Studies of individual topics in supply chain management (SCM) have been done abundantly. Among them, inventory management has caught the most attention, and various inventory models and methodologies have been proposed. Replenishment with back-orders problem has been studied, and problems that consider both the ordering and the purchase aspects have also been found. This research first proposes a mixed integer programming (MIP) model to minimize the total cost, which includes replenishment cost, transportation cost, back-order cost and lost sale cost. In addition, multiple suppliers with different quantity discount schemes are considered, and vehicles with different loading limits are present. A particle swarm optimization (PSO) model is constructed next to deal with large-scale problems that are too complicated to solve by the MIP. A case study is presented to examine the practicality of the MIP and the PSO models.</p>
<p><b>Amy H. I. Lee;</b> Chung Hua University and He-Yau Kang; National Chin-Yi University of Technology</p> <p>3:30 pm – 3:45 pm</p>	<p><b>A Goal Programming Approach for Vehicle Routing Problem with Time Windows</b></p> <p>Supply chain management is very important in today's competitive business environment, and logistics is one of the main areas in the management. Vehicle routing problem (VRP) is a popular research problem in the logistics area because it a challenging combinatorial optimization problem in which a number of vehicles need to serve various demands</p>

	<p>of customers in different locations. This study aims to solve the problem under which a manufacturer needs to purchase materials from multiple suppliers with different time windows and to ship the materials back to the company in multiple periods, and different vehicles, with different assignment costs, loading capacities and unit travelling costs, are available. A mixed integer programming (MIP) model is constructed to minimize the total transportation cost, which includes vehicle assignment cost, travelling cost, tardiness cost, and earliness cost and for the manufacturer. Genetic algorithm (GA) is applied to solve the problem so that a near optimal solution can be obtained when the problem is too difficult to be solved using the MIP. A case of a food manufacturing company is used to examine the practicality of the proposed MIP model and the GA model.</p>
<p><b>Hiran Roy</b>; Independent Researcher</p> <p>3:45 pm – 4:00 pm</p>	<p>Building Sustainable local food systems in Christchurch, New Zealand: Barriers and opportunities to direct marketing between restaurants and chefs and farmers’ market</p> <p>This paper investigates restaurants and chefs’ perceptions, motivations, and constraints in buying local food products from farmers’ markets in a study conducted in Christchurch, New Zealand. Survey were conducted with restaurants and chefs. Results indicate that purchasing local food from farmers’ markets was beneficial, but restaurants and chefs experienced challenges with purchasing. Common barriers for local food adoption from farmers’ markets included time commitments, staff availability to visit market, and satisfaction with current wholesale distributors. Food products grown locally, fresher products, and higher quality of products were the major respondent motivations for local food adoption from farmers’ markets.</p>
<p><b>Sathya Narayanan</b>; Higher Colleges of Technology, UAE and Manikandan Velrajan; Manonmaniam Sundaranar University, India</p> <p>4:00 pm – 4:15 pm</p>	<p>The Development and Validation of the Conflicting Intentions to Knowledge Sharing Construct- Using Confirmatory Factor Analysis</p> <p>The significance of Knowledge Sharing in organisations is well established and previous studies have identified various antecedents to knowledge sharing behaviour and its positive and negative impact on it. Fewer studies have focused on the individual’s attitude towards knowledge sharing, where in, an individual’s attitude in terms of willingness and eagerness to share knowledge highly determined the knowledge sharing behavior. This paper explores deeply into the attitudinal</p>



	<p>dimensions of knowledge sharing and particularly in identifying the fluctuating mindset of individuals towards knowledge sharing through finding answer to the question “Does an individual undergo conflicting intentions to knowledge sharing?.” The individuals who are willingly sharing knowledge at one point of time may feel uncomfortable at a later point of time to share knowledge in the same organisational and team level settings. This fluctuating mindset of individuals may affect their consistency in knowledge sharing behavior. In this study, a new construct namely “Conflicting Intentions to Knowledge Sharing” is designed and validated using confirmatory factor analysis, for capturing the fluctuating mindset experienced by individuals in organisations.</p>
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## List of Listeners

SL	Name	Affiliation/Country
1	Abdirahman Mohamed Abdille	Kenya National Chamber of Commerce & Industry, Kenya
2	Basra Idriss Arabaer	Kenya National Chamber of Commerce & Industry – Wajir County, Kenya
3	Hemisha Sanghvi	Thompson Rivers University, Canada
4	Faizan Aziz	Europe Pak Tourism LLC, Azerbaijan
5	Ali Akbar	Europe Pak Tourism LLC, Azerbaijan
6	Riaz Muhammad	Europe Pak Tourism LLC, Azerbaijan
7	Bayarmaa Davaadorj	Gobi Development Resource LLC, Mongolia
8	Davaadorj Tseren	Gobi Development Resource LLC, Mongolia
9	Mekumba Fredrick Mennsoh	Mekumba & Sons Enterprise, Cameroon
10	Kiomars Rafi	Afghanistan
11	Safiullah Latifi	Afghanistan
12	Johnson Joseph Olumuyiwa	SEGi University, Petaling Jaya, Malaysia
13	Berianidze Aleksandre	LTD “Fresco Shopping Center”, Georgia
14	MD Masud Alam Khan	BRAC, Bangladesh
15	Komalpreet Kaur	MCM DAV College, Punjab University, India
16	Parminder Singh	Punjabi University, India
17	Pratap Hamal	Era Health Centre Pvt. Ltd, Nepal
18	Laxmi Baraili	Niigata International Language And Training Institute Private Limited, Nepal

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19	Karanjot Kaur	Punjabi University, India
20	John Yankey	Yankee Palmas Limited, Ghana
21	Solomy Nalwanga	Bank of Uganda, Uganda
22	Bakhtiyor Mirsalimov	LLC Simple Technologies, Tajikistan
23	Enayat Shakouri	Central Bank of the Islamic Republic of Iran, Iran
24	Arthur Barrows	Western Arctic Business Development Corporation, Canada
25	Clarence Wood	Western Arctic Business Development Corporation, Canada
26	Mohammed, Aliu Yahaya	Walestar Global Limited, Nigeria
27	Winta Berehane Tarekegn	Nanodas Trade and Industry PLC, Ethiopia
28	Frambo Roland Nkwa	Centria University of Applied Sciences, Finland
29	Oben Malvin Arrey	UAE
30.	Ange Kadescar Gondo	Formation, Ivory Coast
31	Blaise Bebine Muamba Kalala	FBNBANK DRC, DR Congo
32	Mamunur Rahman	Bangladesh
33	Olagbaiye Solomon Mayowa	Nigeria
34	Roselyn Kibuule Mugide	Visible Investment, Uganda
35	Junyor Jerry Cene	Haiti
36	Jeff Max Mentor	Haiti
37	Jeffrey Prime	Haiti
38	Ibrahim K.M. Abujalanbo	Ministry of Telecom and Information Technology, Palestine



