Volume 02, Issue 20

“2nd International Conference on Research Methodology Strategic Leadership and Social Science Innovation (RMLS)”
October 18-19, 2019
Dubai UAE
IBSSH – Dubai UAE

“2nd International Conference on Research Methodology Strategic Leadership and Social Science Innovation (RMLS)”

October 18-19, 2019
Flora Creek Deluxe Hotel Apartments, Dubai, UAE

Book of abstracts


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2. Ms. Leysan Storie
   Conference Coordinator

3. Ms. Filareti
   Conference Coordinator

4. Ms. Petrel Qiu
   Conference Coordinator
Contents

DISCLAIMER 3

ORGANIZING COMMITTEE 4

CONFERENCE CHAIR MESSAGE 6

TRACK A: BUSINESS, ECONOMICS, SOCIAL SCIENCES AND HUMANITIES 11

Nexus Between Human Capital Development and Human Capital Investment in Nigeria 12

Corruption and Good Governance: The Imperative of Effective Leadership in Africa 13

The Phenomenon of Monkey Management: How it Counteracts Strategic Impact and How Managers Can Solve this Problem” 14

Establishment of the Shari‘ah Framework for the Application of Somatic Gene Therapy in Human 15

Empirical Evaluation of Average Percentage of rate of Fault Detection of Software GA-based Regression Test Case Prioritization Strategy 16

SCIENTIFIC BOARD 17

CONTACT US 18

VENUE 19
Conference Chair Message

Dr. Pillai Mahesh

“2nd International Conference on Research Methodology Strategic Leadership and Social Science Innovation (RMLS)” serves as a platform that aims to help the scholarly community across nations to explore the critical role of multidisciplinary innovations for sustainability and growth of human societies. This conference provides opportunity to the academicians, practitioners, scientists, and scholars from across various disciplines to discuss avenues for interdisciplinary innovations and identify effective ways to address the challenges faced by our societies globally. The research ideas and studies that we received for this conference are very promising, unique, and impactful. I believe these studies have the potential to address key challenges in various sub-domains of social sciences and applied sciences.

I am really thankful to our honorable scientific and review committee for spending much of their time in reviewing the papers for this event. I am also thankful to all the participants for being here with us to create an environment of knowledge sharing and learning. We the scholars of this world belong to the elite educated class of this society and we owe a lot to return back to this society. Let’s break all the discriminating barriers and get free from all minor affiliations. Let’s contribute even a little or single step for betterment of society and welfare of humanity to bring prosperity, peace and harmony in this world. Stay blessed.

Thank you.

Dr. Pillai Mahesh
Conference Chair
IBSSH- Secretariat, 2019
# Conference Schedule

**DAY 01 Friday (October 18, 2019)**

**Venue: Room 1**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>9:00 am – 9:20 am</td>
<td>Welcome Reception &amp; Registration</td>
</tr>
<tr>
<td>9:20 am – 9:30 am</td>
<td>Opening Ceremony</td>
</tr>
<tr>
<td>9:30 am – 9:40 am</td>
<td>Welcome Remarks – Conference Coordinator</td>
</tr>
<tr>
<td>9:40 am – 9:45 am</td>
<td>Introduction of Participants</td>
</tr>
<tr>
<td>9:45 am – 9:50 am</td>
<td>Group Photo Session</td>
</tr>
<tr>
<td>9:50 am – 10:00 am</td>
<td>Grand Networking Session and Tea Break</td>
</tr>
</tbody>
</table>
**DAY 01 Friday (October 18, 2019)**

**Session 1 (10:00 am – 11:00 pm)**

**Track A: Business Management & Social Sciences**

<table>
<thead>
<tr>
<th>Session Code</th>
<th>Title</th>
<th>Presenter</th>
</tr>
</thead>
<tbody>
<tr>
<td>RMLS-OCT2019-102</td>
<td>Nexus Between Human Capital Development and Human Capital Investment in Nigeria.</td>
<td>Awe Isaac Tope</td>
</tr>
<tr>
<td>RMLS-OCT2019-103</td>
<td>Corruption and Good Governance: The Imperative of Effective Leadership in Africa.</td>
<td>Oluwasanmi Ayodele Charles</td>
</tr>
<tr>
<td>RMLS-OCT2019-104</td>
<td>The Phenomenon of Monkey Management: How it Counteracts Strategic Impact and How Managers Can Solve this Problem”</td>
<td>Jan Roy Edlund</td>
</tr>
<tr>
<td>RMLS-OCT2019-110</td>
<td>Empirical Evaluation of Average Percentage of rate of Fault Detection of Software GA-based Regression Test Case Prioritization Strategy</td>
<td>Dr. Attila Hertelendy</td>
</tr>
</tbody>
</table>

**Lunch Break (11:00 – 12:00 pm)**

**Closing Ceremony**
LIST OF CONFERENCE ATTENDEES

The following scholars/practitioners/educationists don’t have any paper presentations; however, they will be attending the conference as delegates and observers.

<table>
<thead>
<tr>
<th>ID</th>
<th>Name</th>
<th>Affiliation</th>
<th>Country</th>
</tr>
</thead>
<tbody>
<tr>
<td>RMLS-OCT2019-105A</td>
<td>Ukuesa Benson Ologho</td>
<td>Deputy Registrar Delta State Polytechnic, Otefe-Oghara</td>
<td>Nigeria</td>
</tr>
<tr>
<td>RMLS-OCT2019-106A</td>
<td>Omokaro Sunday Omamuyovwi</td>
<td>Internal Auditor Delta State Polytechnic, Otefe-Oghara</td>
<td>Nigeria</td>
</tr>
<tr>
<td>RMLS-OCT2019-107A</td>
<td>Erhakporo Friday Akpo</td>
<td>Deputy Registrar Delta State Polytechnic, Otefe-Oghara</td>
<td>Nigeria</td>
</tr>
</tbody>
</table>
City Tour and Shopping Day

All respective guests are free to conduct their own sightseeing and tour. The second day of the event is reserved for this memorable purpose.
TRACK A: BUSINESS, ECONOMICS, SOCIAL SCIENCES AND HUMANITIES
Nexus Between Human Capital Development and Human Capital Investment in Nigeria

Awe Isaac Tope*

Abstract Human capital development has been identified as one of the major keys of economic development. This study examines the nexus between human capital investment and human capital development in Nigeria using time series data spanning through 1981 to 2015. The study made use of Phillip Peron to test for stationarity and Vector autoregressive model (VAR) was employed in the study to analyze the complex relationship of human capital investment and human capital development. The study revealed causality relationship between human capital investment and human capital development in Nigeria. The findings also show that both Total Factor Productivity, Education expenditure, Health expenditure and Life expectancy exhibited impact on human capital development in Nigeria. The study recommended that concerted effort should be made to improve on both Education and Health spending in order to increase human capital development in Nigeria. In addition, government should make appropriate policy that will increase life expectancy. This will guarantee improvement in Nigeria human capital development.

Keywords: Human Capital Development, Human Capital Investment and Total Factor Productivity.

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Corruption and Good Governance: The Imperative of Effective Leadership in Africa

Oluwasanmi Ayodele Charles*

Abstract The paper attempts to examine the devastating impact of corruption on good governance in Africa with reference to Nigerian experience. It is established that the socio-political and economic challenges confronting Nigeria is a consequence of leadership ineptitude which manifested in form of manipulation of politics to serve parochial interests. Enmeshed in this condition, Nigerians had for long been yearning for a leader who has the determination and force of character to effect a change in several key aspects of their lives and welfare. With his return to power, Nigerians want President Buhari to hit the ground running on four priority areas namely; security, economic growth, accountability and improved living standards. Relying on descriptive method, the paper stresses the need for proper understanding of the basis of government as it affects the wellbeing of the masses. It is established that diversion of resources by public office holders at the expense of public good as well as the perversion of the course of justice engenders democratic reversal. Based on this, the paper recommends the need to appoint competent persons with unblemished track records of services to direct economic affairs of the country; formulation of policies that are implementable to avoid wasting public funds on white elephant projects; the need to recalibrate our educational system to produce job creators instead of churning out “certificate-carrying” job seekers and the sustenance of the Treasury Single Account to checkmate corruption.

Keywords: Corruption, Good Governance, Leadership, Political Economy.

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The Phenomenon of Monkey Management: How it Counteracts Strategic Impact and How Managers Can Solve this Problem

Jan Roy Edlund*

Abstract Global competition is steadily increasing. Companies have to deal with heavy requirements, be it cost efficiency, logistical complexity, low price, dynamic innovation and quality to secure a competitive advantage to their competitors. This constant pressure from markets and stakeholders must inside the companies absorbed by the top and middle management. They are under the constant demand to optimize the performance of their units of responsibility. This comes with a dysfunctional effect on mostly the target group: middle management. Working hours due to “on top projects” and the pressure to meet tough time constraints (deadlines) and budgets have increased tremendously. Consequently, our research shows that >50% of middle managers are overworked and stressed out. We found out that one of the main reasons for this effect has to do with the way the middle managers try to solve their problem of increased workload. They try to work more efficiently and get more things done faster (e.g. emails). They however do not realize that working faster does not solve the underlying problem of effectivity but sometimes even increases it. In fact, they become more efficiently ineffective. Because they get caught up in doing more unimportant topics (fast) rather than focusing on their key responsibilities. Middle Managers often don’t dedicate their energy for strategic and structural improvement of their units because they are overloaded with micromanagement issues”. Middle managers as key figures in the organization are constantly working on the edge of personal exhaustion (burn out) which increases the risk of organizational functioning. Our research focused on the question: “Why and how managers are caught up in the micromanagement trap?” We soon discovered that the observations of William Oncken and Donald Wass (1974) were insightful and true. We are dealing with the backward or reverse delegation phenomenon. A problem which increases, the more pressure middle managers have to bear. The underlying metaphor visualizes this idea as follows: Employees delegate problems, tasks and topics upwards to their boss – a phenomenon that is referred to as “passing the monkey” (meaning the responsibility of a problem) up or back to a manager (William Oncken 1974 ff). This problem worsens the more the boss wants to control everything and take all the decisions. And this, he/she does, the more pressure he/she has to bear. Employees on their side learn quickly to delegate more and more upwards which reliefs them of their workload and responsibility. In turn the upwards delegation not only gives the boss the feeling of control but also makes him/her feel important. This can develop into a vicious circle which Dr. Jan Roy Edlund addresses as the “Monkey Trap”. According to his research roughly 20% of all managers are caught up in this vicious circle and actually face a “structural leadership problem”.

Keywords: Counteracts Strategic, Logistical, Competitors.

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Establishment of the Shari’ah Framework for the Application of Somatic Gene Therapy in Human

Zakiah Samori¹, Fadilah Abd Rahman²

Abstract Human gene therapy is best known as a transfer of nucleic acids to either the somatic cells or germ cells of an individual. It introduces genetic materials which have therapeutic purpose ranging from inherited genetic disorders to certain malignancies and infectious diseases. This medical scientific breakthrough has received lucrative demand worldwide as it offers potential treatment to cure genetic diseases in human at the molecular level. Since then, thousands of people have already participated in the trials thus it is likely to be part of medical practice in the future. Despite of the tremendous benefits that it promises, this new biomedical technology has given rise to several contentious issues from the ethical and religious point of view. Since it comprises of two different therapies namely somatic and germ line gene therapy, each involves different procedures thereby poses different legal ruling and decision. This study attempts to propose a complementary model of the Shari’ah framework on the human gene therapy with special reference to the somatic gene therapy. This proposed framework is designed and developed to fulfil the lacuna of the Shari’ah Framework on the application of the somatic gene therapy after an in depth study of its position from the Shari’ah point of view. In achieving this, a detailed analysis and outlook into the Qur’anic evidences along with the Hadith of the Prophet Muhammad pbuh were carried out. Following this, its position from the pragmatic approach of the Maqasid al-Syariyyah (Objective of the Shari’ah) and the Qawa’id Fiqhiyyah (Islamic Legal Maxims) is also analysed in further detail. Various fatwas (Islamic verdict) decreed by the variety of fatwa councils from all over the world are also highlighted. This model of Shariah Framework would serve as the ethical basis for the application of somatic gene therapy in Malaysia and beyond (particularly Muslim countries) especially for Muslim doctors, scientists and Muslims at large. For Muslim countries such as Malaysia where Muslims makes the majority of the population and Islam as the official religion in Article 3 of its Federal Constitution, this framework is deemed to be important reference in providing the essential guidelines on the permissibility of this therapy. Consideration of the position of Somatic Gene Therapy from the Shari’ah perspective is undeniably crucial in any attempt to regulate Somatic Gene Therapy in any Muslim countries in the future.

Keywords: Somatic Gene Therapy Shari’ah Framework Islamic Principles Maqasid Syariyyah Qawaid Fiqhiyyah

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Empirical Evaluation of Average Percentage of rate of Fault Detection of Software GA-based Regression Test Case Prioritization Strategy

Dr. Attila Hertelendy*

Abstract Our initial research attempts to answer the role that mentoring and transformational leadership play in enhancing crisis response efficacy in emergency leaders, and will extend the analysis to how participation in mentoring and the source of mentoring influence the relationship between receipt of transformational leadership behaviors and the demonstration of crisis response efficacy of a crisis team leader. First, this presentation will investigate how transformational leadership and mentoring separately influence crisis response efficacy. From this, an investigation into how experience with mentoring and source of mentoring moderates the relationship between transformational leadership and crisis response efficacy will be discussed to further awareness of the antecedents of improved crisis response of crisis team leaders.

Keywords: Disaster, Crisis Management, Transformational Leadership

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VISION

Scholastic ideas and perception as well as developing new networks and collaborations Through innovative Research.