



جامعة أبوظبي
ABU DHABI UNIVERSITY



Under The Patronage of
H.E. Sheikh Hamdan Bin Mubarak Al Nahyan
Minister of Higher Education and Scientific Research

The International Conference on Organization and Management (*ICOM*) 2015

Conference Theme:
Innovative Management Practices: Challenges & Opportunities in the 21st Century

November 22 - 23, 2015, InterContinental Hotel, Abu Dhabi, UAE

AGENDA



Program Agenda

Sunday November 22, 2015

TIMINGS	EVENT	VENUE
08.00 am - 09.00 am	Registration	Registration Desk - Ground Floor
09.00 am - 10.30 am	<p>Inauguration and Keynote Address</p> <ul style="list-style-type: none"> Welcome & ICOM2015 Report (9.00am-9.15am) Dr. Sherine Farouk, Assistant Provost for Academic Projects & Conference Co-chair ADU Film (9.15am - 9.25am) Welcome speech (9:25 - 9:35) Dr. Richard Gibb, Provost of Abu Dhabi University. Keynote Speech (9.35am - 10.10am) Mr. David Levin, President & CEO of McGraw Hill World Vote of Thanks (10.10am - 10.25am) Dr. Jacob Chacko, Dean - College of Business Administration, Abu Dhabi University, Abu Dhabi Closing of Inauguration (10.25am - 10.30am) Dr. Sherine Farouk, Assistant Provost for Academic Projects & Conference Co-chair 	LIWA MAJLIS (Ball Room)
10.30 am - 11.00 am	Coffee break	
11.00 am - 12.30pm	SEVEN CONCURRENT TRACKS	<ul style="list-style-type: none"> • El Waha, • Meeting Quarter 2, • Meeting Quarter 3 • Meeting Quarter 4 • Executive Boardroom A • Al Baynuna • Al Bateen

Sunday November 22, 2015

12.30 pm - 13.30 pm	Lunch	
13.30 pm - 15.00 pm	SEVEN CONCURRENT TRACKS	<ul style="list-style-type: none"> • El Waha, • Meeting Quarter 2, • Meeting Quarter 3 • Meeting Quarter 4 • Executive Boardroom A • Al Baynouna • Al Bateen
15.00 pm - 15.30 pm	Coffee break	
15.30 pm - 17.00 pm	SIX CONCURRENT TRACKS & DBA COLLOQUIUM	<ul style="list-style-type: none"> • El Waha, • Meeting Quarter 2, • Meeting Quarter 3 • Meeting Quarter 4 • Executive Boardroom A • Al Baynouna • Al Bateen
19.00 pm onwards	Gala Dinner	LIWA MAJLIS (Ball Room)

Program Agenda

Monday November 23, 2015

TIMINGS	EVENT	VENUE
08.00 am - 09.00 am	Registration	Registration Desk - Ground Floor
09.00 am - 10.30 am	SIX CONCURRENT TRACKS & DBA COLLOQUIUM	<ul style="list-style-type: none"> • El Waha, • Meeting Quarter 2, • Meeting Quarter 3 • Meeting Quarter 4 • Executive Boardroom A • Al Baynouna • Al Bateen
10.30 am - 11.00 am	Coffee break	
11.00 am - 12.30 pm	SEVEN CONCURRENT TRACKS	<ul style="list-style-type: none"> • El Waha, • Meeting Quarter 2, • Meeting Quarter 3 • Meeting Quarter 4 • Executive Boardroom A • Al Baynouna • Al Bateen
12.30 pm - 13.30 pm	Lunch	
13.30 pm - 15.00 pm	SIX CONCURRENT TRACKS & MEETING WITH AAOM PRESIDENT	<ul style="list-style-type: none"> • El Waha, • Meeting Quarter 2, • Meeting Quarter 3 • Meeting Quarter 4 • Executive Boardroom A • Al Baynouna • Al Bateen
15.00pm - 15.30pm	Coffee Break	
15.30 pm - 16.00 pm	Valedictory <ul style="list-style-type: none"> • BEST PAPER AWARDS • THANKS GIVING & END OF ICOM 2015 	LIWA MAJLIS (Ball Room)



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DAY 1 - November 22, 2015, Sunday

	Registration	8.00-9.00Hrs
	Inauguration & Keynote Speech	Timings: 9.00-10.30Hrs Venue: Liwa Majlis (Ball Room)
	Coffee Break	10.30-11.00Hrs

		Track 1: Leadership & Innovation	Chair: Payyazhi Jayashree, University of Wollongong in Dubai, Duabi, UAE /Hossam Abu Elanain, Abu Dhabi University, Abu Dhabi
	Paper ID	Timings: 11.00 -12.30Hrs Venue: Executive Boardroom A	Paper Title
1	AD096	Kathryn Thory, University of Strathclyde, Glasgow, UK	The Role of Emotional Intelligence Training in Developing Meaningfulness at Work
2	AD163	Georgios Bozionelos, General Hospital of Katerini, Greece & Nikos Bozionelos, Audencia School of Management, Nantes, France	Emotional labor in its relationship with work attitudes and organizational trust: A study in Saudi Arabia
3	AD104	Kai Chi (Sam) Yam, National University of Singapore, Singapore; Scott J. Reynolds, University of Washington, USA; Wei He, Huazhong University of Science and Technology, China; Li-Rong Long, Huazhong University of Science and Technology, China; & Jack Chiang, Peking University, China	The Mediating Role of Emotion in Ethical Leadership: Is Follower Citizenship More than Just Learning?
4	AD125	Katerina Jovanovska & Vlado Dimovski, University of Ljubljana, Kardeljeva, Ljubljana	Reinventing da Vinci's Helicopter: Big Data Analytics to foster innovative ambidexterity and firm performance
5	AD006	Manal Abdel Samad Najed, VAT Directorate, Ministry of Finance, Beirut, Lebanon	Women and Executive Leadership in the Middle East: 21st Century Challenges and Opportunities

		Track 2: Strategic Management	Chair: Gongming Qian, Chinese University of Hong Kong, Hong Kong/Ali Abu Rahma, Abu Dhabi University, Abu Dhabi
	Paper ID	Timings: 11.00 -12.30Hrs Venue: Meeting Quarter 2	Paper Title
1	AD050	Steyn Heckroodt, Stellenbosch University Business School, South Africa	Innovative Thinking: How to Lead in an Era of Disruptive Complexity

DAY 1 - November 22, 2015, Sunday

2	AD009	Parijat Upadhyay, Institute of Management Technology, Ghaziabad, India & Amit Kundu, School of Management Studies, Techno India, Kolkata, India	Food Quality and Brand Image Development: Leveraging a Dichotomous Marketing Strategy
3	AD036	Rahul Singh & Abha Rishi, Birla Institute of Management Technology, NOIDA, India and Sunil Kumar Yadav, Delhi University, Delhi, India	International Diversification Strategy by Emerging Market Multinationals – Three Models of Indian Multinationals
4	AD045	Panagiotis Ganotakis, University of Wollongong in Dubai, Dubai, UAE & M. Kafouros, Business School, Leeds University, Leeds, UK	The Innovation Value Chain Revisited: An international dimension

		Track 3: Entrepreneurship	Chair: Natalia Vershinina, Leicester University, UK/ Syed Zamberi Bin Ahmad, Abu Dhabi University, Abu Dhabi
Paper ID	Timings: 11.00 -12.30Hrs Venue: Meeting Quarter 3		Paper Title
1	AD058	Manal Yunis, Abdul-Nasser El-Kassar & Abbas Tarhini, Lebanese American University, Beirut, Lebanon	Impact of Information Technology on Organizational Performance: The Role of Entrepreneurship and Innovation
2	AD113	Nadia Yusuf & Nisreen Ismail AlBanawi, King Abdulaziz University, Jeddah, KSA	The Role of Entrepreneurship in Economic Development in Saudi Arabia
3	AD150	Wesley Palmer, City University of New York, USA	Entrepreneurs' Perspectives on Capital Acquisition in New York
4	AD167	Muhammad Hoque & Sharmilee Sitharam, University of KwaZulu-Natal, Durban, South Africa	Factors affecting the performance of small and medium enterprises in KwaZulu-Natal, South Africa
5	AD195	Adel Alsharji, Syed Zamberi Ahmed & Fauzia Jabeen, Abu Dhabi University, Abu Dhabi, UAE	Factors Affecting Social Media Adoption among Small- and Medium-Sized Enterprises: An Empirical Evidence from the United Arab Emirates
6	AD292	Sheikha Moza Bint Hamdan Bin Mubarak Al Nahayan, Zayed University, Abu Dhabi, UAE; Prof. Constance Van Horne; Zayed University, Abu Dhabi, UAE	Testing the entrepreneurial waters with Instagram based businesses in the UAE: A conceptual model

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		Track 4: International Business	Chair: Xufei Ma, Chinese University of Hong Kong, Hong Kong / Mostaque Ahmed Zabal , Abu Dhabi University, Abu Dhabi
Paper ID	Timings: 11.00 -12.30Hrs Venue: Meeting Quarter 4		
1	AD038	Ahmad Muhamad Salih, Grenoble Ecole de Management, Grenoble, France	Should an intelligent leader in the 21st century be a cultural chameleon? A call to disentangle national culture from leadership and CQ studies and form Leadership Intelligence (LQ)
2	AD047	Chengqi Wang Chengqi, Nottingham University Business School, UK; Mario Kafourous, Leeds University Business School, UK & Panagiotis Ganotakis, University of Wollongong in Dubai, Dubai, UAE	The role of government in enhancing the innovative performance of emerging market firms
3	AD086	Khaled Fourati, GIBS University of Pretoria, South Africa	Divergent Patterns of Institutional Entrepreneurship of Multinationals in Emerging Markets: Comparing Emerging Market Multinationals (EMNEs) and Developed Market Multinationals (DMNEs)
4	AD286	Saju Jose, Abu Dhabi University, Abu Dhabi, UAE	Sustainability of Microfinance Programs – An Empirical Investigation Based on India

		Track 5: Leadership & Innovation	Chair: Manish Kumar, IIM, Khozikode, India/ Mohammed Parakandi, Abu Dhabi University, Abu Dhabi
Paper ID	Timings: 11.00 -12.30Hrs Venue: El Waha		Paper Title
1	AD130	Lent Bogdan, University of Applied Sciences, Bern, Switzerland; Koscielniak, Helena; University of Technology, Czestochowa, Poland; Łukasik Katarzyna & Brendzel-Skowera Katarzyna, University of Technology, Poland	Innovative Non-existent Projects
2	AD127	Madhavi Damle, Symbiosis Institute of Telecom Management, Pune, India & Bala Krishnamoorthy, NMIMS, Mumbai, India	Models of Innovation
3	AD139	Sanjiwani Jayant Kumar & Sweta Dixit, KJ Somaiya Institute of Management Studies and Research, Mumbai, India	Strategic innovations in pharmaceutical industry

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4	AD259	Hessa Hassan Jaddah Al Zaabi & Sanjay Kumar Singh, Abu Dhabi University, Abu Dhabi, UAE	Role of Organizational Commitment, Culture and Leadership in Managing Innovation: A Study
5	AD102	Amal Al-Hadabi & Mehmood Khan, Abu Dhabi University, Abu Dhabi, UAE	Personality of Leaders in the Context of Transformational Leadership in the UAE

		Track 6: Operations / SCM	Chair : Anand Gurumurthy, IIM, Kozhikode, India/ Mehmood Khan, Abu Dhabi University, Abu Dhabi
Paper ID	Timings: 11.00-12.30Hrs Venue: Al Baynouna		Paper Title
1	AD049	Chuda Basnet, University of Waikato, Hamilton, New Zealand & Stefan Seuring, University of Kassel, Kassel, Germany	Demand-oriented supply chain strategies – a review of the literature
2	AD100	John K. McCreery, North Carolina State University, NC, USA	Implementing Lean Operations in Hospitals: Senior Management Sensemaking
3	AD105	Bharati. V. Wukkadada & D G Jha, K.J. Somaiya Institute of Management Studies and Research, Mumbai, India	E-waste management of not-in-use hazardous electrical and electronic equipments
4	AD158	S.Arunachalam & K.Pazhanivel, Thiruvalluvar College of Engineering and Technology, Vandavasi, India; and M. Rajmohan, Department of Industrial Engineering, Anna University, Chennai, India	Identification and Prioritization of Causes for Delays in Indian Construction Supply Chain
5	AD257	Hajar Saeed Al Hubaishi, Matloub Hussain & Syed Zamberi Ahmed, Abu Dhabi University, Abu Dhabi, UAE	Assessment of SERVQUAL in Public Organizations of Dubai
6	AD285	Flevy Lasrado, University of Wollongong in Dubai, Dubai, UAE	Modelling Enablers of Service Quality using interpretive structural modelling (ISM)

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		Track 7: Applied HR: Indian Perspectives	Chair: Chi-Sum Wong, Chinese University of Hong Kong, Hong Kong/ Jacob Cherian, Abu Dhabi University, Abu Dhabi
	Paper ID	Timings: 11.00-12.30Hrs Venue: Al Bateen	Paper Title
1	AD065	Rabindra Kumar Pradhan, Eeman Mallick, & Hare Ram Tewari, Indian Institute of Technology, Kharagpur, India	Creating Competitive Advantage through Informal Networks: Evidence from Indian Health Industries
2	AD063	Ranjan Pattnaik, Rabindra Kumar Pradhan, & Lalatendu Kesari Jena, Indian Institute of Technology, Kharagpur, India	Does Emotional Intelligence contribute to Contentment? Exploring the association between Work-life balance and Job Satisfaction
3	AD064	Eeman Mallick, Rabindra Kumar Pradhan & Hare Ram Tewari, Indian Institute of Technology, Kharagpur, India	Impact of Organizational Citizenship Behavior on Job Performance in Indian Healthcare Industries: The Mediating Role of Social Capital
4	AD066	Itishree Gita Kumari & Rabindra Kumar Pradhan, Indian Institute of Technology, Kharagpur, India	Human Resource Flexibility and Organizational Effectiveness: A Study on Indian Manufacturing Industries
5	AD067	Lalatendu Kesari Jena, Rabindra Kumar Pradhan, Indian Institute of Technology, Kharagpur, India & Sajeet Pradhan, Ravenshaw University, Cuttack, Odisha, India	Role of Psychological Contract between Organizational Commitment and Employee Retention: Findings from Indian Manufacturing Industries

		LUNCH	12.30-13.30Hrs
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		Track 8: Applied HR: Indian Perspectives	Chair: Ziguang Chen, City University of Hong Kong, Hong Kong / Mohammed Parakandi, Abu Dhabi University, Abu Dhabi
	Paper ID	Timings: 13.30-15.00Hrs Venue: Executive Boardroom A	Paper Title
1	AD062	Sajeet Pradhan, Ravenshaw University, Cuttack, Odisha, India & Rabindra Kumar Pradhan, Lalatendu Kesari Jena, Indian Institute of Technology, Kharagpur, India	The Study of Workplace Spirituality and Job Outcomes in Indian Information Technology Industry
2	AD068	Lopamudra Hati & Rabindra Kumar Pradhan, Indian Institute of Technology, Kharagpur, India	Impact Of Employee Wellbeing On Empowerment: Mediating Role Of Subjective Happiness
3	AD069	Madhusmita Panda, Rabindra Kumar Pradhan, & Aurobindo Kar, Indian Institute of Technology, Kharagpur, India	Transformational leadership and psychological empowerment: Mediating effect of Organizational culture in Indian retail industry

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4	AD070	Pratishtha Bhattacharyya & Rabindra Kumar Pradhan, Indian Institute of Technology, Kharagpur, India	Building Organizational Resilience: Role of Cherishing at Work
5	AD071	Rabindra Kumar Pradhan, Lalatendu Kesari Jena, & Atasi Mohanty, Indian Institute of Technology, Kharagpur, India	Employee Retention Strategies in Indian Organizations

		Track 9: Knowledge Management	Chair: Shige Makino, Chinese University of Hong Kong, Hong Kong/ Hossam Abu Elanain, Abu Dhabi University, Abu Dhabi
	Paper ID	Timings: 13.30-15.00Hrs Venue: Meeting Quarter 2	Paper Title
1	AD280	AlShaima Taleb Hussein, Sanjay Kumar Singh & Sherine F. Abdel All, College of Business Administration, Abu Dhabi University, Abu Dhabi, UAE	A framework for knowledge sharing, firm innovation capability and competitive advantage in in the U.A.E: A conceptual paper
2	AD241	Laura L. Matherly, Gina Poncini, Zayed University, Abu Dhabi, UAE & Sheikha Shamma Bint Sultan Bin Khalifa Al Nahyan, Cambridge University, UK	A Causal Model of Knowledge Transfer and Performance in a National/Expatriate Context: The Effect of Sender, Receiver and Organizational Characteristics
3	AD227	Amna Ali Al Mansoori & Sanjay Kumar Singh, Abu Dhabi University, Abu Dhabi, UAE	Drivers of Knowledge Management in Organizations: A Framework
4	AD033	Salama Al-Qubaisi & Sanjay Kumar Singh, Abu Dhabi University, Abu Dhabi, UAE	The Impact of organization culture & knowledge management on operational excellence

		Track 10: Sustainable Development	Chair: Arif Raza, Goa Institute of Management, Goa, India / Shilpa Iyanna, Abu Dhabi University, Abu Dhabi
	Paper ID	Timings: 13.30-15.00Hrs Venue: Meeting Quarter 3	Paper Title
1	AD218	Arif Raza, Goa Institute of Management, Goa, India	Performance of India in Healthcare: A Comparative Assessment
2	AD053	Olga V. Mezentceva & Ann V. Mezentceva, The Ural Federal University, Sverdlovsk Oblast, Russia	Macroeconomic factors, entrepreneurial performance and economic growth at emerging markets
3	AD091	David Achanfuo Yeboah, Abu Dhabi University, Abu Dhabi, UAE	Managing sustainable health care delivery in the UAE
4	AD111	Col. (Dr.) C. K. Singh, Chief Advisor, Dr MPS Group of Institutions, Agra, India & Shantanu Kumar Sahu, HIMCS, Mathura, UP, India	Green HRM Practices and Sustainable Tourism development in Hospitality Industry of INDIA

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5	AD236	Amal Alameeri, Mian Ajmal & Matloub Hussain, Abu Dhabi University, Abu Dhabi, UAE	Prioritization of Sustainable Practices: Empirical Evidence from a Hotel Group of UAE
6	AD079	Hadeer Emad Hammad & Noha El-Bassiouny, The German University in Cairo, Cairo, Egypt	"I Shop Therefore I Am"*: Social and Psychological Transformations in Conspicuous Consumption

Track 11: Business Ethics & Corporate Governance			Chair: Robert T. Gharios , AUST, Beirut, Lebanon / Robert Nyami, Abu Dhabi University, Abu Dhabi
Paper ID	Timings: 13.30-15.00Hrs Venue: Meeting Quarter 4		Paper Title
1	AD016	Fadhel Juma Abbas & Haitham Nobanee, Abu Dhabi University, Abu Dhabi, UAE	The Influence of Supply Change Management and Net Trade Cycle on Financial Performance
2	AD029	Alexandre A. Bachkirov & Salem Al-Abri, Sultan Qaboos University, Muscat, Oman	How Islamic values shape negotiator's behavior: Empirical evidence from Oman
3	AD042	Byung S. Min, Griffith Business School, Griffith University, Australia & Amon Chizema, School of Business, Loughborough University, UK	What Triggers Firm to Appoint Outside Directors Beyond the Legal Minimum Requirement?
4	AD097	Meera Al-Reyaysa & Ashly H. Pinnington, The British University in Dubai, UAE; Mine Karatas-Ozkan, University of Southampton, UK; Katerina Nicolopoulou, Strathclyde University, UK.	CSR in organisations in the UAE

Track 12: Project & Technology Management			Chair: John K. McCreery, North Carolina State University, USA/ Mehmood Khan, Abu Dhabi University, Abu Dhabi
Paper ID	Timings: 13.30-15.00Hrs Venue: El Waha		Paper Title
1	AD072	Tomasz Sierotowicz, Institute of Economics, Finance and Management, Jagiellonian University, Krakow, Poland	Competitive Advantage of Intellectual Property of ICT Enterprises
2	AD110	Maha Mourad, Nizar Becheikh, & Ahmed Tolba, The American University in Cairo, Cairo, Egypt	Using Cloud Computing to Promote Case Studies in the MENA Region: A Conceptual Framework
3	AD116	Ugonna, C.U.; Ochieng, E.G.; Matipa, W. & Shah, R., Liverpool John Moores University, Liverpool, UK	Strategies for Enhancing the Application of Strategic Project Management (SPM) in Research Organisations: Case Nigeria
4	AD192	Sheikha Dr Moza Tahnoon Al Nahyan, Abu Dhabi University, Abu Dhabi, UAE Amrik S. Sohal, Monash Business School, Monash University, Australia	Management Challenges and Critical Factors Affecting Transportation Infrastructure Projects in the UAE

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5	AD142	Hajar Saeed Al Hubaishi, Syed Zamberi Bin Ahmad & Matloub Hussain, College of Business Administration, Abu Dhabi University, Abu Dhabi, UAE	The Service Quality Dimensions of Mobile Government
		Track 13: Educational Planning & Administration	Chair: Vanaja Menon Vadakepat, NYIT, Abu Dhabi/ Ali Abu Rahma, Abu Dhabi University, Abu Dhabi
	Paper ID	Timings: 13.30-15.00Hrs Venue: Al Baynouna	Paper Title
1	AD056	Nadia Yusuf, King Abdulaziz University, Jeddah, KSA; Randa Al-Madah & Mohammad Zulfeequar Alam, University of Business & Technology, Jeddah, KSA	Social Media as a tool in learning and social behavior in Saudi Arabia
2	AD057	Abdul-Nasser El-Kassar, Lebanese American University, Beirut, Lebanon & Earl Simendinger, The University Of Tampa, USA	Attributes that Might Increase Perceived Teaching Effectiveness in Business Schools: An International Comparative Study
3	AD078	Salma Al Mansoori & Lydia Barza, College of Education, Zayed University, Abu Dhabi, UAE	School-Business Partnerships in Abu Dhabi: What do they look like and where should they go from here?
4	AD099	Aisha Salim Ali Al-Harathi, Sultan Qaboos University, Oman; Chris Campbell, The University of Queensland, Australia & Arafah Karimi, FrogAsia, Malaysia	Technology Leadership of Malaysian School Principals
5	AD250	Juned Bukhari, Matloub Hussain & Syed Zamberi Ahmed, Abu Dhabi University, Abu Dhabi, UAE	The Impact of Organizational Justice on the Work Performance of Faculty and Staff in Private Universities in the UAE

		Track 14: Human Resource Management	Chair:Sanjiwani Jayant Kumar, KJ Somaiya, Mumbai, India / Christopher Dixon, Abu Dhabi University, Abu Dhabi
	Paper ID	Timings: 13.30-15.00Hrs Venue: Al Bateen	Paper Title
1	AD170	Nada Al Mehrzi & Sanjay Kumar Singh, Abu Dhabi University, Abu Dhabi, UAE	Competing Through Employee Engagement: A Framework Proposed
2	AD197	Helen Verhoeven & Esinath Ndiweni, Heriot-Watt University, Duabi and Neelofer Mashood, Middlesex University, Dubai	Emirati women in Dubai's hospitality industry: their personal experiences and perceptions
3	AD260	Rajwa Al Dhaheri Mehmoood Khan, Abu Dhabi University, Abu Dhabi, UAE	An Empirical Analysis of Emiratis' Career Choice Factors in the Private Sector in the UAE

DAY 1 - November 22, 2015, Sunday

4	AD201	Rita Michelle Peters, Formerly with University of Liverpool, UK & Shaukat Ali, University of Wolverhampton, Wolverhampton, UK	Expatriate Employment Retention in the Nigerian Shipping Industry: Challenges, Implications and Opportunities
5	AD247	Tania Saritova Rath, Xavier University, Bhubaneswar, India	Career Progression of women bank managers: Cultural dimension of Gender mainstreaming in Indian Banks
6	AD194	Sheikha Dr. Moza Tahnoon Al Nahyan, Abu Dhabi University, Abu Dhabi, UAE, Shatha M. Obeidat, atar University, Qatar, Sherine F. Abdel All & Hossam M. Abu Elanain, Abu Dhabi University, Abu Dhabi, UAE	The relationship between human resource management practices, business strategy and organizational performance in the UAE banking sector

	Coffee Break	15.00-15.30Hrs
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		Track 15: Human Resource Management	Chair: Arun Prasad, University of Dubai, Dubai /Jacob Cherian, Abu Dhabi University, Abu Dhabi
	Paper ID	Timings: 15.30-17.00Hrs Venue: Executive Boardroom A	Paper Title
1	AD171	Abdulla Ahmed Baddah AlAli & Sanjay Kumar Singh, Abu Dhabi University, Abu Dhabi, UAE	Managing Organizational Change: A Conceptual Framework
2	AD182	Hend Hamad Rashed Hamad Al Zaabi Sanjay Kumar Singh, Abu Dhabi University, Abu Dhabi	Organizational Excellence through Employee Commitment: A Framework for Organizations in the UAE
3	AD207	Abhilash Acharya, Indian Institute of Management, Ranchi, India	Impact on Employee Performance: Role of Ethical Behaviour and its three predictors
4	AD258	Maha Saad Alabdulwahed, King Faisal University, Saudi Arabia & Shaukat Ali, University of Wolverhampton Business School, Wolverhampton, UK	An Empirical Analysis of Emiratis' Career Choice Factors in the Private Sector in the UAE
5	AD269	Tanu Shukla, BITS Pilani, Pilani, Rajasthan, India & Chiranjeevi Kanna, Manager at Axis Bank, Mumbai, India	Information Technology in relation to Human Resource Management: An Impact Evaluation Study on Indian Banking Sector

DAY 1 - November 22, 2015, Sunday

		Track 16: Strategic Management	Chair: S. Balasubrahmanyam, IIM, Kozhikode, India / Ali Abu Rahma, Abu Dhabi University, Abu Dhabi
Paper ID	Timings: 15.30-17.00Hrs Venue: Meeting Quarter 2	Paper Title	
1	AD083	Young-Chan Kim, Business School, University of Greenwich, London	Regional Integration: RCEP vs TPP- The pursuit of Eastern Dominance
2	AD087	Sharad Anant Bakre & Bala Krishnamoorthy, NMIMS, Mumbai, India	Study of Public Sector Enterprises Reforms in Power distribution systems in India
3	AD090	Vannie Naidoo, University of KwaZulu-Natal, Durban, South Africa	Strategic issues in managing service quality within a South African university
4	AD126	Abdullah Sanusi & Maria Fay Rola-Rubzen, Curtin Business School, Curtin University, Australia	Critical constraints faced by SMEs in Indonesia: A case of government contractors in South Sulawesi
5	AD136	Tomoatsu Shibata, Tohoku University, Kawauchi, Japan	Building product development process for modular strategy
6	AD044	Raghda El Ebrashi & Nancy Shaker, German University in Cairo, Egypt	Strategic Challenges Facing the Technical and Vocational Education and Training Sector in Egypt: Stakeholder Views and SWOT Analysis

		Track 17: Entrepreneurship	Chair: Muhammad Hoque, University of KwaZulu-Natal, South Africa / Syed Zamberi Bin Ahmad, Abu Dhabi University, Abu Dhabi
Paper ID	Timings: 15.30-17.00Hrs Venue: Meeting Quarter 3	Paper Title	
1	AD043	Robert T. Gharios & Ms. Maha Tahan, AUST, Beirut, Lebanon	Diamond Leader: Women as Entrepreneurs
2	AD172	Rajesh Kikani, Nirma University, Ahmedabad, India	Challenges in the Development of Entrepreneurial Leadership in Small and Medium Enterprises (SMEs) in the Emerging Markets of Asia and the Middle East
3	AD186	Ayesha Farhat & Tronn Skjerstad, Centre of Entrepreneurship, University of Oslo, Norway	Business Model Innovation: Bringing Mobile Games to Asian Emerging markets
4	AD206	Natalia Vershinina Yulia Rodionova, Leicester Business School, UK; John Kitching, Kingston University, UK & Rowena Barrett, QUT Business School, Australia	Testing the effects of perceived regulatory burden on entrepreneurial activity of SMEs in transition economies
5	AD238	Jahangir Yadollahi Farsi, Associate professor, Faculty of Entrepreneurship, University of Tehran, Iran	The cognitive process of entrepreneurial opportunity belief formation

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		Track 18: Human Resource Management	Chair: Rabindra Kumar Pradhan, IIT, Kharagpur, India/ Christopher Dixon, Abu Dhabi University, Abu Dhabi
Paper ID	Timings: 15.30-17.00Hrs Venue: Meeting Quarter 4		Paper Title
1	AD007	Evanggelos-Vagelis Dedousis, American University in Dubai, Dubai, UAE & Richard Nathan Rutter, Faculty of Business, Sohar University, Oman	Workforce localisation in UAE and Oman: Challenges of a changing landscape
2	AD010	Dave Doughty, Nottingham Trent University, UK & Abhilasha Singh, American University in Emirates, Dubai, UAE	Developing HRM Specialists in Azerbaijan: a University/ Industry Collaboration over Eight Years
3	AD034	Arun Prasad & Hessa Mohammed, University of Dubai, Dubai, UAE	Potential Talent roadmap for public sectors in Dubai: A Talent Management Archetype
4	AD075	Ewa Okoń-Horodyńska & Tomasz Sierotowicz, Jagiellonian University, Krakow, Poland	Gender-related differences in the use of social networks - selected aspects
5	AD080	P. S. Dharmapala, A. A. Bachkirov & F. M. Shamsudin, Sultan Qaboos University, Oman	Employee reward allocation based on 'Performance', 'Need', 'Seniority' and 'Equality': A probabilistic analysis

		Track 19: Human Resource Management	Chair: Sa'ad Ali, Worcester Business School, Worcester, UK/ Mohammed Parakandi, Abu Dhabi University, Abu Dhabi
Paper ID	Timings: 15.30-17.00Hrs Venue: El Waha		Paper Title
1	AD035	Hanan Almarzouqi & Arun Prasad, University of Dubai, Dubai, UAE	Talent Acquisition Framework: A preparatory guide for public sectors in Dubai
2	AD237	Mohd Shamsuri Md Saad, Faridatul Sakinah Othman, Aida Nasirah Abdullah, Anidah Robani & Zanariah Jano, Universiti Teknikal Malaysia Melaka, Malaysia	Leadership and R&D Team Performance: Some Preliminary Findings from Malaysia
3	AD202	Nicolina Kamenou-Aigbekaen, Heriot-Watt University, Dubai, UAE	Human Resource Management in Nigeria: an empirical exploration in the banking sector
4	AD137	Nidhi Sehgal, Higher Colleges of Technology, Abu Dhabi, UAE & Saboohi Nasim, Aligarh Muslim University (AMU), India	Antecedents of Graduate Employability in Indian IT Sector
5	AD103	Brock M. Stout, SolBridge International School of Business, South Korea	Diversity and Team Innovation: the Asian Counter Example

DAY 1 - November 22, 2015, Sunday

		Track 20: Leadership & Innovation	Chair: Katerina Jovanovska, University of Ljubljana, Ljubljana/ Hossam Abu Elanain, Abu Dhabi University, Abu Dhabi
	Paper ID	Timings: 15.30-17.00Hrs Venue: Al Baynouna	Paper Title
1	AD037	William Scott-Jackson, Jonathan Michie & Robert Mogielnicki, University of Oxford, Oxford, United Kingdom	Culture and business operations: How the Gulf Arab Leadership Style impacts a contingent Human Resource Management
2	AD271	Hemang Jauhari Shailendra Singh, IIM, Lucknow, India and Manish Kumar, Indian Institute of Management, Kozhikode, India	How does Transformational Leadership Influence Proactive Customer Service Behavior of Frontline Service Employees? Examining the Mediating Roles of Psychological Empowerment and Affective Commitment
3	AD114	Payyazhi Jayashree, University of Wollongong in Dubai, Duabi, UAE & Valerie Lindsay, AUS, Sharjah,UAE	Emergence and Enactment of Leadership among Women in the United Arab Emirates: A conceptual framework
4	AD081	Joshlyn Jotika Prasad, Fiji National University, Fiji (In-Absentia)	Transformational Leadership and Organizational Commitment: A Study of Fiji Electricity Authority, Fiji
5	AD205	Ali Saeed Bin Harmal Al Dhaheri, Durham University, UK	Cultural Intelligence and Leadership Style in the Education Sector in Abu Dhabi

DAY 1 - November 22, 2015, Sunday

		Track 21: DBA Colloquium	Chair: Ajai Gaur, Rutgers University, USA / Haitham Nobanee, Abu Dhabi University, Abu Dhabi
		Timings: 15.30-17.00Hrs Venue: Al Bateen	Resource Persons
1		All DBA and Ph.D. Students Registered with ICOM2015	Delegates of Asia Academy of Management, Hong Kong
			Prof. Gongming Qian, Chinese University of Hong Kong, Hong Kong
			Prof. Ziguang Chen, City University of Hong Kong, Hong Kong
			Prof. Shige Makino, Chinese University of Hong Kong, Hong Kong
			Prof. Chi-Sum Wong, Chinese University of Hong Kong, Hong Kong
			Prof. YIU, Wing Yee, Chinese University of Hong Kong, Hong Kong
			Prof. Xufei Ma, Chinese University of Hong Kong, Hong Kong

		GALA DINNER	Timing: 19.00Hrs Onwards Venue: InterContinental Hotel, Abu Dhabi
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DAY 2 - November 23, 2015, Monday

Track 22: Organizational Behavior				Chair: Therese Kobbeltvedt, NSEBA, Norway/ Matloub Hussain, Abu Dhabi University, Abu Dhabi
Paper ID	Timings: 9.00-10.30Hrs Venue: Executive Boardroom A	Paper Title		
1	AD020	Manish Kumar, Indian Institute of Management, Khozicode, India & Hemang Juhari, IIM Lucknow, India	Satisfaction of Learning, Performance, and Relatedness Needs at Work and Employees' Organizational Identification	
2	AD022	Paul Lynch, James Cook University, Australia	History of an Idea: An Exemplar for interpreting Life Cycles of Organisational Models	
3	AD026	Sumi Jha, National Institute of Industrial Engineering, Mumbai, India	Mediating effect of superior subordinate relationship and climate of innovation on psychological empowerment	
4	AD093	Chao Ma & Zhenxiong Chen, Australian National University, Australia	The Role of Approach and Avoidance Motivation in Employee Voice: The Moderating effect of Ostracism and Contingent Self-Esteem	

Track 23: Educational Planning & Administration				Chair : Sreethi Nair, Abu Dhabi Uniiversity, Abu Dhabi
Paper ID	Timings: 9.00-10.30Hrs Venue: Meeting Quarter 2	Paper Title		
1	AD128	Vanaja Menon Vadakepat, New York Institute of Technology, Abu Dhabi	Driving to Digital Days: Change Management in Higher Educational Institutions	
2	AD184	Poonam Singh, Independent Researcher, Abu Dhabi, UAE	Academic Autonomy in Higher Education: A Study in Public and Private Business Schools in India	
3	AD190	Shahira Elalfy, Higher Colleges of Technology, University City, Sharjah, UAE & Solomon Arulraj David, The British University in Dubai, Dubai	Exploring Leadership Member Exchange relationship quality in an Educational Context	
4	AD222	(In-Absentia) Abdullaheem Ali Hasan Alhosani & Matloub Hussain, Abu Dhabi University, Abu Dhabi, UAE	A Decision Making Model for Measuring the Effectiveness of Public Schools	
5	AD220	Uzair Shah, Lancaster University Management School, Lancaster, UK & Alex Kevill, University of Huddersfield, UK	Bringing the Local into Focus: The Case for Researching Social Entrepreneurship within Transnational Higher Education	

DAY 2 - November 23, 2015, Monday

Track 24: Entrepreneurship				Chair: Abdul-Nasser El-Kassar, LAU, Beirut, Lebanon/ Avraam Papastathopoulos, Abu Dhabi University, Abu Dhabi
	Paper ID	Timings: 9.00-10.30Hrs Venue: Meeting Quarter 3	Paper Title	
1	AD085	Josiane Fahed-Sreih & Nicole Maalouf, Lebanese American University, Byblos, Lebanon	Determinants of Effective Succession in Family Businesses and their Influence on Decision Making	
2	AD119	Samar J. Al-Barghouthi, Royal University for Woman, Kingdom of Bahrain, Bahrain	Passing the Torch, Family Business Succession in the Gulf Cooperation Countries Case study, Bahrain	
3	AD123	Noora Yousif Al Saiqal & James C Ryan, United Arab Emirates University, Al Ain, UAE	Entrepreneurial Intentions of UAE Youth: A Work In Progress	
4	AD135	Mohammad Imdadul Haque & Mohammad Rumzi Tausif, College of Business Administration, PSAU, Al Kharj, Kingdom of Saudi Arabia	Business Students' Perception towards Entrepreneurship	

Track 25: Leadership & Innovation				Chair: Sanjiwani Jayant Kumar, KJ Somaiya IMSR, Mumbai, India/ Mian Ajmal, Abu Dhabi University, Abu Dhabi
	Paper ID	Timings: 9.00-10.30Hrs Venue: Meeting Quarter 4	Paper Title	
1	AD164	Chowdhury Hossan, Abu Dhabi University, Abu Dhabi, UAE	Arab leadership attributes and its effect on the work	
2	AD193	Sheikha Dr Moza Tahnoon Al Nahyan, Abu Dhabi University, UAE, Sherine F. Abdel All; Hossam M. Abu Elanain, Abu Dhabi University, UAE; Shatha M. Obeidat, Qatar University, Doha, Qatar, & Sheikha Dr Moza T. Al Nahyan, Abu Dhabi University, UAE	HRM practices and organizational performance in the banking sector in the UAE: the mediating impact of Organizational Innovation	
3	AD243	Khamis Almansoori, Leeds Beckett University, Leeds, UK	Assessment of Leadership Readiness for Abu Dhabi Police Privatization Plans	
4	AD263	Nada Zupan & Daša Farčnik, University of Ljubljana, Ljubljana, Slovenia	Applying the AMO model to explain the link between HRM and innovation in transitional firms	
5	AD290	Farooq Khan, American University, RAK, UAE	Unanticipated Challenges and Barriers facing Women Leadership in the UAE: An Empirical Investigation	

DAY 2 - November 23, 2015, Monday

Track 26: Strategic Management				Chair: Tomoatsu Shibata, Tohoku University, Japan/Sallam Abdallah, Abu Dhabi University, Abu Dhabi
	Paper ID	Timings: 9.00-10.30Hrs Venue: El Waha	Paper Title	
1	AD154	Lidija Breznik & Matej Lahovnik, University of Ljubljana, Ljubljana, Slovenia	How to Remain Competitive in Highly Demanding IT Industry: Findings from Case Studies	
2	AD187	Ahmed Yousef Dudin, Associate Professor, Zarqa University, Jordan	Challenges Facing the Application of Strategic Management in Arabic Business Organizations: The Case of Telecom Sector in Jordan	
3	AD212	Yue Wang, Macquarie University, Sydney, Australia & Karen Yuan Wang, University of Technology, Sydney, Australia	How do firms tackle strategic change? Towards a synthesis of strategy and organization theories	
4	AD240	Masatoshi Fujiwara, Masato Sasaki, Yuki Tsuboyama, Tsuyoshi Numagami, Toshihiko Kato & Masaru Karube, Hitotsubashi University, Japan	The Profit Impact of Strategic Orientation and Middle Management Influence	
5	AD256	Rojers P Joseph, Indian Institute of Management, Rohtak, Haryana, India	Book Publishing - Competition, Technological Innovation and Structural Changes	

Track 27: Meet the AAOM President - Prof. Ajai Gaur, Rutgers University, USA				Chair: Sherine Farouk, Abu Dhabi University, Abu Dhabi
		Timings: 9.00-10.30Hrs Venue: Al Bateen		
		Faculty Members, Abu Dhabi University, Abu Dhabi		

Track 28: International Business				Chair: Xufei Ma, Chinese University of Hong Kong, Hong Kong/ Saju Jose, Abu Dhabi University, Abu Dhabi
	Paper ID	Timings: 9.00-10.30Hrs Venue: Al Baynouna	Paper Title	
1	AD144	Aashna Jain & Abha Mittal, Delhi University, Delhi, India	Mismanagement Leads to Greek Crisis	
2	AD180	Fridrik R. Larsen, School of Business, University of Iceland, Reykjavík, Iceland	Why do consumers dislike us? The effects of liberalization of energy markets on consumer's perception towards the utilities	
3	AD188	Samanjar Ashraf & Rodrigo Pérez-Vega, Heriot-Watt University, Dubai, UAE	Insight into Dubai's Generation Y Online Shopping Behaviour: Exploring the Limitations of the Technology Acceptance Model with the Digital Natives	

DAY 2 - November 23, 2015, Monday

4	AD246	Shilpa Iyanna, Abu Dhabi University, Abu Dhabi, UAE	Resource Integration in the Context of Value Co-Creation
5	AD249	Shanze Nadeem, Heriot-Watt University, Dubai, Lilia Carolina Rodríguez, Instituto Tecnológico y de Estudios Superiores de Monterrey, MéxicoRodrigo & Pérez-Vega, Heriot-Watt University, Dubai, UAE	A scale of hindrance in mobile in-app advertising
6	AD255	Dante Di Gregorio, California State University Monterey Bay, California, USA; Martina Musteen, San Diego State University, California, USA & Douglas E. Thomas, University of New Mexico Albuquerque, New Mexico, USA	Alertness to International Business Opportunities: The Role of Firm Characteristics, Prior International Experience and Social Networks

Coffee Break

10.30-11.00Hrs

		Track 29: Knowledge Management	Chair: Gina Poncini, Zayed University, Abu Dhabi, UAE / Matloub Hussain, Abu Dhabi University, Abu Dhabi
Paper ID	Timings: 11.00-12.30Hrs Venue: Executive Boardroom A	Paper Title	
1	AD003	Petter Gottschalk & Erling S. Andersen, BI Norwegian Business School, Norway	White-Collar Criminals and their Lawyers as Knowledge Workers: A Principal-Agent Contemplation
2	AD027	Katja Babič, Faculty of Economics, University of Ljubljana, Slovenia	Cross-cultural knowledge hiding
3	AD196	Sultan Al-Ahbabi & Sanjay Kumar Singh, Abu Dhabi University, Abu Dhabi, UAE	A Framework for Enhancing the Knowledge Management Competence of UAE Public Sector Firms
4	AD235	Subhendu Mohapatra, Vizag Steel, Visakhapatnam, India & Y Raghuram Reddy, IMI, Bhubaneswar, India	Knowledge Management in Manufacturing Industry: A Case Study of Vizag Steel
5	AD107	AlShaima Taleb Hussein & Matloub Hussain, Abu Dhabi University, Abu Dhabi, UAE	Prioritizing knowledge sharing attributes in Government Organization of UAE

DAY 2 - November 23, 2015, Monday

		Track 30: Sustainable Development	Chair: Evan K. Paleologos, Abu Dhabi University, Abu Dhabi / Mohamed Elkaftangui, Abu Dhabi University, Abu Dhabi
	Paper ID	Timings: 11.00-12.30Hrs Venue: Meeting Quarter 2	Paper Title
1	AD001	Yusef Nazzal, Abu Dhabi University, Abu Dhabi, UAE; William Humber, Centre for the Built Environment, Toronto, Canada & P.P. Patel	Water Resources Availability, Scarcity and Managing Drought in the Arab Countries: A review
2	AD118	Lucie Sislian & Anicia Jaegler, Kedge Business School, France	Linking Sustainability and Ocean Carrier Network Design Problem
3	AD242	Laura L. Matherly & Naveed But, Zayed University, Abu Dhabi and Sheikha Shamma Bint Sultan Bin Khalifa Al Nahyan, Cambridge University, UK	Strategic Challenges Facing UAE and GCC Banks in the International Arena
4	AD276	Ricky Wong Baan Wahh & Praveen Balakrishnan Nair, Heriot Watt University, Putrajaya, Malaysia	Sustainable Business Practices for Reputational and Financial Advantage: A case from Malaysian Property Development Industry
5	AD134	Sheeraz Ahmad Tantray, Research Scholar, & Shahid Mushtaq, Assistant Professor, Deptt. of HRM & OB, Central University of Jammu, J&K, India	Sustainable Development in Turbulent Times: Analyzing Entrepreneurial Prospectus in Turmoil-hit Kashmir Region

		Track 31: Business Ethics & Corporate Governance	Chair: Fridrik R. Larsen, School of Business, University of Iceland, Iceland/ Robert Nyami, Abu Dhabi University, Abu Dhabi
	Paper ID	Timings: 11.00-12.30Hrs Venue: Meeting Quarter 3	Paper Title
1	AD011	Haitahm Nobanee, Nejla Ould Daoud Ellili & Jaya Abraham, Abu Dhabi University, Abu Dhabi, UAE	The Impacts of Equity Concentration and Agency Costs on Firm's Performance of Non-Financial Firms Listed on the Saudi Stock Market (Tadawul)
2	AD098	Abha Mittal, University Of Delhi, Delhi, India & Sangeeta Gupta, P.N.G.Government PG College, Kumaon University, Nainital, India	Good Corporate Governance: The Road to Fiancial Performance
3	AD108	Sam Eldakak & Tara Rashad, Abu Dhabi University, Abu Dhabi, UAE	Favoritism: A Front-Foot Approach to Conflict
4	AD165	Jaji kehinde, School of Post Graduate, Bugema University, Uganda	An Investigation of Factors Responsible for Performance Disparity in Banking Sectors in Uganda

DAY 2 - November 23, 2015, Monday

5	AD198	Jino Johny M. & Lata Dyaram, Indian Institute of Technology, Madras, India	Organization's Milieu, Individuals Impetus and Ethical Behaviour
6	AD215	Ying-Shao Chang, Chang Jung Christian University, Taiwan	CSR and Service Value: The Full Dual- Mediation between Service Quality and Consumer Satisfaction

		Track 32: Leadership & Innovation	Chair: Svala Guðmundsdóttir, University of Iceland, Reykjavík, Iceland/ Mian Ajmal, Abu Dhabi University, Abu Dhabi
	Paper ID	Timings: 11.00-12.30Hrs Venue: Meeting Quarter 4	Paper Title
1	AD177	Huda Al Matroushi, Fauzia Jabeen & Sherine Farouk, ADU Abu Dhabi	Analyzing the factors promoting innovation in Emirati women owned SMEs: AHP Approach
2	AD273	Athari Abdulla Al Shuwaihi & Sanjay Kumar Singh, Abu Dhabi University, Abu Dhabi, UAE	Employee's Work Motivation and Job Performance: Role of Leadership Behavior
3	AD211	Jay Rajasekera, International University of Japan, Japan	Impact of Digitization on Japanese Industries
4	AD191	Marina Apaydin, American University of Beirut, Lebanon & Erik den Hartigh, Özyeğin University, Istanbul, Turkey	Testing a comprehensive model of organizational innovation: comparing Global and Egyptian practices
5	AD132	Monaliz Amirkhanpour, University of Gloucestershire, UK & Demetris Vrontis, University of Nicosia, Cyprus	Mobile Marketing: A New Technology for Management Innovation

		Track 33: Strategic Management	Chair: Rojers P Joseph, IIM Rohtak, India / Salam Abdallah, Abu Dhabi University, Abu Dhabi
	Paper ID	Timings: 11.00-12.30Hrs Venue: El Waha	Paper Title
1	AD274	S. Balasubrahmanyam, Indian Institute of Management, Kozhikode, India	Reverse Engineering and Firm Performance – Evidential Support from Businesses across Industries
2	AD283	Robert Moussetis, North Central College, Illinois, USA; Ali Abu Rahma, Abu Dhabi University, Abu Dhabi, UAE; Antony Colon & Grace Barksadale, North Central College, Illinois, USA	Career Success: The Case of Study Abroad
3	AD288	S. Noorein Inamdar, Singapore Management University, Singapore	Strategic Use of Diversification and Centralization: Comparison of High and Low Performing Health Care Firms
4	AD214	Miroslava Hristova, Sofia University, Bulgaria (In-Absentia)	Strategic Behavior of Firms Before and After Crisis: Evidence from Bulgaria

DAY 2 - November 23, 2015, Monday

		Track 34: Organizational Behavior	Chair: Paul Lynch, James Cook University, Australia/ Avraam Papastathopoulos, Abu Dhabi University, Abu Dhabi
	Paper ID	Timings: 11.00-12.30Hrs Venue: Al Baynouna	Paper Title
1	AD124	Haider Muhammad Abdul Sahib, University of Karbala, Iraq (In-Absentia) & C.P.M. Wilderom, University of Twente, the Netherlands	Four Predictors of High Team Performance: A Literature Review
2	AD233	Meiaad Rashid Alsaadi & Sanjay Kumar Singh, Abu Dhabi University, Abu Dhabi, UAE	The Impact of Adoption and Intention of M-Government Services in the UAE
3	AD173	Therese Kobbeltvedt, NSEBA, Norway	Sharing of resources: The dynamics of social distance and individual difference
4	AD275	Sreethi Nair, Smitha Dev & Anand Dwivedi, Abu Dhabi University, Abu Dhabi	Relationship Between Emotional Intelligence of Corporate Professionals and their Leadership Skills in the UAE
5	AD281	Fauzia Jabeen, ADU, Abu Dhabi; Adrienne A. Isakovic, Walden University, USA & David A. Ralston, University Fellow International Research Consortium	Exploring the Communication Styles at the Workplace: An UAE Perspective

		Track 35: Organizational Behavior	Chair: Vlado Dimovski, University of Ljubljana, Ljubljana/ Mohsin Malik, Abu Dhabi University, Abu Dhabi
	Paper ID	Timings: 11.00-12.30Hrs Venue: Al Bateen	Paper Title
1	AD169	Indu Rao Kaveti, Faculty of Management, University of Twente, Netherlands	The Informal Firm in IB... where Culture Governs Business Practices
2	AD179	Maryam Mubarak Al Serkal, The General Secretariat of the Executive Council of Dubai, UAE	Exploring Organisational Capacity for Change and Organisational Development: An Empirical Analysis of Dubai Local Government
3	AD217	Farooq A Shah, Associate Professor - Department of Management Studies, School of Business Studies Central University of Kashmir, India	Stress Coping Behavior of Banking Workers: Evidences from India
4	AD230	Ruchi Mukesh Sodwadia & Lajwanti Kishnani, BITS Pilani, Dubai Campus, UAE	Importance of Soft Skills in Recruitment: A Recruiter's Perspective in UAE
5	AD265	Marina Apaydin & Mohamad Hossary, American University of Beirut, Lebanon	Achieving Metacognition through Self-Reflexivity

DAY 2 - November 23, 2015, Monday

LUNCH

12.30-13.30Hrs

		Track 36: Human Resource Management	Chair: Brock M. Stout, SISB, South Korea/ Mian Ajmal, Abu Dhabi University, Abu Dhabi
		Timings: 13.30-15.00Hrs Venue: Al Baynouna	Paper Title
1	AD115	Sa'ad Ali, Worcester Business School, University of Worcester, Worcester, UK; Ani Raiden & Susan Kirk, Nottingham Business School, Nottingham Trent University, UK	Social capital in Jordan: wasta in employment selection
2	AD145	Shozo Inouye, Ibaraki Christian University, Hitachi, Ibaraki, Japan	Transplanting High Performance Work Practices in China: Foreign Capitals as Agent of Business Innovation
3	AD174	Maryam Darweish Alhashmi, Sanjay Kumar Singh & Mehmood Khan, Abu Dhabi University, Abu Dhabi, UAE	Predictors of Police Officers' Turnover Intentions: A Study
4	AD284	Sigrún Edda Eðvarðsdóttir & Svala Guðmundsdóttir, University of Iceland, Reykjavík, Iceland	Recruitment practices of Icelandic expatriates working in the fisheries industry
5	AD032	Sunitha Kshatriya & Sonia Singh, Al Dar University College, Al Garhoud, Dubai	Linkage of Job Analysis to Performance Management: A Case Study

		Track 37: Project / Technology Management	Chair: Ewa Okoń-Horodyńska, Jagiellonian University, Krakow, Poland / Avraam Papastathopoulos, Abu Dhabi University, Abu Dhabi
Paper ID	Timings: 13.30-15.00Hrs Venue: Meeting Quarter 2		Paper Title
1	AD152	Ashwini Sharma, JK Lakshmipat University, Jaipur, Rajasthan, India	Bridging Sectoral Differences through Information Systems: A Study of Indian Banking Industry
2	AD224	Abdulkhaliq Alharthi, Abu Dhabi University, Abu Dhabi, UAE & Vlad Krotov, Murray State University, Kentucky, USA	Addressing Barriers to Big Data
3	AD226	S. Al-Balushi, Sultan Qaboos University, Oman; Amrik S Sohal, Monash Business School, Australia; P. J. Singh, University of Melbourne, Australia; A. Al-Hajry & R. Al-Abri, Sultan, Sultan Qaboos University, Oman;	Assessing Readiness for Lean Thinking in Healthcare Settings: The Case for Oman

DAY 2 - November 23, 2015, Monday

4	AD231	Safa Al Mustafa, Mehmood Khan & Mian Ajmal, Abu Dhabi University, Abu Dhabi, UAE	Nursing Staff Perception in Implementing the Barcode Medication Administration System
5	AD234	Basem Eid Mohamed & Mohamed Elkaftangui, Abu Dhabi University, Abu Dhabi, UAE	A Technology-Based Participatory Model for Customization in the Housing Industry

		Track 38: Operations Management / Supply Chain Management	Chair: Chuda Basnet, University of Waikato, New Zealand / Matloub Hussain, Abu Dhabi University, Abu Dhabi
Paper ID	Timings: 13.30-15.00Hrs Venue: Meeting Quarter 3		Paper Title
1	AD133	Chikezie Okike, Qassim University, Saudi Arabia	Impact of information use typology on usability
2	AD228	Ng, Chi Kuen Ivan, Capstone, Hong Kong	An Organizational Development Study of the Impact Of Cultural Factors on the Implementation Of the Six Sigma Methodology in South China
3	AD287	Gopalakrishnan Narayanamurthy & Anand Gurusurthy, Indian Institute of Management, Kozhikode, India	Critical failure factors in implementing ERP - Relationships, priorities and framework
4	AD279	Saif Saeed ALQubaisi, Aston University, UK	Innovative Management Practices: Challenges and Opportunities in the 21st Century
5	AD200	Alia Ahmed Al Kaabi; Matloub Hussain & Mehmood Khan, Abu Dhabi University, Abu Dhabi, UAE	Facilitating Supplier Selection Process through AHP in Public organizations of Abu Dhabi
6	AD168	A. Kader, M E Hoque & D Rampersad, University of KwaZulu-Natal, South Africa	Managers' views regarding optimisation of local content in the automotive component industry in KwaZulu-Natal, South Africa

		Track 39: Business Ethics & Corporate Governance	Chair: Mohamed Al Adly Abu Dhabi University, Abu Dhabi
Paper ID	Timings: 13.30-15.00Hrs Venue: Meeting Quarter 4		Paper Title
1	AD012	Haitham Nobanee & Nejla Ould Daoud Ellili, Abu Dhabi University, Abu Dhabi, UAE	The Degree of Voluntary Corporate Governance Disclosures and its impact on Performance: UAE Islamic versus Conventional Banks
2	AD208	John Daniel Mclellan & Salam Abdulla, Abu Dhabi University, Abu Dhabi, UAE	Comparing the Management Control Systems of Small, Medium and Large US Companies

DAY 2 - November 23, 2015, Monday

3	AD209	Jayalakshmy Ramachandran, Nottingham University Business School, Malaysia & Ramaiyer Subramaniam, Multimedia University, Malaysia	Tax Risk Management Framework – a test of conceptual framework in Private companies in Malaysia
4	AD257	Hajar Saeed Al Hubaishi, Matloub Hussain & Syed Zamberi Ahmed, Abu Dhabi University, Abu Dhabi, UAE	Assessment of SERVQUAL in Public Organizations of Dubai

		Track 40: Business Ethics & Corporate Governance	Chair: Douglas E. Thomas, University of New Mexico Albuquerque, USA / Sam Eldakak, Abu Dhabi University, Abu Dhabi
Paper ID	Timings: 13.30-15.00Hrs Venue: El Waha		Paper Title
1	AD267	M. Mohsin Malik & Uzma Chaudhry, Student, Abu Dhabi University, Abu Dhabi, UAE	Why Lean Projects Fail?
2	AD219	Amir Hossein Rahdari, Tarbiat Modares University, Tehran, Iran & Udo C. Braendle, Business and Economics Department, American University in Dubai, UAE	Linguistic Perception of Corporate Responsibility Disclosure: The Case of Japanese Idemitsu
3	AD221	Pierre El-Haddad, President of SEPT, Lebanon & Elie Menassa, Notre Dame University – Louaize, Lebanon	An Exploratory Study of the Relationship between Corporate Social Responsibility and Corporate Ethics in the Lebanese Business Context
4	AD248	Abdul-Nasser El-Kassar, Lebanese American University, Beirut, Lebanon; Abdullah AlSagheer, Ajman University of Science and Technology, Ajman, UAE & Sophie Lythreatis, Lebanese American University, Beirut, Lebanon	The Moderating Effect of the Importance of CSR on the Relationship between CSR and Normative Commitment
5	AD261	Pushkala Muralidharan, BITS Pilani, Dubai Campus, UAE	Analysis of Differences in Managerial Perceptions of Current CSR Initiatives as against Future Expectations
6	AD278	Major Abdulrhma alali, Ministry of Interior, Shariah, UAE	Combating Cyber Victimization: A Comparative Study of the UAE and the UK Legal Effectiveness

DAY 2 - November 23, 2015, Monday

		Track 41: Organizational Behavior	Chair: Adrienne A. Isakovic, Walden University, USA/ Jacob Cherian, Abu Dhabi University, Abu Dhabi
Paper ID	Timings: 13.30-15.00Hrs Venue: Executive Boardroom A		Paper Title
1	AD282	Salam Abdallah, Abu Dhabi University, UAE; Mohamed Behery, Menoufia University, Egypt & Mohammed Parakandi, Abu Dhabi University, UAE	Revealing the quality of organizational practices using the SCARF model: Managers' perspective
2	AD225	Md. Moazzam Husain, University of Chittagong, Bangladesh and Rana Karan & Mita Mazumder, BGC Trust University Bangladesh, Bangladesh	Associations of Distributive, Procedural and Interactional Justice with Job Satisfaction: An Empirical Study
3	AD289	Mateja Berčan, European Centre Maribor, Slovenia & Marija Ovsenik, Alma Mater Europaea - European Centre Maribor, Slovenia	Communication as a Component of the Quality of Life in the Integrated Care for the Dying
4	AD272	Rabia Imran & Khayar Al-Ansi, Dhofar University, Oman	Procedural Justice as a source of Organizational commitment: examining the role played by Pay Satisfaction
5	AD157	Elham S. Hasham, Norte Dame University, Lebanon	Sharing is Caring: Case Study of Norte Dame University
6	AD244	Leila Canaan Messarra, Silva Karkoulian, & Abdul-Nasser El-Kassar, Lebanese American University, Beirut, Lebanon	Conflict Resolution Styles and Personality: The Moderating Effect of Generation X and Y in a Non-Western Context

		Coffee Break	15.00-15.30Hrs
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		Valedictory Session	Dr. Jacob Chacko, Dean - College of Business Administration, Abu Dhabi University, Abu Dhabi, UAE
	Timings: 15.30-16.00Hrs Venue: Liwa Majlis (Ball Room)		Agenda
			Best Paper Awards
			Thanks Giving & End of ICOM2015

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