ABSTRACTS

1. ECOLOGICAL ENTREPRENEURSHIP THROUGH THE SINGULARITY

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ABSTRACT

The human race is experiencing an unprecedented period of dramatic combined global crises. Biodiversity reduction, economic market failure, climate change, and other disasters pose multiple threats to global civilization and the long term survival of the human species. Technology is now providing us the connectivity to combine human and non-human activities with new markets having underappreciated economic potential. A second-person leadership perspective is emerging to allow individuals and institutions to navigate workable bridges between the boundaries of biology, ecology, nanotechnology, neuroeconomics, and the creation of new economic prosperity. This is accompanied by a paradigm shift now taking place in a virtual forum over the internet. Non-human biological organisms may now be considered in a cooperative social framework, potentially also within human gaming communities, in a public cognitive process. Virtual human capital, science, animal ethics, business, and inter-species social benefit will combine a wide spectrum of emergent cultural elements to empower an interactive connection to nature through the internet that points to the development of a new ecological entrepreneurial strategy.

Keywords: Ecological Economics, Extended Mind, Trans-humanism, Mind-machine Interface, Anthropocentrism, Technological Singularity

2. THE OPTIMAL SIZE OF CASH BALANCE UNDER LEARNING CURVE EFFECTS

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ABSTRACT

Based on learning curve theory, trading cost is decreasing with increasing of accumulative finance experience related to transferring between cash and securities in cash management process. Learning curve effect will happen when a company has much more finance experience with the trading experience, trading knowledge and trading Volume. This paper constructs the model of optimal size of cash under learning curve effects in cash balance decision process.

Keywords: optimal size of cash, trading costs, opportunity costs, learning curve effects

3. SENIOR CHINESE MANAGERS’ JOB SATISFACTION AND WORK BELIEFS

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ABSTRACT

This exploratory study surveyed forty-seven senior Chinese managers enrolled in a management development program, which took place in a large eastern metropolitan city in the People’s Republic of China (PRC). Results of descriptive and correlation analyses of questionnaire data provide the basis for an examination of the managers’ job satisfaction, work beliefs, demographic background, and the relationship between these variables.

Keywords: Chinese managers, job satisfaction, work beliefs.
4. RISK COMMUNICATION AND QUALITY OF FINANCIAL INFORMATION: EVIDENCE FROM LISTED FIRMS IN THAILAND

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ABSTRACT

The key objectives of this study are to investigate the effect of risk communication on quality of financial information and to examine the moderating role of corporate governance effectiveness that moderates the risk communication-quality of financial information relationship. Thai-listed firms were chosen as population and sample of this study. Data was collected by questionnaire and accounting managers/directors of listed firms were selected as key informants. The results show that risk communication has a positively potential effect on quality of financial information. Additionally, corporate governance effectiveness has become a key factor that significantly and positively affects quality of financial information. However, in the case of risk communication, corporate governance effectiveness is likely to negatively moderate the relationship of risk communication and quality of financial information.

Keywords: Risk Communication; Quality of Financial Information; Corporate Governance Effectiveness

5. APPLICATION OF THE JOB DEMANDS-RESOURCES MODEL TO FAMILY PHYSICIANS AND THEIR INTENT TO LEAVE: PROPOSAL OF A NEW MODEL

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ABSTRACT

In this article we tried to understand the intent to leave of family physicians to retain them and also make the profession more attractive by using the work-family conflict as an independent variable because it seems to be one of the most important causes explaining this phenomenon in the literature and according to statistics on Quebec family physicians. A literature review showed us that doctors have high work demands and do not have many resources available to them. This imbalance between demands and resources has several consequences in terms of psychosocial risks. By using the stress model of the job demands-resources model, consistent with the Resource Conservation Theory, we built a new model called the “Demands-resources Conflict Model”. It integrates research by Bakker and Demerouti on the JD-R model and the work-family conflict and incorporates the “intent to leave”, a variable studied.

Keywords: Job demands-resources model, Family physicians, Work-Family conflict, Intent to leave

6. WHAT IS GLOBAL STRATEGY AND HRM FOR KIFS

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ABSTRACT

This study aims to address strategic HRM thinking under global strategy at an overseas corporation of global Knowledge Intensive Firms (KIFs) by using an exploratory case study of one of the leading global KIFs (Firm A) and the Japanese subsidiary of Firm A (Firm AJ). The study employed case study methodology. Primary data were collected through semistructured interviews with President and CEO of Firm AJ and between 2008 to early 2012. The reason of contacting to CEO of Firm AJ is that he has a
thorough knowledge of Firm AJ’s longitudinal activities including HRM as well as Firm A group’s global strategy. The global strategy of Firm A group is so-called a ‘global (standardized) strategy’. However, Firm A group does not merely pursue the advantages of global standardization in isolation; they also pursue to build global competitive advantages through standardized HRM systems and ‘glocal’ HRM practices. The study generated valuable insights into the important global management issue for KIFs—i.e., a strategic alignment between parent and subsidiary as well as between business and HRM. The findings highlighted the criticality of building standardized HRM systems and managing a pool of talented people through global HRM practices. In addition, the study also revealed important management challenges in developing effective local HRM practices which support and improve a KIF’s global strategy and business model. Due to the nature of case study method adopted, the longitudinal, contextual rich insights obtained from this study need to be interpreted with due caution—i.e., possible lack of external validity.

7. FACTORS INFLUENCING PENSION PLANNING FOR SMALL BUSINESSES: EMPLOYEE INCENTIVE AND CORPORATE FEASIBILITY

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ABSTRACT

The first “Baby Boomers” turned 65 in 2011, but many did not wait for age 65 to retire. This posed a dilemma for employers. Many employees who are looking toward retirement, are demanding enhanced retirement benefits. In addition, employers facing worker shortages are seeking and taking steps to entice older workers to keep working in some capacity—part-time, ad hoc, etc. (Dessler, 2008). As the baby boom generation (76 million born between 1946 and 1964) moves into its retirement stage, it is estimated that only 10% to 20% are saving enough to retire comfortably. At the heart of the problem, the United States has the lowest savings rate in the world, at less than 5% of individual income as compared to Japanese and Singaporean workers who save at a rate of 20% and 42%, respectively. Those countries have prepared their citizens well for retirement security (Kadlac, 1993). In the United States, the risk of retiring with inadequate income may be offset through either personal savings (including insurance, 401(k) plans, or annuities), private pensions, or government sponsored programs. In the past, research has been directed towards retirement plans established by large businesses. There is however; increasing attention directed toward the need for retirement planning as an employee incentive in small and minority and women-owned businesses for the 21st century workforce.

Keywords: Pension Planning, Retirement Plans, Employee Incentive, ERISA, Pension Relief Act

8. BRINGING SUCCESS TO FOSTER CHILDREN'S EDUCATION

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ABSTRACT

Foster children are academically at risk because of abuse, neglect, and family disruptions. The purpose of this paper is to present the skills foster parents use to address the academic problems and educational needs of the children placed in their homes. Apart from identifying skills used to address academic problems, information concerning how the foster parents’ sense of self-efficacy impacted their skill sets in addressing the academic problems and educational needs of their foster children is presented. Six areas are important: inspiration from others, internal resources, religion/spirituality, meeting foster child’s educational needs, interaction with others, and psychosocial resources. The training programs for prospective foster parents do not adequately equip them with the necessary competencies to address the
academic problems of foster children. Training program an related materials and manuals must be include a component addressing the educational needs of the children in foster care and clarification of the accountability for monitoring the child’s academic progress. The development of a collaborative relationship among concerned adults, specifically foster parents, caseworkers, and school personnel it is necessary and a critical factor in helping foster parents to address the educational problems and academic needs of foster children.

**Keywords**: Educational Caregivers, Training and Development, Foster Care, Child Advocacy, Academic Risk, Foster Parenting

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**9. THAT’S A TECHNICAL FOUL! SPORTS FAN IDENTIFICATION AND BUYER BEHAVIOR OF COUNTERFEIT SPORTS MERCHANDISE**

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**ABSTRACT**

The current research investigates fan identification and its influence on buyer behavior of authentic and counterfeit sports merchandise. Past research in the area of counterfeiting and sports team identification provide the basis for hypothesis development. While previous research has explored the impact of fan identification on purchase behavior, the type of product purchased (legitimate or counterfeit) has not been evaluated. Using a sample of 261 individuals, the current research suggests that there are differences in the level of fan identification between those who purchase counterfeits both intentionally and inadvertently, as well as those who do not. Additionally, results suggest differences in fan identification across individuals with ranging levels of counterfeit and legitimate product purchase. Results, discussion and implications for future research are discussed.

**Keywords**: Counterfeits, Sports Merchandise, Fan Identification, Intention to Buy