
ABSTRACTS**1. THE INFLUENCES OF MANAGEMENT CAPABILITY ON EXPORT PERFORMANCE OF LEATHER BUSINESSES IN THAILAND**

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ABSTRACT

The objective of this study is to examine the influences of management capability on export performance of leather businesses in Thailand. We attempt to understand how management capability is linked to export performance and how its components have different effects on export performance. In the existing literature, management capability is a key determinant of export performance. It consists of three components, including teamwork, organizational learning, and entrepreneurial orientation. The results present that teamwork, organizational learning, and entrepreneurial orientation have significant positive effects on export performance. These three components also play an important direct role in explaining and driving superior export performance. Giving potential discussion is effectively implemented in the study. Theoretical and managerial contributions are explicitly provided. Conclusion and suggestions and directions of the future research are described.

Keywords: Management Capability, Teamwork, Organizational Learning, Entrepreneurial Orientation, Export Performance

2. FUN AT WORKPLACE IN TURKEY: (A SURVEY)

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ABSTRACT

Traditionally, the term "work" is associated with words such as "tough," "tedious," "boring," "serious," "routine". Today, however, the nature of work and business is changing rapidly. Managers need to create a professional but also more enjoyable and fun work environment. The purpose of this work is to present the main findings from a survey on a fun work environment and its results for employees and organizations according to a research, which was undertaken between January and June 2005 in Turkey. In brief, the present study yielded two main findings. First of all, a fun work environment generates several valuable benefits for organization and employee, in spite of a few negative outcomes. The research has also found that corporate culture and top management have a leading role in creating fun work environment.

Keywords: Fun, humor, enjoyable workplace, Turkey.

3. TELEVISION AND THE INTERNET'S INFLUENCE ON POKER PLAYING AMONG COLLEGE STUDENTS

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ABSTRACT

Gambling among college students is less pervasive than hypothesized; however, among those who do gamble almost one in seven is a probable pathological gambler. The Internet appears to be a conduit for gambling with students being lured to a "free trial" and progressing to weekly gambling on poker websites. Advertisements on television shows on poker gambling may be the conduit to the websites. Gambling

shows are much more frequent than surmised. Surprisingly, gambling does not lead to lower grade point averages in college or higher debt.

4. GLOBAL LEADERSHIP DEVELOPMENT IN HISTORICAL BLACK COLLEGES AND UNIVERSITIES

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ABSTRACT

Globalization began as the defining international system when the Cold War ended (Freidman, 2000, p7) and since then organizations have been working diligently to identify and acquire resources with the needed leadership skills, traits, and characteristics to effectively navigate their organization through the global economy. Professional leadership development programs and higher education institutions are two venues available to organizations for acquiring this much needed leadership talent. The latter is the focus of this research paper. Specifically, the research proposes to answer the question of how Historical Black Colleges and Universities are implementing global leadership development into their international business and management curriculum. Additionally, the proposed plan for this research is to compare and contrast the practices, tools, and processes utilized in creating global leaders. This researcher assumes that there should be fundamental curriculum components for any student graduating with a bachelors or masters degree in international business and management. These components consist of foreign language skills development, participation in an exchange or study abroad program, exposure to global leaders and businesses through internship programs, and a global leadership skills assessment of the student's ability to successfully navigate a career in international business and management. As a net result, it is proposed that a model be created for global leadership development in higher education with supporting evidence that ties to global leadership theories and concepts.

Keywords: *Global Leadership Development, Curriculum Management, Global Economy, Historical Black Colleges and Universities (HBCU's)*

5. THE EFFECTS OF STATE-LEVEL METHAMPHETAMINE PRECURSOR RESTRICTIONS ON LABORATORY SEIZURES

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ABSTRACT

In 2005, thirty-five states in the U.S. passed precursor drug law legislation in response to escalating methamphetamine laboratory seizures. These laws are enacted to restrict access to pseudoephedrine and ephedrine which are precursor chemicals in the manufacture of methamphetamine. We use data from the U.S. Drug Enforcement Administration on methamphetamine laboratory seizures for 2003-2005 and the states' precursor drug law enactment date in our analysis. We compare average monthly pre-enactment seizures to average monthly post-enactment seizures and report the percentage change of laboratory seizures for those U.S. states having the most active counties in methamphetamine manufacture. All states, except one, had significant reductions in laboratory seizures in the ostenactment period. The monthly percentage decreases in laboratory seizures range from 23% to 87% among states with precursor drug laws. This wide range may be further explained in future research by identifying specific purchaser, seller, display, and packaging restrictions contained within each state's precursor drug law and determining the independent effects of each.

Keywords: public safety, drug laws, methamphetamine, clandestine laboratory

6. EVIDENCE OF TAX EVASION BEHAVIOR FROM OKLAHOMA VEHICLE REGISTRATION RECORDS

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ABSTRACT

In the later part of the 1990's, the Oklahoma legislature commissioned a number of studies concerning state tax reform. The impetus for the studies was that Oklahoma had one of the most regressive tax regimes nationally, and the highest overall personal tax burden of any of the immediately surrounding states. The only significant change to be enacted from these studies was State Question 691 (SQ691). Under SQ691, the fee for registering a personal vehicle in the state of Oklahoma was changed from a percentage of the initial cost of the vehicle, to a flat fee. The result was a change from being the state with the highest vehicle taxes in the region to a state with the lowest in the region. This study uses an event window to determine if there were an abnormal number of vehicle registrations in the year after the change. The findings were that in the year of change and the year following the change there was a statistically significant increase in the number of vehicles registered. This finding is consistent with tax evasion behavior by vehicle owners.

7. USING LOGISTIC REGRESSION TO DETERMINE SPEED DATING COMPATIBILITY

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ABSTRACT

Speed dating has become big business as the new alternative on the dating scene compared to meeting in bars, attending social events or using online dating services. In achieving its aim the results have been quite successful with reports that half of all participants come away with at least one promising match. Because of the limited time to interact, it is important that there should be a reasonable degree of compatibility between the couples for there to be any chance of a match. To determine their suitability beforehand, the participants are given a survey involving a number of questions and only those who are deemed to be even mildly compatible are arranged to meet in the same session. This research shows how binary logistic regression can be used to help any speed dating organisation determine whether a couple are compatible and even provide a probability that they will be a match.

Keywords: speed dating, logistic regression, compatibility

8. GENDER DIFFERENCES IN GOOFING OFF AT WORK

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ABSTRACT

Males, to a greater extent than females, reported "goofing off" or "playing around" at work and viewed their work as like sports. Females were more likely than males to feel that it is their duty to keep busy at work and that goofing off would be unfair to co-workers. Regression analyses indicated that the less the respondent felt it was his/her duty to keep busy and the less that goofing off would be unfair to coworkers, the more goofing off he/she self-reported. For males the degree to which the respondents' workday was predictable was positively associated with goofing off. For females two items negatively associated with goofing off were the expectation of being punished if caught goofing off and the degree to which the respondent desired a career in the industry in which she was working, suggesting females may be more likely to consider the consequences of their actions. Also for females, goofing off was positively associated with the degree to which the respondent viewed her job as being like a sport. Males may see

a greater compatibility between sports and work activities, while females may more likely view sport-like activities at work as goofing off. Goofing off may be a means of bonding for males more than for females. It seems reasonable to incorporate fun into work rather than making it a separate activity and it is important to show employees when fun is and is not appropriate.

Keywords: Fun at Work, Citizenship Behaviors, Gender Differences

9. CLOSING THE RURAL AND URBAN EDUCATIONAL ACHIEVEMENT GAP: A STUDY OF THE STATE OF GEORGIA

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ABSTRACT

Most of the existing studies examining the education system are focused on urban education systems. Therefore, the state of rural education system is greatly under researched. This deficiency is very important since 244 out of the 250 poorest counties in the U.S. are rural. This study calls attention to the urban and rural educational achievement gap with an application to state of Georgia using data collected on county school districts. In order to evaluate the "urban" and "rural" educational achievement gap and its factors to contribute this gap, a two-step of estimation process is applied. First we evaluate the educational achievement gap between the rural and urban county school districts in Georgia by conducting a two-tailed T-test. Second, we explore the relationship between educational achievement gap and factors that contribute this difference by means of an OLS regression analysis. Results indicate that government spending on high school at federal, state and local level has no significant impact on the student's educational achievements. Second, the student's educational achievement directly depends on the student's parent's economic condition.

Keywords: Public Education, Public Policy, Educational Achievement, No Child Left behind Act.

10. DOES GENDER MATTERS IN QUANTITATIVE SUBJECTS?

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ABSTRACT

This paper examines gender performance in quantitative subjects taught under a Business degree program at a new generation university between 1993 and 2005. The purpose is to understand whether gender differences exist for all these quantitative subjects, amidst differing research findings and conclusions in the education research field.

Keywords: Quantitative Literacy; Gender Gap; Statistics; Quantitative Methods.

11. ROLE OF INDIVIDUAL VALUES AND ORGANIZATIONAL CULTURAL VALUES IN KNOWLEDGE SHARING AND ACQUISITION IN ORGANIZATIONS

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ABSTRACT

In today's economy, with the emphasis that the knowledge possessed by an employee is a highly valued intangible strategic asset, the creation and transfer of knowledge has become a critical factor in an

organization. This paper explores the most significant individual values and organizational cultural values for individual's involvement in knowledge sharing and acquisition activities. The results of regression analyses for knowledge acquisition indicated that authenticity and experimentation values significantly contribute to knowledge acquisition in an organization and it was found in the case of individual values as well as organizational cultural values. Trust and collaboration, were the significant predictors among the individual values which contribute to knowledge sharing. In the case of organizational cultural values, openness and collaboration were the significant predictors for knowledge sharing.

Keywords: Individual values, Knowledge acquisition, Knowledge Sharing, Organizational cultural values.

12. RISK AND RETURN IN JANUARY VS. NON-JANUARY IN STOCK RETURNS: EVIDENCE FROM A MACRO-ECONOMIC FACTOR MODEL

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ABSTRACT

In this study, I re-examine long standing January effect in size sorted portfolio returns using data for extended time periods from 1951 to 2000. Surprisingly, January returns can be mostly explained by the macroeconomic risk factor model while returns in the rest of the year can not be explained. This indicates that the January effect is not as important as it used to be.

Keywords: Return Seasonality, January Effect, Macroeconomic Risk Factors

13. WINNING THE BATTLE OF THE FORMS – WITHOUT LOSING THE WAR

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ABSTRACT

With an eye to both historical perspective and modern business practice, this article examines the ancient Battle of the Forms and suggests some lessons for everyday business practice and provides some resources to help those teaching and explaining these principles. The authors attempt to provide a clear exposition of the legal norms to assist the student and the small business which commonly may use business forms rather than forms drafted by counsel and designed specifically for their use. The principle problem in the United States is that the relatively modern developments in the long history of the Battle of the Forms include contradictory principles dealing with this very common business problem. In addition modern business practice involves not only written and oral communication but electronic communication as well. The authors attempt to bring these threads together to give the modern business student and practitioner greater understanding of a common legal problem.

Keywords: Battle of Forms; Offer and Acceptance; Small Business; International Law; Uniform Law; Uniform Commercial Code;UCC;CISG;Electronic Contracts;UETA;UCITA; Legal History; Negotiation

14. THE LISTENING SKILLS OF COURT JUDGES: LESSONS FOR MANAGERS AND LEADERS

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ABSTRACT

An essential management and leadership competency is listening skills. Communication is superficially covered in management courses; however, one of most frequently cited organizational challenges continues to be interpersonal communication problems. Contemporary technology provides a plethora of devices and systems to transmit information and messages. However, an overlooked component of the communication process is high quality listening and decision making skills. Bloom's taxonomy is proposed as the basis to articulate and measure listening competency. Finally the author interviewed four court judges ranging from a municipal judge to a former state Supreme Court justice to learn about their listening and decision making skills. The judges asserted that the most important skills to hear a case are: a) respecting all of the participants and judicial system; b) visualizing issues in gray tones rather than black and white and c) observing the tone in which someone speaks. The judges also made suggestions to improve the business curriculum.

Keywords: Communication; Listening Skills; Bloom's Taxonomy; Decision Making, Judges Listening Skills

15. A CRITICAL REVIEW OF THE IMPACT OF CULTURAL FACTORS ON SERVICE QUALITY EXPECTATIONS

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Barbara A. P. Jones, Alabama A&M University, AL, USA

ABSTRACT

This study examines the influence of cultural characters on service quality expectations. The study adopts a three country setting, where Hofstede's (1980) cultural dimensions (individualism/collectivism, power distance, uncertainty avoidance) are reflected in a mixed manner. All three hypotheses proposed in the study are partially supported, suggesting that cultural factors exert significant influences on service expectations. The study, however, pinpoints the potential problems with the prevalent dichotomous approach of cross-cultural studies using Hofstede's cultural characters. Implications for academicians and practitioners are provided.

Keywords: Service Expectations, Culture, Hofstede, Individualism/Collectivism, Power Distance, Uncertainty Avoidance

16. MAINTAINING CASE BASE REASONING SYSTEMS WITH THE HOPFIELD NEURAL NET

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ABSTRACT

With the dramatic increase of case based reasoning systems in commercial applications, many case bases are now becoming legacy systems. These case bases are often large and unstructured. Therefore maintaining case bases is a very difficult task. This study introduces a Hopfield neural net-based software tool which can be used for facilitating maintenance of a case base in case base reasoning systems. This neural net software will automatically categorize cases of a case base according to its lexical similarity. Clusters will be made as an output of this neural net software. Having clusters out of a case base will

facilitate the case base maintainer since categorized cases are easier to understand than disordered cases of a case base.

17. WHO IS TAKING CARE OF THE INTERNATIONALIZATION OF THE BUSINESS DEPARTMENT AT THE COMMUNITY COLLEGE LEVEL?

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ABSTRACT

Based on a literature review of internationalization strategies for business administration programs, I investigated the strategies community colleges in the United States are practicing. The literature on the internationalization of higher education curriculum has largely focused on the field of business administration in four-year colleges, graduate, and doctoral level programs. This paper addresses the internationalization of the business department at the community college level. The theoretical concepts that I investigated are as follows: first, how business management departments are developing organizational strategies and organizational structures that show the engagement of the colleges in internationalization; second, how business management departments are developing processes to internationalize faculty, administration, and students; finally, strategies business management departments are developing to internationalize the curriculum (Kwok, Arpan, and Folks, 1994). The considerations that I present in this paper serve as the basis for my quantitative research about the internationalization of business departments at the community college level. The question addressed in this paper is as follows: Is there a managerial strategy for the internationalization of the business management department at the community college level?

Keywords: Internationalization, business management department, community colleges.

18. THE SOCIAL DETERMINANTS OF SMOKING AMONG UNIVERSITY STUDENTS

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ABSTRACT

Using a cross section survey within a single community, an analysis of the social determinants of smoking among university students is found to be dependent more strongly on social rather than demographic variables. The structure of the survey allows an analysis that abstracts from prices, taxes, and other indirect disincentives to smoke. The implication for tobacco cessation programs is that either groups of smokers or individual smokers who most closely associate with non-smokers are better candidates for tobacco cessation than are individual smokers whose peers smoke.

Keywords: Health Economics, Smoking Cessation, Logit, Cross-section Survey, Behavioral Economics

19. IMPRESSION MANAGEMENT, SOCIAL EXCHANGE, AND ORGANIZATIONAL CITIZENSHIP BEHAVIORS

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ABSTRACT

This study examines instrumental reasons for organizational citizenship behavior (OCB). We propose that employees display OCBs in part to enhance their self-image and to reciprocate the social benefits or support received. The results indicated that reasons for individuals to display OCB stem from a motivation to enhance their self-image and a motivation to reciprocate social support they received. Implications of this study and future research direction are discussed.

20. EFFECTIVELY USING ACTIVE AND ONLINE LEARNING TO HELP STUDENTS WITH WEAK RETENTION OF PREREQUISITE SKILLS SUCCEED IN INTERMEDIATE FINANCIAL ACCOUNTING

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ABSTRACT

Many studies (Bonwell and Eison, 1991, Meyers and Jones, 1993, Raux, 2004, Smith and Meador, 2001) have shown that students retain more information when active learning is utilized in the classroom. Additionally, professional organizations and professional and corporate employers have been quite active over the past decade in indicating that they prefer to hire students that have learned how to learn actively, can think critically, and are adept at the second-level learning skills (critical thinking, communication skills, interpersonal skills, technical skills, and analytical skills). The experience of the authors has been that there is a growing number of students, particularly transfer students, entering intermediate level course work with weak and/or poor retention of prerequisite material. This article examines the combining of two teaching methods, active learning and online learning, in an attempt to expose students to active learning, improving students' retention of new knowledge, and increase students' second-level learning skills. An in-class study using both active and online learning in intermediate financial accounting I was used to evaluate these teaching methods. This study evaluated whether a combination of active and online learning can be successful in increasing the students' knowledge base to an appropriate level while also enhancing retention. The results of the study provide support that the methodology was successful in both regards. Although the study was conducted in an accounting course, this methodology has the potential to be effective in many other disciplines.

Keywords: active learning, online learning, clickers, retention, intermediate accounting, financial accounting, teaching methods

21. TYPES OF PR CAMPAIGNS – MEANS OF RAISING PRODUCT SALES

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ABSTRACT

This article describes the main characteristics of the PR campaigns, in which both a positive public image of the whole system or organisation and products and services of this system or organisation might be

promoted. This article mainly focuses on six fundamental typologies of PR campaigns. We have started our approach with the basic campaign model, called the "awareness campaign" reaching throughout the article to the most complex and extensive model, more precisely the „behavior changing" of the target groups or of the consumers. This article also describes the most important characteristics of each model.

Keywords: Public Relations, PR campaigns, Product sales, Planning, Research, Analyses, Evaluation.

22. GAINING STRATEGIC ADVANTAGE THROUGH THE HUMAN DEVELOPMENT INDEX: AN EXPLORATORY INVESTIGATION

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ABSTRACT

A United Nations Development report indicates that good governance and sustainable human development are two key factors to attain sustained growth and to eliminate poverty. Research indicates that the human development index (HDI) is becoming crucial for developing as well as for developed economies for economic, political, and social growth (UNDP, 2006). Hence, it is imperative to study how countries can gain strategic advantage through the HDI. This study explores the relationship between the human development index and e-competitiveness. Using a sample of 40 countries across five continents, this study examines how the HDI can enable countries to gain strategic advantage.

Keywords: Strategic Advantage, E-competitiveness, Human Development Index, E-government

23. STUDENT WAGE EXPECTATIONS AND PATTERNS OF ENROLLMENT

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ABSTRACT

A growing body of research has developed around the process by which individuals determine the value of higher education. The earliest efforts considered the rates of return of different levels of education. The ability of students to form accurate estimates of various types of training became viewed as a necessary element of prudent decision making. Although a number of investigators addressed this issue during the 1990's, the most current work has been conducted by European authors. Alchian (1972) argued that the cost of acquiring information imposes a constraint on the ability of individuals to make the "best" decisions. The internet provides a bounty of inexpensive information with respect to market pricing. This paper examines student estimates of relative wages in 1991, 1999 and 2006, a period during which internet usage grew from non-existent to fairly common to nearly universal. It was found that student accuracy has increased over this time and that there has been some movement toward areas of study which are thought to yield higher returns.

Keywords: Human Capital, Wage Estimation, Enrollment, Choice of Major

24. CULTURE AND NEGOTIATION ETHICS

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ABSTRACT

This study develops the theoretical foundations to explore the relationship between Hofstede's (1980) four dimensions of culture, and Lewicki and Robinson (1998) five dimensions of questionable negotiation tactics. Theory and Literature review indicate that culture is a good predictor of managers' perceptions of the negotiation tactics. This study concludes that Hofstede's cultural framework allows managers to identify differences in negotiation tactics among executives across different cultures and thus provides a theoretical base for designing more effective global negotiation strategies.

Keywords: Negotiation Questionable Tactics, Culture, Hofstede model, International Negotiations.

25. VEHICLE RELIABILITY: A SUFFICIENT CONDITION TO COMPETE IN THE AUTO MARKET

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ABSTRACT

In recent years American automakers have significantly improved their product quality to regain customer trust and to compete successfully against Japanese competition. However, the former continues to lose market share, thereby suggesting that customers may still believe that Japanese brand cars are better than American brand cars. In such cases, it may be construed that customers have not realized the actual improvement in the quality of American brand vehicles. This longitudinal study investigates whether consumers still perceive the existence of a quality gap that may be growing to account for the continuing loss of market shares.

Keywords: Auto Industry Product Quality, Auto Reliability, Customer Auto Satisfaction, Declining U.S. Auto Market Shares

26. ORGANIZATIONAL RATIONALITY: EXCHANGE RATE UNCERTAINTY AND FIRM STRATEGY

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ABSTRACT

The study examines the implications of differences in managerial strategies for firms' economic exposures to foreign exchange rate movements. In contrast with previous researchers' focusing on financial impacts of exchange rate, we emphasize on the organizational rationality of firm strategies under exchange rate uncertainty. Derived from Thompson's (1967) view of organizational rationality, we investigate the various firms' strategies dealing with exchange rate fluctuations. We further match the firms' exchange rate strategies with Thompson's generic mechanics such as sealing off, buffering, smoothing, forecasting, and resorting to rationing in order.

Keywords: Exchange rate uncertainty, organizational rationality, firm strategy.
