



# 26th EBES CONFERENCE - PRAGUE

## PROGRAM AND ABSTRACT BOOK

OCTOBER 24-26, 2018  
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HOSTED BY



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AND ADMINISTRATION

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**EBES - Eurasia Business and Economics Society**

It is my pleasure to mention that 2018 is our 10th anniversary of *EBES* which was established with a vision of inspiring collaboration among academicians around the world. *EBES* is a scholarly association for scholars involved in the practice and study of economics, finance, and business worldwide. *EBES* was founded in 2008 with the purpose of not only promoting **academic research** in the field of business and economics, but also encouraging the intellectual development of scholars. In spite of the term "Eurasia", the scope should be understood in its broadest term as having a global emphasis.



*EBES* aims to **bring worldwide researchers and professionals together** through organizing conferences and **publishing academic journals** and increase economics, finance, and business knowledge through academic discussions. Any scholar or professional interested in economics, finance, and business is welcome to attend *EBES* conferences. Since our first conference in 2009, around 10,510 colleagues from 97 countries have joined our conferences and 6,035 academic papers have been presented. *EBES* has reached 1,933 members from 84 countries.

Since 2011, *EBES* has been publishing two academic journals which are both indexed in *Scopus* and *Emerging Sources Citation Index*. One of those journals, *Eurasian Business Review - EABR*, is in the fields of industrial organization, innovation and management science, and the other one, *Eurasian Economic Review - EAER*, is in the fields of applied macroeconomics and finance. *Eurasian Economic Review* is published thrice a year and *Eurasian Business Review* is published quarterly and they have been published by *Springer* since 2014.

Furthermore, since 2014 *Springer* has started to publish a new conference proceedings series (*Eurasian Studies in Business and Economics*) which includes selected papers from the *EBES* conferences. The 10th, 11th, 12th, 13th, 14th, 15th, 16th, 17th and 19th *EBES* Conference Proceedings have already been accepted for inclusion in the *Conference Proceedings Citation Index - Social Science & Humanities (CPCI-SSH)*. The 18th, 20th and subsequent conference proceedings are in progress.

On behalf of the *EBES* officers, I sincerely thank you for your participation and look forward to seeing you at our future conferences. With your continued support *EBES* will remain at the forefront of finance and economics fields and we very much look forward to the next 10 years.

In order to improve our future conferences, we welcome your comments and suggestions. Our success is only possible with your valuable feedback and support.

I hope you enjoy the conference and Prague.

With my very best wishes,

Jonathan Batten, PhD  
President

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# CONFERENCE PROGRAM

## WEDNESDAY, OCTOBER 24 (DAY 1)

**REGISTRATION: 08:45-17:00**

**OPENING SPEECH: 09:30-10:00**

**Room:** E007

Mehmet Huseyin Bilgin, *Vice President of EBES and Istanbul Medeniyet University, Turkey*  
Bohuslava Senkyrovai, *Rector, University of Finance and Administration, Czech Republic*

**COFFEE BREAK: 10:00-10:30**

**DAY 1 - SESSION I: 10:30-12:30**

### INTERNATIONAL TRADE

**Chair:** Pedro Jose Gutiérrez Diez

**Room:** E104

*Structure Demand Estimation of the Response to Food Safety Regulations in the Japanese Poultry Market*

Qizhong Yang, Osaka University, Japan; Keiichiro Honda, Prefectural University of Kumamoto, Japan; and Tsunehiro Otsuki, Osaka University, Japan

*Importing Inequality: Trade Liberalization, Technology, and Women's Employment*

Dainn Wie, National Graduate Institute for Policy Studies, Japan

*Specific Non-Tariff Measures and Trade*

Hea-Jung Hyun, Kyung Hee University, Korea

*What Factors Motivate Foreign Countries to Initiate an Antidumping Investigation against China?*

Xiaolei Wang, Shanghai University, China and Yao Shen, Shanghai University, China

*The Silk Railway and China-EU trade - What's Next?*

Curt G. Nestor, University of Gothenburg, Sweden

*Measurement of Turkey and Italy's Marble Sectors' Export Competitiveness with Comparative Export Performance Index*

Bulent Altay, Afyon Kocatepe University, Turkey and Nihat Onur Asikoglu, Afyon Kocatepe University, Turkey

### HUMAN RESOURCES I

**Chair:** Duminda Roshan Rajasinghe

**Room:** E127

*The Workplace Learning: Exploring the Strategies among Adult Gen Y*

Fadilah Puteh, Universiti Teknologi MARA, Malaysia; Ahmad Naqiyuddin Sanusi Bakar, Universiti Teknologi MARA, Malaysia; Suseela Devi Chandran, Universiti Teknologi MARA, Malaysia; Azizan Zainuddin, Universiti Teknologi MARA, Malaysia; and Zuraidah Abu Bakar, Universiti Teknologi MARA, Malaysia

*Teamwork Behaviors and Work Motivation of UAE Public Sector Employees*

Hanan Saber AlMazrouei, United Arab Emirates University, U.A.E.

*A Mixed-Method Study Examining Social Stressors in Teams and the Effects on the Wellbeing*

Katrin Leifels, RMIT University, Australia



*Equilibrium Credit in Bulgarian Banking: Determinants of Credit Booms and Busts, 2004-2016*  
Didar Erdinc, American University in Bulgaria, Bulgaria

#### MANAGEMENT & HUMAN RESOURCES

**Chair:** Mohd Saiful Izwaan Saadon

**Room:** E129

*The Organization of Facility Management in Europe in 2016 and 2017*  
Alexander Redlein, TU Wien (Vienna), Austria and Eva Stopajnik, TU Vienna, Austria

*Managers' Roles that Empower Employee Self-directed Learning in Lithuanian Services Sector*  
Nida Kvedaraite, Kaunas University of Technology, Lithuania and Brigita Stanikuniene, Kaunas University of Technology, Lithuania

*Healthcare Project Management Model Approach*  
Tadeusz A. Grzeszczyk, Warsaw University of Technology, Poland and Marek Zawada, Warsaw University of Technology, Poland

*Physical Activity Assessment of Polish Academic Staff and the Directions of its Promotion in the Workplace*  
Agata Basińska-Zych, WSB University in Poznań, Poland and Agnieszka Springer, WSB University in Poznań, Poland

*Knowledge Sharing: Review on Determinants and Future Research among Knowledge Workers*  
Mohd Saiful Izwaan Saadon, Universiti Malaysia Terengganu, Malaysia; Mohd Zarir Yusoff, Netherland Maritime Institute of Technology, Malaysia; Nurul Haqimin Salleh, Universiti Malaysia Terengganu, Malaysia; and Fahirah Syaliza Mokhtar, Universiti Malaysia Terengganu, Malaysia

*Influence of Social Media and Marketing Mix Affecting Decision to Use the Services on Seafood and Restaurants in Cha-Am Beach Phetchaburi*  
Noppadol Towichaikul, Silpakorn University, Thailand

**WELCOME RECEPTION: 19:00-20:00**

**ABSTRACT BOOK****WEDNESDAY, OCTOBER 24 (DAY 1)****REGISTRATION: 08:45-17:00****OPENING SPEECH: 09:30-10:00**

Room: E007

Mehmet Huseyin Bilgin, *Vice President of EBES and Istanbul Medeniyet University, Turkey*  
Bohuslava Senkyrovai, *Rector, University of Finance and Administration, Czech Republic*

**COFFEE BREAK: 10:00-10:30****DAY 1 - SESSION I: 10:30-12:30****INTERNATIONAL TRADE**

Chair: Pedro Jose Gutiérrez Diez

Room: E104

**Structure Demand Estimation of the Response to Food Safety Regulations in the Japanese Poultry Market**

Qizhong Yang  
Osaka University, Japan

Keiichiro Honda  
Prefectural University of Kumamoto, Japan

Tsunehiro Otsuki  
Osaka University, Japan

**Abstract**

Since their implementation in 1995, the Agreements on the Application of Sanitary and Phytosanitary Measures and Technical Barriers to Trade of the World Trade Organization have played an increasingly important role in the conduct of international negotiations. This study employs the method of moments estimator proposed by Berry, Levinsohn, and Pakes (1995) and Nevo (2001) to estimate the effect of Japanese pesticide residue standards on poultry consumption with a particular focus on the maximum residue limits (MRLs) on pesticide and veterinary drugs. The results confirm that more stringent MRLs on pesticide and veterinary drugs enhance the demand for poultry imports by ensuring higher food safety. The results shed light on Japanese consumers' robust preference for food safety. Further counterfactual experiments of alternative MRLs show that the demand-enhancing effect may vary among the exporting countries, and appears to be more prominent for imported poultry from developed countries

**Keywords:** Poultry Consumption, Maximum Residue Limit, Random-Coefficient Model

with respect to their asset and liability composition can cause monetary and macro prudential policies to have asymmetric effects on credit growth rates, depending on the credit type. The estimation results show that a tighter monetary policy manifested by 1 percentage point increase in the policy rate reduces total credit growth rate of big banks by 0.83 percentage points while the consumer credit growth of big banks declines by 1.12-1.18 percentage points. Interestingly we find no significant impact of the policy rate on the credit growth rate of small banks. On the other hand, a tighter macro prudential policy slows down credit growth of these banks for total and commercial credits, whereas for big banks, these policies only have an accelerating impact on commercial credits.

**Keywords:** Credit Growth, Monetary Policy, Macroprudential Policy, Bank Size

### **Equilibrium Credit in Bulgarian Banking: Determinants of Credit Booms and Busts, 2004-2016**

**Didar Erdinc**  
American University in Bulgaria, Bulgaria

#### **Abstract**

Using quarterly data on a panel of 29 banks over the 2004–2016 period, this paper analyses the determinants of the credit boom bust cycles in the Bulgarian banking system by dividing the sample into pre and post crisis periods. Based on system GMM approach, we employ dynamic panel models to account for the deviations of the real credit growth from its fundamental value– the boom as well as the bust scenarios in relation to the macroeconomic factors and bank specific indicators of solvency, profitability and external funding. We measure excess credit growth as the deviation from the long run equilibrium value based on the pooled mean group estimator (PMG). We also assess the relative degree of contraction in lending by foreign and domestic banks during the crisis. Our findings indicate that over-reliant on foreign capital flows for funding, foreign banks fostered excessive credit growth in the pre crisis period but also contracted credit more drastically during the crisis than the domestic banks, which were better positioned to sustain lending through steady reliance on domestic deposits. But this was in response to a drop in credit demand in a recessionary setting rather than a credit crunch, induced by the retrenchment in foreign bank lending. Although some weak banks, of both foreign and domestic origin, registered a surge in nonperforming loans, and suffered capital shortage and low profitability, the distress in banking did not generate a full-blown banking crisis. We also find that notwithstanding a series of downgrades, Greek affiliated banks did not differ systematically from other foreign banks in terms of lending patterns but faced significant withdrawals of deposits, and were forced to merge in the aftermath of the crisis. The crisis triggered bank failures, and a pattern of consolidation in banking, which is likely to continue.

**Keywords:** Equilibrium Credit, Transitional Banking, Panel Data, GMM, PMG Estimation

### **MANAGEMENT & HUMAN RESOURCES**

**Chair:** Mohd Saiful Izwaan Saadon  
**Room:** E129

### **The Organization of Facility Management in Europe in 2016 and 2017**

**Alexander Redlein**  
TU Wien (Vienna), Austria

**Eva Stopajnik**  
TU Vienna, Austria

#### **Abstract**

In 2006 Facility Management (FM) was a developing business area and the understanding about FM was varying strongly across Europe. As a common understanding was necessary, the European norm EN 15221-1 defined FM as the “integration of processes within an organization to maintain and develop the agreed services which support and improve the effectiveness of its primary activities” (British Standards 2006). Now, 12 years later, it is time for a current analysis on differences and similarities of



FM in European countries. Therefore, the research questions are: - Are there differences in the organization of FM in different European countries in 2016 and 2017? - In which hierarchical level of an organization is the FM department? - What are the goals of FM departments? The method used is the mixed research approach: Based on qualitative interviews a questionnaire has been developed, which is used quantitatively. It is standardized to make research results comparable across countries. The interview partners are the internal Facility Managers in the 500 largest companies of each country (measured by revenue). In 2016 and 2017 the survey was conducted in Austria, Germany, Bulgaria, Spain, Switzerland and Turkey. The sample size varies between 22 and 44 questionnaires per country. Results show that the proportion of companies with their own FM department is very high (between 79% and 96%) in all countries except for Turkey (61%). In Bulgaria and Spain more than 60% of FM departments are staff units, directly under the management, in the other countries most FM departments are on the second level. The strategic goals of the FM departments also differ: In Austria and Switzerland the most important goals are sustainability and value preservation whereas in Bulgaria and Spain cost savings and cost transparency are most important. In Turkey there is a focus on value preservation and increase of service. In Germany flexibility is most important.

**Keywords:** Facility Management, Organization, Europe, Strategic Goals

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### **Managers' Roles that Empower Employee Self-directed Learning in Lithuanian Services Sector**

**Nida Kvedaraite**  
Kaunas University of Technology, Lithuania

**Brigita Stanikuniene**  
Kaunas University of Technology, Lithuania

#### **Abstract**

The challenges of knowledge and learning society call for new approaches to employee competence development in organizations with the focus on equipping them with the modern learning methodologies that help them to become more motivated and responsible for their own learning processes. The self-directed learning concept, respectively, has been acknowledged as one of the most relevant approaches that view an individual learner with the certain competencies: self-concept, communication competence, lifelong learning and reflection skills, self-management and self-control competencies. The development of these competencies in business organizations calls for new roles of leaders - mentor, coach and entrepreneur. The analysis of the managers' roles that empower employees' self-directed learning is a phenomenon related to management and educational science. Therefore, the search for the interaction between the managers' roles and the competencies of self-directed learners is interdisciplinary and aims to answer the following research questions: what managers' roles related to self-directed learning could be identified in services sector in Lithuanian? What competencies of self-directed learning are characteristic for the Lithuanian employees in service sector? What managerial roles could be employed for developing relevant competencies of self-directed learners (employees)? Research aim is to explore the roles of managers that empower the self-directed learning of employees in services sector in Lithuania. The empirical investigation was based on quantitative research approach. The survey data were processed with descriptive statistics methods and correlation analysis. The relationship between the competencies of self-directed learner and managers' roles was evaluated with the Pearson correlation coefficient. The research sample was 259 employees of Lithuanian enterprises in services sector. The research results revealed that the competencies of reflection, self-concept and management were most obvious among the employees in Lithuanian services sector. A majority of employees indicate the need to develop their communication skills, lifelong learning and self-control competencies. The managers in Lithuanian service sector that apply the mentorship techniques for their employees assume the role of a teacher, while those who use the techniques for fostering accountability for acting and decision making act as coaches. Meanwhile, the managers involved in entrepreneurship development are viewed as adventurers, new entrepreneurs, innovators and inspirational leaders. The results of correlation analysis enabled to construct the interaction model of managers' roles and self-directed learning competencies of employees that enables the targeted selection of particular role, i.e. mentor, coach and entrepreneur, which best suits the development of relevant competence for self-directed learning.

**Keywords:** Self-Directed Learning, Managers' Roles, Services Sector

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