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Format: Electronic Book

**4th Global Conference on Human
Resource Management 2023**

December 15-17, 2023 – Vancouver, Canada

Conference Abstract

Venue

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

December 16, 2023

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Global Conference Alliance Inc.

300-9850 King George Blvd Surrey, BC V3T 4Y3, Canada

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Welcome

As Conference Chair I'm honored to welcome all participants to the **4th Global Conference on Human Resource Management (GCHRM)** held on December 15-17, 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 **4th 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

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Conference Venue

ROOM: C680 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 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

4th Global Conference on Human Resource Management (GCHRM) – December 15-17, 2023 –Vancouver, BC, Canada

- **Friday, December 15, 2023** – Arrival & Reception of the participants to Vancouver, BC, Canada
- **Saturday, December 16, 2023 (Conference Day)** – Registration, opening speech, keynote speech, and technical sessions:

Activity - Saturday, December 16, 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 Ada Sandoval Madrid <i>Faculty, Department of Business Management (DBM), Department of Project Management (DPM), Vancouver Community 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, December 17, 2023**– City visit (optional to the participants)

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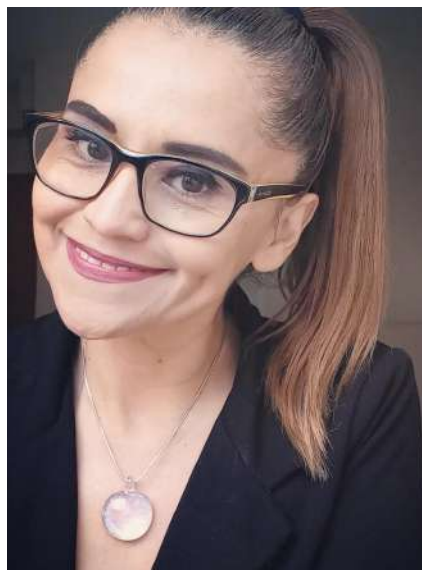
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Conference Committee

Keynote Speech



Ada Sandoval Madrid

*Faculty, Department of Business Management (DBM),
Department of Project Management (DPM),
Vancouver Community College*

Ada Sandoval-Madrid is an esteemed business instructor at Vancouver Community College, boasts over three decades of teaching experience and is currently affiliated with the Departments of Business and Project Management. Professor Ada stands as a well-equipped educator with an impressive academic journey, including an MBA at University Canada West, a master's in education at Guadalajara University, and a BA in Public Relations at Universidad del Valle de México. Her expertise extends beyond the classroom to corporate training and consulting projects. A prolific researcher, Ada focuses on topics such as Organizational Behavior, International Human Resources Management, Cross-Cultural Business Communication, Change Management, and Intercultural Leadership. She is affiliated with prestigious organizations and has presented at international conferences worldwide. Ada recently received the Best Academic Paper Award from Global Conferences Alliances for her research on: "The Nexus of Sustainability and Industry 5.0: Assessing Canadian Organizations' Readiness for the Next Technological Revolution through British Columbian Managers' Perspectives,". Her dedication to academic excellence and her commitment to exploring cutting-edge topics make Ada a key figure in the field of Human Resource Management.

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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, December 16, 2023

Name and Affiliation	Title
Yibeltal Admasu Lulie (Author) <i>The University of the Western Cape</i>	Empirical Evaluation of Effort Reward Imbalance Model in Ethiopia Occupational Settings: Explicating Workplace Factors Associated With Employees' Mental Health

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Instructions for Oral Presentation

Saturday, December 16, 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 4th Global Conference on Human Resource Management (4th GCHRM 2023) will be published in the online conference proceedings:

Title: Abstract Book of 4th Global Conference on Human Resource Management 2023

Format: Electronic book

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Authors' Presentation Schedule

Saturday, December 16, 2023,

Technical Session

02:15 pm to 02:55 pm

Name and Affiliation	Title and Abstract
<p>Yibeltal Admasu Lulie (Author) <i>The University of the Western Cape</i></p>	<p>Empirical Evaluation of Effort Reward Imbalance Model in Ethiopia Occupational Settings: Explicating Workplace Factors Associated With Employees' Mental Health</p> <p>Abstract</p> <p>Effort Reward Imbalance (ERI) occupational stress model assumes organizations with high job demands, low rewards and personal resources associated with reduced employees' well-being and performance. The present study used a cross-sectional survey study design to empirically test the Siegrist's (1996) ERI model to explicate efforts, rewards, over commitment (OC) and employees' well-being in the Ethiopian occupational settings. Full-time employees' (n=418) from Ethiopians government-owned manufacturing and public service sectors were participants of the study. Systematic random sampling technique was employed to choose study participants. Standardized and validated self-report measures adapted from psychosocial indicators of ERI and the general health questionnaires (GHQ-12) were used to collect the quantitative data. Descriptive and inferential statistics performed to analyze quantitative data. The results of the descriptive statistics demonstrated that Ethiopian workers are faced with excessive labor effort, low rewards, and associated over commitment. Effort-reward ratio result indicates that majority of respondents' spent a high amount of effort and received low amount of rewards at workplace. A one-way ANOVA showed that there is a significant mean difference in the measure of ERI workplace variables among Ethiopia's five occupational settings. Consequently, through Stepwise hierarchical regression</p>

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	<p>statistical analysis, significant positive associations were found between: high workplace effort, low gain, high over commitment and employees' mental health distress. The findings of the current study provides theoretical and practical implications for the field of human resource management. Furthermore, it gives policy makers, companies, and worker advocates empirical data and insights on ERI workplace factors and its implications.</p> <p>Keywords: Occupational Stress, Effort, Reward, Over Commitment, Effort Reward Imbalance, Mental Health</p>
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List of Participants

SL	Name	Affiliation	City and Country	Role
1.	Ramazani Asani Rams	Association Privee Jeunes Entrepreneurs	Kinshasa, Congo	Listener
2.	Mujinga Kapend Carine	Association Privee Jeunes Entrepreneurs	Kinshasa, Congo	Listener
3.	Ibrahim Sesay	Vision for the Blind	Makeni, Sierra Leone	Listener
4.	Antoine Sambou	Caritas Senegal	Ziguinchor, Senegal	Listener
5.	Abu Bakarr Kamara	Vision for the Blind	Makeni, Sierra Leone	Listener
6.	Ajuah Epse Tenjem Vivian Jingwa	Environment and Rural Development Foundation	Buea, Cameroon	Listener
7.	Hamed Bolhassanihesari	Tehran Urban & Suburban Railway Operation Co.	Tehran, Iran	Listener
8.	Alireza Aghaseyedabdollah	Tehran Urban & Suburban Railway Operation Co.	Tehran, Iran	Listener
9.	Amir Aghaseyedabdollah	Tehran Urban & Suburban Railway Operation Co.	Tehran, Iran	Listener
10.	Majid Madani	Tehran Urban & Suburban Railway Operation Co.	Tehran, Iran	Listener
11.	Mariama Dabo	Personal Management Office	Banjul, Gambia	Listener
12.	Syed Mohammadsadegh Mohammadi	Tehran Urban & Suburban Railway Operation Co.	Tehran, Iran	Listener
13.	Shivdeep Singh Mokawat	SATC Marketing PVT. LMT. (India Israel Innovation Hub)	Jaipur, India	Listener with Notarization
14.	Mensah Ann Konadu	Narcotics Control Commission	PMB Cantonments, Ghana	Listener with Notarization
15.	Mahdokht Masoudianfar	Islamic Azad University	Apeldoorn, Netherlands	Listener
16.	Oluwasegun Samson Akinduro	Holy Angel University	Las Pinas City, Philippine	Listener

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17.	Samuel Olu Ademilua	Baba Ahmed University	Kano, Nigeria	Listener
18.	Andrew Ehiosu Ogbebor	Saro Oil Palm Limited	Benin City, Nigeria	Listener with Notarization
19.	Mercy Alele Kingsley	Mercle Nigeria Limited	Benin, Nigeria	Listener
20.	Gilbert Hymans	Kingamp Aggregate Ltd	Accra, Ghana	Listener
21.	Muhamiriza Pacifique	Women Concern	Fizi, Congo	Listener
22.	Purity Kosgei	Social Worker	Eldoret, Kenya	Listener with Notarization
23.	Perpetual Bainson Frimpong	Baduaa Fashion Hub	Accra, Ghana	Listener with Notarization
24.	Samwel Abel Mirieri	County Government of Nairobi	Nairobi, Kenya	Listener with Notarization
25.	Beaching Arah Ekilae	Transend Africa Logistics	Bonamusadi, Cameroon	Listener
26.	Emmanuel Duker	Lands Commission, Ghana	Cantonments, Ghana	Listener with Notarization
27.	Ebai Frankline Ayuk	ESKE	Yaounde, Cameroon	Listener
28.	Adedayo Adekemi Arike	Triumphal Life Time Human Resources Consultancy	Dubai, United Arab Emirates	Listener with Notarization
29.	Mohamed Ibrahim Abdikarin	National Civil Service Commission (NCSC) of Federal Government of Somalia	Mogadishu, Somalia	Listener
30.	Baidoo Reindorf Kweku	G4S Security Services (GH) Ltd	Accra, Ghana	Listener
31.	Bridget Larbi		Accra, Ghana	Listener
32.	Ahmed Abubaker Mustafa	Salahaddin University	Erbil, Iraq	Listener
33.	Yibeltal Admasu Lulie	The University of the Western Cape	Cape Town, South Africa	Author with Notarization

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