
ABSTRACTS**1. WHAT DOES COLLECTIVISM MEAN FOR LEADERSHIP AND TEAMWORK PERFORMANCE?
AN EMPIRICAL STUDY IN PROFESSIONAL SERVICE FIRMS**

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ABSTRACT

This study examines the influence of collectivism on leadership and its impact on teamwork performance. Prior studies regarded collectivism as an important factor of work quality, yet little is known about its impact on leadership and teams. We explore the role collectivism has on transactional and transformational leadership style in teams of professional service firms. The sample consists of 187 leaders and 97 non-leaders who work in multicultural teams of professional service firms. Both leadership styles have different effects on teamwork quality and teamwork performance, yet are found dependant on the level of collectivism of both leaders and non-leaders. The findings show that collectivism affects the preferred leadership styles among leaders and non-leaders. Collectivism orientation has indirect effect on team's effectiveness through leadership styles and teamwork quality. Implications and recommendations to improve the effectiveness of teamwork of organization are provided for Professional Service Firms.

Keywords: *Collectivism orientation, Transformational and transactional leadership, Team effectiveness, Professional Service Firms*

**2. TRAINING FOR REENGINEERING: EXPERIENCES OF AN EGYPTIAN PUBLIC SECTOR
BANK**

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ABSTRACT

This paper aims to present the reengineering effort in one of the largest public sector banks in Egypt. It shows how experiential training led to creating an effective and efficient team of internal change agents who were able to introduce change and reengineer the processes in the branches of the bank. The paper presents how teambuilding was implemented. It also presents how a perceived need for change was created among the employees in the branches, the role of the change agents as trainers, and the results of the training with respect to vision and goals, job redesign, empowerment, workflow, communication, customer service, and managerial practices.

Keywords: *Egypt, public sector bank, experiential training, change agent, reengineering, group development, job redesign, need for change, empowerment, role of trainer, managerial support.*

**3. STRUCTURAL ANALYSIS AND PERFORMANCE OF INDIAN AGRICULTURAL AND ALLIED
SECTOR IN INTERNATIONAL TRADE**

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ABSTRACT

In the context of ongoing negotiations under WTO, it is important to know the changing dimensions of trade from a country over the years, so as to undertake a proper policy perspective while negotiating with other trade partners. Based on data collected from UNCTAD's Handbook of Statistics, Centre for

Monitoring Indian Economy's (CMIE) India Trades database, World Integrated Trade Solution (WITS) and Ministry of Agriculture, Government of India, the present study explores the structure and performance of international trade in agricultural and allied products from India over the years through estimation of some commonly used indicators such as growth and share, trade openness, trade intensity coefficient, index of intra sub-sector trade, revealed comparative advantage, measures of products and export market diversification, trade complementarity index and linkage of the agricultural and allied sector with the rest of economy. Some of the indicators were modified to represent the performance of agricultural and allied sub-sectors.

Keywords: *Agricultural Trade Openness, Trade Intensity, Intra Sub-sector Trade, Revealed Comparative Advantage, Products and Market Diversification, Trade Complementarity Index, Input-Output Table.*

4. RISK AND PRODUCT INNOVATION: A STUDY OF BRAZILIAN MANUFACTURING COMPANIES

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ABSTRACT

The aim of the article is to study the relation between product innovation and its associated risk, particularly in the Brazilian manufacturing industry in the period of 1995-2005. A statistical model is developed based on the study realized by Bromiley (1991), seeking to identify whether factors such as performance of the firm, performance of the industry in which the firm operates, performance expectations and aspirations of the firm, besides its financial slack, are determinant factors of the risk taken hereby, specifically related to product innovation. In the study of data for Brazilian manufacturing firms, the estimated results do not support the model proposed.

Keywords: *innovation, risk, competitive advantage*

5. THE STOCK MARKET'S REACTION TO CHANGES IN THE FEDERAL FUNDS TARGET RATE

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ABSTRACT

This paper examines the stock price reaction of individual stocks listed in the Dow Jones Industrial Average (DJIA) to Federal Funds target rate change announcements using daily stock returns over the period from January 2, 1996 to May 25, 2007. We measure such reactions using an event-study methodology to analyze the impact of changes in the Federal Funds target rate on individual stock returns using several event windows. Results indicate that, on average, the impact of a Federal Funds target rate decrease on stocks is positive while the reaction of a Federal Funds target rate increase is negative. The results also indicate that the stock market reaction depends on the industry sector.

Keywords: *Event-study methodology, stock market reaction, federal funds target rate.*

6. CONSUMER PERCEPTION AND ITS CHOICE MOBILE TELECOM SERVICE PROVIDER IN MALAYSIA

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ABSTRACT

The growth rate in the Malaysian telecommunication sector had been affected badly over the last decade by economic crisis of the late 1990's. Thereafter, it was potential for exponential market growth attracted new players to this business, which turns lead competition to dramatically increases. Nowadays they are trying to attract customer by offering aggressive price promotion. As competition is increasing among the companies, it is necessary for them to know about the consumers' perception about the price, promotion, product and the other important factors that are playing a vital role to choose the telecommunication service providers. This study aims to find out what are critical factors those are playing an important role to select the telecommunication service provider. Result provides a comprehensive analysis of the important factors for playing an important role for the customer to select the telecommunication service provider. The analysis confirms the significant positive relationship of price, service quality, product quality and availability, and promotional offer for consumer perception. These factors are expected to have a great role during the time to choose telecommunication service provider. In conclusion, practitioners can be deriving a better understanding of the activities that are being played a vital role for the consumer perception.

Keywords: *Customer Perception, customer choice, telecom service provider, Malaysia*

7. THE INFLUNCE OF SOCIALISATION AGENTS UPON THE PURCHASE BEHAVIOUR OF EGYPTIAN CHILDREN

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ABSTRACT

The main purpose of the present research was to investigate Socialization Agents effects upon the purchase behaviour of children. Three objectives were developed and three main hypotheses (eleven sub-hypotheses) were tested in the Egyptian children's market for shoes. Three hundred and sixty eight Egyptian children participated in the fieldwork where the primary data was collected via a personal survey. The results revealed that there is a significant effect for each of Socialization Agents (family members, mates-friends and marketers) upon the purchase decision of children overall. Also, the findings indicated that there is a significant difference between the effects of Socialization Agents upon children's purchase behaviour at each of the various stages of the purchasing decision-making process. In addition, the relative importance of each party at each stage of decision-making process was indicated. Furthermore, the results indicated that there is a significant difference between the effects of Socialization Agents upon children's purchase behaviour in the light of variance of selected demographic variables.

8. THE CHANGING NATURE OF THE TURKISH LIRA EXCHANGE RATE AND THE IMPLICATIONS WITH REGARD TO GROWTH

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ABSTRACT

It is widely accepted that monetary control is a precursor for economic growth. Turkey has a long history of rampant inflation which brings with it exchange rate risk and thus would seem to be an impediment to robust growth. From a planning perspective forecasting of Turkish lira/dollar exchange rates would presumably be a business forecaster's nightmare given the rampant inflation and political instability of the region. Both of these conjectures prove to be unfounded. This paper shows that forecasting exchange rates, even in a very high inflationary and seemingly erratic macroeconomic policy environment can be highly successful. In turn, this forecasting success provides the explanation for the solid economic growth that Turkey has enjoyed over the last several decades. Finally, the Turkish experience offers guidance to more advanced economies regarding policy signaling.

Keywords: Business Forecasting, Economic Growth, Inflation, Monetary Policy, Exchange Rate Risk, Policy Predictability, Tracking Signals

9. PROJECT MANAGEMENT RESEARCH, EDUCATION, AND TRAINING IN TRANSITION ECONOMIES: THE CASE OF UZBEKISTAN

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ABSTRACT

Over one-fifth of the world's gross domestic product consists of gross capital formation, which is generally project and program based highlighting the importance of project management. In transition economies, this proportion tends to be higher than in mature economies, making the need for effective project management particularly critical in transition economies. Research, education, training, and practice of project management play a strategic role in the development of project-oriented societies as well as transition economies, their well being, and acceleration of their integration into the world economy. This paper considers the current state, challenges, and perspectives for advancement of project management research and education in transition economies by analyzing published literature on the progress of project management education in developed and transition economies. As a specific case, issues of development of project management research, education, and practice in Uzbekistan are discussed, and the need for strengthening the project management profession is highlighted. Recommendations for rapid development in project management education are suggested.

Keywords: Project Management Development, Research, Education, Practice, Pedagogical Material.

10. YOUTH, POVERTY REDUCTION, AND ECONOMIC GROWTH IN DEVELOPING COUNTRIES

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ABSTRACT

This paper examines the role of young people ages 12-24 in poverty reduction and economic growth in developing countries. Based on data from the World Bank and using a sample of forty-three developing economies, we find that the fraction of the population below the poverty line is linearly dependent upon the total enrollment rate of young people ages 18-24, that of young females ages 12-14, ages 15-17, that of young males ages 12-14, the unemployment rate of young females ages 15-24, the labor force

participation rate of young females 15-24, the rural unemployment rate of young people ages 15-24, the probability that a 15-year-old female will die before the age of 60, and that of a 15-year-old male. We also find that per capita income linearly depends on young female unemployment rate, the probability that a 15-year-old male will die before the age of 60, the enrollment rate of young females ages 18-24, the labor force participation rate of young people, that of young males, the unemployment rate of young people, and the unemployment rate of young people in urban areas. These empirical findings are consistent with the hypothesis that developing economies grow and poverty is reduced when young people have the opportunity to build and use human capital through better schooling, better health, and more productive employment.

Keywords: Poverty line, Enrollment Rates, Labor Force Participation Rates, Gender Parity in Education, Economic Growth, Unemployment, Developing Countries.

11. THE IMPACT OF FOREIGN PATENT RIGHTS ON OMAN BILATERAL EXPORT

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ABSTRACT

The principal purpose of this paper is to provide refined empirical evidence on the effects of the foreign intellectual property rights (IPRs) on Oman bilateral exports. The empirical investigation is based on pooled data of the bilateral exports of Oman with its major trading partners for the years of 2000 and 1995. The study operationalises the augmented gravity model of international trade in the context of a panel data and was carried out using the conventional OLS estimation as well as fixed effects estimations. The econometric results are generally satisfactory in terms of economic interpretation and statistical significance and thus offer new empirical validation to the theoretical explanatory variables. The key finding suggest that foreign IPR per se is not important factor in determining Oman's bilateral exports; however, what matters for Oman bilateral export is the combined forces of both intellectual property rights (IPRs) and imitative ability (IMIT) of importing country. The main policy implication of the findings is that Oman should pursue its bilateral exports taking into account level of importing IPRs and imitative ability. Finally, the empirical findings of the study are robust along several dimensions; the diagnostic testing shows that all the estimated equations are well specified and the results are generally, not sensitive to the alternative models nor to the choice of the IPRs measure.

Keywords: Intellectual property rights (IPRs), exports, gravity model of trade, Oman

12. THE EFFECT OF GOLD AND OIL PRICES UPON INTERNATIONAL STOCK MARKET INDEXES

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ABSTRACT

Investors have historically used simple risk adherent strategies in their portfolios such as diversifying across countries and including gold or oil investments because these two investments typically had an inverse relationship with stock market movements. Technology has changed the environment where there are very few obstacles to hinder investors to buy or sell assets anywhere in the world today. There are also many other options for investors to use for risk aversion so that gold or oil might be considered as merely another commodity. This study investigated the relationships between gold, oil, and various international stock indexes. The results show that there is a strong, positive association between the international stock indexes. There are also significant positive relationships between oil and stock prices, while gold's expected inverse relationship with stock prices has changed over time. The positive relationships suggest that some traditional portfolio risk techniques may no longer be valid.

Keywords: Gold; Oil; Stock Indexes; International Stock Indexes; Gold Prices, Oil Prices.

13. SERVICE QUALITY MEASUREMENT IN INDIAN HEALTHCARE INDUSTRY

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ABSTRACT

Defining and measuring the quality of service has been a major challenge in healthcare industry. The service quality measurement scale (SERVQUAL) has been widely used in research to measure quality of service in a hospital service environment. Service firms like hospital organizations are realizing the significance of patient-centered philosophies and are turning to quality management approaches to help managing their businesses. SERVQUAL as an effective approach has been studied and its role in the analysis of the difference between patient expectations and perceptions has been highlighted through a study conducted at corporate hospitals in India. The aim of this paper is to demonstrate the use of SERVQUAL for measuring patients' perceptions of health care quality in healthcare. A gap analysis is done to identify the service dimensions to enhance the quality of delivery and develop a strategy to exceed the expectations of patients in the competitive environment.

Keywords: Service, Quality, Gaps, SERVQUAL, Customer, Expectations, Perceptions

14. EFFECTS OF LEARNING ORIENTATION AND NEW PRODUCT DEVELOPMENT ON PERFORMANCE IN THAI FIRMS: A MODERATING EFFECT OF TECHNOLOGICAL TURBULENCE

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ABSTRACT

The objective of the present study is to further advance the understanding of the role of learning orientation for successful performance through the new product development and technological turbulence as a moderator, in the context of Thai manufacturing firms. Through field research accompanied by a review of the related literature, this study identifies learning orientation and new product development that are important to successful performance. The model is tested using the data collected from 103 high-tech manufacturing firms in Thailand. The results indicate that commitment to

learning, shared vision, open-mindedness, intra-organizational knowledge and new product development have positive influence on performance. Shared vision, open-mindedness, and intraorganizational knowledge have a positive effect on new product development. However, new product development is not a mediator of the performance. Thus, contributions and suggestions are also provided for further research.

Keywords: *Learning Orientation; Commitment to Learning, Shared vision, Open-Mindedness, Intraorganizational Knowledge Sharing, New Product Development, Technological Turbulence, Performance*

15. CORPORATE GOVERNANCE AND FIRM'S PERFORMANCE IN EMERGING MARKET: EMPIRICAL EVIDENCE FROM BANGLADESH

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ABSTRACT

This study examines whether differences in ownership structure across firms can explain their performance differences in an emerging economy, like Bangladesh, where corporate governance variables have been testified whether they exert any influence on firm performance. The empirical evidence of this study suggests that sponsor holding and government holding are significantly positively related to firm performance, whereas institutional holding is insignificantly related to performance. However, board size and existence of audit committee chaired by sponsor director are significantly negatively related to firm's performance. Using the data for the period of 2002-2004, it is observed that a large fraction of cross-sectional variation in performance, found in several studies, is explained by unobserved firm heterogeneity, rather than the shareholders holding pattern alone.

Keywords: *Corporate Governance, Performance, Emerging Market*

16. RELATED-PARTY TRANSACTIONS, CORPORATE PERFORMANCE, AND THE EFFECTIVENESS OF CORPORATE GOVERNANCE MECHAISM: EVIDENCE FROM THE CHINESE STOCK MARKET

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ABSTRACT

This article empirically analyzed the relationship between the magnitude of related-party transactions (RPT), corporate performance, ownership percentage, and corporate governance mechanism of listed companies in the Chinese stock market from 2002 to 2004. The research finds: (1) compensation incentives of top management can restrict the frequency and magnitude of related-party transactions, while external debt-holders can only restrict related-party purchases and sales transactions of their borrowers; (2) the higher the percentage of the controlling companies' interest in the controlled companies and the larger the size of the controlled companies, the more frequent is the "tunneling" effect (benefit shifting from controlled companies to controlling companies); (3) the existence of independent directors does not contribute to significant improvement in corporate performance and monitoring of related-party transactions; and (4) the size of the board of directors does not have a significant impact on corporate performance and related-party transactions.

Keywords: Corporate Governance, Related-Party Transactions,
