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**Format: Electronic Book**

**3<sup>rd</sup> Global Conference on Human  
Resource Management 2023**

*September 29 - October 01, 2023 – Vancouver, Canada*

**Conference Abstract**

**ISBN: 978-1-7380126-7-1**

*Venue*

**Douglas College**

**September 30, 2023**

**Vancouver, BC, Canada**



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### Global Conference Alliance Inc.

422 Richards Street, Unit 170, Vancouver, British Columbia, Canada V6B2Z4  
 Cell: +1 (778) 257-5225 | Email: [contact@globalconference.ca](mailto:contact@globalconference.ca) | Visit: [www.globalconference.ca](http://www.globalconference.ca)



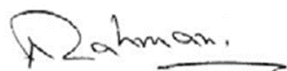
## Welcome

As Conference Chair I'm honored to welcome all participants to the **3<sup>rd</sup> Global Conference on Human Resource Management (GCHRM)** held on September 29 - October 01, 2023, in beautiful Vancouver, BC, Canada

This conference will be an excellent opportunity to meet and network with delegates from around the world in areas of management, marketing, international business, human resource management, accounting, finance, entrepreneurship, digital marketing, informational technology, Nursing, healthcare, business, 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, tropical 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 the **3<sup>rd</sup> Global Conference on Human Resource Management (GCHRM) 2023**. 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**

CEO & Conference Chair

**Global Conference Alliance Inc.**

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## Conference Venue

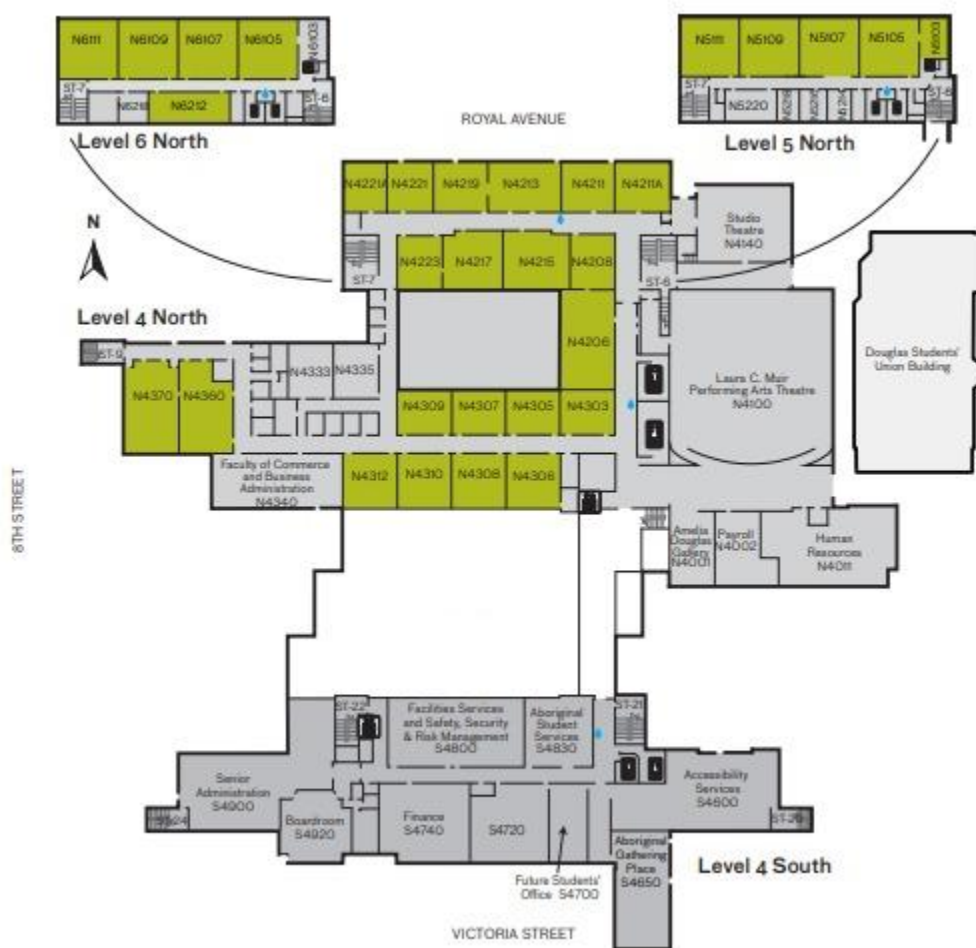
### Douglas College

**ROOM: N4215**

700 Royal Avenue

New Westminster, BC- V3M 5Z5

### Directions:



Google Map Link: [📍 700 Royal Ave](#)

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### **Public Transit:**

Douglas College, New Westminster Campus, is within walking distance of New Westminster SkyTrain Station, which is served by the Expo Line. The SkyTrain provides quick and efficient transportation to various parts of Metro Vancouver, including downtown Vancouver, Burnaby, Surrey, and other areas. Multiple bus routes also serve the campus area, providing additional transportation options for commuters.

### **Driving & Parking:**

For those who prefer to drive, the New Westminster Campus offers parking facilities for students, faculty, and visitors. There are designated parking lots available on campus, and parking permits are required to park in these lots. Students and staff can purchase parking permits from the college's parking services office. It's important to note that parking spaces can be limited, especially during peak hours, so it is advisable to arrive early to secure a parking spot.

### **Accessibility:**

Douglas College is committed to providing accessibility and accommodations for individuals with disabilities. The New Westminster Campus is equipped with various accessibility features to ensure that everyone can navigate the campus comfortably. These features include accessible parking spaces, ramps, elevators, and accessible washrooms throughout the campus. The college also provides support services for students with disabilities, such as note-taking assistance, sign language interpreting, and alternative format materials.

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## Conference Time Schedule

### 3<sup>rd</sup> Global Conference on Human Resource Management (GCHRM) September 29 - October 01, 2023 –Vancouver, BC, Canada

- **Friday, September 29, 2023** – Arrival & Reception of the participants to Vancouver, BC, Canada
- **Saturday, September 30, 2023 (Conference Day)** – Registration, opening speech, keynote speech, and technical sessions:

| Activity - Saturday, September 30, 2023 (Conference Day)   | Time               |
|--|--------------------|
| Registration and Lunch   | 1:00 pm to 1:30 pm |
| Opening Remarks<br><b>Dr. Afzalur Rahman</b><br><i>Douglas College, Canada</i>                                   | 1:30 pm to 1:35 pm |
| <b>Keynote Speech</b><br><b>Aurora Faundo</b><br><i>Instructor, Business Management, Douglas College, Canada</i> | 1:35 pm to 2:05 pm |
| Photo Session  | 2:05 pm to 2:15 pm |
| Technical Session (Paper presentation)   | 2:15 pm to 2:55 pm |
| Break  | 2:55 pm to 3:10 pm |
| Technical Session (Paper presentation)   | 3:10 pm to 4:00 pm |
| Certificate Awarding and Closing Ceremony  | 4:00 pm to 5:00 pm |

- **Sunday, October 01, 2023**– City visit (optional to the participants)

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## Conference Committee

### *Keynote Speech*



**Aurora Faundo**

*Instructor, Business Management, Douglas College, Canada*

Aurora is a business management instructor with extensive experience in managing people and projects. Her most recent accomplishments include leading a team of instructors in developing the three human resource management programs and fulfilling the role of Human Resource Specialisation Committee Lead in the Business Management department of Douglas College. Moreover, she is also actively leading and working on collaborative international institutional projects sponsored by Douglas College.

Aside from working in the academe, she also spent a number of years working in the food, manufacturing, consulting and alternative banking industries performing administrative, operational and extensive people management functions. Additionally, she worked as a corporate trainer delivering professional development courses to Accenture employees, as well as consulting work for a non-government organization for a number of years. Collectively, her teaching and non-teaching career spans over 25 years.

Aurora's education and training includes a Doctor of Education degree from Far Eastern University, Master in Business Administration degree from the Ateneo de Manila University, a Bachelor of Science degree from the University of the Philippines and a BC Provincial Instructors Diploma from Vancouver Community College. Additionally, she has also taken a Payroll Compliance Administration certificate from the Canadian Payroll Association. She also has a CPHR designation from the Chartered Professionals in Human Resources BC & Yukon.

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## Committee Members

- **Dr. Afzalur Rahman**, Douglas College, Canada Conference Chair
- **Dr. Michael Henry**, Thompson Rivers University, Canada; Dean, School of Business & Economics – Adviser
- **Masum Billah Bhuiyan**, Founder of Giant Marketers  
IT Entrepreneur || Public Speaker || Business Coach || Digital Marketing Expert
- **Mr. John O’Fee**, QC, Thompson Rivers University, Canada - Business Law and Human Resource Management
- **Dr. Erika Skita**, Instructor, Granville College in Vancouver, Canada
- **Dr. Dushyant Gosai**, Colorado State University-Global Campus, United States - Accounting
- **Mr. Simon Parker**, Douglas College, Canada - Marketing and International Business
- **Dr. Ahmed Hoque**, Vancouver Island University, Canada - Economics and Banking
- **Dr. Emrul Hasan**, The University of British Columbia, Canada -Finance
- **Dr. Murat Eroglu**, Faculty Member, Adelphi University, USA
- **Ms. Marisa McGillivray**, Economist at Statistics Canada Consumer Prices Division
- **Mr. Quazi M. Ahmed**, IFC/World Bank Group Certified Master Trainer
- **Mrs. Yasmin Jahir**, Divisional Chair, Electrical and Computer Engineering Director of Operations, USA
- **Justin Williams**, Dean, Faculty of Commerce and Business Administration Douglas College, Canada

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## Catering and Menus

- **Paleo Chicken Bowl**  
Vegetarian-Diet Chicken Breasts, Chia Seeds, Roasted Vegetables, Garden Green, Zoodle, Apple Cider Emulsion
- Assorted Bars, Squares & Cookies
- Bottle Juice (Apple/ Orange)
- Bottle Water

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## Authors' Presentation Review

Saturday, September 30, 2023

| Name and Affiliation   | Title  |
|--|--|
| <b>Mahdi Hamzehloo (Author)</b><br><i>Institute of Higher Education Mehr Alborz,<br/> Tehran, Iran</i> | <b>Investigating the Relationship Between<br/> Users' Information Technology<br/> Knowledge and the Fault Rate of<br/> Industrial Computer</b> |

| Name and Affiliation   | Title   |
|--|---|
| <b>Muhammad Tayyab (Author)</b><br><i>The University of Lahore, Main Campus Lahore</i><br><br><b>Saba Saira</b><br><i>The University of Lahore, Main Campus Lahore</i> | <b>Beyond Borders:Unravelling<br/> Intra-National Cross-Cultural<br/> Dynamics in Pakistan's Private Sector</b> |

| Name and Affiliation  | Title   |
|---|---|
| <b>Ada Sandoval Madrid (Author)</b><br><i>Vancouver Community College</i><br><br><b>Dr. Badr-un-nisa Chand</b><br><i>University Canada West</i> | <b>The Nexus of Sustainability and<br/> Industry 5.0: Assessing Canadian<br/> Organizations' Readiness for the Next<br/> Technological Revolution through<br/> British Columbian manager's<br/> perspective</b> |

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## Instructions for Oral Presentation

**Saturday, September 30, 2023**

**Devices provided by the conference organizer:**

- ❖ Laptop (with MS-Office and Adobe Reader)
- ❖ Projector and Screen

**Materials provided by the presenters:**

- ❖ PowerPoint or PDF files (files should be copied to the conference laptop at the beginning of each session)

**Duration of each presentation:**

- ❖ Regular oral presentation – 10 minutes including Q&A
- ❖ Keynote speech – 30 minutes

## Instructions for Publication

All accepted papers in the 3<sup>rd</sup> Global Conference on Human Resource Management (3<sup>rd</sup> GCHRM 2023) will be published in the online conference proceedings:

**Title:** Abstract Book of 3<sup>rd</sup> Global Conference on Human Resource Management 2023

**Format:** Electronic book

**ISBN:** 978-1-7380126-7-1

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## Authors' Presentation Schedule

**Saturday, September 30, 2023**

**Technical Session**

**02:15 pm to 02:55 pm**

| Name and Affiliation  | Title and Abstract  |
|---|---|
| <p><b>Mahdi Hamzehloo (Author)</b><br/><i>Institute of Higher Education Mehr Alborz, Tehran, Iran</i></p> | <p><b>Investigating the Relationship Between Users' Information Technology Knowledge and the Fault Rate of Industrial Computer</b></p> <p><b>Abstract:</b> This study aims to find the fault rate of industrial computers with the users' knowledge of information technology due to the importance of information technology and its widespread use in all fields as well as industries. This is important because the use of such systems is highly sensitive in industries such as aerospace, the Ministry of Defense as well as manufacturing and industrial plants. Investigating and rooting the fault rate of such systems saves time and reduces damage and waste of resources, which is always one of the main priorities of the industry. To achieve the study objectives, information was collected through stopped workstations forms and also by looking at users' resumes to review the courses passed in the field of information related to information technology. Using statistical software, the conclusion was made by considering two basic assumptions. The statistical hypothesis was expressed as two types of hypothesis, null hypothesis H0, and alternative hypothesis HA. Based on this statistical result, companies and industries should increase the knowledge of their users by preparing courses in this field or distributing information packages in the form of checklist to reduce the fault rate.</p> <p><b>Keywords:</b> knowledge, information technology, fault rate, industrial computer</p> |

| Name and Affiliation  | Title and Abstract  |
|---|---|
| <p><b>Muhammad Tayyab (Author)</b><br/><i>The University of Lahore, Main Campus Lahore</i></p> <p><b>Saba Saira</b><br/><i>The University of Lahore, Main Campus Lahore</i></p> | <p><b>Beyond Borders:Unravelling Intra-National Cross-Cultural Dynamics in Pakistan’s Private Sector</b></p> <p><b>Abstract:</b></p> <p>This study delves into the intricate dynamics of cultural intelligence and its profound influence on cross-cultural adaptation within Pakistan's private sector. Recognizing the rich cultural tapestry of Pakistan, characterized by diverse ethnic groups such as Punjabis, Sindhis, Balochs, Pashtuns, and certain others, the research underscores the challenges faced by employees migrating between these cultural realms for work. Unlike prevailing literature that predominantly focuses on international cross-cultural adaptation, this research emphasizes the national context. With structured questionnaire, the researcher collected 339 responses from employees of private organizations and institutions in Pakistan. This study employed structural equation modelling technique by using SmartPLS software. Empirical findings reveal significant positive impacts of cultural intelligence on cross-cultural adaptation, both directly as well as in the mediating role of psychological resilience and perceived insider status. However, the moderating role of exposure to diversity presents mixed results, warranting further exploration. This research not only contributes a fresh perspective to the domain of cross-cultural studies but also offers valuable insights for private sector organizations in Pakistan, emphasizing the importance of fostering cultural intelligence to enhance workplace adaptation and cohesion.</p> <p><b>Keywords:</b> Cultural intelligence, cross-cultural adaptation, psychological resilience, perceived insider status, exposure to diversity, private sector</p> |

| Name and Affiliation   | Title and Abstract   |
|--|--|
| <p><b>Ada Sandoval Madrid (Author)</b><br/><i>Vancouver Community College</i></p> <p><b>Dr. Badr-un-nisa Chand</b><br/><i>University Canada West</i></p> | <p><b>The Nexus of Sustainability and Industry 5.0: Assessing Canadian Organizations' Readiness for the Next Technological Revolution through British Columbian manager's perspective</b></p> <p><b>Abstract</b></p> <p>The contemporary business landscape currently witnesses one of the most profound and revolutionary technological transformations -Industry 5.0. This revolution compels organizations with the need to navigate the intricate balance between the adoption of innovation and upholding the principles of sustainable economic growth. This investigation aims to uncover the strategies currently employed by Canadian organizations in anticipation of the challenges and opportunities presented by the synergy between sustainability and technological integration.</p> <p>This paper presents a qualitative approach to research based on fourteen in-depth interviews conducted with senior managers and executives from various industrial sectors in Canada. Results obtained from a qualitative approach show that although Canadian organizations have adopted sustainable practices with regards to technology usage, they have yet to navigate through the challenges including financial constraints and other strategic priorities before the opportunities of sustainable business practices can be explored.</p> <p><b>Key words:</b> Industry 5.0, Sustainable business practices, British Columbian Organizations, Qualitative Research.</p> |

## List of Participants

| SL  | Name                                | Affiliation   | City and Country           | Role     |
|-----|-------------------------------------|---|----------------------------|----------|
| 1.  | Catherine Wangui Wainaina           | Basangira Building Contractors                          | Jinja, Uganda              | Listener |
| 2.  | Santosh Shrestha                    | Blue Sky International Pvt. Ltd                         | Kathmandu, Nepal           | Listener |
| 3.  | Irene Angilu Ogutu                  | Kenya Healthcare Federation                             | Mombasa, Kenya             | Listener |
| 4.  | Mahdi Hamzehloo                     | Institute of Higher Education Mehr Alborz, Tehran, Iran | Karaj, Iran                | Author   |
| 5.  | Oshijirin Olanrewaju Abayomi        | Victory Junior Private School                           | Ijebu-ode, Nigeria         | Listener |
| 6.  | Beatrice Wambui Njoroge             | Woodland Star International School                      | Nairobi, Kenya             | Listener |
| 7.  | Anthonia Imuetinyanosa Kachie-ogoke | Masaryk University                                      | Brno, Czech Republic       | Listener |
| 8.  | Boniface Njau                       | Karanja   | Nairobi, Kenya             | Listener |
| 9.  | Patrick Karemeri Ngigi              | National Irrigation Board                               | Thika, Kenya               | Listener |
| 10. | Olufunmilola Adedeji                | Bridge Clinic Ikeja, Lagos                              | Ifako/Lagos, Nigeria       | Listener |
| 11. | Dorothy Kageha Kaane                | Securex   | Nairobi, Kenya             | Listener |
| 12. | Jacob Asante                        | Office Of The President, Ghana                          | Accra, Ghana               | Listener |
| 13. | Mian Abdul Hayee                    | Premier Choice International                            | Rawalpindi, Pakistan       | Listener |
| 14. | Mubikayi Mukamba Eminence           | Ministère Des Finances                                  | Kinshasa, Congo (Kinshasa) | Listener |

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| SL  | Name                         | Affiliation  | City and Country            | Role             |
|-----|------------------------------|--|-----------------------------|------------------|
| 15. | Rita Antwi                   | Wk Boakye Napa Enterprise                          | Accra, Ghana                | Listener         |
| 16. | Boketshu Ekoto Marie -jeanne | Ministère Des Finances                             | Kinshasa, Congo (Kinshasa)  | Listener         |
| 17. | Mahsa Ghajarbeigi            | WEGO   | Tehran, Iran                | Listener         |
| 18. | Nakaayi Marbel               | Scorpions Uganda Limited                           | Mpererwe, Uganda            | Listener         |
| 19. | Sserukuma Peter              | Scorpions Uganda Limited                           | Mpererwe, Uganda            | Listener         |
| 20. | Ritwik Kapoor                |  | Ludhiana, India             | Listener         |
| 21. | Bishwo Raj Adhikari          | Trinity International SS & College                 | Kathmandu, Nepal            | Listener         |
| 22. | Nandera Susan                | Scorpions Uganda Limited                           | Kampala, Uganda             | Listener         |
| 23. | Adesanya Adesola Veronica    | Victory Junior Private School                      | Ijebu-ode, Nigeria          | Listener         |
| 24. | Menya Miriam                 | Clearline Model Industries Ltd                     | Jinja, Uganda               | Listener         |
| 25. | Asiimwe Moreen Naballe       | Etihad Tour an Travel Company                      | Rubaga North, Uganda        | Listener         |
| 26. | Grace Justine Musoke         | Clearline Model Industries Limited                 | Kampala, Uganda             | Listener         |
| 27. | Kiwanuka Ben                 | Scorpions Uganda Limited                           | Serere, Uganda              | Listener         |
| 28. | Nalukwago Christine          | Etihad Tour an Travel Company                      | Rubaga North, Uganda        | Listener         |
| 29. | Wasswa Christopher           | Davis and Shirtliff                                | Wakiso, Davis and Shirtliff | Listener         |
| 30. | Atim Esther Odokoto          | Clearline Model Industries                         | Kampala, Uganda             | Listener         |
| 31. | Muhammad Tayyab              | Main Campus, The University of Lahore              | Daska, Pakistan             | Author (Regular) |
| 32. | Bennaoui Mohamed             | Etablissement Public Hospitalier of Hassi-messaoud | Hassi-messaoud, Algeria     | Listener         |

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| <b>SL</b>  | <b>Name</b>         | <b>Affiliation</b>          | <b>City and Country</b> | <b>Role</b>      |
|------------|---------------------|-----------------------------|-------------------------|------------------|
| <b>33.</b> | Ada Sandoval Madrid | Vancouver Community College | Vancouver BC, Canada    | Author (Regular) |
| <b>34.</b> | Shruti Anna Koshy   | Haisla Nation Council       | Kitimat BC, Canada      | Listener         |
| <b>35.</b> | Badr-un-nisa Chand  | University Canada West      | Burnaby BC, Canada      | Author (Regular) |

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