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Abstracts



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ANZCAR – 2017



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Conference Chair



**PROFESSOR
LESLIE HOLMES**

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Australia.



APIAR is already making a significant impact in terms of advancing and publishing cutting edge research, both through conferences such as this and through its two journals

Preface

Welcome to the 1st Australia and New Zealand Conference on Advanced Research (ANZCAR- 2017), organised by the Asia Pacific Institute of Advanced Research (APIAR). APIAR's motto – 'Nurturing knowledge without boundaries' - encapsulates well the principal aims of our organisation.

First, it highlights the multi-disciplinary approach we adopt. While there is a focus on four key areas – business, education, information technology and social sciences – these are broadly interpreted, so that major contemporary issues that should not be neatly pigeon-holed into one discipline or another can be examined from as many angles as seems appropriate.

Second, we encourage as much interaction and networking between academia and the business community as possible. It has become increasingly obvious over recent years that business and academia have a great deal to offer each other, and both benefit enormously from much closer collaboration than was typical in the past. We strongly encourage the exchange of ideas and practical experience between pure researchers, applied researchers and practitioners.

Finally, while being an Australia-based organisation, our outreach is global: our Executive Committee includes leading scholars from three continents, while the participants at previous conferences have hailed from all parts of the world.

Though young – it was established in 2011 - APIAR is already making a significant impact in terms of advancing and publishing cutting edge research, both through conferences such as this and through its two journals (Asia Pacific Journal of Advanced Business and Social Studies and Asia Pacific Journal of Contemporary Education and Communication Technology). Your contribution at this conference will add to this, and we look forward to getting to know you and sharing with you the latest findings of experts in our four principal fields or research.

Professor Emeritus Leslie Holmes
University of Melbourne



Business



Abstracts

MODEL OF ACCELERATED PROFICIENCY IN THE WORKPLACE: SIX CORE CONCEPTS TO SHORTEN TIME-TO-PROFICIENCY OF EMPLOYEES

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Abstract

The high pace business environment poses great competition among firms. The key to an organisation's survival is its workforce. Time taken by the workforce to reach to full proficiency in their job role takes very long in certain job roles. Thus, shortening time-to-proficiency of employees is a critical business problem for today's organisations. This qualitative research study explored the proven practices and strategies that have successfully reduced time-to-proficiency of the workforce in various settings. A total of 93 participants from seven countries participated in the research study. Bounded project case (with a defined start and defined end) was used as a sampling unit and unit of analysis in this study. This study collected 67 successful project cases with the evidence of significant reduction in time-to-proficiency of the workforce in their settings. These project cases spanned across nine economic sectors, 20 business sectors and 28 industrial groups. This study revealed that project leaders across the board used six practices to successfully reduce the time-to-proficiency. The purpose of this paper is to present the model of accelerated proficiency in the work place developed in this study.

Keywords: Accelerated Proficiency, Speed-to-Proficiency, Time-to-Proficiency.

THE RELATIVE IMPORTANCE OF STRUCTURE AND CULTURE TO KNOWLEDGE MANAGEMENT

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Abstract

Knowledge management is deemed as a consequence of organizational structure and organizational culture. Previous projects have investigated the effects of organizational structure and organizational culture on the knowledge management; but none of them have evaluated the relative importance of organizational structure and organizational culture to the knowledge management. This research attempts to re-examine the relations of knowledge management with organizational structure and organizational culture by using the multiple linear regression. Specifically, it applies the analytic hierarchy procedure to rank the comparative significance between organizational structure and organizational culture to the knowledge management. The data for analyses was obtained from 101 publicly listed firms in the Vietnamese Stock Exchange. The findings provide statistically significant support for the influences of organizational structure and organizational culture on the knowledge management and the influential levels are different. This research makes some contributions. For the theoretical aspect, the findings offer new evidence on the relative importance between organizational structure and organizational culture to the knowledge management, that is organizational culture more important than organizational structure in boosting the implementation of knowledge management in business. On a practical aspect, the results help business managers with a good decision in adopting knowledge management according to different types of organizational structure and organizational culture.

Keywords: Organizational Structure, Organizational Culture, Knowledge Management.

HUMAN RESOURCE INFORMATION SYSTEMS IN KOREAN SMALL-MEDIUM COMPANIES

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Abstract

The Human Resource function of each company deals with a variety of sensitive employment data and information. In this context, identifying significant risks and implementing effective system controls are essential to safeguard the integrity of this information. Increased number of companies is utilising Human Resource Management Information System (HRMIS) or Human Resource Information System (HRIS) or Human Resource Management (HRM) in order to manage their work force, and to meet their employer's obligations, to optimize their management and improve their efficiency. The purpose of this study is to present a framework and an empirical analysis for the survey data from 482 Korean small and medium sized companies to understand relationship between HRIS, HR activities, and HRM. The results of the research model using Structural Equation Model (SEM) show that there are significant and very strong positive relationships between HRIS and HRM, there are significant, positive relationships between HRIS and HR activities, such as recruitment, relocation; promotion and evaluation in lesser extent. The results suggest that information technology affects HR management and support HR activities.

Keywords: Human Resource Information System, HR activities, HR Management, Structural Equation Model

EXPLORING AN EFFECTIVE ADVERTISEMENT MEDIUM FOR THE JAPANESE COSMETICS MARKET

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Abstract

The cosmetics industry market is fiercely competitive in Japan as the number of different products available to consumers is increasing more and more. Since brand awareness helps the customer to buy certain products, cosmetic companies need to focus on their advertisement media. It is generally expensive to advertise, and recently, companies have moved towards new digital media such as the internet, as well as traditional media such as television and print (magazines and newspapers). The decision about which advertisement media to use in order to reach their customers becomes a big issue. This research proposes a framework for an effective advertisement medium by using survey data on Japanese cosmetic product brands. Covariance structure analysis is conducted to measure the relationship between different advertising media and consumers' purchasing intentions. In addition, advertising media, which is considered to have influenced purchases, is analysed by binomial logistic regression analysis. The research results present effective advertising media for a particular Japanese cosmetic brand.

Keywords: The Cosmetics Industry, Advertisement Media, Covariance Structure Analysis, Binomial Logistic Regression Analysis.

RESPONSIBILITY OR ATONEMENT? AN ANALYSIS OF CHINA'S CORPORATE PHILANTHROPY AND CORPORATE PERFORMANCE IN DIFFERENT INDUSTRIES

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Abstract

Corporate philanthropy has become one important strategy for firms to achieve social responsibility and is expected to affect corporate performance in a positive way. This study examines the philanthropic choice, the relationship between corporate philanthropy and corporate performance, and further investigates the moderating effect of political connection in different industries. Using a sample of China's listed firms, second data on financial data and hand-collected data on corporate philanthropy, the results show that past poor performance is a likelihood to make philanthropic choice, corporate philanthropy is positively associated with corporate performance, and the positive relationship is stronger in the industry with high-level political environment.

Keywords: Corporate Philanthropy, Corporate, Philanthropic Choice, Corporate Social Responsibility.

A STUDY ON THE FACTORS THAT AFFECT CONSUMER DECISION IN BUYING APPAREL IN HONG KONG

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Abstract

Small medium enterprises (SMEs) has been a significant contribution toward the growth of annual Indonesian' economic. As a sample we use Bandung as one of the premier tourist destination in Indonesia where its economy is highly influenced by the SMEs in culinary and fashion. This paper aims to attest previous research (Anggadwita & Mustafid, 2013) [1] on SMEs in Bandung regarding of identification of influencing factors toward the performance of SMEs. The method that we used is collecting data from CV. Hanimun as a case study then we will apply the tools of IPMS and regression analysis to the attained data. The result of this research is the linkage of influencing variable performance in SME object. It shows that competence of human resource is highly influencing sustainability (0.987) and innovativeness (0.793). It is expected that this research could contribute as literature material while also helping the SME's owner to increase its performance in competitive environment.

Keywords: Integrated Performance Management System (IPMS), Regression Analysis, Small Medium Enterprises (SMEs)

PRICE STRATEGY OF PUBLICLY LISTED COMPANIES IN THE UAE: A PROPOSED STUDY

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Abstract

We propose to investigate the use or non-use of target costing strategy by UAE listed companies. Target costing involves a firm taking the market price of its product and tracing all the way back to its initial costs of production to achieve the desired profit margin. It is the opposite of the cost-plus pricing strategy in which the vector runs from cost to price. The study will involve the collection of data from all the 132 companies listed on the Abu Dhabi Securities Market and the Dubai Financial Market, given the fact that their financial disclosures are publicly available. Four relevant hypotheses will be developed and tested. We plan to utilise the Arellano-Bond (1991) GMM estimation which is designed to handle micro data with limited time periods to test and identify the price-cost directional vector for UAE listed firms. The result of our data analysis should reveal the existence/prevalence or otherwise of the use of target costing strategy by UAE firms. UAE companies operate in an increasingly competitive global market environment in which pricing strategy could mean the survival or demise of a firm. Establishing the extent to which they are taking advantage of target costing as part of their overall corporate competition strategy is an important first step in developing and recommending clear industrial competition strategies and corporate policies for the nascent and dynamic UAE economy.

Keywords: Target Costing, Target Pricing, Strategy, Competition, UAE



Education



Abstracts

ENHANCING STUDENTS' LEARNING EXPERIENCES AND RECOURSES THROUGH THE ADOPTION OF E-EXAMS AT CQ UNIVERSITY

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Abstract

This study sought students' views about e-exams at CQUniversity with its multiple campus locations. Data were gathered by conducting four focus group interviews with students enrolled at three different courses. After completing the e-exams consisting of short-answers and essaytype questions, the students participated in a focus group interviews. They were asked their views of the current e-exams software, the benefits and challenges and the prospects of e-exams. The students reported the ineffectiveness of the software particularly with the navigation system, which lacked useful features. In general, the students were positive about the adoption of e-exam and suggested a number of improvements in the software and in the management of e-exams. Findings from this small-scale study could be used as a point of reference for future adoption of e-exams at CQUniversity.

Keywords: Electronic Exams, Higher Education, Pedagogical Development, Information Communication and Technology, Mock-exams, E-Exam Software.

THE IMPACT OF RELIGION ON ARABIC LANGUAGE MAINTENANCE AMONG MEMBERS OF THE ARABIC-SPEAKING COMMUNITY IN THE REGIONAL CITY OF TOOWOOMBA, AUSTRALIA

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Abstract

This paper attempts to explore the role that religion plays in the maintenance of the Arabic language within the Arabic-speaking community in the regional Queensland city of Toowoomba, Australia. A qualitative approach was utilized in order to explore the language maintenance phenomenon through engaging in the everyday life of the Arabic speakers. Data was collected through participant observations and in-depth semi-structured interviews with 20 adults who were selected using a mixed purposeful sampling strategy. The findings of this study revealed that religion is an indicator for the maintenance of Arabic language within the Arabic speakers in Toowoomba. The conclusions of this study are envisaged to enrich the knowledge and theories of language maintenance, as well as redesigning the multilingualism and multiculturalism structure of the Australian society.

Keywords: Language Maintenance, Religion, Community Language, Arabic-Speaking Community.

A STUDY OF BACKWASH EFFECTS IN ENGLISH PROFICIENCY TESTING ON UNIVERSITY LOW-ACHIEVING STUDENTS

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Abstract

An understanding of backwash is increasingly important because more university students are required to pass standardized English proficiency tests before they graduate. It is well recognized that if a positive backwash effect can be fully adopted in the curriculum, then achieving good teaching quality and improving student learning is more likely. This study was particularly designed to see if a positive backwash effect can benefit low-achieving students, and help them regain their confidence in learning English. Eighty-three university students participated in this study and their learning achievements and strategies were examined. The course was an English remedial course which was used as an alternative to reach a threshold in English for graduation threshold, and a pretest, posttest and questionnaire were used for quantitative analyses. In addition, individual interviews were applied to gather some qualitative data for more in-depth interpretation. Students were divided into three groups based on the pretest scores: low, intermediate and advanced groups. The results show that, for low-achieving students, their posttest performance was superior to the other two groups (intermediate and advanced levels) in terms of listening and reading. No significant differences were found among the three groups in terms of learning strategies; however, individual interview data did show differences. Finally, the implications for designing such a course for low-achieving students in English are discussed and suggestions are proposed for future research.

Keywords: Backwash, English Graduation Thresholds, Language Learning Strategy.

ENTREPRENEURSHIP PEDAGOGIC STRUCTURE IMPACT ON THE ENTREPRENEURIAL MINDSET AND ENTREPRENEURSHIP KNOWLEDGE OF STUDENTS IN MALAYSIA

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Abstract

This study assesses and explicates the conceptualization of entrepreneurship education assessment in Malaysia by evaluating the role of entrepreneurship pedagogic structures in the post academic entrepreneurship investment outcomes of students. The proposed model evaluates the impact of an entrepreneurship pedagogic structure (i.e., curriculum content knowledge, content delivery, and forms of entrepreneurship education pedagogy) as the foundation toward the entrepreneurial mindset and the ability to develop the entrepreneurship knowledge competency of students. The findings from the partial least squares structural equation modeling, which is conducted through a cross-sectional survey of 378 students who attended an academic entrepreneurship course in Malaysian universities, empirically validate the model. This model further explains the role of teachers in transmitting knowledge, thereby demonstrating their impact on the learning capacity, assimilation, and long-term anticipated entrepreneurial human capital assets of students.

Keywords: Curriculum Content Knowledge, Content Delivery, Entrepreneurship Pedagogic, Entrepreneurial Mindset, Entrepreneurship Knowledge.

SAP (SAFETY, AWARENESS, PREVENTION) –CHILD CENTERED AND COORDINATED APPROACH TO SAFE GUARD YOUNG CHILDREN

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Abstract

India is home to the largest number of children in the world. The country has 20 per cent of the 0- 4 year's child population of the world. India experiences child rights deprivations in greater absolute numbers than any other country. The National Study on Child Abuse report and the statistics of Indian National Crime Records Bureau data establishes beyond a doubt that child abuse exists in India and the incidence is much higher than generally perceived.

SAP (safety, awareness and prevention) is an initiative taken with care givers and preschool children in a local school of Mumbai, India at suburban area. The SAP Model is designed as a three pronged approach to develop awareness knowledge and understanding, in parents and teachers regarding personal safety.

The SAP model aims at interactive sessions & workshops with the primary stakeholders -the parents and also the teachers. Emphasis on developing an understanding about their roles and responsibility in child safety, awareness regarding needs and rights of child, existing laws and reforms for child safety. Through this, we would like to help them realize how a safe, stable, nurturing relationship and environment is essential to prevent child abuse and neglect and aid children to reach their full potential.

Sessions with preschoolers is intended to explain safe, unsafe and uncomfortable touch. Teaching safety rules through puppet shows, story, worksheets, role plays, modeling behavior and songs will be intrinsic to the model designed.

Keywords: Child Abuse, India, SAP model.

BUDDHISM AND INNOVATIVE SUSTAINABLE DEVELOPMENT

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Abstract

This present article is an analytical research on 'Buddhism and Innovative Sustainable Development'. The main purpose of researching is to gain a better understanding of many social science theories both in politics and in economics. And the understanding of both Buddhism and science is complementary in order to enable any individual to live a full and meaningful human life while showing how people can avoid conflict, Socially, Economically, Politically and Spiritually using Buddhist teachings for a sustainable Development.

The aim of studying is also to comprehend every human's awareness that peoples' happiness and sorrow depends on the choices that they had taken to do what was perceptually right and wrong. Everything that happens does have a reason. This study will be supported with the supply of environmental knowledge, Philosophy and through experience. Within the domestic and international cultures, this knowledge might provide a significant basis for the contemporary and the future world. Happiness and unsatisfactoriness of the mind depends on the consequences of what we had already done. This is to give a deep sense to adjust the nature of all that exists and desire not to attach to them and to liberate oneself leaving the reality as it is. An implicit of references will be drawn from the Primary Sources, Secondary sources, internet sources and other Scholar's diamond writings, to prove the investigation of philosophical and theoretical analysis.

After the investigation of Philosophical and theoretical analysis, the article will demonstrate about, what Buddha advised the follows to stop over exploitation and how to eradicate conflicts to gain a peaceful society. This will be a lively awareness in the approach to the understanding of the Buddhist view of reality and adopt the middle path.

The last part of the article will focus on the Buddhist Challenge of sustaining the society and how Buddhist contemporary scholars interpret sustainable development issues. Mahatma Gandhi's emphasized that to use Buddhist Non-Violence will be necessary to gain peace, freedom and security. Twelve things that concern us when we want to explore the issues of sustainability, demonstrated by A Little Book of Hope will be cleared. How an individual's heart can implicate the contemporary globe will be demonstrated to obtain healthy and practical environment. Finally, generating new awareness and care by minimizing negative impact on earth resources will reduce the degradation of the planet which would a challenge to sustain Development.

Keywords: Buddhism, Sustainable Development, Buddhist Ethics, Economics.

ROLE OF INFORMATION COMMUNICATION TECHNOLOGY (ICT) FOR EROSION OF ETHICAL VALUES

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Abstract

Nowadays, students have massive use of Information and Communication Technology (ICT), tools like mobile phones, computers, laptops, internet, WiFi, E-mail, I-pads, Electronic notebooks, MP3 players, text and instant messages for communication, social networking sites including (Facebook, Twitter, Myspace, Viber) and digital television. As students are spending a considerable amount of time on ICT usage, with many positive impacts of ICT in education, there are also negative sides of the same. Some grave apprehensions which were earlier considered at embryonic stage, like extra involvement of students and unethical ICT practices followed by them, has acquired mature stage. Issues like lack of privacy, security, copyright infringement, cybercrime, academic dishonesty, hacking and plagiarism are having teething and sound effects since all are having potential influence in eating the ethical values of the students. If not taken earnestly, there will be severe magnitude. It is a high time to inculcate some ethical values allied to ICT usage in the students. All the stakeholders, including policy planners at varied levels, should be made accountable for the same. This paper will reconnoiter about the inculcation of technological ethical values for the usage of ICT.

Keywords: Information Communication Technology (ICT), Education, Ethical Values.

ASSESSING SOCIAL INCLUSION IN AN INTEGRATED PRESCHOOL SETTINGS REGARDING SOCIAL INTERACTION, SOCIAL ACCEPTANCE STATUS AND PEER RELATIONSHIPS

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Abstract

A primary aim of inclusive education is to maximize social inclusion and foster the social development of children with special needs in preschool settings. However, little research attention has been paid to SN preschoolers' peer relationships and social acceptance status in inclusive education compared to their social behaviors. The extent of child's social inclusion was examined using the three indexes of social inclusion, namely, social engagement behavior, peer relationships, social acceptance states and the association between these variables was explored. Results showed that peer relationship is a more reliable indicator of social inclusion than child behavioral characteristics for preschoolers. Factors for establishing a social accepting learning environment, which will promote positive peer relationships and foster classroom engagement for preschoolers with and without special needs, are discussed.

Keywords: Social Inclusion, Peer Relationship, Social Acceptance Status, Preschoolers & Socio-Metric.

USE OF RASCH MEASUREMENT MODEL IN EXAMINING THE UTILITY OF TIMSS 2015 ASSESSMENT OF AUSTRALIAN GRADE 8 MATHEMATICS

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Abstract

The Rasch Measurement Model (RMM) has been widely utilised by the International Association for the Evaluation of Educational Achievement (IEA) since 1995 to estimate the psychometric properties of international large scale assessments such as TIMSS and PIRLS, and to provide student ability estimates in mathematics, science and reading. However, in TIMSS 2015 assessment, the three-parameter model (3PL) was employed for this estimation. The central question to this change is that is RMM still powerful and useful for item and student ability estimation? This study seeks evidence for the use of RMM in examining the utility of 35 Algebra multiple choice questions from TIMSS 2015 Grade 8 mathematics for the Australian cohort. A critical document analysis was conducted to review the application of RMM in test utility of international large scale assessments and research. The association of the item estimates between RMM and 3PL were also examined. The document analysis shows that RMM is a powerful and effective application for psychometric property examination and student ability estimation in all international large scale assessments and research. The correlation analysis shows that item estimates for RMM is significantly, highly and positively related to 3PL, providing evidence that RMM is a powerful measurement model which is capable to provide meaningful information of item estimation.

Keywords: Rasch Measurement Model, Mathematics achievement & TIMSS.

INTERCULTURAL EDUCATION IN HONG KONG: PEDAGOGICAL APPLICATIONS OF ANTHROPOLOGY

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Abstract

With the intensification of transnational migration, issues of social marginalization in hyperurbanization have become part of a long debate revolving around multiculturalism in plural societies around the world. A Related discussion has focused on citizenship rights and affirmative policies, and often the foci shift to the social welfare and financial implications of these policies, thus creating social boundaries, cultural stereotypes, and inequalities on various levels. In this process, ironically, the core concept of culture in multiculturalism and interculturalism, and how and why it leads to social distinctions has been sidestepped. This is particularly true in Hong Kong, a self-labelled metropolis and "Asia's World City". Hong Kong has been a multicultural society since the nineteenth century, but mainstream society has long been oblivious to its own cultural diversity, and the role of its ethnic minorities. This paper evaluates an anthropologically based intercultural education program held in the past four years, paying attention to how anthropological research on interculturalism was pedagogically applied both in the classroom and in public/community education. The goals and results of the intercultural program were evaluated using models of intercultural competence development (including cognitive, affective, and behavioral domains). Through analyzing field data from participant observation and from evaluations by different stakeholders such as program organizers, instructors and participants, the author examines the way ethnic existences and cultural boundaries were practiced in the everyday lived experiences of Hong Kongers, as well as the range of cultural sensibility that could be developed in different educational settings. The author argues that anthropology as a discipline could be applied in the teaching of interculturalism in both formal and informal educational contexts, using different formats.

Keywords: Intercultural Education, Multicultural Society, Hong Kong.



ICT



Abstracts

INFORMATION BASED MUTABLE TRUST COMMUNICATION SCHEME FOR HETEROGENEOUS WIRELESS NETWORKS

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ICT

Abstract

Accuracy is the prime concern for any real time distributed system applications which varies from simple home applications to complex military surveillance systems. The concept of trust and reputation was the dream for the conventional distributed applications some years ago. This paper addressed the past research effort in the direction of infrastructure based routing protocol. Moreover, the focus is on the evaluations of accuracy over the trust, hops and non trust based factors. We designed and implemented a model for the comprehensive investigations over the trust issue. Infrastructure has been given greater importance in the deployed model. The outcomes obtained from these investigations can help the real time distribution applications direly. The proposed scenario has been validated through simulation means.

Keywords: Region, Energy, Mobile, Distributed Networks.

NETWORK MEMORY: TWO DECADES OF RESEARCH TREND EVOLUTION AND DEVELOPMENT

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Abstract

The initial memory classifications are internal and external memory, which is very simple and clear. We could differentiate and identify the divisions in term of the capacity, speed and the distance from the CPU. This is known as memory locality, where sometimes, cost could also be taken into consideration. In this study, we observed how the memory usage trend had evolved from the basic main memory (RAM) in initial computing era up to now with the state-of-art network technology advancement that made us recognize network memory as a new memory division which is essential resource. The shift of computing technology from host-centric to network-centric promises various research opportunity and expansion of existing fields to support new memory dimension [1]. A very interesting paradigm shift is involved in this computing environment, which would be an advantage for all concern. Our scrutiny and analysis in the research of trend evolution and development direction of memory usage shows that the following initiative would be possible using network memory. First, it introduces unique approaches to improve system performance versus resource availability at hand [2]. Second, it establishes usage of this technology in application frontend as well in the system back-end usage support [3]. Thirdly, we identify methods used in applying network memory to establish resource management in a network-computing environment [4]. In this way, we are able to present that the network memory is a crucial resource for Grid and cloud computing. Finally, we made a concrete proposal on the broader way of how this newly identified resource can be very useful in the future.

Keywords: Memory, CPU, Memory Locality, Trend Evolution, Network Memory, Grid and Cloud Computing.



*Social
Sciences*



Abstracts

UNDERSTANDING ORGANISATIONAL DISPUTES: MOVING BEYOND PERSONAL ACCOUNTS

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Abstract

Organisational conflicts, such as workplace bullying and sexual harassment, represent an area of deep concern for organisations, on a Global scale. The primary aim of most organisations is to minimise any such conflicts through containment measures that keep the issues in-house. Since the 1930s, several workplace changes have contributed to a tightening-up of containment measures through an emphasis on individuals and individual responsibility in organisations. However, this over emphasis on the interpersonal aspects of a conflict can deflect attention from other factors that play a role and can result in the issue escalating and/or re-emerging and causing ongoing and potentially costly problems. A sociological analysis of public cases of organisational conflict, using Luc Boltanski's affair model (process) and Pierre Bourdieu's field theory (power relations) has revealed that factors, such as prior histories and the affiliations used by the protagonists to defend their position, are often overlooked. Not only can this contribute to the re-emergence of the problem/s, but may also result in the conflict becoming a public affair. The case of Brodie Panlock, a young Victorian woman who committed suicide after being subjected to workplace bullying (2006) and the sexual harassment case of Kristy FraserKirk, a junior publicist for David Jones, who claimed she was sexually harassed by the CEO Mark McInnes (2010), are both examined here to highlight some of these factors. To address organisational conflict effectively, the focus must move beyond personal accounts and superficial measures, which focus on protagonists, to explore all contributing factors.

Keywords: Organisational Disputes, Interpersonal Aspects, Luc Boltanski's Affair Model, Pierre Bourdieu's Field Theory.

RAINFALL FACTOR RELATING TO THE DENGUE EPIDEMIC IN SRI LANKA

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Abstract

The Dengue epidemic has become a major health issue in Asian countries, as well as in Sri Lanka. In Sri Lanka, there has been an oscillation pattern in terms of the risk dengue and the number of infected persons. During the period from 1990 to 2015, Sri Lanka experienced a continuous growth of the dengue disease. Among the areas, Western, Southern and Central provinces showed a significant growth. There was a rapid expansion of the disease, especially in the urbanized areas with high population density. All the selected districts were indicated a high population density due to the rapid urbanization. The main objective of this study to analysis rainfall factors relating to dengue disease in Sri Lanka from 2004- 2015. Colombo district was recorded as the highest distribution area within the Wet Zone. It was revealed that the rainfall factor plays a vital role for the spread of the disease in Colombo district. It showed a strong relationship between rainfall and the spreading of the disease. Specifically, in the year from 2012-2015, 50% patients of the entire cases have been recorded within three months starting from December, January and February in 2015. It also showed the relationship between annual rainfall and total annual cases in the study period 2004-2015 existed in selected districts. It can be obviously proved that slightly positive correlation occurs between the annual rainfall and annual number of dengue cases.

Keywords: Rainfall, Dengue Epidemic, Correlation.

FUNDAMENTAL RIGHT TO EDUCATION FOR GLOBAL UNDERSTANDING AND COSMIC ACCESS: INDIA'S MARCH AHEAD

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Abstract

Most of the human beings in the world today are breathing in a space which is largely loaded with information, action, aspiration, anxiety, apprehension, fatigue, smugness and hope and despair together. This is a major cause for perilous behavior of many and restlessness for all. The uncontrolled and unguided use of Information and communication technology and the nature-pirating fanaticism of biotechnologists add fuel to the fire. Parallel to that, national, cultural, linguistic, regional and religious loyalties with personal biases constitute a strong drifting force for minds to stick to conflict, abhorrence, arrogance, discrimination, deprivation, disorder and, none the less, 'bloodshed'. Further natural resources available on Earth and the potential possessed by human beings today to create with knowledge of science and technology is surprisingly not able to meet the demands of the lamenting humanity and urgencies for sustenance of a depleting environment. What goes wrong and where? This is the million-dollar question for the global scholarship striving for the best for the humanity. Law may and can play just a symbolic role. It has to hold the quality for acceptability and capacity to operate with natural understanding and visible wisdom. That generally is scarce causing melancholy which is a challenge for any national or international legal system around. Ignorance due to over flowing of currents in social and political space against the proposition 'ignorance of law is no excuse' multiplies the trouble. Does the primary wrong stand in education policies and systems that fails to prepare the generations for the best? Any inadequate system of education is a mere transmitter of information for making a human being able to work on machines for production. What can bring in the effective human enlightening understanding is more significant? Can that education system now be put in place? How? The Constitution of India has enshrined certain values and goals for education. It has also made right to education a fundamental right.

It has also charged the citizens with a responsibility of promoting scientific temperament and harmony. State has to play a crucial role in ensure such development of citizens through a viable and all comprehensive education system sufficient in infrastructure and appropriate in content and delivery. The same will have to be ensured by all nations of the world is the natural corollary. The present paper will enlight various aspects of these issues in the proposed conference to generate ideas for promoting a purposive education system for humanity.

Keywords: Education, India, Information and Communication Technology, Education Policies.

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