
ABSTRACTS**1. INTERNAL AUDIT COMPETENCY, ORGANIZATIONAL OUTCOMES, AND FIRM SUCCESS: AN EMPIRICAL EVIDENCE FROM THAI-LISTED FIRMS**

Somjai Boonmunewai, Mahasarakham University, Thailand
Phaprueke Ussahawanitchakit, Mahasarakham University, Thailand

ABSTRACT

The objective of this study is to investigate the effects of internal audit competency on firm success via the mediating influences of organizational outcomes which include organizational operation efficiency, enterprise risk management effectiveness, corporate governance achievement, and financial information reliability. Executive vision of transparency, management controllability, information technology change, regulation enforcement, and stakeholder pressure are hypothesized to become the antecedents of internal audit competency. Also inter-functional cooperation is the moderating variable of the relationship between internal audit competency and organizational outcomes. Data was collected from 104 listed firms in Thailand. The results of OLS regression reveal that internal audit competency has a positive influence on all organizational outcomes. In addition, organizational operation efficiency, enterprise risk management effectiveness, and corporate governance achievement have a positive effect on firm success. Moreover, executive visions of transparency, information technology change, and regulation enforcement also have a positive effect on internal audit competency. Contributions, suggestions for future research, and conclusions of this study are presented.

Keywords: *Internal Audit Competency; Organizational Operation Efficiency; Enterprise Risk Management Effectiveness; Corporate Governance Achievement; Financial Information Reliability; Firm Success; Executive Vision of Transparency; Management Controllability; Information Technology Change; Regulation Enforcement; Stakeholder Pressure*

2. PRODUCTIVITY vs. PRIVACY FOR AN ORGANIZATION'S WORKFORCE: PRELIMINARY STUDY OF WORKING PROFESSIONALS

Stephen L. Baglione, Saint Leo University, Saint Leo, Florida, USA
Thomas Zimmerer, University of South Florida, Tampa, Florida, USA

ABSTRACT

Firms are continually seeking ways to enhance productivity and minimize expenses, relying on technology to ensure the best are hired and retained. Technology is subjecting current employees to constant surveillance while working to ensure outside distractions do not reduce productivity: monitoring what you do, where you do it (global positioning satellites) including telephone, computer, and Internet activity. Mandatory wellness program are being created to reduce medical expenses. Appearance restrictions are being implemented. Companies have even started restricting risky off-duty activities such as skydiving. Pre-employment screening has incorporated newer technology: social networking site reviews, personality and aptitudes tests, and Google searches. Our study asks respondents whether these programs improve productivity for current and new employees or are an unwarranted invasion of privacy. Our sample of highly educated successful professionals believe monitoring of equipment increases productivity, but they want privacy in the workplace: no monitoring of employee positions by GPS (global positioning satellites) or searches of employee bags. Off-duty activities are less embraced. Most activities for new employees were seen as increasing productivity. Notable exceptions are medical background, credit reports, and social networking sites. In general, gender, residence, and personality did not influence respondents' evaluations.

Keywords: *Productivity, Organization, Workforce*

3. ORGANIZATIONAL IDENTITY CAPABILITY, ORGANIZATIONAL OPPORTUNITY, AND PERFORMANCE: AN EMPIRICAL RESEARCH OF EXPORTING GEMS AND JEWELRY BUSINESSES IN THAILAND

Supawita Intarapanich, Mahasarakham University, Thailand
Phapruek Ussahawanitchakit, Mahasarakham University, Thailand

ABSTRACT

Organizational identity capability is one of many factors which are important for survival and successful business. It strongly affects strategic implement fit, alternative organizational operation, continuous corporate improvement, then it strongly affects organizational opportunity, and finally it affects performance. This study examines the relationships of the aforementioned variables. Also, it investigates these relationships via learning competency, environmental munificence, and market aggressiveness as moderators. The finding reveals that three dimensions of organizational identity capability have a positive influence on strategic implement fit, alternative organizational operation continuous corporate improvement, and it has a positive influence on organizational opportunity, except strategic implementation fit. Finally, it has a positive influence on performance. Learning competency, environmental munificence, and market aggressiveness are not moderators of the organizational identity capability, strategic implement fit, alternative organizational operation continuous corporate improvement, organizational opportunity, and performance relationships. Thus, theoretical and managerial contributions are provided and suggestions for future research are presented accordingly.

Keywords: *Organizational Identity Capability, Strategic Implementation Fit, Alternative Organizational Operation, Continuous Corporate Improvement, Organizational Opportunity, Personal-Based Orientation, Working Knowledge Awareness, External Interface Learning, and Management and Member Relations*

4. THE INFLUENCE OF THE INSTITUTIONAL STRUCTURE ON SELF-EFFICACY AND FEMALE OPPORTUNITY DRIVEN ENTREPRENEURIAL ACTIVITIES IN LDCS VS. MDCS

Ozgen, Eren, Troy University, Dothan, Alabama
Eckis, Lane, Troy University, Dothan, Alabama

ABSTRACT:

Opportunity driven entrepreneurship is considered crucial in economic growth and job creation. Previous research indicates a need to underpin the distinctive features of the female opportunity driven entrepreneurial activities in a cross country setting. To date how the socio-cultural, environmental and socio-economic structure influences self-efficacy and female opportunity driven entrepreneurial activity in a cross-country research is relatively unstudied. In this paper we will study how socio-cultural, environmental and socio-economic institutions are mediated by self-efficacy and play a role in the rate of the female opportunity driven entrepreneurial activities. We will also make comparisons between the conductivity of the environment for female entrepreneurs in more developed nations versus less developed ones. Building on this framework we will suggest policy implications and present several research areas for the future.

Keywords: *Opportunity-driven entrepreneurship, necessity-driven entrepreneurship, self-efficacy and female entrepreneurial levels, socio-economic institutions, economic growth*

5. AIS COMPETENCY, ACCOUNTING OUTCOMES, AND FIRM PERFORMANCE: AN EMPIRICAL STUDY OF THAI-LISTED FIRMS

Khajit Konthong, Mahasarakham University, Thailand
Phaprueke Ussahawanitchakit, Mahasarakham University, Thailand

ABSTRACT

The purpose of this research is to investigate the relationship between accounting information system competency and accounting outcomes. The effect of accounting outcomes on firm performance is also examined. Moreover, this study investigates the effect of the antecedents of AIS competency. Mailed-questionnaire determined as data collection instrument and the key informant is an accounting executive of each Thai-listed firm, 105 completed questionnaires are used in the analysis. The results indicate that AIS competency positively influences accounting outcomes and accounting outcomes have positive influence on firm performance. In addition, the results demonstrate that information quality vision and information technology resources positively affect AIS competency. The implications of this study and the directions for further research are also provided.

Keywords: Accounting Information System Competency, Resource-Based View, Organizational Information Processing Theory, Accounting Outcome, Firm Performance

6. CAN RESERVE POOLING SUPPORT A COMMON CURRENCY IN ASEAN?

Tajul Ariffin Masron, Universiti Sains Malaysia, Penang, Malaysia
Zulkornain Yusop, Universiti Putra Malaysia, Selangor, Malaysia

ABSTRACT

The ASEAN Free Trade Area (AFTA), which was initiated in 1992, was the first effort in East Asia at forming a regional trading arrangement (RTA). Nevertheless, the level of regional trade remains stagnant. This dismal performance may be partly explained by the volatile currency exchange rate of ASEAN members. Therefore, focusing on the role of reserve pooling, and utilizing the optimum currency area (OCA) framework, this study intends to examine the viability of a common currency in ASEAN. In addition, this study also investigates this idea in the presence of external shock. By utilizing panel data analysis, we found that reserve pooling has a significant implication on exchange rate volatility, however, its contribution reduced significantly in the presence of external shock.

Keywords: Optimum currency area; Reserve pooling; External shock; ASEAN; Panel analysis; AFTA

7. BILATERAL AID: A TRUE INSTRUMENT OF DEVELOPMENT? THE CASE OF THE UNITED STATES

George Andreopoulos, City University of New York, New York, USA
Giuliana Campanelli Andreopoulos, William Paterson University, Wayne, New Jersey, USA
Eliza Durzynska, William Paterson University, Wayne, New Jersey, USA
Alexandros Panayides, William Paterson University, Wayne, New Jersey, USA

ABSTRACT

This paper deals with the long term pattern of international aid and in particular US bilateral aid. The main question is whether US bilateral aid has been a true instrument of development and welfare for developing countries. We try to answer this question by using the OECD data over the 1960-2008 period.

Keywords: Long term bilateral aid, donor countries, geopolitical interest

8. CHANGE LEARNING COMPETENCY AND ORGANIZATIONAL SURVIVAL:

AN EMPIRICAL STUDY OF GOVERNMENT PROMOTED INVESTMENT FIRMS IN THAILAND

Nikorn Yasamorn, Mahasarakham University, Thailand
Phapruek Ussahawanitchakit, Mahasarakham University, Thailand

ABSTRACT

This study examines the relationships among five dimensions of change learning competency, strategic implementation effectiveness, entrepreneurial mindset growth, transformational leadership, organizational dynamic capabilities, and organizational survival of government promoted investment firms in Thailand. It also proves five dimensions of change learning competency as committed to business objective, openness communication, opportunity searching enhancement, willingness to develop, and interaction with the external environment which are an important strategic learning that will help firm gain greater strategic implementation effectiveness, entrepreneurial mindset growth and organizational survival. Here, 204 government promoted investment firms in Thailand are samples of the study.

The results show that some dimensions of change learning competency have a significant effect on both strategic implementation effectiveness and entrepreneurial mindset growth. Then, both strategic implementation effectiveness and entrepreneurial mindset growth are significant for organization survival. In addition, organizational dynamic capability has only moderating effect on the relationship between entrepreneurial mindset growth and organization survival. Contributions and suggestions are also provided and further research is included.

Keywords: *Change Learning Competency, Strategic Implementation Effectiveness, Entrepreneurial Mindset Growth, Transformational Leadership, Organizational Dynamic Capabilities, Organizational Survival*

9. THE IMPACT OF GOAL ORIENTATION ON TEAM PROCESSES AND KNOWLEDGE SHARING AMONG TEAMS MEMBERS

David J. Radosevich, University of Wisconsin – Green Bay, Green Bay, WI
Valerie A. Johnson, Central Michigan University, Mount Pleasant, MI
Mark R. Allyn, Montclair State University, Montclair, NJ
Julia Park, Business Analyst, UBS, New York, NY

ABSTRACT

This study examines the relationships between goal orientation, team processes, and outcomes such as sharing knowledge, satisfaction, and performance. 190 participants worked in 35 teams as a requirement for their graduate classes. Each of the team members completed an online survey assessing their goal orientation, team processes (obligation, effort, communication), and team outcomes (knowledge sharing, satisfaction, performance).

The results indicated that the four goal orientation factors were differentially related to team process variables, which were in turn related to knowledge sharing and team satisfaction. Theoretical and applied implications for future research are discussed.

Keywords: *Personality; Knowledge Sharing; Teams; Performance*

10. STRATEGIC TRANSFORMATIONAL LEADERSHIP AND SUSTAINABLE COMPETITIVE ADVANTAGE: EVIDENCE FROM FURNITURE BUSINESSES IN THAILAND

Veeraya Pataraarechachai, Mahasarakham University, Thailand
Phapruek Ussahawanitchakit, Mahasarakham University, Thailand

ABSTRACT

Drawing on the dynamic capabilities approach and particularly the competency-based view of strategy making, this study develops and tests an integrated model of the source–positional advantage–firm performance chain. The model postulates strategic transformational leadership (STL) as managerial-based/transformational-based competencies on sustainable competitive advantage. Such competencies should lead to marketplace positional advantages through competitive strategies such as innovation differentiation and firm capability development. In turn, these positional advantages contribute to different firm performance metrics, specifically, effectiveness and efficiency which will lead firm to achieve sustainable competitive advantage. By using 138 firms from the furniture industry in Thailand, the authors test the moderating effects of survival culture and employee readiness for change on the STL – performance relationship. Analyses of survey provide evidence that strategic transformational leadership is consistently and positively associated with performance while survival culture and employee readiness for change were found to exert not significant moderating effects on this relationship. The obtained results suggest that the theoretical prescriptions of RBV and competitive strategy must be strategically combined within the firm for maximum effect.

Keywords: Strategic Transformational Leadership (STL); Dynamic Business Vision; Transformational Mindset Operation; Corporate Practice Flexibility; Change Learning Competency; Goal Achievement Orientation; Entrepreneurial Involvement Capability; Response Focus Adaptation; Valuable Organizational Innovation; Firm Capability Development; Sustainable Competitive Advantage; Survival Culture; Employee Readiness for Change

11. THE DETERMINANTS OF FDI INFLOWS: RECENT EVIDENCE FROM THAILAND

Chanikarn Teresa Tosompark, Assumption University, Bangkok, Thailand
Kevin Daly, University of Western Sydney, Sydney Australia

ABSTRACT

Before the 1997 Asian Financial Crisis Thailand had the fastest growing level of FDI inflows amongst Asian economies. The general objective of this research is to evaluate the determinants of FDI investment in Thailand post the 1997 crisis, our empirical investigation of the determinants of Thailand's FDI relates to the period 1998-2008. The end of this period also covers the Global financial crisis of 2007/08, the effects of this crisis on FDI generally may be premature to judge given that most FDI projects have lead times ranging from 12 to 18 months. The paper also provides an update covering the latest available FDI data by comparing 2008 – 2009 Quarter 1 FDI flows both regionally and for Thailand.

Keywords: FDI, Thailand, Financial Crisis

12. TECHNOLOGY KNOWLEDGES/SKILLS OF AN E-LEARNING MANAGER

Vasile Daniel Cardos, Babes -Bolyai University, Cluj-Napoca, Romania
Adriana Tiron-Tudor, Babes-Bolyai University, Cluj-Napoca, Romania

ABSTRACT

This article presents some findings of the E-Learning Manager (ELM) Project regarding the skills an e-learning manager should possess in order to achieve his/her mission. During the first meeting the partners identified three domains in which an e-learning manager should have knowledge and/or skills: pedagogy, technology and management. After establishing the content of each domain a questionnaires was sent to professionals in computer science, teaching/education and training. In this article we are

presenting the findings of the technology domain and try to identify the profile of an e-learning manager from the perspective of the technological knowledge and skills required.

Keywords: *E-learning manager, technology skills, ELM Project*

13. ANALYSIS OF TRIADIC ETHICAL PHILOSOPHIES OF CLINICAL INTERVENTIONS

Fuzhan F. Parhizgar, Texas Tech University Medical School, USA
Kamal Dean Parhizgar, Texas A&M International University, USA

ABSTRACT

Our objectives in this article are to discuss, analyze, and present triadic philosophies of clinical interventions within the contextual boundaries of ethical considerations in pain and suffering management. The first objective is to present three syllogistic perceptions concerning biomedical scientific procedures and biotechnological devices as the alternative systems of curing, caring, and healing patients' sicknesses and illnesses. The second objective is to introduce philosophical and pragmatic foundations of medical knowledge and technological programs through innovative and inventive discoveries within biosophical ethical and moral context of humaneness. The third objective is to rationalize and legitimize clinical interventions in eradicating and/or mitigating pain and suffering of patients according to the effective and efficient application of moral, ethical, and legal principles in clinical interventions.

Keywords: *Biosophy, Biophilia; Theosophy; Clinical Interventions; Triadic Ethical Philosophies; Syllogistic Reasoning; Chronic Pain and Suffering*

14. AN EMPIRICAL ANALYSIS OF DISCRETIONARY AND ACCUMULATED EFFECTS OF GOVERNMENT EXPENDITURE ON GDP GROWTH, A CASE OF CHINA

Wang Xiao-Li, Inner Mongolia University of Technology
Reza Varjavand, Saint Xavier University, Chicago, Illinois, USA

ABSTRACT

This paper offers a thorough empirical analysis of the discretionary and accumulated effects of government expenditure in China on its GDP growth using the structure vector auto regression technique (SVAR). The variables used in this study include government expenditure, tax revenue, and GDP values. The statistical values used for all these variables are annual time series data covering the period of 1978 to 2008. Overall, the empirical results of our research indicate that discretionary effect of Chinese government expenditure does not react systematically to output changes strongly. However, the accumulated effect on GDP is positive. Similar positive effect has been also confirmed on the long run growth of GDP.

Keywords: *SVAR, Government expenditure, Discretionary and accumulated effects, GDP growth*

15. KNOWLEDGE MANAGEMENT IN THE CONSTRUCTION INDUSTRY IN UGANDA

Stephen Robert Isabaliya, Southern University A&M, USA
Raymond Bayanga, University of Reading, UK
Richard Boateng, Southern University A&M, USA
Victor Mbarika, Southern University A&M, USA

ABSTRACT

*The purpose of this paper is to examine the importance of knowledge management in Ugandan construction firms and emphasize the significant contribution explicit and tacit knowledge towards the improvement of firm performance. The study was conducted in a population 112 firms consisting of 34 large firms and 78 small firms in the construction industry. A questionnaire was focused on the nature of the firm, annual turnover and its distribution among firms, position hierarchy, employee's characteristics, firm performance, documentation, communication skills and knowledge management of the firms to highlight the people factor. Challenges faced by firms to improve performance were also investigated. The small firms annual turn-over ranged between 0-\$50,000 and \$5m-\$7.5m- whereas for big firms it ranged between \$7.5m and \$10M Project managers (25.9%) dominated the position hierarchy in firms. The employees of the firms were of varying education level including University graduates, tertiary and others Masters and PhDs. Employees were the main source of knowledge followed by operating manuals. The results indicated that there is a very high relationship between leadership and firm performance ($P=0.000$). The results also suggested that there is strong relationship between knowledge management and firm performance ($r=.825^{**}, P<.05$) Knowledge sharing among the employees had a significant ($P=0.0000$) effect on firm performance. The results further suggested that there is strong relationship between knowledge management and organizational performance ($r = .825^{**}, p<.05$). Innovation was also found to be positively related to knowledge management. Both knowledge management and innovation can explain up to 75.2% of organizational performance. The study indicated that encouraging apprentice training as the major approach to knowledge management. Documentation of employees' experiences in data repositories was reported as an important aspect of knowledge management. The major challenges suggested in the construction industry was lack of time to properly assimilate knowledge and new ideas being very expensive to implement in Uganda. Soft copies of documents, reports and newsletters were the major forms of documentation and dissemination of knowledge. However, 100% percentage of the respondents does not have enough knowledge about knowledge management systems. Concerning the practice and policy implications, the construction industry should embrace knowledge management and develop appropriate strategies for capturing, sharing, and disseminating the knowledge obtained on the different projects in order to gain a competitive edge and improve on their performance. Concerning research implications, action research methods may be necessary to offer researchers opportunity to work in tandem with practitioners and professionals in implementing knowledge management strategies and systems, while investigating further into which strategies and systems work in such skilled sectors or working environments and why they work.*

Keywords: Knowledge management, Performance, Construction industry
