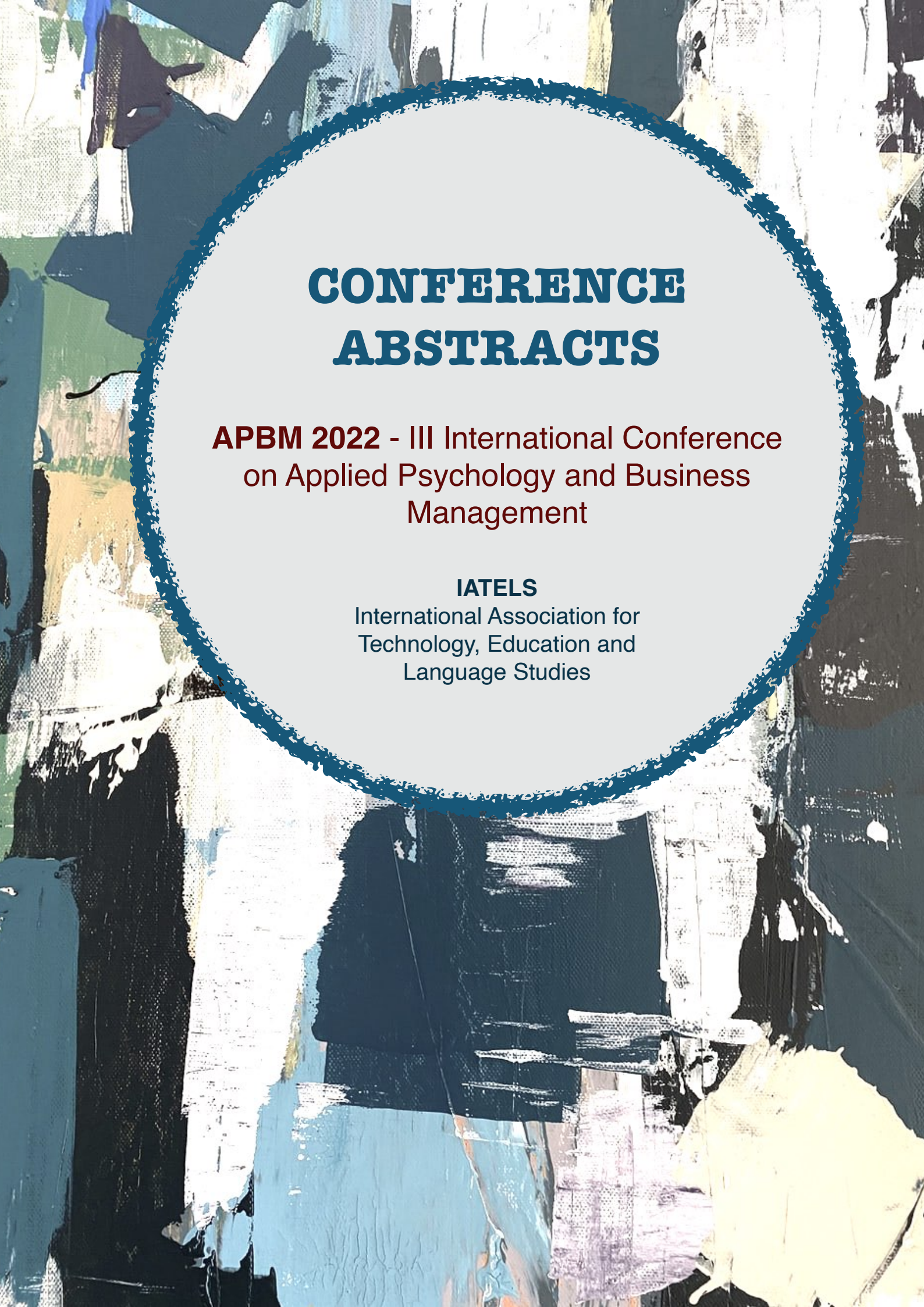


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CONFERENCE ABSTRACTS

**APBM 2022 - III International Conference
on Applied Psychology and Business
Management**

IATELS

International Association for
Technology, Education and
Language Studies

SCIENTIFIC EDITOR:

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Dr. Peter Williams, University College London, UK

This Book of Abstracts is a collection of the research reports presented at APBM 2022 - III International Conference on Applied Psychology and Business Management, held on 27-30 of October in Turkey.

The abstracts concern current issues on social processes, management in different types of organisations, education management, international relations and national policies, wellbeing and personality, organisational psychology. The studies were presented by researchers and academics from Turkey, India, Poland, Taiwan, Mexico, Pakistan, UK, Philippines and other countries.

The authors of the abstracts are responsible for the accuracy of the information provided, validity of the data and their research statements.

The editorial board of the conference and the editors of this abstract book do not necessarily agree with the statements and viewpoints, expressed by the authors in this book.

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27 - 30 October, 2022
Antalya, Turkey

APBM 2022 - III International Conference on Applied
Psychology and Business Management

CONFERENCE ABSTRACTS

APBM 2022 - III International Conference
on Applied Psychology and Business
Management

IATELS

International Association for
Technology, Education and
Language Studies

Turkey 2022
IATELS
STARTINFORUM

TABLE OF CONTENTS

Welcome Message	5
Conference Sponsors	8
Conference Partners	9
Conference Committee	10
Welcoming Addresses from Partner Organisations	11
Conference Program	20
Abstracts	27
Closing Remarks	54



WELCOME MESSAGE

Dear Colleagues,

It is our great pleasure to greet you at our third APBM International Conference on Applied Psychology and Business Management.

The Conference was initiated by IATELS in 2019 and despite all the restrictions and difficulties caused by the COVID-19 global pandemic, it was successfully launched in Izmir (Turkey) last year.

The initiative to establish this conference was moved by the motives to create a multidisciplinary international platform to embrace academicians and representatives of business to work together on the problems of psychology and management, concerning social processes, globalisation and nationalisation in extremely changeable conditions of modern economies and technology development.

Since the time of its establishment, APBM has created an environment which provide opportunities to exchange ideas and experiences among international academicians, researchers and practitioners.

Our speakers and participants from different parts of the world are coming together to share experiences and visions broadening ideas about professions, challenges and problems. They learn from each other to cope with difficulties and find creative and innovative ways to improve current practices and look for new projects in international collaboration.

APBM is also attended by students and young researchers who are in the beginning of their academic and professional careers. They learn from international experts and receive precious guidance on improving their studies and find new ways for their professional growth.

The mission of APBM is viewed in creating opportunities for its participants to broaden their professional minds and establish new connections for collaboration and developing more projects and programs internationally.

We believe that by joining efforts and expertise, we can serve the needs of our global community in a better way and develop optimal solutions for the problems of a personality in the modern world, social groups, businesses and organisations.

The Conference's title starts with "Applied Psychology" because no matter where we work and what we do, in each sphere, the primary place is occupied by a personality, with their psychological wellbeing, emotional and physical states, motives and forces which affect their attitudes and performances.

Everything starts with a person and comes to a person. That is why we believe that with such an important issue as a personality as a crown of all social, economic and political processes, this conference has a big potential to provide useful knowledge and skills to all of us, regardless of our national, cultural and educational backgrounds.

Empowered with the knowledge on psychic, personal behaviours, motivation, leadership, emotions, relations and attitudes, we can develop a better global community with deeper understanding of each other and grow such businesses and organisational environments which would work more productively and bring more positive outcomes at the personal, social and global level.

During the time of the global lockdown in 2019 - 2020, we all realised to its full extent that a person is a social creature who needs a social environment and communication for life, work and psychological wellbeing.

Together with that, psychological wellbeing alongside with the physical health has come to the stage as a primary topic if we want to develop successful and secure communities as well as a supportive global social environment at the principles of inclusiveness and social responsibility.

Nowadays we are witnessing many different processes which change the world. Wars, mass migrations, environmental problems, health issues, work and economic insecurities, climate change, search for the better energy resources and rapid technological developments are all which we are facing nowadays and have to learn to live in these conditions.

With all these threats and insecurities, a person is becoming more and more vulnerable, living stresses, depressions and different health issues. The stress of everyday's challenges and changes cause deeper problems and reactions which in their turn affect a person's nearest environment and, like an ocean wave, influences broader circles and communities.

Today we already say that the world is a small village where everything circulates very quickly. With technologies and social virtual connections, it becomes smaller and smaller. So, whatever happens in one corner of the world will definitely affect other areas and countries. The affect of one action can be much more influential than it can be thought of. In these conditions, it is crucial to develop global social responsibility where academicians and business leaders can occupy a leading position and move the development of the communities in the direction of mindfulness and active citizenship.

We believe that by uniting our forces and expertise, developing ideas together, sharing our visions internationally can be very much beneficial for streaming positive practices, finding better solutions and developing new projects and programs to meet the needs of the national and global communities.

27 - 30 October, 2022
Antalya, Turkey

APBM 2022 - III International Conference on Applied Psychology and Business Management

This year conference invites keynotes, speeches, presentations and workshops from Turkey, Indonesia, India, Morocco, Ukraine, China, Romania, Albania, Iran, Taiwan, USA, Mexico and other countries.

We would like to thank all our sponsors, partners and participants for supporting the initiative of APBM Conference and making this event happen because of their valuable contributions with their resources and expertise.

We hope this year conference will become a new start for more creative initiatives, ideas and their successful accomplishments.

Good luck to all our partners and participants!

Prof. Dr. Iryna Sekret
IATELS Committee Chair

CONFERENCE SPONSOR



APBM Conference was initiated by STARTINFORUM International (Turkey) in 2019 and develops under the patronage of the company.

STARTINFORUM International Project Management and Business Consultancy is a business company, located in Turkey, providing a wide range of services in the areas of international business, trading, education, tourism, languages and translation, being socially active at the national and international levels.

Being established in 2018, STARTINFORUM quickly entered the international market of business and education thanks to the many year experience and expertise of its international staff.

Seeing education, technology and research as one of its priorities, the company initiated the establishment of **IATELS - International Association for Technology, Education and Language Studies** (<http://iatels.com>), as an organisation supporting research and educational initiatives all round the world, giving opportunities to young researchers and those who are at the advanced levels of their careers to grow professionally, by exchanging their experiences and supporting each other.

Realising that Language, Education, Technology and Business with the accent on the human Psychology are the keys to the modern development, STARTINFORUM together with IATELS established three yearly conferences - **LASTE** International Conference on Language Studies, Translation and Education (<http://laste.iatels.com>), **PATME** International Conference on Education and Technologies (<http://patme.iatels.com>) and **APBM** International Conference on Applied Psychology and Business Management (<http://apbm.iatels.com>).

The company cooperates with a wide range of business organisations, factories, enterprises, universities, schools and social institutions from different countries of the world (Turkey, Ukraine, Pakistan, India, USA, UK, Czech Republic, Netherlands, Morocco, India, Kazakhstan, Indonesia, Albania, Poland, etc).

Apart from the research and educational projects at the national and international levels, including ERASMUS+ framework, STARTINFORUM develops a few more branches, working in import-export ("InterTrade Worldwide"), multi-language translation and interpreting ("STF Translation"), and tourism ("STF Tours & Travels").

For contacts, inquiries and cooperation please visit the company's website <http://startinforum.com> and email to start.inforum@gmail.com

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English Worldwide

ENGLISH IATELS

International English Academy



**GALGOTIAS
UNIVERSITY**

CONFERENCE COMMITTEE

Organising Committee

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Prof. Anuradha Parasar, Dean, School of Liberal Education, Galgotias University

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Dr. Muhammad Taufiq Amir, Bakriye University, Indonesia



**WELCOMING SPEECH AND GREETINGS FROM
ENGLISH IATELS INTERNATIONAL ACADEMY**

by

PROF. DR. IRYNA SEKRET



Dear Colleagues, Dear APBM Organising Committee, Dear APBM Participants,

It is our great pleasure to partner in organising this event which embraced participants from such a big number of countries. We are happy to greet presenters and attendees from Turkey, India, Pakistan, Iran, UK, Morocco, Indonesia, Taiwan, Philippines and many others.

Our IATELS English Academy is empowered by IATELS Association and sponsored by STARTINFORUM that is why it is our exceptional honour to join this event as a unity which is able to contribute to organising this conference and to its content.

“English IATELS – English Worldwide” is a slogan of International English Academy, initially established with the headquarters in USA and in Turkey. The coordination of the Academy’s work from two continents has made the organisation truly international, embracing language instructors and students from different parts of the world.

The mission of the Academy is viewed in developing special personalised approach to the English education, based on the latest advances in language teaching methodologies and technologies, making it maximally accessible and attractive to the students of various cultural backgrounds, ages and geographical locations.

Nowadays English IATELS Academy is an educational establishment, which is developing a new educational concept, that is dialogic learning through active interaction of instructors and students from various countries and cultures working together to raise their English communicative competences, general educational and scientific background. By designing and implementing original teaching materials, blending different teaching methods and techniques, we work to lay an individualised approach to our every student to support them on their way of learning English and growing personally and professionally.

We are happy to note that we have already got recognition and high appreciation from the students in Europe and Asia, Middle and Far East, from African and Latin American

countries. Developing online language education methodology as a tool to make quality English education more accessible in different parts of the world, we work to create opportunities for our students to learn more about other countries and cultures, despite the limitations of their actual geographic locations and with respect to all cultural and religious background.

During the global lockdown English IATELS has been intensively working to develop new methods of teaching English online and new contents which would be interesting for different learners, not only to get knowledge of English, but also to learn how to communicate in English in a multicultural community and apply English communicative skills for their professional and educational purposes.

The teaching methods and contents of English IATELS have been developed and tuned while teaching students of different ages from different countries – Turkey, Indonesia, Czech Republic, Ukraine, Ecuador, Albania, Sri Lanka, Russia and many others.

In this experience English IATELS has developed a methodology of inclusive, supportive, personalised and communicative English teaching.

The trainers and methodologists of English IATELS continue working on developing teaching methods and techniques which would make learning more accessible, personalised, practical and enjoyable.

The environment of English IATELS provides students and trainers with opportunities to learn from each other and add to learning with their own personal experience in communication and life.

In a dialogical environment with our international trainers and peers from other countries our students demonstrate significant achievements in English and communicative skills, feeling more and more confident to interact and collaborate in multinational community.

The establishment of English IATELS Academy, being officially announced in 2021, has its roots in more than fifteen years of teaching and research experiences of our international founders and trainers, who see their mission now to share the best practices with new generations of students and English instructors.

With all this mission in mind and experience in our background, we are happy to support APBM Conference as a platform of new opportunities and collaborative perspectives.

We are also happy and proud to note that our students who have been participating in our programs and courses are now self-confident presenters at this conference, reporting on their professional topics in English, and it is our honour to mention that we have also contributed to their professional and educational success.

To add to the content of the conference and overview the educational priorities of nowadays, it is important to emphasise that a successful English speaker is not the one who knows how to construct English sentences correctly, but a person, who knows how to use language as a tool for their education and professional career, it is the one who understands cultural peculiarities and norms of language behaviour, it is a person who is a critical thinker, able to analyse and contrast information presented in different languages. The language skills applied in science and education, business and technologies, politics and international relations to solve successfully problems in those areas are the aims of

27 - 30 October, 2022
Antalya, Turkey

APBM 2022 - III International Conference on Applied Psychology and Business Management

our education and the priority to emphasise while developing our programs, teaching approaches and materials, courses and programs.

Our warmest greetings to all APBM participants and supporters with our best wishes for the successful conference and very many happy returns to all participants with more collaborative perspectives in future!

Prof. Dr. Iryna Sekret

English IATELS International Academy

<http://learnenglish.iatels.com>



WELCOMING SPEECH AND GREETINGS

BY

ADV ARADHANA GALGOTIA,

DIRECTOR OF GALGOTIAS UNIVERSITY

GREATER NOIDA, UTTAR PRADESH

BHARAT (INDIA)



A very warm welcome to all the dignitaries and guests present with us today in APBM 2022, III International Conference on current trends and best practices in Applied Psychology and Business Management, organized by IATELS – International Association for Technology, Education and Language Studies, in association with GU School of Liberal Education, Galgotias University, Uttar Pradesh, Bharat (India).

We would like to welcome:

- Prof. Dr. Iryna Sekret (IATELS, Committee Chair). It was an honour to meet her recently during her visit to India. Her session on “Insights into Turkish culture and society” was indeed enlightening.

She has been actively involved in a number of educational and research projects implemented in Europe and beyond with a vast experience in teaching and training in multicultural environments.

- Prof. Dr. Preeti Bajaj, hon'ble Vice Chancellor, Galgotias University;
- Prof. Dr. Anuradha Parasar, Dean of the School of Liberal Education and the IATELS representative in India.

I wish to extend my gratitude to Prof. Dr. Iryna Sekret, Prof. Dr. Preeti Bajaj and Prof. Dr. Anuradha Parasar for bringing this opportunity to all of us at Galgotias University.

This conference will enrich our experience and knowledge. And we at Galgotias University are always eager to support such creative collaborations and initiatives.

The initiative to hold APBM Conference is inspired by a current need to unite efforts and expertise of researchers and practitioners from social sciences and business to raise awareness of the current international business needs and to highlight the ways for its boost and success in collaboration between science, technology and business enterprises.

I feel honoured to have this wonderful gathering at Galgotias University.

With this opportunity, I would like to share a matter of our pride and announce that Galgotias University has been accredited with NAAC A+ ranking in its first accreditation cycle.

The University offers more than 200 programmes in different disciplines and recently found its place in the top eight most preferred Universities in India according to CUET applications.

Our most important mission is to help students achieve the pinnacle of perfection in education, innovation and research by providing an ecosystem and state of art facilities to upgrade their skill sets and inner talents.

The University has been consistently providing a platform for developing teaching – learning of global standards.

The main aim of School of Liberal Education here at Galgotias University is to transform students into well rounded, curious and proactive problem solvers.

They are taught how to navigate complex and unforeseen global challenges and learn about the issues plaguing the world from thought leaders themselves. The students are guided and advised with an aim to create and enhance their sense of responsibility for their lives and careers.

We all are aware of the multidisciplinary approach of NEP-2020. It is one of the most substantial structural changes and investments to support multidisciplinary educational and research institutions. Many have made the pursuit of multi-disciplinary collaboration a central goal in their research mission, and we at Galgotias University believe in doing the same.

It is indeed a great opportunity for all of us to participate in APBM 2022. Such experiences broaden our perspectives and contributes towards developing holistic individuals of tomorrow.

I would like to thank the Dean of School of Liberal Education of our university, Prof. Dr. Anuradha Parasar once again for opening possibilities for our colleagues and students to participate in this great international event.

Adv Aradhana Galgotia
Director
Galgotias University
Greater Noida, Uttar Pradesh
Bharat (India)



**WELCOMING SPEECH AND GREETINGS
BY
PROF. DR. ANURADHA PARASAR
DEAN OF THE SCHOOL OF LIBERAL EDUCATION
GALGOTIAS UNIVERSITY, INDIA**



Good Morning, Good afternoon, good evening as per respective time zone of participants. Since I'm here at India, here its 12.50 pm , so Good Afternoon to one and all from the revered land of Bharat (India)

Gratitude and heartfelt thanks to APBM organising Committee & IATELS Association for inviting me to deliver Welcoming Speech And Greetings From Galgotias University, Greater Noida, Uttar Pradesh, Bharat (India).

I'm Prof. Dr. Anuradha Parasar, Dean - School of Liberal Education, Galgotias University, India. Friends, I'm one of the member of APBM Academic Committee and Scientific

Committee as well as I'm Advisor, Consultant & Representative of IATELS in India.

Thanks to Madam Sekret for this wonderful association and collaboration.

At the outset, I welcome one and all to this conference - Hon'ble Dr. Iryna Sekret, Conference Chair, IATELS Committee Chair and Organising Chair - APBM, Shri Suneel Galgotias, Hon'ble Chancellor, Galgotias University, Shri Dhruv Galgotia, CEO, Galgotias University, Hon'ble Aradhana Galgotia, Director, Galgotias University, India, Hon'ble Prof (Dr) Preeti Bajaj, Hon'ble Vice Chancellor, Galgotias University, India, Dr Luis Javier, Dr Flormando Baldivino, my dear colleagues from Galgotias University, MIT WPU and dear delegates and participants from all parts of the world.

Hearty greetings and warm welcome to one and all from the revered land of Bharat and from Galgotias University to APBM 2022 - III International Conference on Applied Psychology and Business Management at Antalya, Turkey.

Now I extend ardent welcome to you all - from APBM side - being one of the member of APBM 2022 Organising Committee.

Here I would like to wholeheartedly compliment and appreciate Madam Iryna Sekret, IATELS and APBM Committee for organising such a prestigious conference. In fact a truly international conference – I see good no of participants from various countries are participating in APBM 2022. Hearty welcome to all delegates and participants from Poland, Philippines, United Kingdom, Pakistan, China, Mexico, Taiwan, Kazakhstan, last but not the least, all participants from Turkey and India.

I extend warm welcome to all the delegates and I express my deep sense of gratitude to all of you for your active participation in APBM Conference.

I wish to Congratulate Madam Sekret, IATELS & APBM Team for organising such a successful international conference. Friends, APBM is a splendid international platform for open discussion and deliberations on Applied Psychology and Business Management.

My University that is Galgotias University, Greater Noida (GU), it's in Delhi NCR region in India and is one of the Co Partner of APBM Conference 2022. With pride, I feel happy to share that Galgotias University is having NAAC A+ grade which is very high benchmark in academic excellence. Galgotias University is the only university in Uttar Pradesh with NAAC score of 3.37 on scale of 4. Galgotias University is a multidisciplinary University with more than 20,000 students who are pursuing higher education at UG, PG and Ph D program. Galgotias University School of Liberal Education is one of the vibrant, active and energetic school. At GU School of Liberal Education, we are offering UG, PG and Ph D Programs in English, Economics, Political Science, Sociology, Media Studies. On behalf of University leadership, I wish to inform that Galgotias University would be happy to host academicians, students from other country to work with us for summer term program, joint project, twinning programs and various other collaboration relating to academics, research and cultural exchange programs.

Here I wish to convey message on behalf of Shri Suneel Galgotia, Hon'ble Chancellor, Galgotias University, Shri Dhruv Galgotias, CEO, Galgotias University, Madam Aradhana, Director, Galgotias University for extending cordial invitation to APBM delegates to visit India and to visit us at Galgotias University, Greater Noida.

I look forward to welcoming you at Galgotias University, India.

Friends, Don't miss any of the APBM session as delegates from across the globe are here to interact with you. Benefit from each session, enrich yourself by active participation in all the session. I was looking into schedule, topics selected by each presenters is of utmost importance and relevance. So benefit from each session by your active participation.

Finally I wish you all a very happy learning and good number of take ways from the conference – to all participants, those who are attending in person from Turkey and those who are attending APBM Conference online.

Thanks to dynamic leader Madam Aradhana Galgotia for all support. Thanks to Madam Preeti Bajaj for her kind cooperation.

Good luck and best wishes to all participants. I wish, APBM delegates and participants a wonderful conference and to Dr Iryna Sekret, IATELS, APBM organising committee a successful conference.

With this I once again welcome all Delegates and Participants to APBM 2022 IIIrd International Conference on Applied Psychology and Business Management at Antalya, Turkey on behalf of Galgotias University, Bharat, and also on behalf of APBM Organising Committee.

Thank You,

Prof (Dr.) Anuradha Parasar,

Dean, School of Liberal Education,

Galgotias University, Greater Noida, Uttar Pradesh, Bharat (India)

Advisor, Consultant & Representative of IATELS in India.



**WELCOME TALK FROM COLLEGE OF BUSINESS & ACCOUNTANCY
MANUEL S. ENVERGA UNIVERSITY FOUNDATION (PHILIPPINES)
by
DR. FLORMANDO P. BALDOVINO**



I wish a very pleasant and good afternoon to each and everyone participating in this very prestigious conference titled “APBM 2022 - III International Conference on Applied Psychology and Business Management” which is being held “live” in Antalya, in the beautiful city of TURKEY.

This virtual platform is an opportunity for seasoned and novice researchers around the globe to share their research outputs focused on current trends, theories, and practices in the field of psychology, management, business economics, organisational behaviour, corporate social responsibility, and other related disciplines.

Despite the challenges brought about by the COVID-19 pandemic, the APBM Conference Organisers are intent in GOING AHEAD with this International Conference, relying on the very reason that “Learning MUST Continue”, and definitely, this conference is going to bring a lot of interesting topics and information to enhance our craft as Academicians and the 21st Century Mentors.

Today, a good number of study outputs are to be shared with us. I am quite sure that all of us are excited to listen to the presentations, which are coming from different parts of the globe. I am encouraging each and everyone of you to internalise, reflect, and magnify the insights and knowledge from these research outputs, and, as I said a while ago, Learning MUST Continue.

The impact of the COVID-19 pandemic around the globe is unprecedented. All sectors of society are devastated, particularly within health and wellness of individuals, and more so, within sustainability of business organisations. The academe is also very much affected by the pandemic. Education institutions have to re-visit their facilities and tailor-made their infrastructures to cope with the new norms.

Flexible Learning Modalities must be provided, because Learning MUST Continue. The Manuel S. Enverga University Foundation, where I am connected to, is an autonomous university, providing quality and outcome-based education.

Our primary goal is to produce graduates who are going to be equipped with the 21st century's skills, and be ready to take the challenges, performing their nation-building roles amidst the unprecedented uncertainties, brought about by the COVID-19 pandemic and all other global economic and political processes.

The Manuel S. Enverga University Foundation assures all our stakeholders on the provisions of Quality Education under the trifocal thrust of the university, which is Instruction, Research, and Community Extension.

To the APBM Conference Organisers, chaired by Prof. Dr. Iryna Sekret, - I salute you for GOING AHEAD with this undertaking despite the drawbacks and risks of pulling the needed resources altogether.

On behalf of my colleagues from College of Business and Accountancy, Manuel S. Enverga University Foundation – Philippines, headed by Dean Dr. Catherine Limjuco-Guia; Dean Paz L. Bobadilla; the former Dean of the CBA, Prof. Ralyn Bermudez; the Chairperson of the Business Education, Prof. Justine Santos; the Chairperson of Accounting Education, Dr. Jim Acuzar; the CBA's Master Mentor, Prof. Ashley Pangligan; the CBA's Overall Coordinator, Prof. Romerico A. Alvarez and Prof. Raiza Ver, our Internal Marketing & Promotion Coordinators; and all other members of the CBA Family, I would like welcome everybody to this International Conference - APBM 2022, III International Conference on Applied Psychology and Business Management.

Dr. Flormando Baldovino
College Of Business And Accountancy
Of Manuel S Enverga University Foundation
Philippines

CONFERENCE PROGRAM

The program is scheduled according to Europe/Istanbul Turkey Time Zone

Online conference sessions are conducted via **Zoom**.

Instructions for the Conference participants

1. Please check the time difference between the time in Turkey and your local time to be able to join the sessions timely and not to miss the time of your presentation.
2. As our main aim is to establish an interactive and productive working environment where all participants can find a place for their self-presentation and developing ties for future collaboration in international projects and programs, **we would kindly ask all the participants to be active during the sessions with their questions and suggestions on the topics of the presentations.**

We work to make APBM Conference an international platform for more collaborative projects and programs within Social Sciences, Education, Technology and Research. That is why **all suggestions, ideas, initial plans and intentions are welcome to share at our interactive sessions to give them a way in future international projects and programs.**

Please use the time of APBM online sessions to look for more collaborative opportunities in our international team.

Instructions for Speakers

Most of the speakers have 20 minutes of their time in the program.

This time is longer than it is usually given in traditional online conferences. It is done with the aim to give our participants most of the chances to present their topics, receive feedback from other participants and hold a discussion.

We believe that during Question-Answer time after the presentation the speaker can disclose the topic even more when answering questions from the participants. At the same time the participants can get more knowledge and information when interacting with the presenter on the issues they are particularly interested in.

The duration of the presentation is 10 - 15 minutes the most, leaving at least 5 minutes for questions and discussion.

Before speaking on the topic of the presentation, the speakers must present themselves, their affiliation, professional area and research interests.

Instructions for Invited Speakers and Session Leaders

The Invited Speakers lead the sessions with the presentations following their speeches. As the session leaders, they are expected to introduce presentations, initiate discussions and questions, watch the timing, support interaction between participants, give ideas, suggestions and all other props to glue the interaction during the session.

27 - 30 October, 2022
Antalya, Turkey

APBM 2022 - III International Conference on Applied Psychology and Business Management

The session leaders are also invited to give their written overview feedback on their session and the presentations which can be published at the conference platform under their authorship.

OCTOBER, 27

Time	Program Activity	Speakers
10.00 - 10.15	Registration	
10.15 - 10.30	Opening of III APBM International Conference on Applied Psychology and Business Management	Prof. Dr. Iryna Sekret, Conference Chair IATELS Committee Chair Turkey
10.30 - 10.50	Welcoming Speech and Greetings From Galgotias University	Prof (Dr) Anuradha Parasar, Dean, School of Liberal Education, Galgotias University, Greater Noida, Uttar Pradesh, Bharat (India) Advisor, Consultant & Representative of IATELS in India
10.50 - 11.10	Keynote Language and Organizational Well-Being	Assoc. Prof. Dr. Luis Javier Pentón Herrera University of Warsaw Poland
11.10 - 11.30	Invited Speech “Student Retention In A Philippine Higher Education Institution: A Predictive Analytics Modelling”	Dr. Flormando Baldovino College Of Business And Accountancy Of Manuel S Enverga University Foundation Philippines

11.30 - 11.50	A Critical Analysis To The Problem Of Alienation Among Faculty Members In Private Universities In India: A Socio-Psychological Study In University Faculty Members in NCR New Delhi,India	Assoc. Prof., Dr. Ambika Prasad Pandey School of Liberal Education Galgotias University, Greater Noida, UP, India
	Session 1	Session Leader: Dr. Peter Williams, UK
12.00 - 12.20	Researching With People With Learning Disabilities: Methodological Considerations	Dr. Peter Williams, UK
12.20 - 12.40	Effect Of Prsonality On Development Of Eating Disorder Among College Students	Prof. Dr Shikha Srivastava, School Of Liberal Education, Galgotias University, Greater Noida, India Prof (Dr) Anuradha Parasara, School Of Liberal Education, Galgotias University, Greater Noida, India
12.40 - 13.00	Effectiveness Of Mindfulness Based Cognitive Behavioral Techniques:A Therapeutic Approach For Obsessive Compulsive Disorder	Doaa Shamim Pakistan
13.30 - 13.50	A Psychometric Analysis of the Learned Helplessness Scale on Indian Students	Sakshi Bhalgat MIT World Peace University, India
13.50 - 14.10	Session Discussion And Closing Remarks	Session Leader: Dr. Peter Williams, UK

OCTOBER, 28

Time	Program Activity	Speakers
	Session 2	Session Leader: Assoc. Prof. Dr. Hui-Wen Huang China
10.00 - 10.10	Opening the Session and Introduction	Prof. Dr. Hui-Wen Huang China
10.10 - 10.30	Address by Ms Aradhana Galgotia, Director of Galgotias University	Ms Aradhana Galgotia, Director Galgotias University Greater Noida, Uttar Pradesh, India
10.30 - 10.50	Harassment as a Performance Limitation	Dr. Javier Zavala Rayas Mexico
10.50 - 11.10	EFL Learners' Engagement In Online Flipped Intercultural Learning	Prof. Dr. Hui-Wen Huang China
11.10 - 11.30	Psychological Theories And Concepts Applied On The Practise Of Beggary	Ashni Churi MIT World Peace University, India

11.30 - 11.50	Student Perceptions Of Using Learner-Created Game-Based Student Response Systems In Flipped Efl Writing Instruction	Prof. Dr. Hui-Wen Huang Shaoguan University, Guangdong, China Ruihan Xue, Fujian University Of Technology, China Siyi Wang Shaoguan University, Guangdong, China Dr. Wen S. Xiao Shaoguan University, Guangdong, China
11.50 - 12.10	Discovering Literature With The Help Of Freudian Psychoanalysis	Prakriti Rais, Sanmit Sarkar MIT World Peace University, India
12.10 - 12.30	Frictions In Cross-Country Relationship: A Study Of Strategic Decisions And Workplace Policy In Europe	Assist. Prof., Dr. Shrawan Kumar Pandey Galgotias University, Greater Noida, Uttar Pradesh, India
12.30 - 12.50	Session Discussion And Closing Remarks	Session Leader: Prof. Dr. Hui-Wen Huang China

OCTOBER, 29

Time	Program Activity	Speakers
	Session 3	Session Leader: Dr. Joseph Anthony Narciso Z. Tiangco, Taiwan

10.00 - 10.20	Address from Dr. R. M. Chitnis, Vice Chancellor, MIT World Peace University, Pune, Bharat, India	Dr. R. M. Chitnis, Vice Chancellor, MIT World Peace University, Pune, Bharat, India
10.20 - 10.40	Address by Dr Preeti Bajaj, Vice Chancellor, Galgotias University, Greater Noida, Uttar Pradesh (India)	Dr. Preeti Bajaj, Vice Chancellor, Galgotias University, Greater Noida, India
10.40 - 11.00	Keeping the Lights On for an Orphanage During the COVID-19 Pandemic: The Case of the Taiwan Love and Hope International Charity and its Implications to Business Psychology	Dr. Joseph Anthony Narciso Z. Tiangco Shu-Te University Taiwan
11.00 - 11.20	Optimism And Other Personality Traits For Entrepreneurship Among Management Students	Prof. Martínez Cerda Universidad Autónoma de San Luis Potosí, México
11.20 - 11.40	A Study on Financial literacy and the Investment Behaviors among Salaried People with Reference to Muzaffarpur City, India	Assoc. Prof. Dr. Manju Dahiya, School of Liberal Education, Galgotias University, Greater Noida, Uttar Pradesh, Bharat, India
11.40 - 12.00	Export Potential of Local Small Business: Role of Technology and Agglomeration	Assist. Prof. Dr. Tareef Husain Galgotias University, Greater Noida, Uttar Pradesh, India
12.00 - 12.20	Session Discussion and Closing Remarks	Session Leader: Dr. Joseph Anthony Narciso Z. Tiangco, Taiwan

OCTOBER, 30

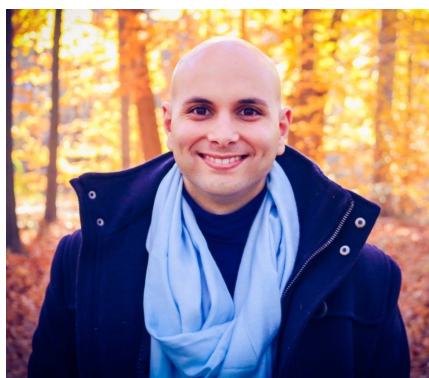
Time	Program Activity	Speakers
10.00 - 12.30	Workshop “Professional Education in Kazakhstan: Challenges and Perspectives” (Conference venue off-line)	Dr. Rinat Zhanbayev Kazakhstan
12.30 -13.30	Lunch Time	
13.30 - 15.30	Project Workshop: ”Development of the Tools aimed at Modelling Socio-economic Systems of Sustainable Development of Society” (Conference venue off-line)	Dr. Rinat Zhanbayev Kazakhstan
15.30 - 16.00	Conclusions and Discussions of the Perspectives for Future Collaboration	Prof. Dr. Iryna Sekret, Conference Chair IATELS Committee Chair Turkey

ABSTRACTS

LANGUAGE AND ORGANISATIONAL WELL-BEING

Assoc. Prof. Dr. Luis Javier Pentón Herrera
University of Warsaw, Poland

About the Author



Full name: Luis Javier Pentón Herrera

Professional title: Assistant Professor and Coordinator of the Graduate TESOL Certificate

Institutional affiliations: University of Warsaw (Poland) and The George Washington University (United States)

Luis Javier Pentón Herrera, Ph.D. served as the 38th President of Maryland TESOL in 2018-2019. He currently serves as Assistant Professor at the University of Warsaw (Poland), and as Coordinator of the Graduate TESOL Certificate at The George Washington University (United States). In addition, he serves as the Social Responsibility Interest Section (SRIS) Co-Chair (2021-2022) at TESOL International Association. Dr. Pentón Herrera's current research projects include: social-emotional learning (SEL), emotions, and well-being in language and literacy education; exploring the language and literacy experiences of adolescent and adult Indigenous students from Latin America; exploring adolescent and adult students with limited or interrupted formal education (SLIFE); and autoethnography and storytelling. His latest book publications include *Critical storytelling: Multilingual immigrants in the United States* (Brill/Sense, 2021), *English and students with limited or interrupted formal education: Global perspectives on teacher preparation and classroom practices* (Springer, 2022), *Social-emotional learning in the English language classroom: Fostering growth, self-care, and independence* (TESOL Press, 2021) and *The Maryland TESOL handbook for educators of English learners* (Maryland TESOL, 2021). To learn more about Dr. Pentón Herrera, please visit his website <https://luispenton.com/>

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Abstract

In recent years, scholars in the field of applied linguistics have become interested in understanding how emotions affect language learning. This departure from prevailing cognitive views in applied linguistics has been called by some 'the affective (or emotional) turn' (White, 2018), and this line of research is shedding light on the effects of emotions in language learning. Unwanted—sometimes called negative—emotions, such as anxiety, tensions, and low self-confidence, have received considerable attention in applied linguistics and, more specifically, in second language acquisition (SLA; Oxford, 2022). However, in recent years, leading scholars have proposed that emotions in applied linguistics and SLA research be approached from a positive lens (MacIntyre & Mercer,

2014), with student and teacher well-being becoming the latest growing topic of concern in the field (Mercer, 2021; Mercer & Gregersen, 2020; Pentón Herrera et al., forthcoming). These works and scholars have significantly advanced our understanding of affective concerns in applied linguistics and SLA, and have helped integrate emotion and well-being concepts from psychology into second language learning. However, this line of research continues to be at its infancy stage, with very few publications in applied linguistics and SLA explicitly exploring how language use and/or attrition affect emotions and well-being.

With the vision of advancing the ongoing conversations about emotions and well-being in the fields of applied linguistics and SLA, I propose this keynote presentation. I begin this keynote presentation by defining the concepts of language, emotions, and well-being, situating them in the current literature. I then make a case for how language use affects speakers' emotions, citing available publications that shed light on the effects of language use, emotions, and well-being (e.g., Knuppenburg, 2021; Pentón Herrera et al., 2021). After the links between language use, emotions, and well-being have been clearly articulated, I transition to the emotional and well-being effects of language attrition (Chung, 2021; Dinku et al., 2020; Tadeo, 2021)—an issue in direct opposition to 'language use'—which remain a fertile, untapped topic within the fields of applied linguistics and SLA. I connect the literature of both language use and attrition by emphasizing that language is a political tool, which can be controlled by those in positions of power to legitimize or outlaw the well-being of individuals. I end the keynote presentation with implications of what language, emotions, and well-being mean for the fields of applied linguistics and SLA, encouraging scholars to advance the conversation of how language education can become a place where positive language, emotions, and well-being can be taught and promoted.

Keywords: language, emotions, well-being, applied linguistics, SLA

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**EFFECTIVENESS OF MINDFULNESS BASED COGNITIVE BEHAVIORAL
TECHNIQUES: A THERAPEUTIC APPROACH FOR OBSESSIVE COMPULSIVE
DISORDER**

Doaa Shamim
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About the Author



Full name: Doaa Shamin

Country: Pakistan

Doaa Shamim is a psychologist by profession (Pakistan). The area of specialization is clinical psychology. The author is a writer and a poetess as well.

Abstract

Obsessive Compulsive Disorder is a prevalent condition found in clinical settings. This garners a room for fresh interventions that approach the problem in new ways. In context of Obsessive Compulsive Disorder, the effectiveness of Mindfulness Based Cognitive Behavioral Therapy has not been researched enough. Many researches are conducted to explore MBCT's effectiveness on depression and anxiety but limited researches are conducted for the application of MBCT's effectiveness with Obsessive compulsive disorder. So, the present study aimed to investigate the effectiveness of Mindfulness Based Cognitive Behavioral Techniques on individuals with Obsessive Compulsive Disorder (OCD). Research suggests that Mindfulness Based Cognitive Behavior Techniques are helpful in diminishing the symptoms and making an individual being mindful. In Pakistan people are hesitant in discussing their symptoms and the ratio is higher. Hence, the present study was conducted to explore the effectiveness of Mindfulness Based Cognitive Behavioral Techniques to offer better and long-lasting treatment of OCD symptoms. Based upon the previous literature it was hypothesized that Mindfulness Based Cognitive Behavioral Techniques will significantly reduce Obsessive Compulsive Disorder (OCD) symptoms. The data was collected from 10 individuals (5males, 5females) that were diagnosed with Obsessive Compulsive Disorder (OCD). The data was collected from various hospitals and private clinics based in Islamabad, Pakistan. The individuals already diagnosed with obsessive compulsive disorder by a professional psychiatrist, or a psychologist were part of the study. Adults of 20-50 years of age were part of the study. The severity level of Obsessive Compulsive Disorder ranging from mild to moderate level according to DSM-5 (2013) were inclusive in the study. 11 sessions were conducted with the participants in which Mindfulness Based Cognitive Behavioral Techniques were applied. Yale Brown Obsessive Compulsive Scale (Y-BOCS; Goodman et al., 1989) was administered before and after the intervention and scores were maintained. After intervention, OCD symptoms scores ($M=15.60$, $SD=3.98$) are significantly less than the scores before intervention ($M=22.30$, $SD=3.30$). The findings of

the study revealed that Mindfulness Based Cognitive Behavioral Techniques significantly reduced the symptoms of OCD. The result indicates that Mindfulness Based Cognitive Behavioral Techniques are beneficial in the symptom reduction of OCD. Future research can also be conducted in this field because in Pakistan researches on MBCT are limited. Since there is limited knowledge on this topic in Pakistan, this study plays a crucial part in educating clinical practitioners and introducing them to different therapeutic techniques that will help them provide effective treatment for OCD to their clients.

Keywords: obsessive compulsive disorder, mindfulness based cognitive behavioral techniques, Yale Brown Obsessive Compulsive Scale, treatment effectiveness, beneficial, symptom reduction

OPTIMISM AND OTHER PERSONALITY TRAITS FOR ENTREPRENEURSHIP AMONG MANAGEMENT STUDENTS

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Universidad Autónoma de San Luis Potosí, México

About the Author



Full Name: Prof. Dr. Ma. de Lourdes Martínez Cerda

Affiliation: Universidad Autónoma de San Luis Potosí

Country: Mexico

Ma. de Lourdes Martínez Cerda PHD. Holds a degree in Clinical Psychology from the Autonomous University of San Luis Potosí (UASLP). She has a master's degree in Psychology from the Tangamanga University of San Luis Potosí (UTAN). She has a Ph.D. in Psychology from the University of Baja California (UBC-México). She has more than 20 years of professional and teaching experience. She has taught courses in undergraduate and graduate programs in the areas of Management, Human

Development, and Psychology. She is a full-time Researcher and Professor at the Autonomous University of San Luis Potosí. She has articles published in different scientific journals and book chapters in collaboration with different institutions. She has participated since 2018 as a member of the American Psychological Association (APA) in the 35 women's studies division.

Abstract

Optimism has been identified as one of the personality traits that are important to start and be successful in an enterprise. Although some consider optimism a personality aspect, it is also referred to by others as a skill or mindset that can be learned throughout a training process. The present paper presents an evaluation of several personality traits that have been associated with successful entrepreneurship to 85 management students at a Mexican university. The aim of the study is to identify the level of optimism found to offer an intervention in optimism as a skill that can be learned or developed through a set of strategies. Optimism, self-efficacy, and emotional intelligence were measured and found to be improved. The study also offers some gender, age, and other differences that can be taken into account when preparing training programs.

Keywords: optimism, entrepreneurship, training

EFFECT OF PERSONALITY ON DEVELOPMENT OF EATING DISORDER AMONG COLLEGE STUDENTS

Prof. Dr Shikha Srivastava

School Of Liberal Education, Galgotias University, Greater Noida, India

Prof. Dr. Anuradha Parasar,

School Of Liberal Education, Galgotias University, Greater Noida, India

About the Authors:

Full Name: Dr. Shikha Srivastava

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Country: India

Full Name: Prof. Dr. Anuradha Parasar

Affiliation: Dean of the School of Liberal Education, Galgotias University, Greater Noida , India

Country: India

Abstract

Introduction: The current study focuses on the effect of personality on development of eating disorder among male and female college students.

Aim of the Study: The objective of the study was to check the relation between personality and eating disorder and to check gender difference in personality and eating disorder on college going students.

Results: The correlation value for male students (r) was .229, it indicates a positive correlation between personality and eating disorder but hypothesis there no statistical significant relation in personality and eating disorder is proved false.

The correlation value for female students (r) was .007, it indicates that there is no correlation in the personality and eating disorder in females and it is not statistically significant also.

Findings: The result indicates that in males the eating disorder and the personality have a positive correlation which shows that personality traits effect the development of eating disorder in males but the correlation we got is statistically insignificant. In the female students the personality and eating disorder seem to have not share any relation and show zero correlation which is also statistically insignificant. Current research was carried out to explore the effect of personality on development of eating disorder among college going students, and also to check relation between personality and eating disorder. There was a positive correlation between personality and eating habits among male students and no correlation between personality and eating habits in female students.

Keywords: personality traits, eating disorder, anorexia

EXPORT POTENTIAL OF LOCAL SMALL BUSINESS: ROLE OF TECHNOLOGY AND AGGLOMERATION

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About the Author

Full Name: Assist. Prof., Dr. Tareef Husain

Affiliation: Galgotias University

Country: India

Abstract

This study examines the export capabilities of small and medium enterprises at district level of the state of Uttar Pradesh, India. The international competitive advantage of small and medium enterprises significantly determined by the technological capabilities of local firms along with the agglomeration activities and business conducive environment. Moreover the availability and accessibility to the vigorous local innovation system significantly affects the firms' behaviour of internationalisation. In this context, the present study is valuable from the point of view of local policy perspectives. The small and medium enterprises located in a sub-national entity i.e. Uttar Pradesh have shown a significant rise in export activities over the years. In the present study, this rising export story of Uttar Pradesh has been explained with the help of various inter-linked theoretical perspectives like regional innovation system, innovative milieu and industrial cluster. A regression analysis utilised to find out the impact of critical factors like firms' size, age, productivity, technology and external finance on the export performance of local SMEs. Results confirm that all the factors are significant, but firms' size and productivity are positively related whereas firms' age, technology and external finance are negatively related to local SMEs export.

Keywords: export, small business, technology, agglomeration, innovation

**A STUDY ON FINANCIAL LITERACY AND THE INVESTMENT BEHAVIORS AMONG
SALARIED PEOPLE WITH REFERENCE TO MUZAFFARPUR CITY, INDIA**

Assoc. Prof., Dr. Manju Dahiya

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About the Author

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Country: India

Abstract

The present research is undertaken to analyze the awareness and perception of individual investors in Muzaffarpur District towards the selected investment avenues. Due to the rapid developments in the economy and digitization some new avenues of investments have emerged which are known as Contemporary Investment Avenues. In this research, different individual investors from different locations of Muzaffarpur with different occupations and different demographic variables were selected to get a bird's eye view of overall investment scenario of Muzaffarpur district.

The investors in Muzaffarpur are educated. An educated person invests more as compared to less or no educated people. Businessmen are more investment savvy than the salaried class of people. Investors in Muzaffarpur still believe in Bank Fixed Deposits as the safest investment avenue as i.e., it gives more principal safety than other avenues of investments. Most of the investors do not maintain Investment Account and so it is advised to maintain it with the professional help so that more clarity can be sought of the returns, objectives and performance of the investments.

Keywords: financial literacy, investment behaviour, digitalisation, salaried people, businessmen

**A CRITICAL ANALYSIS TO THE PROBLEM OF ALIENATION AMONG FACULTY
MEMBERS IN PRIVATE UNIVERSITIES IN INDIA: A SOCIO-PSYCHOLOGICAL STUDY
IN UNIVERSITY FACULTY MEMBERS IN NATIONAL CAPITAL REGION (NCR) NEW
DELHI, INDIA**

Assoc. Prof., Dr. Ambika Prasad Pandey

Galgotias University, India

About the Author

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Affiliation: Division of Sociology, School of Liberal Education Galgotias University, Greater Noida, U.P. India

Country: India

Abstract

The problem of alienation has long been noticed by philosophers, sociologists, psychologists and economists. Managers and leaders have also considered this problem. Alienation is a problem which is reflected in the individual but due to it society and its production system, production relations, relationship between superior and subordinate at workplace, coherence, synergy, coordination, working condition

s, labor conditions, gap between work and leisure. The position of difference depends on many factors like administrative decisions.

The objective of the present research paper is to conduct a critical examination and analysis on the work behavior of faculty members working in private sector universities, and the consequences and behavior patterns observed during their performance, job satisfaction, Self-esteem the causes and consequences of alienation in terms of attitudes and to present a detailed descriptive conclusion on this problem. For this work, an effort has been made to collect data from about one hundred faculty members of five private universities of Delhi NCR region and conduct research work

Keywords: Alienation, behavior patterns, attitudes, work and leisure, production relations

**FRICITION IN CROSS-COUNTRY RELATIONSHIP: A STUDY OF STRATEGIC
POLICIES AND WORKPLACE POLICY IN EUROPE**

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Galgotias University, India

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Abstract

No Country can become global force if they are not able to Engage and Integrate a Global Workplace. Business success across the world hinges on ability of leadership of the country to bridge cultural difference and building cohesive environment spanning multiple countries of the world. Business Environment across the world is greatly affected by foreign relations and strategic policies. International business environment is marred by some complexities such as financial systems, trade policies and tax regulations are across countries which are important aspects of frictions in cross-country relationship. Rules and Regulations of operating country differs from one and another. Country specific leadership vision affects the taxes, labor wages, commodity prices, transportation & infrastructure costs, etc. These are the factors due to which updating with the strategic decisions, and the workplace policy becomes important. We will look into reasons for frictions in cross-country relationship with special reference to Europe in particular and world in general.

Keywords: friction, business, environment, leadership, Europe

**STUDENT PERCEPTIONS OF USING LEARNER-CREATED GAME-BASED
STUDENT RESPONSE SYSTEMS IN FLIPPED EFL WRITING INSTRUCTION**

Prof., Dr. Hui-Wen Huang

Shaoguan University, Guangdong, China

Ruihan Xue

Fujian University of Technology, China

Siyi Wang

Shaoguan University, Guangdong, China

Dr. Wen S. Xiao

Shaoguan University, Guangdong, China

Abstract

Although flipped learning has increasingly been applied in different educational contexts in higher education, the integration of game-based student response systems (GSRs) and flipped writing instruction in EFL classrooms in China is scarce. The study aimed at exploring student perceptions of engaging in this new teaching method. Data were collected from 48 English major students in a public four-year university in China. The students attended a 10-week intervention in essay writing classes. By watching instructional videos before class time, students prepared themselves with basic essay writing knowledge, which helped them engage in meaningful interactions with the teacher and group members in class. During the class, the students presented game-based online quiz questions, created by themselves, for the class to answer. The class teacher asked the students to write final reflections about applying GSRs in flipped learning. After employing content analysis techniques, we found that the students perceived their enhanced writing quality and positive learning attitudes in increasing learning autonomy. The qualitative findings revealed that the GSRs integration in flipped classes was perceived to be fun, increase motivation to learn, and promote deeper thinking through student-generated quiz questions. Based on the results, educational implications are provided for EFL writing teachers on how to help every single student become a driver of learner engagement in EFL classrooms.

Keywords: Flipped learning, EFL essay writing, game-based student response system, student-created quiz questions

EFL LEARNERS' ENGAGEMENT IN ONLINE FLIPPED INTERCULTURAL LEARNING

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About the Author



Full name: Prof. Dr. Hui-Wen Huang

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Country: China

Hui-Wen Huang, Ph.D., is a Professor at Shaoguan University, Guangdong, China; M.A. in TESOL and M.S. in learning technologies and design from Taiwan and U.S., respectively. Dr. Huang received her Ph.D. in Education from the University of Idaho, USA. Her research interests focus on technology-enhanced language learning, flipped online learning, novel technologies for effective teaching and student assessment,

affective factors in cross-cultural online classrooms.

Dr. Huang has published about 20 academic articles in SSCI-indexed journals and international conference proceedings.

Abstract

For EFL learners, the purpose of English learning is to use the target language at the context for communicating with people from different cultures. However, EFL learners in Mainland China tend to receive one-way instruction through teacher-centered lectures in schools. They do not have many opportunities to interact with native English speakers in mainstream educational contexts. A promising strategy to solve this problem and develop students' language skills is to invite native English speaking teachers to engage in joint-instruction with local EFL teachers.

In this speech, I will provide the results of a flipped intercultural communication project between EFL learners in China and a native English teacher (NET). The purpose of this speech is twofold: 1) to discuss how the NET guided students to communicate and express their thoughts in a meaningful online conferencing context, and 2) to present students' engagement and affective experiences during this project. After this speech, the audience will understand how to invite native English speakers to participate in joint-instruction with local teachers in EFL classrooms.

Keywords: EFL learners, intercultural communication, flipped learning, online learning, a native English teacher

**FEATURES OF THE RELATIONSHIP 4D = “D + 3D”: DEMOETIC – DEMOGRAPHIC –
DEMOCRATIC – DEMOECONOMIC AND ENVIRONMENTAL COMPONENTS IN THE
ASSESSMENT OF SUSTAINABLE DEVELOPMENT OF REGIONS**

Assoc. Prof., Dr. Rinat Zhanbayev

National Engineering Academy of the Republic of Kazakhstan, Almaty, Kazakhstan

Daniil Maksimov

Department of Public Service and Personnel Management, Udmurt State University,
Izhevsk, Russia

Gakku Tansykbayeva

National Engineering Academy of the Republic of Kazakhstan, Almaty, Kazakhstan

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Meruyert Sadykova

National Engineering Academy of the Republic of Kazakhstan, Almaty, Kazakhstan

Abstract

In the conditions of the current unstable geopolitical situation, entailing the disruption of established economic ties, there are real prerequisites for the aggravation of crisis phenomena, both in macroeconomic processes and at the level of regional economies. This situation makes it extremely relevant to research in the field of the level and quality of life through the prism of achieving the Sustainable Development Goals. Governments of different countries are trying to reduce the impact of aggravated political and economic factors on people's lives. However, in our opinion, the previous approaches to the study of sustainable development processes based on a monoscientific analysis from the point of view of the operation of an economic mechanism alone are no longer viable. The article substantiates a radically different approach to solving the problem of sustainable development based on an integrated approach involving four demo components. This approach, in our opinion, is viable especially in the conditions of regions for which today indicators of the level and quality of life are fundamental. The research uses methods of scientific abstraction, analysis and synthesis. As a result of the research, the authors propose the concept of an integrated approach to achieving sustainable development goals based on the economy of four “D”.

Keywords: demography, demotics, democracy, demoeconomics, sustainable development

**RESEARCHING WITH PEOPLE WITH LEARNING DISABILITIES:
METHODOLOGICAL CONSIDERATIONS**

Dr. Peter Williams

University College London, UK

About the Author



Full name: Dr. Peter Williams

Affiliation: Department of Information Studies at University College London

Country: UK

Peter Williams is a Post-doctoral Research Associate, based in the Department of Information Studies at University College London, UK. He is currently working on the MIRRA+: Memory – Identity – Rights in Records – Access (phase two) project. Prior to this he completed a three year full-time Post-doc Fellowship from the British Academy, entitled ‘Digital Lives’, investigating the role of ‘digital technology’ in the lives of people with learning disabilities. This culminated a long period of researching the use and value of Information Technology (in particular, the Internet) by people with learning disabilities. He completed his PhD in this area in 2013. In addition to his learning disabilities work, Pete has investigated the use of the Internet and other ICT applications in the fields of education, health, scholarly communication/research, and the news media.

Abstract

There are approximately 1.5 million people with a learning disability in the UK (Mencap, 2022). Difficulties they may have in articulating their thoughts, self-advocating and understanding their rights make them particularly vulnerable. Research undertaken with this cohort (the author has studied their use of digital technology and the possible barriers they may face in exploiting this to the full) requires special, tailored measures. First, it is important that participants are not simply treated as passive research subjects, but as active agents in the research. This may involve helping with the wording of information sheets, feeding back on elements of the research (in the author’s case, on website design) or recruiting other participants.

In addition to these considerations, research preparation may include much pre-study fieldwork, both so that prospective participants feel comfortable and also in order to explain the research, more than once and in simple language. Beyond these preliminaries, the execution also requires particular considerations. In data gathering, for example, it is necessary to frame interview questions in simple, active language, be aware of so-called ‘acquiescence bias’ (the tendency to agree with someone in power or authority), and accept and accommodate more ‘off-topic’ behaviour and conversation.

The presentation will discuss these and other relevant issues for anyone considering involving a learning-disabled cohort in a research project or programme.

Keywords: learning disabilities, methodology, research

**KEEPING THE LIGHTS ON FOR AN ORPHANAGE DURING THE COVID-19
PANDEMIC: THE CASE OF THE TAIWAN LOVE AND HOPE INTERNATIONAL
CHARITY AND ITS IMPLICATIONS TO BUSINESS PSYCHOLOGY**

Dr. Joseph Anthony Narciso Z. Tiangco

Shu-Te University, Kaohsiung, Taiwan

About the Author



Full name: Dr. Joseph Anthony Narciso Z. Tiangco

Affiliation: Shu-Te University, Kaohsiung, Taiwan

Country: Taiwan

Dr. Joseph Anthony Narciso Z. Tiangco (田安克) is an associate professor at Shu-Te University. His areas of research interest are English as a Foreign Language (EFL), psychology and EFL learning, philosophy of social science, mental health, and neurodevelopmental disorders. He is involved in various social responsibility projects. Dr. Tiangco is the co-founder and chairman of the board of directors of a registered orphanage in Kaohsiung, Taiwan.

Abstract

Since 2019, the COVID pandemic remains to be unforgiving. It upturned the way of life for many worldwide. The number of deaths estimated by the World Health Organization (2022) is more than 6.54 million. The cumulative economic cost is estimated to be more than US\$ 16 trillion. Although Taiwan has been recognized for its effective handling of the pandemic despite its intricate geographic and political relationship with China, COVID has undeniably impacted the country, ranging from civil society to the various business sectors. Specifically, this presentation aims to discuss the experience of the Taiwan Love and Hope International Charity as it navigates and continues to survive through the ongoing pandemic. Ensuring that abandoned and neglected Taiwanese children with neurodevelopmental disorders have a secure family-style home and that the lights remain on for both the children and staff persist as challenging responsibilities for the leadership and organization. Mistakes were committed, lessons were learned, and innovations were carried out to ensure that the organization's operations would not be disrupted. Invaluable insights can be gained from the experiences of the Taiwan Love and Hope International Charity with implications for Business Psychology.

Keywords: orphanage, international charity, COVID-19, business psychology

PSYCHOMETRIC ANALYSIS OF HEALTH ANXIETY ILLNESS SCALE ON INDIAN POPULATION

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Abstract

Health anxiety is a condition that causes healthy people to worry that they are sick even when they have no symptoms, or minor symptoms. The study consisted of a total of 213 participants. The participants were individuals of age group 18 to 65 years. The data was collected through online survey using Short-version Health Anxiety Inventory. SHAI is an 18-item scale which has two subscales that assesses health anxiety independently of physical health status. The scale is 4-point scale measuring responses on 0-3. After the data was collected, descriptive statistics, reliability and factor analysis was performed on the data using SPSS. SHAI showed relatively good reliability in Indian sample with a Cronbach's alpha coefficient of 0.868 which is higher than the original study ($\alpha=0.72$). The high reliability can be inferred because of cultural differences and also the sample type. The original study consisted of a clinical sample whereas the present study includes general population. Exploratory factor analysis was conducted on the acquired data. The Kaiser-Meyer-Olkin analysis was performed to evaluate if the sample group was appropriate for exploratory factor analysis was found to be 0.889. In Bartlett Test, chi-square was calculated to be 1234.989 ($p<0.0001$). In factor analysis, four factors with an eigenvalue greater 1 were obtained. Most of the variance could be explained by the first three components. While there is a fourth component too, its value is only slightly higher than 1. Principal axis factoring with Varimax (oblique) rotation was also carried out because it was anticipated that the factors would be correlated. A difference is seen in the components obtained in original study and that of the current study. There are various factors that could be the cause of this difference viz., culture and sample types (clinical and non-clinical).

Keywords: SHAI, health anxiety, cultural difference, factor analysis

EXPLORING THE ART OF BEING 'IN THE ZONE' – A BUDDHIST PERSPECTIVE

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Abstract

Coined by Mihaly Csikszentmihalyi in 1975, the concept of Flow or 'In the Zone' is defined as a fully immersed, pleasurable experiential state that occurs when an individual is fully absorbed in the process of an activity. In essence, flow is characterised by optimal involvement in what one does without a sense of time and other needs. When an action is done just for the sake of doing rather than an external goal, a flow state is experienced. The experience of flow to be influential in the development of an individual requires an ongoing balance of challenge and skill, immediate feedback and clear goals. Since our self-image is a psychological construct, it requires effort and time to build, develop and maintain a skill.

Buddhism as a religion is known to be originated in India 2,500 years ago. Studies in positive psychology, neuroscience and cognitive science have yielded numerous findings from this ancient wisdom tradition, both collectively and personally, that can contribute to the improvement of our world. The principles of flow as listed by Csikszentmihalyi can be observed in the scriptures of Buddhism - attention to the present moment, decreased attachment to self and cultivation of calm emotions. Cultivating mindfulness, attention with practice, is likely to increase an individual's chances of experiencing flow state. During the flow state, a sense of self disappears yet there is a vivid feeling of experiencing present moment. Paradoxically, there is an experience of 'no self' and 'only self' referred in Zen Buddhism as 'not two but one self.' This concept was further termed as Mindflow. The present study aims to explore the concept of flow, its components and their connection with respect to the concepts in Buddhism and most importantly, how can one cultivate the art of flow.

Keywords: flow, "in the zone", buddhism, mindfulness

A PSYCHOMETRIC ANALYSIS OF THE LEARNED HELPLESSNESS SCALE ON INDIAN STUDENTS

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Abstract

The aim of the study is to conduct psychometric analysis of the 'Learned Helplessness Scale' developed by Quinless and Nelson, by administering it on Indian populations. The participants included 312 Indian undergraduate students (197 females, 112 males and 3 individuals who preferred not to disclose their gender). The participant ranged in the age group from 18 years to 22 years ($n = 312$, $M = 20.7$, $SD = 1.366$). The purpose of the study was to establish the reliability and verify the factor structure of a self-report filled out by Indian students on Learned Helplessness. The Alpha reliability coefficient and exploratory factor analysis were calculated using the Statistical Package of Social Sciences. The Learned Helplessness Scale, consisting of 20 items was found to be reliable. A standardized alpha reliability coefficient of .739 was obtained for a sample of 312 undergraduate students. Because the primary goal was to identify and compute composite scores for the elements underlying the LHS, principal components analysis was used. A varimax rotated analysis at 25 iterations extracted 5 factors. The total variance explained by these 5 factors is 50.801%. These results were consistent with the results of the factor analysis performed while developing the scale by Quinless and Nelson. However, there were some variations reported in the factor loadings.

Keywords: learned helplessness, psychometric analysis, factor analysis, attributional styles, reliability

**PSYCHOLOGICAL THEORIES AND CONCEPTS APPLIED ON THE PRACTICE OF
BEGGARY**

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Abstract

The practice of beggary is a scenario that prevails in many cities of developing nations. it is as a nuisance but also perhaps as a prod to one's social conscience. In the view of the developing call for of studies on this context, this study explores the psychological explanations to the practise of begging. In view of its increasing pervasiveness and visible presence on the streets of metropolitan areas, this study also becomes the need of the hour. This study reports on a range of theories that contribute toward the practice, and reinforcement, of begging, specifically with regard to the Indian context.

This study aims to explore, and better understand, why people beg and what might maintain their begging. Interview reports, observation, analysis, surveys and anecdotal material suggest that the beggar preferred to stay in that situation due to many factors. This study recognized numerous psychological theories differentiate the act of begging beggars from non-begging. Also, the theories that promote this act in the non-begging community such as social conformity is explored in this study.

Keywords: psychological theories, beggary, act of begging

DISCOVERING LITERATURE WITH THE HELP OF FREUDIAN PSYCHOANALYSIS

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Abstract

In this study we will be using psychoanalysis to understand literature, more specifically poetry and the poets themselves. Analyzing literature in such a way helps us have a better grasp on human behavior and involuntary thoughts that manifest in the form of stories, poems or any sort of creative work. Literature helps us to travel back in time and learn about life on Earth from those who have gone before us. We can gain a deeper grasp of cultures and appreciate them more. We learn from the methods history is documented, such as manuscripts and oral history.

Literature (from the Latin Littera, which means "letters" and refers to a familiarity with the written word) is the written work of a specific culture, subculture, religion, philosophy, or the study of such written material, which may occur in poetry or prose. Literature encompasses forms such as poetry, drama, prose, folklore, epic tale, personal narrative, history, biography, satire, philosophical dialogues, etc. Poetry is a composition in verse, is usually characterized by concentrated and heightened language in which words are chosen for their sound and suggestive power as well as for their sense, and using such techniques as metre, rhyme, and alliteration.

Psychoanalysis is defined as a set of psychological theories and therapeutic methods which have their origin in the work and theories of Sigmund Freud. The primary assumption of psychoanalysis is the belief that all people possess unconscious thoughts, feelings, desires, and memories. The aim of psychoanalysis therapy is to release repressed emotions and experiences, i.e., make the unconscious conscious. It is only having a cathartic (i.e., healing) experience can the person be helped and "cured."

Keywords: psychoanalysis, literature, human behavior, psychological theories, therapeutic methods

HARASSMENT AS A PERFORMANCE LIMITATION

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Bachelor's degree in Psychology from the Autonomous University of San Luis Potosí (UASLP), Mexico, Master's degree in Social Psychology from the National Autonomous University of Mexico (UNAM) and Doctorate in Psychology from the National Autonomous University of Mexico. Director of bachelor's and master's thesis, co-author of books and book chapters, author and co-author of articles in indexed journals; member of the editorial committees of

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Abstract

The present study is the theoretical development on gender violence against women and sexual harassment towards women in particular.

Harassment in any field: school, work, street, etc., limits one's performance and can even go so far as to make a woman to abandon her productive activities. An offensive phrase, a leering look or a sexual touching, are everyday experiences when it comes to commuting to school or work in the life of a woman practically in all sociocultural contexts.

Sexual harassment in public places is an invisible component of everyday interactions, which affects the lives of many people, but it is rarely talked about. The brevity of its duration, as well as the veiled way in which it is often presented, disguising itself as flattery, whispering in the ear or blending into the crowd, they make it seemingly intangible (Gaytan, 2007).

Keywords: harassment, gender violence, performance

MOONLIGHTING AND ITS PSYCHOLOGICAL IMPACT AMONG PRIVATE EMPLOYEES

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Abstract

The basic needs of an individual are satisfied once the individual has a stable source of income. But these needs are never ending as the human tendency appears insatiable. Maslow (1943,1954) postulated that in the quest for the fulfilment of needs, human beings quickly move on to the pursuit of the higher need at the fulfilment of a lower need..

Many individuals today want to satisfy their acquired wants and a solitary stable source of income does not permit this. So they venture into various side hustles to increase the influx of income. This can be in the form of investments, getting involved in racing/betting or other ill methods, going for lotteries, being partner in a friends' business, starting a small business or opting for an additional part time job or going for a second employment – better known as, moonlighting. The trends in the organizational setups show that the practice has consistently been on the rise since the formal conceptualization of the idea (Arthur, 1994b).

Rising inflation, unemployment and threatened job security in the modern day times have forced individuals living in modernized cities to rethink the concept of a singular source of stable income. Dissatisfaction with the job itself or the rewards received thereof has further increased the number of professionals venturing into 'the moonlight' (Rasdi, 2021) . Not only does working another job cause physical exhaustion but could also lead to a host of Psychological burnout symptoms if continued for a prolonged amount of time. This research aims at evaluating the psychological and organizational contributing factors and consequences of Moonlighting among Private employees in the city of Pune.

Keywords: moonlighting, young employees, private employees, burnout, COVID-19

**CORRELATION BETWEEN MANAS PRAKRITIS AND PERSONALITY FACTORS
AMONG POSTGRADUATE STUDENTS**

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Abstract

The present study was aimed to explore the relationship between Manas prakritis (Triguna) and the five factors of personality among the Post Graduate students from Pune and Suburbs. A sample of 200 (100 Male & 100 Female) PG students were included in the present study. To measure Manas prakritis SRT Scale by Pathak, Bhatt and Sharma (1992) and to measure five factors of personality NEO-FFI by McCrae and Costa (1992) was administered. To study the correlation between the variables Pearson product moment correlation was used. Results showed that Satva guna was negatively correlated with neuroticism and tamas guna. Positive but non-significant correlation was found between neuroticism and Tamas guna.

Keywords: triguna, five factors of personality, postgraduate students, Indian psychology

**STUDENT RETENTION IN A PHILIPPINE HIGHER EDUCATION INSTITUTION: A
PREDICTIVE ANALYTICS MODELLING**

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Abstract

The pool of talents is undeniably a significant contributor to a healthy economy. Preventing school dropouts and promoting successful school completion is part of the national agenda that poses a significant challenge for schools and educational communities. Statistics of student dropouts are

alarming, and is a serious concern of the Philippine's Department of Education (DepEd) and the Commission on Higher Education (CHED). This research analyzes why students drop out of school and what can be done about it. The main thrust of this research is to identify the factors affecting student dropouts and determine why learners stay in the university. This study also focuses on the use of predictive analytics to improve student retention at a Philippine University. This tool can analyze data, extract relevant information, and serve as relevant devices to attain the objectives of the study. The research covered dropouts from academic year 2009 to academic year 2018, totaling six

hundred seventy-nine students. Findings revealed that a substantial number of dropouts are classified as children of Overseas Filipino Workers, or children with absentee parent and residing in urban communities. Furthermore, results implicated family and environmental dimensions as positive contributors to student dropout. Based on the salient findings of the study, an intervention plan was developed towards the enhancing student retention.

Keywords: predictive analytics, student retention, student dropout, enrolment sustainability, student with absentee parent

CLOSING REMARKS

It has been our great pleasure to hold III APBM 2022 International Conference on Applied Psychology and Business Management, embracing the participants, personally visiting Turkey, and all those who joined online to present their studies from India, Pakistan, UK, Mexico, Morocco and other countries.

Many thanks to the conference organisers - STARTINFORUM (Turkey), MIT World Peace University (India), Galgotias University (India), English IATELS Academy (Turkey) and especially to Prof. Dr. Iryna Sekret, Prof. Dr. R. Chitnis, Prof. Anuradha Parasar, keynotes and invite speakers Assoc. Prof. Dr. Luis Javier Pentón Herrera, Dr. Baldovino, Dr. Hui-Wen Huang, Dr. Peter Williams, Dr. Joseph Anthony Narciso Tiangco and all other presenters from India, Philippines, Pakistan, Turkey, Indonesia, Mexico and other countries.

We have had four intensive days of the fruitful international discussions of the current issues concerning family, relations, society, youth, gender aspects, and many other interesting topics.

In these discussions, we highlighted urgent national and international challenges concerning family and personal relations, personality in the organisational and educational settings, self-identification in the community, problems of violence and intolerance.

With this knowledge in mind, the conference organising team together with IATELS Association, our conference partners and participants are going to disseminate the information about the conference itself and the studies presented, raise the public awareness about psychological, societal and educational issues, and look for the ways of contributing to the problem solutions via social programs and projects, educational trainings and workshops.

The selected papers on the studies presented at the conference are going to be published after rigorous reviewing process.

Looking forward to our next meetings and conferences ahead!

APBM Organising Committee

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