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PROGRAM AND ABSTRACT BOOK

ROME, ITALY

APRIL 7-9, 2021

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Contents

Contents	i
About EBES	ii
Executive Board & Officers	iii
Advisory Board	iv
Welcome - from the Conference Coordinator	v
Scientific Committee	vi
Keynote Speakers	vii
Publication Opportunities	viii
Conference Program - Day 1	1-3
Conference Program - Day 2	4-10
Conference Program - Day 3	11-15
Abstract Book - Day 1	16-26
Abstract Book - Day 2	27-63
Abstract Book - Day 3	64-94
List of Countries Represented	95
List of Institutions Represented	96-100
List of Conference Participants	101-107

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- **Leszek Wincenciak**, *University of Warsaw*, Poland

CONFERENCE PROGRAM

WEDNESDAY, APRIL 7 (DAY 1)

OPENING SPEECH: 10:00-10:30

Room: Z-Room 1

Mehmet Huseyin Bilgin, Vice President, *EBES & Istanbul Medeniyet University*, Turkey

Fabrizio D'Ascenzo, Dean, *Faculty of Economics of Sapienza University of Rome*, Italy

Klaus F. Zimmermann, President, *EBES & GLO*, Germany

DAY 1 - SESSION I: 10:30-13:00

HUMAN RESOURCES MANAGEMENT I

Chair: Davor Labas

Discussant: Imtiaz Badshah, *Østfold University College*, Norway

Room: Z-Room 1

The Sales Organization's Market-Oriented Culture, Capabilities, and Performance Based on the Salesforce's Perception

Sungho Lee, *University of Seoul*, South Korea and Byung-gi Park, *Wooseok University*, South Korea

Workaholism vs. Work-Engagement: Insights from the Big-Two Personality Perspective

Izlem Emine Gozukara, *Istanbul Arel University*, Turkey; Pelin Buruk, *Istanbul Rumeli University*, Turkey; and Omer Faruk Simsek, *Istanbul Rumeli University*, Turkey

Staffing Practices that Facilitate Workforce Diversity in Public Sector Organizations: A Review of Empirical Evidence

Marie-France Waxin, *American University of Sharjah*, UAE; Fang Zhao, *Staffordshire Business School*, *Staffordshire University*, UK; and Angela Zacharias, *American University of Sharjah*, UAE

From the Church to the World: The Relationship between Religious Participation and Social Capital. A Study on Italian Reality

Rosamaria D'Amore, *University of Salerno*, Italy; Maria Rosaria Garofalo, *University of Salerno*, Italy; and Roberto Iorio, *University of Salerno*, Italy

Teaching and Telecommuting in Times of Pandemic: Gender Gap in Job Satisfaction

Elsa Fontainha, *ISEG Universidade de Lisboa*, Portugal and Sara Pato, *ISEG Universidade de Lisboa*, Portugal

Practice the Purpose Preach: Experimental Evidence on the Effect of Corporate Purpose on Workers' Willingness to Go the Extra Mile

Nikolai Brosch, *Technical University of Munich - TUM School of Management*, Germany

EMPIRICAL STUDIES ON EMERGING COUNTRIES

Chair: Evan Lau

Discussant: M. Ege Yazgan, *Istanbul Bilgi University*, Turkey

Room: Z-Room 2

The Impact of Pension Funds on Stock Market Liquidity: Lessons from EM Countries

Seda Peksevrim, *Bogazici University*, Turkey

On the Relationship between Macroeconomic Factors and S&P BSE Auto Index: An ARDL Approach

Rhoda Alexander, *University of Stirling*, UAE and Husam-Aldin Al-Malkawi, *The British University in Dubai*, UAE

Does Dual Class Share Structure Promote Corporate Innovation? Evidence from China

Jiqiao Gao, *Fudan University*, China and Qing Yang, *Fudan University*, China

A Journey towards Lean: The Case of a Small and Medium-Sized Enterprise (SME)
Luís Vilela Pimentel, ISCTE-IUL, Portugal and Miguel Mendes, ISCTE-IUL, Portugal

Strategy Implementation in a Large Telecommunication Organization (Etisalat) in the UAE: A Factor-Analytic Investigation
Syed Aziz Anwar, Hamdan Bin Mohammed Smart University, UAE

REGIONAL STUDIES AND POLITICAL ECONOMY

Chair: Roberto Iorio

Discussant: Jan Jakub Michalek, University of Warsaw, Poland

Room: Z-Room 3

Influence on National Security of the Suddenness Factor in the Process of Criminal Investigation
Igorš Trofimovs, Daugavpils University, Latvia

The Role of Penta-Helix Model in the Case of Smart Cities
Dora Szendi, University of Miskolc, Hungary

The Impact of Negative Links: Theory and Evidence
Xiannong Zhang, Washington University in St. Louis, USA

Political Economy of Fiscal Reforms. The case of European Monetary Union
Theodore Chatziapostolou, University of Athens, Greece and Nikolina Kosteletou, National and Kapodistrian University of Athens, Greece

Application of the Classical Free Market Theory To Model Modern Externality-driven Economies
Andrius Montrimas, Kaunas University of Technology, Lithuania; Šarūnas Mikalonis, Kaunas University of Technology, Lithuania; Jurgita Bruneckienė, Kaunas University of Technology, Lithuania; and Vaidas Gaidelys, Kaunas University of Technology, Lithuania

Digitalization as a Determinant of the Tax Mix: A Panel Data Analysis of OECD Countries
David Hanrahan, EIIW/University Wuppertal, Germany

Economic Policy Uncertainty and Tourism: Evidence from Croatia
Ender Demir, Istanbul Medeniyet University, Turkey; Gokhan Karabulut, Istanbul University, Turkey; Mehmet Huseyin Bilgin, Istanbul Medeniyet University, Turkey; and Asli Cansin Doker, Erzincan Binali Yildirim University, Turkey

BREAK: 15:40-15:50

DAY 2 - SESSION IV: 15:50-17:50

MANAGEMENT III

Chair: Ender Demir

Room: Z-Room 1

Employee 50+ in the Organization. Diversity Management from the Perspective of Age Management
Ewa Mazur-Wierzbicka, University of Szczecin, Poland

Immunization against Covid-19: Innovation as a Management Strategy for Spanish Companies
Coloma Álvarez Santamaría, Universidad de La Rioja, Spain and Arkaitz Bañuelos Campo, Universidad de La Rioja, Spain

Drivers and Challenges to Environmental Management Systems Implementation in Public Organizations: A Review of Empirical Evidence
Marie-France Waxin, American University of Sharjah, UAE; Aaron Bartholomew, American University of Sharjah, UAE; Fang Zhao, Staffordshire Business School, Staffordshire University, UK; and Areej Makda, American University of Sharjah, UAE

Total Factor Productivity and Firm Size in the German Energy Industry: Evidence from Symbolic Transfer Entropy Panel Causality Test

Claudiu Tiberiu Albulescu, Politehnica University of Timisoara, Romania; Ahdi Noomen Ajmi, Université de la Manouba, Tunisia; and Serban Miclea, Politehnica University of Timisoara, Romania

Dealer Site Location Selection Problem with Analytic Hierarchy Process (Case Study: Avara Custom)

Fauzan Adhi Rachman, Bandung Institute of Technology, Indonesia and Sisdjiatmo K. Widhaningrat, Institut Teknologi Bandung, Indonesia

LABOR ECONOMICS AND GROWTH & DEVELOPMENT

Chair: Gokhan Karabulut

Discussant: Ilker Kaya, American University of Sharjah, UAE

Room: Z-Room 2

4.0 GCI Improvements and New Ranking of Competitive Economies

Magdalena Olczyk, Gdańsk University of Technology, Poland and Marta Kuc-Czarnecka, Gdańsk University of Technology, Poland

The Situation of Foreigners on the Labor Market in Poland

Maria Heldak, Wrocław University of Environmental and Life Sciences, Poland; Katarzyna Przybyła, Wrocław University of Environmental and Life Sciences, Poland; and Elena Bykova, Saint Petersburg Mining University, Russia

An Empirical Analysis of the Determinants of Labor Mobility in the European Union

Ekaterina Sprenger, ZBW - Leibniz Information Centre for Economics, Germany

Regular Employment and Intergenerational Income Mobility in Japan

Zhi-xiao Jia, Tohoku University, Japan

The Principlism Method Applied Utilitarian in Mathematical Calculations for an Ethical Decision

Stoica Liviu Adrian, Bucharest University of Economic Studies, Romania and Turcescu Alina Elena, Bucharest University of Philosophy, Romania

Socio Demographic Characteristics and Awareness and Adoption Level of Financial Inclusion Schemes among Indian Youth

Bhavna Sharma, BPS Women University, India and Kirti, BPS Women University, India

FINANCIAL ECONOMICS

Chair: Omid Ardakani

Discussant: Taufiq Choudhry, University of Southampton, UK

Room: Z-Room 3

Transfer Learning and Macroeconomics

Rafael Guimaraes, Banco Central do Brasil, Brazil; Sergio Monteiro, Federal University of Rio Grande do Sul (UFRGS), Brazil; and Marcelle Chauvet, University of California Riverside (UCR), USA

Asymmetric Effects of Exchange Rates on the Real Economy: Evidence from Sectoral Stock Indices in Turkey

Mustafa Cakir, Istanbul Sabahattin Zaim University, Turkey

Nonparametric Seasonal Cointegration Tests

Burak Alparslan Eroglu, Istanbul Bilgi University, Turkey

Employee Sentiment Index: Predicting Stock Returns with Online Employee Data

Panagiotis Stamolampros, University of Leeds, UK

Gender Differences in Dishonesty

Adrián Muñoz García, Universidad Autonoma de Madrid, Spain and David Pascual-Ezama, UCM, Spain

Warnings about Future Jumps: Properties of the Exponential Hawkes Model

Rachele Foschi, University of Pisa, Italy; Francesca Lilla, Bank of Italy, Italy; and Cecilia Mancini, University of Verona, Italy

ABSTRACT BOOK

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HUMAN RESOURCES MANAGEMENT I

Chair: Davor Labas

Discussant: Imtiaz Badshah, *Østfold University College*, Norway

Room: Z-Room 1

The Sales Organization's Market-Oriented Culture, Capabilities, and Performance Based on the Salesforce's Perception

Sungho Lee

University of Seoul, South Korea

Byung-gi Park

Wooseok University, South Korea

Abstract

Sales can be one of the essential factors in a company's various marketing tools. To create higher performance than competitors, companies' interest and efforts in sales have continued. Accordingly, numerous academic studies have examined the sales force's ability to produce results, the determinants, and the sales force's characteristics. Much research has concerned salespeople's competency at the individual level, but research on the organization level's sales competency is rare. As such, the research design related to sales organization competency is complicated. Given this point, we conceptualized and empirically verified the relationships among the sales organization's capability, determinants, and results based on the sales staff's perception. First, we examined the role of the organization's market-oriented culture as a significant prerequisite for the sales organization's competency. Market-oriented culture affects information management (i.e., planning power through internalization of external information). Further, information management involves sales strategy and sales management, which constitute sales capabilities that transfer internal capabilities back to the outside. Also, sales strategy and sales management significantly influence the organization's customer relationship management activities and the sales organization's performance. While research on sales at the organizational level is not yet active, this study provides a cornerstone for expanding conceptualization and analysis from individuals to corporate levels.

Keywords: Market-oriented Culture, The Sales Organization's Capability, Sales Management, Sales Strategy, CRM, Performance

countries, applying panel data analysis techniques to examine the effect of digitalization on the tax mix of OECD countries over the period from 2008-2018. The results indicate that digitalization may have an effect on the tax mix of countries, a finding which should be of interest to policymakers and the public. This issue is also likely to become more pressing in the wake of the coronavirus pandemic as countries begin to compete to attract mobile labor.

Keywords: Digitalization, Tax Mix, Tax Structure, ICT

Economic Policy Uncertainty and Tourism: Evidence from Croatia

Ender Demir
Istanbul Medeniyet University, Turkey

Gokhan Karabulut
Istanbul University, Turkey

Mehmet Huseyin Bilgin
Istanbul Medeniyet University, Turkey

Asli Cansin Doker
Erzincan Binali Yildirim University, Turkey

Abstract

We aim to explore the relationship between EPU and domestic arrivals, foreign arrivals, nights per domestic arrivals and nights per foreign arrivals in Croatia for the period of 2005/01-2019/11. By using the wavelet analysis, we find that domestic EPU has both short and long-run negative effects on domestic tourism. The relationship between foreign arrivals and both domestic and global EPU is negative however domestic EPU has more impact on foreign arrivals. The co-movements between nights per domestic tourists and local EPU is positive both in the short and long-run while the relationship with global EPU is negative but less intense. We find opposite findings for the foreign arrivals per tourist. More specifically, the relationship between foreign arrivals per tourist and local EPU is negative. There is a positive relationship between foreign arrivals per tourist and global EPU becoming more intense in the long term.

Keywords: Economic Policy Uncertainty, Croatia, Domestic Arrivals, International Arrivals

BREAK: 15:40-15:50

DAY 2 - SESSION IV: 15:50-17:50

MANAGEMENT III

Chair: Ender Demir

Room: Z-Room 1

Employee 50+ in the Organization. Diversity Management from the Perspective of Age Management

Ewa Mazur-Wierzbicka
University of Szczecin, Poland

Abstract

The evaluation of age management as an essential factor of an organization's development and not its limitation has been adopted as the purpose of the paper. Age management as an area of human resources management is one of the most important challenges that the managing staff faces. Organizations that will begin to implement age management in an aware and consistent manner today, not waiting for a possible crisis caused by i.a. age diversity, will become more competitive over organizations that remain passive as regards the age issue. Companies that want to be more competitive and retain their position on the market will most probably already in the near future have to adapt not only to market changes but also demographical ones.

Keywords: Diversity Management, Age Management

Warnings about Future Jumps: Properties of the Exponential Hawkes Model

Rachele Foschi
University of Pisa, Italy

Francesca Lilla
Bank of Italy, Italy

Cecilia Mancini
University of Verona, Italy

Abstract

When a financial trader observes a cluster of jumps in the price evolution of an asset, she could be interested in understanding whether the cause of such a cluster is going to produce further jumps or if instead its effects are already diminishing and the price will return to its "usual" fluctuations. In this work, we aim to capture the dependence mechanism of the times occurrence of the jumps, in order to quantify the probability that an observed cluster did not exhaust yet. The risk underlying the prices of an asset is split into two categories: the risk of "continuous", "predictable" and usually relatively small price adjustments; and the risk of abrupt, "abnormal" and possibly large fluctuations. The two types of risk are modeled by two radically different processes: a Brownian motion with stochastic volatility and a jump process. Based on [Mancini, 2009], with discrete observations a jump is detected when a return has size above a proper threshold. In order to capture possible clustering of the jump arrivals, inspired by [Yacine Ait-Sahalia et al. 2015], we use a univariate Hawkes model, where any occurred jump increases the intensity. Both after data fitting tests and in view of its properties and mathematical tractability, we focus on the specification with a one-term exponential kernel, and we obtain new theoretical properties which are useful for our purpose. Namely, conditionally on having observed a cluster of jumps, we quantify probabilistically the residual length of the cluster. We then formalize the stochastic increasingness property of the durations between two consecutive jumps, which strengthens their positive correlation. Finally we provide bounds for the probability of observing a given number of consecutive jumps, which takes into account the error due to the fact that the observations are in discrete time. We perform an illustration on how to apply the obtained formulas to empirical data. In particular we focus on a record of JPM's asset prices, where the identified jump arrivals display dependence and clustering behavior. We find that, under the exponential Hawkes model delivering the best fitting, our formulas indicate a very high probability that an observed cluster of more than 1 jump did not exhaust yet.

Keywords: Clusters of Jumps, Exponential Hawkes Process, Residual Length of a Cluster, Conditional Probability of a Configuration of Jumps, Financial Assets Returns, Truncated Returns
