

RSEP International Conference on Emerging Issues in Economics & Social Sciences
16-17 February 2023, SRH Berlin University of Applied Sciences/Hamburg Campus, Hamburg, Germany

www.rsepconferences.com CONFERENCE PROCEEDINGS/ABSTRACTS ISBN: 978-605-73146-9-7/March 2023

RSEP CONFERENCES

International Academic Conferences

ORGANIZED BY
RSEP & BC GRUP INC

RSEP International Conference on Emerging
Issues in Economics & Social Sciences

CONFERENCE PROCEEDINGS

Book of Abstracts

Editors
Prof. Dr. M. Veysel Kaya
Dr. Patrycja Chodnicka - Jaworska

ISBN: 978-605-73146-9-7/March 2023
SRH Berlin University of Applied Sciences/Hamburg Campus

February 16-17, 2023
Hamburg, GERMANY

RSEP International Conference on Emerging Issues in Economics & Social Sciences

ISBN: 978-605-73146-9-7/ 6 March 2023

BC GRUP INC

Editors

M. Veysel Kaya

Patrycja Chodnicka - Jaworska

Copyright © All rights reserved. No part of the material protected by this copyright may be reproduced or utilized in any form or by any means, without the prior written permission of the copyright owners, unless the use is a fair dealing for the purpose of private study, research or review. The authors and editors reserve the right that their material can be used for purely educational, scientific and research purposes. All papers have been peer-reviewed. All scientific, technical, linguistic and ethical responsibilities are belongs to author/authors.

Publisher: BC GRUP INC

Certificate No: 6641

Address: Mustafa Kemal Mah. 2134. Sokak Dereli Apt. No:15/2
Cankaya/Ankara/Turkey

Publication Date: 6.3.2023

ISBN: 978-605-73146-9-7

Conference Scientific Committee

Professor Nazif M. SHAHRANI
Indiana University, USA

Professor Ryoko WADA
Keiai University, JAPAN

Professor Amb Colette MAZUCELLI
New York University, U.S.

Professor Ibrahim BAKIRTAS
Aksaray University, TURKIYE

Professor Xianchu ZHANG
The University of Hong Kong, CHINA

Professor Teresa CZERWIŃSKA
University of Warsaw, POLAND

Assist. Professor Luisa BOSETTI
University of BRESCIA, ITALY

Assoc. Professor Maria STANIMIROVA
University of Economics Varna, BULGARIA

Assoc. Professor Zoryana CHERNENKO
The National University of Kyiv-Mohyla Academy, UKRAINE

Assoc. Professor Adela COMAN
The University of Bucharest, ROMANIA

Professor M. Veysel KAYA
Ankara Haci Bayram Veli University, TURKIYE

Assist. Professor Monica MEIRELESS
University of Lisbon, PORTUGAL

Dr. Patrycja CHODNICKA-JAWORSKA
University of Warsaw, POLAND

Dr. Danijel MLINARIC
University of Zagreb, CROATIA

Senior Researcher Hasse EKSTEDT
University of Gothenburg, SWEDEN

Organizing Committee

Dr. Piotr JAWORSKI
University of Warsaw, POLAND

Prof. Ibrahim Bozkurt
Cankiri Karatekin University, TURKIYE

Dr. Farzaneh Soleimani ZOGHI
SRH Hochschule Berlin, GERMANY

Assoc. Professor Olteanu COSMIN
The University of Bucharest, ROMANIA

Dr. Tomislav HERCEK
University of Zagreb, CROATIA

Fahimeh HAKIM
University of Rome Tor Vergata, ITALY

Ashurov SHAROFIDDIN
IIUM Institute of Islamic Banking and Finance (IIiBF), MALAYSIA

Kaifeng LEI
Lanzhou University of Finance and Economics, CHINA

Referee Board

Assist. Professor Kemal CEBECI
Marmara University, TURKIYE

Dr. Konrad GUNESCH
The American University in Emirates, UAE

Dr. Patrycja CHODNICKA-JAWORSKA
University of Warsaw, POLAND

Prof. Dr. Haci Bayram ISIK
Kirikkale University, TURKIYE

Prof. Dr. Adnan AKIN
Kirikkale University, TURKIYE

Prof. Dr. Mehmet Dikkaya
Kirikkale University, TURKIYE

Prof. Dr. Metin TOPRAK
IZSU, TURKIYE

Dr. Imdat DOGAN
Independent Researcher, TURKIYE

Dr. Ozkan ZULFUOGLU
Marmara University, TURKIYE

Assoc. Prof. Hassel YASEEN
University of Jordan, JORDAN

Prof. Oleksii LYSENOK
National University of Food & Technology , UKRAIN

Dr. Mohammed Faez HASAN
University of Karbala, IRAQ

Dr. Mariam Almana ALENEZI
Arab Open University, KUWAIT

Prof. Hernan E. Gil FORLEO
Universidad de Buenos Aires, ARGENTINA

Dr. El Mehdi KAIL
UM5, MOROCCO

Ciplis Gema QORI'AH
University of Jember, INDONESIA

Dr. Muhammad NAWAZ
Universiti Utara Malaysia MDIF, MALAYSIA

Olga KOLOKOLOVA
University of Manchester, UK

Keynote Speakers

The Impact of Perceived Justice on Consumer Satisfaction

Prof. Dr. Farzaneh Soleimani Zoghi

SRH Berlin University of Applied Sciences

Professor of Business Administration with a focus on Leadership

Head of Study Program in Campus Hamburg

M. A. International Business and Leadership (with a focus on Sustainability and Trade Management)

Germany as a Safe Haven of Immigration, Trusted Country of Transitory Education, Launch Site for Global Identity Formation, and Repository for Scholarly Reflection

Prof. Dr. Konrad Gunesch – Keynote Speaker/Online

London Centre for Interdisciplinary Research, London, United Kingdom

“Special thanks to keynote speakers”

TABLE OF CONTENTS

The Nonlinear Impacts of Health on Economic Growth <i>Mohamed Chakroun</i>	1
Examination of Economic Growth Trend of Some Resource Rich Countries Using Panel VAR Model <i>Tanvir Alam Shahi Md. & Dora Sallai</i>	2
HRMS - Not Just Collecting and Analyzing DATA <i>Inga Zurabiani</i>	3
Formation and Management of Human Resources in Georgian Organizations <i>Kristina Khuphenia</i>	4
Development of Primary School Pupils Performance in Germany in the School Year 2021/22 <i>Kerstin Knees</i>	5
Cheap Production Revolution <i>Ali Saleh</i>	6
Sorting in Credit Rationing and Monetary Transmission <i>Hye-Jin Cho</i>	7
Impact of Sex Ratio on Women's Participation in Labor Force and Decision Making <i>Mudassira Sarfraz</i>	8
Does ESG Affect Performance of Exchange Traded Funds? Evidence from Asia-Pacific Regions <i>Lan Xu</i>	9

The Nonlinear Impacts of Health on Economic Growth

Mohamed Chakroun^a

^a Prof, German University of Technology in Oman, Oman

E-mail: mohamed.chakroun@gutech.edu.om

Abstract

The paper examines the relationship between health and economic growth using a panel threshold model. The study uses a sample of 136 countries over the period of 1965-2015 and the results indicate that the relationship between health and economic growth is nonlinear. The findings suggest that the impact of health on economic growth is only positive when the health condition reaches a minimum threshold. This study contributes to the existing literature by providing empirical evidence that supports the notion that health is an important determinant of economic growth and that there exists a threshold level beyond which health has a positive impact on economic growth. This research is of great relevance to policy makers as it highlights the importance of investing in health to achieve sustained economic growth.

Keywords: health; economic growth; threshold regression

Jel codes: I10; O40; C21

Examination of Economic Growth Trend of Some Resource Rich Countries Using Panel VAR Model

Tanvir Alam Shahi Md.^a & Dora Sallai^b

^a Ph.D. fellow, Doctoral School of Economics, University of Szeged, H-6722 Szeged, Kalvari sgt. 1., Hungary
E-mail: shahi.tanvir@gmail.com

^b Ph.D. fellow, Doctoral School of Economics, University of Szeged, H-6722 Szeged, Kalvari sgt. 1., Hungary
E-mail: sallaidora9@gmail.com

Abstract

The fossil fuels undoubtedly performed as a catalyst for economic as well as industrial growth for a long era though negative opinions are piling up after Y2K and assertive voting is facing towards green energy due to the global environmental degradation. Even though the natural resources specially oil and gas are expediting developing countries economy by hiring foreign direct investment and capital accumulation. The paper intended to investigate the behavior of 15 resource rich countries with significant reserve of resources considering USA as a comparison basement. Panel vector auto regression model is being run for analyzing the data of different variables for 20 years (1997-2017) keeping GDP growth as a dependent variable. The result shows that foreign direct investment contributes to the countries' economy a lot and the less positive significance is instituted on natural resource rent. After a certain period, natural resource might accept negative contribution that will insist to the countries towards convergence.

Keywords: GDP growth, steady state, convergence, resource rich, natural resource rent

Jel codes: O11, O13, O47, O57, Q32

HRMS - Not Just Collecting and Analyzing DATA

Inga Zurabiani^a

^a Ph.D. student of Business Administration, Tbilisi State University, Georgia

E-mail: inga.zurabianhi@gmail.com

Abstract

Managers, human resource (HR) professionals, and executives have sought ways to improve efficiency in their organizations for decades. The need for improved staff satisfaction, enhanced recruitment processes, and accurate performance evaluations has led to innovations in the HR field in the form of Human Resource Management (HRM) systems. At their most basic level, HRM systems are tools used to collect and analyze staff performance, engagement, and recruiting data. But their abilities have changed a lot in the past few years. Now, they can do much more than collect and analyze employee data. Firstly, HRMS can help automate administrative tasks like managing payroll, evaluating employee performance, and streamlining HR processes. This can free up HR staff to work on more strategic projects, like getting employees involved and helping them grow. Modern HRMS can also make it easier for HR departments and employees to talk to each other. This makes it easier for employees to get important information and for HR departments to help. However, in HRMS, there is a risk of data inaccuracies, particularly if the data is not entered or updated correctly. There is also a risk of employee privacy violations if HRMS is not configured correctly or if the data is misused. HRMS are not just for collecting and analyzing data but can offer many benefits to organizations and employees. However, organizations must also be mindful of the potential risks associated with these systems and take steps to mitigate these risks. By doing so, organizations can realize the full potential of HRMS and use them to achieve strategic goals and drive business success.

Keywords: HRM System, Employee rights, Management, Business Administration, Digitalization

Jel codes: M12; M15

Formation and Management of Human Resources in Georgian Organizations

Kristina Khupenia^a

^a Ph.D. student of Business Administration, Ivane Javakhishvili State University, Tbilisi, Georgia

E-mail: kristina.khupenia272@eab.tsu.edu.ge

Abstract

Human resource management is one of the main issues for any company. The most important task of the management is to provide the organization with suitable human resources and to create such a working environment that helps to reveal the abilities of the employees and fully utilize the resources. However, often managers are not satisfied with employees and their expectations are not met.

Employees, on the other hand, often think that they have too much workload, or they are not given the opportunity to realize their potential and ideas. Human resource is the most important part of innovative development of any organization. The continuous development of personnel and the search for new approaches to their management is a necessary attribute for the excellent functioning of the company. Nowadays, human resource is valuable and important for any company. The success of the company is determined by human resources. Considering this, the paper shows the importance of using an effective model of human resources management for the development of the organization.

Keywords: management, organization, development, globalization

Jel codes: M120; R58

Development of Primary School Pupils Performance in Germany in the School Year 2021/22

Kerstin Knees^a

^a Palacký University Olomouc, Czech Republic
E-mail: knees.kerstin@outlook.de

Abstract

This article deals with the academic skills of children in the developmental age range from 6 to 10 years. During this time, the primary schooltime, children learn the basic skills for their entire further educational path. They are taught the main subjects German, mathematics, science/subjects, physical education, music, religion and art. Depending on the federal state and geographical location, a second foreign language may be added. However, this tends to play a polemical, subordinate role. In addition, almost every primary school teaches German as a foreign language. Observations and monitoring of vocational school classes for future educators revealed a problem and also the complaint of many primary school teachers: that the performance of the pupils is getting worse year after year. It seems that basic skills are being learned later and later, and with more and more effort. Also, the rules of social interaction often have to be painstakingly practiced and constantly repeated to make learning together in classrooms possible. This should be investigated. During this time, children learn the basic skills for their entire further educational path. The article deals with the question: How much has the educational level of primary school school pupils in Germany has increased or decreased in the years 2021 and 2022? This question was investigated with the help of a qualitative content analysis in which the German education studies and the PISA study since 2016 were evaluated. Common to all study results is the deterioration of learning outcomes: many of the pupils have a deterioration in their performance in all tested areas: Reading and comprehension, writing and mathematics.

Keywords: lack of competence in reading, writing, listening, mathematics, high migration in the classroom,
Jel codes: I20, I21

Cheap Production Revolution

Ali Saleh^a

^a Future Center, United Arab Emirates

E-mail: a.salah@futureuae.com

Abstract

What the world has been witnessing for several years, from the remarkable rise of the Chinese economy, represented the beginning of a new era of the global economic system. The exceptional rise of the Chinese economy hat based on cheap mass production, infancies the fact that the global economic system in the upcoming decades will be dominated by economies with exceptional capabilities to expand cheap production, not in technological advances. This means that the global economic system is now approaching a new era that can be called the "cheap production revolution". The paper attempts to deduce the features of the global economic system under Chinese leadership, and how probable the "Cheap Production Revolution" to be a global development model in the next century.

Keywords: cheap, emerging economic system

JEL codes: A, F

Sorting in Credit Rationing and Monetary Transmission

Hye-Jin Cho^a

^a Ph.D., Durham University, United Kingdom

E-mail: hyejin.cho@durham.ac.uk

Abstract

This paper reviews the literature in sorting providing with some of the key analytic elements to understand its causes. Among others, sorting has been applied to mechanism design, games and growth theory, allowing for the analysis of strategic behaviors in principal-agent problems. In some applications, an optimal solution can be obtained by introducing a one-dimensional screening device. In practice, screening devices are interest rates, high performance incentives or non-convex technologies that can yield for instance non convex salaries as functions of human capital. We study the monetary-transmission mechanism with a data set.

Keywords: single crossing property, screening, credit rationing, performance incentives, monetary transmission

Jel codes: D31; D43; D82; D86

Impact of Sex Ratio on Women's Participation in Labor Force and Decision Making

Mudassira Sarfraz^a

^a PhD, University of Warsaw, Poland

E-mail: msarfraz@wz.uw.edu.pl

Abstract

The study investigates underlying causal mechanisms that link sex ratio imbalances with women's labor force participation and women's participation in decision-making. To investigate this relationship, I utilize the theoretical foundations of Becker's marriage market hypothesis and sex ratio theory which suggests that when women become relatively scarce, it is easier for them to find a suitable partner, which makes them more likely to be married and less likely to participate in the labor market. I address this hypothesis by utilizing the Instrumental Variable (IV) method on the Social and Living Standard Measurement survey from Pakistan. The causal identification comes from district-level exogenous variation in sex ratio induced by exposure to extreme weather events happening across Pakistan since 1950. In regions with more frequency of extreme weather events, a male-biased sex ratio emerges which consequently leads to a lower women's LFP and lower women's participation in decision-making. This finding is consistent with the predictions of Becker's marriage market hypothesis. Moreover, the study also finds that the male-biased sex ratio also causes gender role beliefs to be more conservative. I also establish the robustness of these results through various sensitivity checks. The findings from the study imply the need to design and deliver policies aimed at reducing women's vulnerability to climatic events. Moreover, policies to reduce the social stigma associated with women working outside the home.

Keywords: sex ratio, women's labor force participation, women's participation in decision making, causality

Jel codes: J16, J20, J61

Does ESG Affect Performance of Exchange Traded Funds? Evidence from Asia-Pacific Regions

Lan Xu^a

^a *College of Business and Public Management, Wenzhou-Kean University*

E-mail: 1129721@wku.edu.cn

Abstract

ESG has attracted widespread attention since investment strategies have become increasingly diversified with the continuous development of society and the economy. However, whether it can bring better returns to investors has been controversial. To understand the importance of responsible investment and to identify how it affects the performance of financial securities, this paper examines the relationship between ESG and risk-adjusted returns on exchange-traded funds in the Asia-Pacific regions. We selected 93 ETFs rated by MSCI ESG as research objects. Using each ETF's daily closed price for the period 2021Q1-2022Q3, we calculate the alphas and conduct the empirical study by regression analysis and portfolio sorting. In the robustness tests, the results are still acceptable when we choose alternative ESG proxies and measure the country's moderating effect. Our finding is that, first, the risk-adjust returns of ETFs in the Asia-Pacific region are slightly negative, indicating that ETFs do not outperform the market in the sample period. However, ETFs with better ESG ratings have better performance. Moreover, the risk-adjusted return of ETFs varies among countries, but all fail to beat the market. The positive correlation between ESG and alpha is still significant when we change the measures of ESG. The finding of this study provides insightful guidance for investors' decisions making, especially those who plan to invest in ETFs or make diversification portfolios, and verify the theory that good ESG practices contribute to better investment performance.

Keywords: ESG; Exchange-traded Fund; Alpha; Sustainability; Asia-Pacific.

Jel codes: G15; G11; G12; M14.