

Proudly Canadian, Truly Global

Format: Electronic Book

**24th Global Conference on Business
Management and Economics 2023**

October 27-29, 2023 – Vancouver, Canada

Conference Abstract

Venue

**UBC, 800 Robson Street, Vancouver, British
Columbia, Canada V6Z 3B7**

October 28, 2023

Vancouver, BC, Canada

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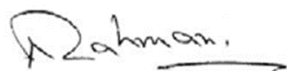
Welcome

As Conference Chair I'm honored to welcome all participants to the **24th Global Conference on Business Management and Economics (GCBME)** held on October 27-29, 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 **24th Global Conference on Business Management and Economics (GCBME) 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

UBC, 800 Robson Street, Vancouver, British Columbia, Canada V6Z 3B7

ROOM: C245

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 West Park 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 West Park 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.

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Conference Time Schedule

24th Global Conference on Business Management and Economics (GCBME) October 27-29, 2023 –Vancouver, BC, Canada

- **Friday, October 27, 2023** – Arrival & Reception of the participants to Vancouver, BC, Canada
- **Saturday, October 28, 2023 (Conference Day)** – Registration, opening speech, keynote speech, and technical sessions:

Activity - Saturday, October 28, 2023 (Conference Day)	Time
Registration and Lunch	1:00 pm to 1:30 pm
Opening Remarks Dr. Afzalur Rahman <i>Douglas College, Canada</i>	1:30 pm to 1:35 pm
Keynote Speech Simon Parker, MBA <i>Instructor, Business Management, Douglas College</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 29, 2023**– City visit (optional to the participants)

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Conference Committee

Keynote Speech



Simon Parker, MBA

Instructor, Business Management, Douglas College

Simon Parker is currently an instructor at Douglas College. He is a faculty member in the Business Management department focusing on International Business but has previously taught a wide range of courses in areas as diverse as Culinary Arts, Fashion, Marketing, and Project Management. Prior to joining Douglas College in 2016, he taught at a number of public and private post-secondary institutions in British Columbia. Before teaching Simon worked in such diverse fields as advertising, copywriting, fashion marketing, musical theater, retail, technical support, trade finance, and wholesale distribution. He has an MBA from the Schulich School of Business at York University with specializations in Marketing and Arts & Media Administration.

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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

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Authors' Presentation Review

Saturday, October 28, 2023

Name and Affiliation	Title
Haseeb Asif (Author) <i>Muslim Youth University, Pakistan</i>	Effects Of Employee Involvement On Organizational Change Cynicism

Name and Affiliation	Title
Muhammad Shahram Younas (Author) <i>University of Gujrat</i>	Modern Technologies Impact on Consumer Purchasing Behavior

Name and Affiliation	Title
Yetmgeta Girma (Author) <i>Trade Mark Africa</i>	Current Trends of Inflation in Ethiopia: The case of food prices.

Name and Affiliation	Title
Charles Ikechi Emelogu (Author) <i>Walden University Minneapolis USA</i>	Exploring Digital Strategies As A Business Management And Transformational Tool In Developing Countries: The Nigerian Experience

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Name and Affiliation	Title
<p>Neda Jalaliyoon (Author) <i>PhD of Management, University Technology Malaysia</i></p> <p>Hamidreza Hamidzadeh Mashhadi <i>PhD of Management, University Technology Malaysia</i></p> <p>Hasan Keshavarz <i>PhD of Management, University Technology Malaysia</i></p>	<p>Factors Affecting the Strategic Interaction of Marketing and Information Technology</p>

Name and Affiliation	Title
<p>Macndip Tabe Mike Besong (Author) <i>Tole Tea Cooperative Credit Union</i></p>	<p>Management by Objective as an Instrument for Organizational Performance in Micro-finance Institutions in Fako Division - Cameroon.</p>

Name and Affiliation	Title
<p>Levi Odell (Author) <i>Sunyani West Municipal Assembly (SWMA)</i></p> <p>Sabastian Asamoah (Co-Author) <i>Berekum West District Assembly (BWDA)</i></p>	<p>Waste to Energy Technology Management, the most sustainable and efficient Waste Management approach towards reducing water and airborne diseases in the Sub-Saharan Africa: Case Study of Cosmopolitan Regions.</p>

Name and Affiliation	Title
<p>Joyce Dome (Author) <i>Berekum West District Assembly (BWDA)</i></p> <p>Augustine Boadu (Co-Author) <i>Sunyani West Municipal Assembly (SWMA)</i></p>	<p>Sustainable Livelihood Empowerment Against Poverty – THE CASE STUDY OF KUMASI METROPOLITAN ASSEMBLY, Ghana</p>

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Name and Affiliation	Title
John Kwame Domi Owusu (Author) <i>Osedeo Enterprise</i>	Supply Chain Management in Ghana: Current Practices, Challenges, and Opportunities

Name and Affiliation	Title
Israr Haqqani (Author) <i>National University of Modern Languages</i> Abdul Wahab <i>National University of Modern Languages</i>	Effect of Workplace Psychological Aggression on Creativity: Role of Creative Self-Efficacy Through Emotional Intelligence

Name and Affiliation	Title
Emmanuel Tetteh (Author) <i>National University of Modern Languages</i> Joseph Nii Ayaa Wilson (Co-Author) <i>Berekum West District Assembly (BWDA)</i>	Indigenous Entrepreneurship; A tool for eradicating Structural Unemployment and in Decentralized Governance in Rural Communities.

Name and Affiliation	Title
Benjamin Nana Ofosuapea Sakyi (Author) <i>Berekum West District Assembly (BWDA)</i> Michael Gyan (Author) <i>Sunyani West Municipal Assembly (SWMA)</i>	Use of Drone Technology, the most sustainable and efficient way to monitor and improve Climatic Conditions in the Peri-Urban and Rural Communities of Africa.

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Name and Affiliation	Title
<p>Ayaz Ahmed Khan (Author) <i>Guru Harkrishan Girls College Phallewal, Malerkotla Aff. Punjabi University, Patiala</i></p>	<p>Employee Engagement Practices and the Impact of Family Friendly Initiatives on Indian Corporate Sector</p>

Name and Affiliation	Title
<p>Caroline Naa Akuye Sasraku (Author) Isreal Frimpong (Co-Author) <i>Berekum West District Assembly (BWDA)</i> Richard Owusu (Co-Author) <i>Berekum West District Assembly (BWDA)</i> Vincent Offeh Berkoh (Co-Author) Dina Ansah (Co-Author)</p>	<p>Adopting Smart Home-grown Waste Management approaches, the most sustainable and efficient way to transform waste to wealth in the Sub-Saharan Africa: Case Study of decentralized Government structures.</p>

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Instructions for Oral Presentation

Saturday, October 28, 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 24th Global Conference on Business Management and Economics (24th GCBME 2023) will be published in the online conference proceedings:

Title: Abstract Book of 24th Global Conference on Business Management and Economics 2023

Format: Electronic book

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Authors' Presentation Schedule

Saturday, October 28, 2023,

Technical Session

02:15 pm to 02:55 pm

Name and Affiliation	Title and Abstract
<p>Haseeb Asif (Author) <i>Muslim Youth University, Pakistan</i></p>	<p>Effects Of Employee Involvement On Organizational Change Cynicism</p> <p>Abstract: Organizational change efforts may produce some unintended outcomes such as organizational change cynicism (OCC) in addition to the intended outcomes such as profitability. Organizational change cynicism may result in unintended outcomes such as intention to resist change. The importance of the study lies in dealing with the problems associated with the cynicism that arises due to change efforts, thus helping us in finding ways to reduce cynicism also finding if this change specific cynicism has any effect on intention to resist change. The aim of the study is to investigate the communication aspect which contributes to employee cynicism towards organizational change in the government organization of Pakistan. A similar study was carried out in higher education settings by Yuxia Qian in 2008. According To her research four variables, cynicism of colleagues, information sharing about change, and trust in the administration and participation in decision making (PDM) were hypothesized to predict OCC. PDM was subsequently eliminated in the context of her research because of weak relations with OCC. However, in the present study PDM will be reintroduced. This will be done to examine if any relation exist between PDM and OCC in the government organization of Pakistan. The model presented by Yuxia Qian (2008) will guide in the development of a framework and instrument for data collection for the present study.</p>

Name and Affiliation	Title and Abstract
<p>Muhammad Shahram Younas (Author) <i>University of Gujrat</i></p>	<p>Modern Technologies Impact on Consumer Purchasing Behavior</p> <p>Abstract: Consumer purchasing behavior is bafflingly subtle and much more complicated in core of its understanding of variability influenced by exactly and definitely endless factors lay down prone grounds for a given related change. Consumer buying behaviors is subject to alteration to a range of external and internal spurs ranging from emotional, Public and enlightening, personal and economic spur complemented by technological expansions. In addition to orthodoxly studied factors Technological intervention has clearly become united and filled in consumer buying decision and is plain of much of the influential change in wonder. This examination stays meticulously coherent to analytically view deep changes that has been brought by technological developments into consumer marketplaces along with the conventional factors and how predictable factors' impact has been altered. Online shopping is the current trend of being talented to search and buy almost all at the comfort of being at your home over the net changing the old-style buying methods harshly. Companies have come to comprehend the noteworthy impact on the miracle and have adapted to adjust marketing strategies accordingly keeping in view online reviews of cooperating consumers and suggestion platform profoundly touching the buying decisions of thousands of consumers. Unclouded understanding of technological transformation provides the occasions to devise strategies and design new abilities which would enable companies to accomplish their beleaguered areas.</p> <p>Keywords: Innovative technologies, Consumer purchasing Behavior, Digital social marketing era.</p>

Name and Affiliation	Title and Abstract
<p>Yetmgeta Girma (Author) <i>Trade Mark Africa</i></p>	<p>Current Trends of Inflation in Ethiopia: The case of food prices.</p> <p>Abstract One of the prime objectives of macroeconomic policy both in developed and developing countries are to achieve economic stability and ensure sustainable economic growth simultaneously with price stability. Ethiopia has experienced a historically unprecedented increase in inflation, mainly driven by cereal price inflation, which is among the highest in Sub-Saharan Africa. This study, therefore, seeks to identify the current rate, causes and impacts of high rates of inflation in the country by giving particular emphasis on food prices. As high and persistent inflation poses uncertainties in the economy and lead to slowdown of economic growth by discouraging domestic as well as foreign investment most importantly affecting the consumption pattern and saving by reducing real income. Thus, factors contributing for this inflationary pressure should be properly identified and needs to be tackled. In order to achieve these research objectives, inflation related data from Ethiopian statistical authority and other credible sources were collected and analysed. The finding of the study indicated that the purchasing power of Ethiopian Birr1 deteriorated dramatically in the past three decades and identified key historical occurrences that contributed for this deterioration. Moreover, the study recommended to adopt various monetary and fiscal policy instruments to tackle the impacts of inflation.</p> <p>Keywords: Inflation trends, Tigray war and inflation, consumer price index in Ethiopia, purchasing power of Birr.</p>

Name and Affiliation	Title and Abstract
<p>Charles Ikechi Emelogu (Author) <i>Walden University Minneapolis USA</i></p>	<p>Exploring Digital Strategies As A Business Management And Transformational Tool In Developing Countries: The Nigerian Experience</p> <p>Abstract: Despite critical business opportunities and solutions digital technologies birthed, studies show that many business leaders are yet to explore the potential of digital solutions to manage and transform their businesses to capture more value. Through a semi-structured interview with business leaders and managers in Lagos, Nigeria, and content analysis, this paper explores how business leaders in developing nations like Nigeria may leverage the potency of digital strategies to manage and transform their business operations to obtain more value. The result provided a distinctive insight into the dynamics around digital strategy adoption in business and the inclusive effects, evidencing that managing and transforming business operations in developing nations is achievable by adopting soft and hardware digital solutions at all levels of the business process. This paper advances the discussion on digital strategy adoption in business and recommends a paradigm shift of businesses to a digitally-evolved business construct to streamline processes, unlock new opportunities, and benefit from the potency of digital solutions. The recommendation in this paper could be rewarding to influencing change in the process and management of business operations and as a decision support tool for business management and transformation in developing nations like Nigeria to achieve operational efficiency and business sustainability.</p> <p>Keywords: Digital Strategy, Digital Divide, Digital Skill Gap, Business Management, Transformation, Sustainability.</p>

Name and Affiliation	Title and Abstract
<p>Neda Jalaliyoon (Author) <i>PhD of Management, University Technology Malaysia</i></p> <p>Hamidreza Hamidzadeh Mashhadi <i>PhD of Management, University Technology Malaysia</i></p> <p>Hasan Keshavarz <i>PhD of Management, University Technology Malaysia</i></p>	<p>Factors Affecting the Strategic Interaction of Marketing and Information Technology</p> <p>Abstract: Information technology (IT) and its use in marketing is radically altering how companies practice marketing. The widespread availability of information and heighten communication abilities are changing the relationships between marketing and information technology. The main goal of this research is to identify the effective factors on the strategic interaction of marketing with information technology in organizations in order to improve the efficiency of information technology investments in the field of marketing. The research is conducted in two stages with a mixed approach. In the first stage, in order to identify and extract factors from the point of view of experts, a qualitative approach and semi-structured interview tools have been used. In the second step, in order to weight and prioritize the factors, the quantitative approach and BWM technique have been used. The statistical population of this research includes all academic experts and experienced senior managers in the field of marketing and information technology. The findings of the research include 5 factors: support of the chief marketing officer, information technology capabilities, communication, skills/manpower and competitive factors. Among factors, Communication is the most important factor and environmental factors are the least important.</p> <p>Keywords: Strategy Interaction, Marketing, Information Technology, BWM Technique.</p>

Name and Affiliation	Title and Abstract
<p>Macndip Tabe Mike Besong (Author) <i>Tole Tea Cooperative Credit Union</i></p>	<p>Management by Objective as an Instrument for Organizational Performance in Micro-finance Institutions in Fako Division - Cameroon.</p> <p>Abstract:The main aim of this study is to examine Management by Objectives as an instrument for organizational performance with focus on Micro-Finance Institutions in Buea in Fako Division of the South West Region of Cameroon. Management by objectives (MBO) has been advocated as a tool to improve management effectiveness for over twenty-five years. A multitude of private and Public sector organizations have implemented and continue to implement some form of MBO to enable them archive their organizational goals.</p> <p>The researcher will examine the impact of MBO on the performance of Micro-Finance Co-operative Credit Union Ltd in Buea, Fako Division bringing into perspective these four basic component of MBO by Paul Hersey. This research paper should be of help to managers of small and medium size organizations who are interested in improving on the quality of output of their organization. The study also seeks to examine the various difficulties managers of small and medium size enterprises face in trying to implement MBO. Data was collected from both primary and secondary sources. The major sources of primary data were direct oral interview and questionnaire to staff of microfinance within Fako division, precisely Buea. In practical terms, the operations of management by objective requires that each manager of a unit draws up their departmental objectives with his subordinates in line with the centrally stipulated corporate objectives and mission.</p> <p>Keywords: MOB; management by objectives; Micro-Finance; modern organisation; systematic approach; goals; organisational performance. small and medium size organizations.</p>

Name and Affiliation	Title and Abstract
<p>Levi Odell (Author) <i>Sunyani West Municipal Assembly (SWMA)</i></p> <p>Sabastian Asamoah (Co-Author) <i>Berekum West District Assembly (BWDA)</i></p>	<p>Waste to Energy Technology Management, the most sustainable and efficient Waste Management approach towards reducing water and airborne diseases in the Sub-Saharan Africa: Case Study of Cosmopolitan Regions.</p> <p>Abstract: The clarion call for Waste to Energy Technology is gaining momentum in Sub-Saharan Africa as it is gradually becoming the surest bet for reducing water and airborne diseases. According to the Alliance of Medical Associations in Sub-Saharan Africa (2018 Medical Report) close to 980,000MT of both Solid and Liquid wastes are generated per each Cosmopolitan region half yearly. These wastes are left to the dictates of nature which add up to the ongoing climatic changes in the form of rise in sea levels as 70% of these waste materials find their route into sea bodies. Waste (also known as rubbish, refuse, garbage) is unwanted or useless materials. Solid wastes are from municipal, industrial, and agricultural activities. However, any refuse or waste can be an economic resource to others depending on the application of the rightful technologies with Waste to Energy Technology (WTE) as the most tried and tested in the Asian Regions. Solid waste (SW) is an environmental and public health problem. There is a sustainable management method for Solid Waste. Uncontrolled landfill gases have negative health impacts on the local populace. Sorting Solid Waste increases its ability to be repurposed. Solid Waste is a cost-effective renewable energy source. Project assumptions of setting up a successful Waste to Energy Technology is estimated at an Installed capacity cost of: \$4,500,000 Includes equipment, shipping, customs and installation, Annual Operations and Administrative cost of \$250,000. The Project useful lifetime is 20 years, Electricity generation: 7,560 MWh, Price of 1kWh to national grid = USD 0.15 and the Cost of acquiring 1kWh worth of waste = USD 0.01. These facts make Waste to Energy Technologies not only reliable but cost effective and efficient.</p> <p>Keywords: Airborne & Water Diseases, Agricultural waste and Sorted municipal wastes; Clean Energy; Climatic Changes; Logistic Regression, Urban sustainability</p>

Name and Affiliation	Title and Abstract
<p>Joyce Dome (Author) <i>Berekum West District Assembly (BWDA)</i> Augustine Boadu (Co-Author) <i>Sunyani West Municipal Assembly (SWMA)</i></p>	<p>Sustainable Livelihood Empowerment Against Poverty – THE CASE STUDY OF KUMASI METROPOLITAN ASSEMBLY, Ghana.</p> <p>Abstract: Poverty eradication is the by-product of feasible grassroot-driven projects and Programmes targeted at the less endowed and the low income bracket earners (Peter Drucker). The success or otherwise of Government strides against eradicating poverty and by so doing improving livelihood can best be fought through the decentralized system being it small, medium or large depends on the quality of its management and most importantly budgetary allocation from the Ministry of Local Government and Rural Development (Dr. George Ayisi Boateng, 2015). GBS-Africa at the 2nd Edition of the Intra Commonwealth SME Trade Forum held in Nairobi, Kenya dated May 28th-29th, 2019 confirmed that Communities in Africa with sustainable livelihood Programmes targeted at the Youth and women at strategic positions tend to have positive growth rates. However, youth and women must demonstrate enough readiness, capacity and merit-based competence toward the realization of this noble mission. This Research work authored by my very self with the Technical Support from the Women Department of the Ashanti Regional Coordinating Council-Ghana under the Sustainable Livelihood and Transparent and Local Authorities (SLATLA) Project is geared towards; establishing the actual and latent market limitations on youth women careers, deliberate policies for corporate affirmative action mostly in the Public Sector, Succession Plan development for Women among others.</p> <p>Keywords: Empowerment; enterprise development; gender parity; management structure, Board level, affirmative action. Federation of Indian SME Association; profitability/bottomline, Intra Commonwealth SME Trade Forum; strategic positions; merit-based competence, Technical Support, Sustainable Livelihood and Transparent and Local Authorities (SLATLA).</p>

Name and Affiliation	Title and Abstract
<p>John Kwame Domi Owusu (Author) <i>Osedeo Enterprise</i></p>	<p>Supply Chain Management in Ghana: Current Practices, Challenges, and Opportunities.</p> <p>Abstract: Supply chain management is a critical factor for sustainable economic development and industrialization in developing economies like Ghana. This abstract provides an overview of the current state of supply chain management in Ghana, identifies prevailing challenges faced by stakeholders, explores methods used to address these challenges, and suggests potential opportunities for improvement.</p> <p>A mixed-methods approach is employed, combining qualitative and quantitative data collection techniques. Qualitative data is gathered through interviews with key stakeholders, including manufacturers, distributors, retailers, and government officials. The findings reveal various challenges in Ghana's supply chain management, including inadequate infrastructure, inefficient transportation systems, lack of real-time tracking technology, and limited access to finance for SMEs. Bureaucratic red tape, corruption, and inconsistent regulatory policies also hinder the supply chain's smooth functioning. Despite these challenges, commendable efforts by certain organizations and the government to enhance supply chain efficiency and transparency are identified.</p> <p>Effective supply chain management is vital for promoting economic growth, reducing wastage, and enhancing overall competitiveness in Ghana. To address identified challenges, stakeholders must collaborate and develop a comprehensive strategy emphasizing technological advancements, innovation, and knowledge sharing. Integration of modern technologies like blockchain, IoT, and data analytics can significantly enhance supply chain transparency, traceability, and efficiency. By capitalizing on existing opportunities and addressing prevailing challenges, Ghana can establish a robust and sustainable supply chain ecosystem, positively impacting its economic development and prosperity.</p> <p>Keywords: supply chain management, Ghana, developing economies, challenges, opportunities, mixed-methods approach, technology integration, transparency, economic growth.</p>

Name and Affiliation	Title and Abstract
<p>Israr Haqqani (Author) <i>National University of Modern Languages</i> Abdul Wahab <i>National University of Modern Languages</i></p>	<p>Effect of Workplace Psychological Aggression on Creativity: Role of Creative Self-Efficacy Through Emotional Intelligence Abstract: Abusive Leadership literature has portrayed many adverse effects on Organisations' performance. Predominantly, employees suffer to great extents and usually, these aggressive exchanges are overlooked. Psychological Aggression is a phenomenon when investigated prevails greatly within organisations and is negatively effecting employees' performance by effecting their creative self-efficacy and eventually their creative performance. In light of realising the importance of creativity, studies have called to investigate the effect of psychological aggression in the workplace on employees' creative self-efficacy. Moreover, studies have also called for investigating the effect emotional intelligence has on employees when they are exposed to psychological aggression at the workplace. In our study, we investigate the effect of psychological aggression (PA) on the creativity of the public sector employees of Pakistan's IT sector. Moreover, how creativity self-efficacy (CSE) an important factor for creativity is also effected. The moderating role of emotional intelligence (EI) between the relationship of psychological aggression at workplace and employees' creative self-efficacy is also investigated. A total sample of 400 employees of the public sector IT professionals were surveyed through a questionnaire from Ministry of Information Technology and Telecommunications (MoITT). The results found were in line with our hypothesis. Negative association of PA, CSE and Creativity were found β_1 (CSE \leftarrow PA = -.417), β_2 (CA \leftarrow PA = -.312) and positive relation between CSE and creativity β_3 (CA \leftarrow CSE = .469). EI was found to have a buffering effect of PA on CSE, $\beta = .520$). Partial Mediation was found between PA and Creativity through CSE. The results show that workplace psychological aggression is prevalent in the IT public sector organisations in Pakistan. Our study aims to help public sector organisations to identify mechanisms that enable creativity within their organisations. Its implications and future recommendations are discussed.</p> <p>Keywords: Workplace Psychological Aggression, Creativity, Creative Self-efficacy, Emotional Intelligence</p>

Name and Affiliation	Title and Abstract
<p>Emmanuel Tetteh (Author) <i>National University of Modern Languages</i></p> <p>Joseph Nii Ayaa Wilson (Co-Author) <i>Berekum West District Assembly (BWDA)</i></p>	<p>Indigenous Entrepreneurship; A tool for eradicating Structural Unemployment and in Decentralized Governance in Rural Communities.</p> <p>Abstract: According to the International Labour Organization (ILO), young people in rural communities are three times more likely to be unemployed. It posits that about 70% of the global labour force within the rural communities have no access to formal sector employment. Self-Employment/Entrepreneurship which is an alternative to traditional formal employment pathways is least recognized in most rural settings. Indigenous Entrepreneurship which is a home-grown job creation and self-employment avenue is considered the most sustainable and surest guarantee for improving the bizarre youth unemployment and endemic rural poverty situation. Countries like Rwanda, Ghana, Mauritius and Botswana are living testimonies to this. Whilst Governments sign onto International Trade Pacts like African Free Trade Continental Agreement (AFCTA), conscious efforts must be made to build and scale up the capacities of Indigenous Entrepreneurs in key sectors like Agribusiness, Climate Change Management, Education, Health, Security and Transportation. This research work is geared towards enhancing rural employment and poverty reduction through indigenous entrepreneurship. The focus is on Youth, Women and Disability-led Entrepreneurship. The Research intends to evaluate how indigenous entrepreneurship can economically improve decentralized political regimes through revenue mobilization, royalty/tax enhancement, and job & wealth creation.</p> <p>Keywords: Self-Employment;; endemic rural poverty; traditional formal employment pathways; home-grown job creation; United Nations Conference on Trade & Development; Trade Pacts; African Free Trade Continental Agreement (AFCTA); Women Entrepreneurship; Intrapreneurship for Persons Living with Disabilities; Targeted Policy Direction & Advocacy; Trade Growth & Business Development, Mentorship, Sustainable Funding; Disability-led Entrepreneurship; revenue mobilization; royalty/tax enhancement, and job & wealth creation.</p>

Name and Affiliation	Title and Abstract
<p>Benjamin Nana Ofosuapea Sakyi (Author) <i>Berekum West District Assembly (BWDA)</i></p> <p>Michael Gyan (Author) <i>Sunyani West Municipal Assembly (SWMA)</i></p>	<p>Use of Drone Technology, the most sustainable and efficient way to monitor and improve Climatic Conditions in the Peri-Urban and Rural Communities of Africa.</p> <p>Abstract: Drone Technology makes it possible to deliver essential services and also monitor far reaching social-economic activities that have the potential to affect the activities of humanity in diverse ways. These activities have the ability to reach humanity who require immediate attention within minutes, which in some cases could mean the difference between life and death. The future use of drones in many endeavors is very thought provoking. How can the industry best use this technology to improve safety and service delivery? Well for starters, drones already have been trialed to deliver food aid and medical supplies to areas hit by disaster, such as Haiti, by a startup called Matternet. Drones Technology if properly utilized according to the Ghana Meteorological Agency help provide more reliable weather updates and monitor unacceptable human activities with far reaching negative consequences. In the future, small indoor drones could deliver accurate updates on activities of Communities. Meteorological Agencies are incapacitated because relying on the traditional method of predicting the weather and monitoring trends in the climatic changes has proven to be unreliable. Drones Technology as a medium to monitor and improve weather conditions is timelier and more welcome by many weather forecasters. The future will see more controlled and monitored that will hitherto have gone unnoticed. This technology may allow more Communities to be extra vigilant as the surveillance from drone technologies can never be disputed, which provide an undisputable evidence for any prosecution. Meteorological organizations/agencies already are deploying mobile technology to solve some of the problems in the industry today. Mobile devices, wearable tech, remote monitoring, telemedicine and information sharing platforms all are transforming healthcare. Likely in the foreseeable future, drones, robots and artificial intelligence will assume many tasks in healthcare that are performed by humans, to reduce variability, cost and error.</p> <p>Keywords: Drone Technology; Human induced activities; Sorted municipal wastes; Clean Energy; Climatic Changes; Logistic Regression, Urban sustainability.</p>

Name and Affiliation	Title and Abstract
<p>Ayaz Ahmed Khan (Author) <i>Guru Harkrishan Girls College Phallewal, Malerkotla Aff. Punjabi University, Patiala</i></p>	<p>Employee Engagement Practices and the Impact of Family Friendly Initiatives on Indian Corporate Sector</p> <p>Abstract:</p> <p>This study has been carried out to measure the impact of their engagement initiatives on overall business performance. The study is on an emerging area of Human Resource Management. The Study is based on the Secondary and primary sources of data. The research found that while most leaders understand the importance of engagement, three-quarters of those surveyed said that most employees in their organizations are not highly engaged. A significant gap showed up in the views of executive managers and middle managers in this area. Top executives seemed much more optimistic about the levels of employee engagement in their company, making them seem out of touch with middle management’s sense of their frontline workers’ engagement. The survey found that many companies find it challenging to measure engagement and tie its impact to financial results: fewer than 50 percent of companies said that they are effectively measuring employee engagement against business performance metrics such as customer satisfaction or increased market share.</p> <p>Key Words: Employee Engagement, Family Friendly Initiatives, Indian, Corporate Sector, Human Resource Management</p>

Name and Affiliation	Title and Abstract
<p>Caroline Naa Akuye Sasraku (Author)</p> <p>Isreal Frimpong (Co-Author) <i>Berekum West District Assembly (BWDA)</i></p> <p>Richard Owusu (Co-Author) <i>Berekum West District Assembly (BWDA)</i></p> <p>Vincent Offeh Berkoh (Co-Author)</p> <p>Dina Ansah (Co-Author)</p>	<p>Adopting Smart Home-grown Waste Management approaches, the most sustainable and efficient way to transform waste to wealth in the Sub-Saharan Africa: Case Study of decentralized Government structures.</p> <p>Abstract: The clarion call for Home-grown Waste to Energy Technology is gaining momentum in Sub-Saharan Africa as it is gradually becoming the surest bet for clean energy and wealth creation. According to the Zoomlion Alliance Africa (2017 Index Report) close to 900,000MT of both Solid and Liquid wastes are generated per each Cosmopolitan region half yearly. These wastes are left to the dictates of nature which add up to the ongoing climatic changes in the form of rise in sea levels as 70% of these waste materials find their route into sea bodies. Waste (also known as rubbish, refuse, garbage) is unwanted or useless materials. Solid wastes are from municipal, industrial, and agricultural activities. However, any refuse or waste can be an economic resource to others depending on the application of the rightful technologies with Waste to Energy Technology (WTE) as the most tried and tested in the Asian Regions. Waste is just value that we are too stupid not to use (Albert Einstein). Solid waste (SW) is an environmental and public health problem. There is a sustainable management method for Solid Waste. Uncontrolled landfill gases have negative health impacts on the local populace. Sorting Solid Waste increases its ability to be repurposed. Solid Waste is a cost-effective renewable energy source. Examples of Solid Waste includes Wood residuals from lumber mills (off-cuts, sawdust), Expired trees, Agricultural waste and Sorted municipal wastes (plastic, paper). Project assumptions of setting up a successful Waste to Energy Technology is estimated at an Installed capacity cost of: \$4,500,000 Includes equipment, shipping, customs and installation, Annual Operations and Administrative cost of \$250,000. The Project useful lifetime is 20 years, Electricity generation: 7,560 MWh, Price of 1kWh to national grid = USD 0.15 and the Cost of acquiring 1kWh worth of waste = USD 0.01. These facts make Waste to Energy Technologies not only reliable but cost effective and efficient.</p>

List of Participants

SL	Name	Affiliation	City and Country	Role
1.	Haseeb Asif	Muslim Youth University, Pakistan	Islamabad Pakistan, Pakistan	Author (Early Bird)
2.	Hussein Mohamed Noor	Fairoz Construction Limited	Nairobi, Kenya	Listener
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5.	Juliana Katimi Njai	Jambo Pay	Nairobi, Kenya	Listener
6.	Lucy Juliana Mark	Sheffield Cargo Logistics Limited	Nairobi, Kenya	Listener
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9.	Banaboy Symphore Jacques	Société Sinco Surl	Bangui, Central African Republic	Transfer Author (Early Bird) to Listener
10.	Maina	Antony Chege		Listener
11.	Waris Oriyomi Bankole	African Institute of Science Administration and Commercial Studies	Eastern Region, Abu Dhabi	Listener
12.	AAkinnubi Ilemobayo	Samj \$ Temmyb Business Concept	Iju Oke, Nigeria	Listener
13.	John Paul Otieno Ochoro	Napta Public Transport Alliance Ltd	Nairobi, Kenya	Listener
14.	Elisha Kipkoech Kirui	Remikip Services Ltd	Nairobi, Kenya	Listener
15.	Ginikanwa Peter Osita	A & G Beniyyk Int'l Ltd	Aba, Aba South, Nigeria	Listener

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23.	Ngwa Divine Suh	Zion City Enterprrie	Kumba, Cameroon	Listener
24.	Precious Orose Okojie	De'young & Young Collection	Uromi, Nigeria	Listener
25.	Mukami Rose Mbaire	Radds Technologies Llc	Nairobi, Kenya	Listener
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27.	Geoffrey Warui Njuguna	Bachu	Nakuru, Kenya	Listener
28.	Eric Abeka Musah	BPP University	Manchester, United Kingdom (UK)	Listener
29.	Kennedy Macharia Mugo	Jawa Hr Consultant Ltd	Nairobi, Kenya	Listener
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31.	Anukam Anselm	Leadership Technologies Limited	Ago Okota, Nigeria	Listener

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35.	Nlemchi Uwandu Ethelbert	Leadership Technologies Limited	Ago Okota, Nigeria	Listener
36.	Dhrishta Dhumna Shahi	Sumeru Overseas Pvt. Ltd	Kathmandu, Nepal	Listener
37.	Ashish Aul	Goyum Screw Press	Ludhiana, India	Author(Early Bird) to Listener
38.	Jeremia Otieno Ojulu	Digital Helm Limited	Nairobi, Kenya	Listener
39.	Anaele Anthony Onyewuchi	Ninety Nine Technologies	Ago Palace way Okota, Nigeria	Listener
40.	Yetmgeta Girma	Trade Mark Africa	Addis Ababa, Ethiopia	Author(Early Bird)
41.	Sadia Sharmin	World Cat Limited	Uttara West, Dhaka, Bangladesh	Listener
42.	Robert Addai	Smart A. Labels	Accra, Ghana	Author(Early Bird) to Listener
43.	Prince Boateng Odame	1600 LTD	Accra, Ghana	Listener
44.	Samuel Adeola Olufunke	Child Care Trust	Abuja, Nigeria	Listener
45.	Achodo Prince Obinna	Ninety Nine Technologies	Ago, okota, Nigeria	Listener
46.	Dahir Ahmed Mohamed	Somo Commodities Limited	Nairobi, Kenya	Listener
47.	Hannah Njeri Muturi	Afrproject Management Consultant	Nakuru, Kenya	Listener

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48.	Caleb Kipkoech	Central Rift Valley Water	Baringo, Kenya	Listener
49.	Woufack Nguimeya Verlain	ETS Africas Services	Bafoussam, Cameroon	Listener
50.	Maziar Moshtaghi Farokhi	Fanavaran Ziestavisa Company	Tehran, Iran	Listener
51.	Masoud Ebadi	Diako Parsa Azmoon	Tehran, Iran	Listener
52.	Gatchoko Djomaleu Clovis	Gatch Engineering Sarl	Douala, Cameroon	Listener
53.	Evans Nyakundi Nyambega	Subalink Investment Limited	Nairobi, Kenya	Listener
54.	Mandana Niloufari	Bank Keshavarzi	Tehran, Iran	Listener
55.	Abdullahi Ibrahim	Garissa County Assembly	Garissa, Kenya	Author(Early Bird) to Listener
56.	Mohamud Abdirashid Santur	Garissa County Assembly	Garissa, Kenya	Author(Early Bird) to Listener
57.	Walid Mo'een Bader Jad Allah		Zarqa, Jordan	Listener
58.	Omar Abdi	Garissa County Assembly	Garissa, Kenya	Author(Early Bird) to Listener
59.	Hassan Abdirizack	Garissa County Government	Garissa, Kenya	Author(Early Bird) to Listener
60.	Abubakar Mohamed	Garissa County Assembly	Garissa, Kenya	Author(Early Bird) To Listener
61.	Mohamed Abdi	Garissa County Assembly	Garissa, Kenya	Author(Early Bird) to Listener
62.	Jamaal Abdi	Garissa County Government	Garissa, Kenya	Author(Early Bird) to Listener
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		Assembly		
64.	Ivan Mwesige	White Sands Beach	Kampala, Uganda	Listener
65.	Hafiz Muhammad Zubair	Cyber-hat533.Inc(Join MZ Global Pvt.Ltd)	Faisalabad,Samundri, Pakistan	Author(Early Bird) to Listener
66.	Richard Gambrah	Gecorp Company Limited	Pokuase, Ghana	Listener
67.	Alhadj Moussa Issa	Ong Mouna Pour Le Secours Humanitaire	Ndjamena, Chad	Listener
68.	Jane Wangechi Mwangi	Pioneer Holdings Limited	Kahawa Sukari, Kenya	Listener
69.	Issa Aden	Garissa County Assembly	Garissa, Kenya	Listener
70.	Bharati Kumari Basnet	Nirdhan Utthan Laghubitta Bittiya Sanstha Limited	Dang, Nepal	Listener
71.	Ssebuufu Noah	Kagoma Plastics Ltd	Nansana, Uganda	Listener
72.	Maccecil Appiah-mensah	Buwelo Africa Limited	Accra, Ghana	Listener
73.	Masoud Eslamibidgoli	Bank Maskan	Tehran, Iran	Listener
74.	Budros Rai	Allo Cloth Production Club	Sankhuwasabha, Nepal	Listener with Notarization
75.	Sumnima Rai	Allo Cloth Production Club	Sankhuwasabha, Nepal	Listener with Notarization
76.	Ibrahim Alhassan	Controller and Accountant General Department (cagd - Ghana)	Damongo, Ghana	Listener
77.	Agbodza Joy	Joy energy	Accra, Ghana	Listener
78.	Osei-Wusu Amos	Kwame Nkrumah University of Science and Technology	Accra, Ghana	Listener

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79.	Gnekou Deuma Steve	International Education Link and Travel	Douala, Cameroon	Listener
80.	Mache Talla Raissa Merveille	International Education Link and Travel	Douala, Cameroon	Listener
81.	Frempong Ebenezer Ntim	Toff Energy	Accra, Ghana	Listener
82.	Asiedu Ebenezer	Toff Energy	Accra, Ghana	Listener
83.	Gifty Asabre	Afigya Kwabre District Assembly	Kumasi, Ghana	Listener with Notarization
84.	Isaac Kojo Nimarko	Toff Energy	Accra, Ghana	Listener
85.	Nansikombi Sarah	Arasha Auto Mart Ltd	Kampala, Uganda	Listener with Notarization
86.	Syedmohammad Ashrafiyoun	Depoint Co.	Tehran, Iran	Listener
87.	Boadi Seth	Pro Life Infusion Limited	Agona, Ghana	Listener with Notarization
88.	Janet Waithira Mwathu	Hongeh Enterprises	Nairobi, Kenya	Listener
89.	Mpirwa Alexis	BPR Bank Rwanda PLC	Kigali, Rwanda	Listener with Notarization
90.	Nakatte Rebecca Naome	Kasarob Marketing Agency	Bakuli, Uganda	Listener
91.	Hanguranketha Ralalage Senarath Kumara Atugoda	MT Hojgaard Pvt Ltd	Danowita, Sri Lanka	Listener with Notarization
92.	Alex-Bright Ngarigma	J.A.BIiney & Co. Ltd	Accra, Ghana	Listener
93.	Kate Vardon Naadu Asante Ampadu	Controller and Accountant-general's Department	Accra, Ghana	Listener
94.	Soraya Khavarinezhad	Giti Tejarat Saber Daneh Co.	Shiraz, Iran	Listener

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95.	Adam Malik	Dmund Investments Limited	Accra, Ghana	Listener
96.	Derrick Atsoribo	Derrick 56 Enterprise	Kumasi, Ghana	Listener
97.	Haroon Sarwar	Dubai Islamic Bank Pakistan Limited	Phalia, Pakistan	Listener
98.	Ekanga Mandao Patrick	Ministere DU Commerce Exterieur	Kinshasa, Congo (Kinshasa)	Listener with Notarization
99.	Ann Jepmeli Kiprotich	Rivatex East Africa Limited	Kabaranet, Kenya	Listener
100.	Ebenezer Kalifa	Dmund Investments Limited	Accra, Ghana	Listener with Notarization
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104.	Neda Jalaliyoon	University Technology Malaysia	Iran	Author (Regular) with Notarization
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106.	Hana Mamo Mulat	Commercial Bank of Ethiopia	Addis Ababa, Ethiopia	Listener
107.	Solgun Salimi	Golestan Rolling Mill Co.	Gonbad Kavous, Iran	Listener
108.	Sasan Ali Pour Asl Koohi	Zharfa Kavan Dena Co.	Tehran, Iran	Listener
109.	Ramaanpreet Singh	Goyum Screw Press	Kharar, India	Listener
110.	Aftab Zafar	Partner at Comrade	Lahore, Pakistan	Listener

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112.	Mohamedshukri Hussein Mahamud	Taisir Automobil International	Nairobi, Kenya	Listener
113.	Adeleke Adekunle Taoheeb	Mikano International Limited	Igando, Nigeria	Listener with Notarization
114.	Nicholas Asare	Global Choices Co. Ltd.	Kumasi, Ghana	Listener
115.	Emmanuel Tetteh	Sunyani West Municipal Assembly (SWMA)	Bono, Ghana	Author (Regular)
116.	Joseph Nii Ayaa Wilson	Berekum West District Assembly (BWDA)	Berekum West District, Ghana	Author (Regular)
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119.	Abass Nuhu Langani	Smooth Hand Ventures	Accra, Ghana	Listener with Notarization
120.	Amosu Joseph Temidire	Osun State Ministry of Finance	Osogbo, Nigeria	Listener with Notarization
121.	Eric Quojo Mensah	Matt Transit Limited	Accra, Ghana	Listener with Notarization
122.	Ruth Nyambura Kimemia	Hongeh Enterprises	Nairobi, Kenya	Listener
123.	Stephen Afoo Opei	Toff Energy	Accra, Ghana	Listener
124.	Boamah Priscilla	Joy Energy	Tema, Ghana	Listener
125.	Onyia Adaugo Princess	University of the West of Scotland	Milton Keynes, United Kingdom (UK)	Listener

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128.	Mwenyango Rebecca Deborah	Kasarob Marketing Agency	Lugazi, Uganda	Listener
129.	Atim Esther Odokoto	Clearline Model Industries Ltd	Kampala, Uganda	Listener
130.	Kalebu Edward	Kakimu Merchandise Limited	Lwengo, Uganda	Listener
131.	Macndip Tabe Mike Besong	Tole Tea Cooperative Credit Union	Buea, Cameroon	Author (Regular)
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134.	Levi Odell	Sunyani West Municipal Assembly (SWMA)	Sunyani West Municipality, Ghana	Author (Regular)
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137.	Benjamin Nana Ofosuapea Sakyi	Berekum West District Assembly (BWDA)	Berekum West District, Ghana	Author (Regular)
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139.	Eyong Sonia Engwari	Ministry of Small and Medium Sized Enterprises, Social Economy and Handicrafts	Cameroon	Listener

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141.	Malonga Ndonat Espoirs Delyce	Université Marien Ngouabi	Pointe Noire, Congo (Brazzaville)	Listener with Notarization
142.	Uthayakumaran Thusyanthan	Uthayakumaran Transportation	Paranthan, Sri Lanka	Listener with Notarization
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144.	Joshua Kisakye	Ebenezer Enterprises Ltd	Kampala, Uganda	Listener with Notarization
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151.	Ahmadreza Sattarian	Baspar Chemi Sepidan Co.	Isfahan, Iran	Listener
155.	Nwachukwu Henry Chidi	Vitani Gold Travel and Tours	Ago, Nigeria	Listener with Notarization
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167.	Apraku James Yaw	Jams Music	Kumasi, Ghana	Listener with Notarization
168.	Ogunleye Adedayo Esther	Wanto Venture	Bariga - Ladi-lak, Nigeria	Listener with Notarization
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170.	Eliab Cheruiyot Tirop	African Institute of Research and Development Studies	Eldoret, Kenya	Listener
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175.	Gudina Gemechu Gute	Gudina Gemechu Construction PLC	Addis Ababa, Ethiopia	Listener with Notarization
176.	Kabuye Grace Lopeyok	My People Ministries Uganda	Entebbe, Uganda	Listener
177.	Karan Harjai	MP Exim Pvt. Ltd.	Ludhiana, India	Listener with Notarization
178.	Yogesh Gupta	Lala Lajpat Rai Group of Institutes	Ludhiana, India	Listener with Notarization
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180.	Tagne Laurent Arnaud	Africa Immobilier And Services	Douala, Cameroon	Listener
181.	Naomi Abayaa	Ghana Health Service	Kumasi, Ghana	Listener
182.	Naffiesatou Ceesay	Sopey Dabakh	Jimballa, Gambia	Listener
183.	Buule Umar	Kagoma Plastics Ltd	Kampala, Uganda	Listener
184.	Prince Nambo	Businessman	Kumasi, Ghana	Listener
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186.	Godfred Baah Acquah	Businessman	Accra, Ghana	Listener
187.	Nahar Rozzi Abdraman	Rozia Company	N'djamena, Chad	Listener with Notarization
188.	Tumwesige Ronald	Basenene Investments	Wakiso, Uganda	Listener
189.	Ibrahim Muhammadou Amadou	Amadoubusiness Sarl Au.	Rabat, Morocco	Listener
190.	Njoeteni Kingsley Gift	Divine Nursing Home	Agbor, Nigeria	Listener

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SL	Name	Affiliation	City and Country	Role
191.	David Mohamed Bangura	Vision For The Blind	Makeni, Sierra Leone	Listener
192.	Alabi Mutiyat Olaitan	Mutee A. Ventures	Ibadan, Nigeria	Listener
193.	Mubiru Ronald	Katikamu General Suppliers (U) Limited	Kampala, Uganda	Listener
194.	Eric Kofi Sam	Erpreben Travel and Tours	Accra, Ghana	Listener
195.	Godwill Issifu	Gredee Enterprise	Kumasi, Ghana	Listener
196.	Owusu Tawiah	Tumwesige Ronald	Wakiso, Uganda	Listener
197.	Tumwesige Ronald	Ibrahim Muhammadou Amadou	Rabat, Morocco	Listener
198.	Ibrahim Muhammadou Amadou	Njoeteni Kingsley Gift	Agbor, Nigeria	Listener
199.	Njoeteni Kingsley Gift	David Mohamed Bangura	Makeni, Sierra Leone	Listener
200.	David Mohamed Bangura	Alabi Mutiyat Olaitan	Ibadan, Nigeria	Listener
201.	Alabi Mutiyat Olaitan	Katikamu General Suppliers (U) Limited	Kampala, Uganda	Listener
202.	Mubiru Ronald	Erpreben Travel and Tours	Accra, Ghana	Listener
203.	Eric Kofi Sam	Gredee Enterprise	Kumasi, Ghana	Listener
204.	Godwill Issifu	Royal Bestman Ventures	Kumasi, Ghana	Listener with Notarization

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