2022 Washington Business Research Forum

March 31 – April 1, 2022

Program & Proceedings

VIRTUAL CONFERENCE <u>WASHINGTON, D.C.</u>

LINE



2022 Washington **Business Research** Forum



Forum Agenda Virtual, Washington DC

Thursday, March 31, 2022			
12:30 PM – 12:40 PM	Opening Session	Welcoming Remarks: Barron H. Harvey, Ph.D., Assoc. Provost <i>Howard University</i>	

12:40 PM – 1:40 PM	Entrepreneurship Session Chair: Constant D. Beugré, Delaware State University		
12:40 PM – 1:00 PM	_	Brain Science and Artificial Intelligence in Entrepreneurship: An Al-Augmented Creativity Model Constant D. Beugré, Delaware State University	
1:00 PM – 1:20 PM	Session	The Growing Need for Increasing Black Entrepreneurship through Targeted Public Policies Robert P. Singh, Morgan State University	
1:20 PM – 1:40 PM		The Role of Self-Efficacy and Entrepreneurship in Undergraduate Students: A Study Among North Carolina HBCUs Tiffanie Turner-Henderson, Johnson C. Smith University	

1:40 PM – 3:00 PM	International Session Chair: Lucinda B. Blue, Johnson C. Smith University		
1:40 PM – 2:00 PM	Investigating Experience of M Health Worker Gaurav M. Marathe, Indian Ir Ranch Madhu B. Sahoo, Texas	Meaning for Community s in India Institute of Management, ni Southern University	

2:00 PM – 2:20 PM	ssion II	Will Increasing the Production of Bauxite in Jamaica Be Worth the Increase in Jamaica's Environmental Issues? Vereda J. Williams, Johnson C. Smith University Lucinda B. Blue, Johnson C. Smith University
2:20 PM – 2:40 PM	Se	Economic Impacts of Immigration in Spain–using a VAR. Peter Wui, University of Arkansas Pine Bluff Rafael de Arce Borda, Autonomous University of Madrid Nokon Heo, University of Arkansas Pine Bluff
2:40 PM – 3:00 PM		Comparative Pricing of Tourism in Latin America & Caribbean (LAC) Region Using PPPs of the ICP Philemon Oyewole, Howard University

BREAK

3:15 PM – 4:15 PM	Management and Diversity [Session I] Session Chair: Edward Davis, Clark Atlanta University		
3:15 PM – 3:35 PM		Evaluating Management Development and Training Systems Lucinda B. Blue, Johnson C. Smith University	
3:35 PM – 3:55 PM	ession III	Covid-19 is transforming the work culture - A study on MSME industry. Shilpi Dixit, Invertis University Arvind Kumar Shukla, Invertis University	
3:55 PM – 4:15 PM	S	The Genesis, Thought processes and Execution advantages of ISO 9000 all over the World: An Investigation Deepa Agnihotr, Invertis University Arvind Kumar Shukla, Invertis University	

4:15 PM – 5:15 PM	Session	Management and Diversity [Session II] Chair: Narendra Kumar Rustagi, Howard University
4:15 PM – 4:35 PM		Pessimism toward Diverse Boards: Evidence of Analyst Bias? Inger Daniels-Hollar, Florida A&M University Yingmei Cheng, Florida State University: Baixiao Liu, Florida State University:
4:35 PM – 4:55 PM	sion IV	Economic Nationalism and Pluralism – Lessons from Ukraine Narendra Kumar Rustagi, Howard University
4:55 PM – 5:15 PM	Sess	The Economics of Discrimination in a Financial Economy: Can Returns Unteach Prejudice? KhasadYahu ZarBabal, CUNY - Medgar Evers College Sydney Wayman, CUNY - Medgar Evers College
5:15 PM – 5:30 PM		Remarks Barron H. Harvey, Howard University

Friday, April 1, 2022			
8:45 AM – 9:00 AM		Remarks Barron H. Harvey, Howard University	

9:00 AM – 10:00 AM	Special Session for Sustainability and the Future of Work and Entrepreneurship for the Underserved		
9:00 AM – 10:00 AM	Session V	Book Preview: Sustainability and the Future of Work and Entrepreneurship for the Underserved JoAnn Rolle, Medgar Evers College Micah Crump, Medgar Evers College	

10:00 AM – 11:00 AM	Real Estate and Environment Session Chair: Donald R. Andrews, Southern University Baton Rouge		
10:00 AM – 10:20 AM		End of an Era: The Last Mine-Mouth Lignite Coal Fired Power Plant in Louisiana Donald R. Andrews, Southern University Baton Rouge Sung No, Southern University Baton Rouge Ashagre Yigletu, Southern University Baton Rouge Ghrimay Ghebreyesus, Southern University Baton Rouge Derrick Warren, Southern University Baton Rouge	
10:20 AM – 10:40 AM	ession VI	Residential Location Dynamics in Washington, DC From 2000 to 2010 L. Jide Iwarere, Howard University John E. Williams, Morehouse College	
10:40 AM – 11:00 AM	S	The Development of Ms. SolarBot – Solar Panel Based Tracking Device Rubina Khan, Imam Abdulrahman Bin Faisal University Deepa Priyanshu, Imam Abdulrahman Bin Faisal University Haya Mubarak Aldossari, Imam Abdulrahman Bin Faisal University	

BREAK

11:15 AM - 12:15 PM	Computer Applications and Tax Session Chair: Barron H. Harvey, Howard University		
11:15 AM – 11:35 AM	E	Digitalization: The Double-Edged Sword to Combat Corruption Mahdi Forghani Bajestani, Alabama State University	
11:35 AM – 11:55 AM	Session V	Digital Member Network Implementation and Coproduction: An Investigation of an Alumni Association Network Derrick V. Warren, Southern University and A&M College	
11:55 AM – 12:15 PM		Tax Changes from a Forms Perspective Tax Year 2021 Xiaoli Yuan, Elizabeth City State University	
12:15 PM – 12:30 PM	Closing Remarks Barron H. Harvey, Howard University 2022 Washington Business Research Forum Adjournment		



WBRF

2022 Washington Business Research Forum



March 31, 2022

Dear Forum Attendees,

I would like to personally welcome each of you to the Annual Washington Business Research Forum (WBRF). The WBRF is now celebrating its 38th year in providing a platform for business researchers of the Washington Consortium of Universities, Historically Black Colleges and Universities, and Universities throughout the U.S. and beyond to share their research, provide important feedback, elicit discussions, network, and collaborate.

The Washington Business Research Forum (WBRF) seeks to do the following:

- encourage research among Business Faculty
- encourage joint research and sharing
- provide a platform for networking

Due to the Covid – 19 Pandemic, this year's Forum will be held virtually, although we look forward to returning to an in-person setting next year, in 2023. The Conference will have twenty abstracts/papers presented over two days, March 31 – April 1, 2022. As Chair of the Forum, I would like to thank WBRF Committee Members Dr. Narendra Rustagi (Howard University) and Dr. Behnaz Quigley (Marymount University) for their hard work and dedication.

Finally, I would like to thank each of you for attending and supporting the Forum/Conference and sharing your considerable expertise. Please share your ideas and expertise with one another, network, and engage each other to ensure another successful conference. My personal thanks to all of you for attending.

Sincerely,

Barron H. Harvey, Ph.D.

Howard University School of Business



WBRF

2022 Washington Business Research Forum



History

In the spring of 1984, Barron H. Harvey of Howard University convened a meeting with a group of representatives nominated by their colleges and universities, and a research forum was proposed for the 1985-86 academic year. The representatives were from the Consortium of Universities which included the following: American University, Catholic University of America, Gallaudet College, Georgetown University, Howard University, University of Maryland – College Park, and University of the District of Columbia.

These schools and their respective representatives from the Research Committee, focus and aim to:

- Encourage research within and among Consortium business faculty;
- Encourage joint research (institutional and faculty) and promote the sharing or pertinent information on research in the area of business;
- Host a research forum once a year at a Consortium university or college where papers and research ideas will be presented and discussed; and
- Publish the proceedings of the research forum, including abstracts of papers presented.

Since 1985, there have been annual forums hosted by a variety of member universities and colleges. The current representatives from the Consortium of universities include the following:

Howard University: Dr. Barron Harvey (Chairman)

Howard University: Dr. Narendra Rustagi

Marymount University: Dr. Behnaz Quigley

In 2007, the Washington Consortium School of Business Research Committee sought to expand participation in its annual research forum to other universities and colleges beyond Washington, D.C. The new organization is now titled The Annual Washington Business Research Forum (WBRF) and hosted its first annual forum on January 4-5, 2008, at the Embassy Suites, Crystal City in Arlington, Virginia.

In 2010, the Annual Washington Research Forum entered into a partnership with the National HBCU Business Deans' Roundtable to receive financial support and encourage the faculty of member schools to attend the forum and present their research.

In 2010, the Annual Washington Business Forum inaugurated the Washington Business Research Journal.





Participating Schools

Alabama State University Autonomous University of Madrid CUNY - Medgar Evers College Delaware State University Elizabeth City State University Florida A&M University **Florida State University Howard University Indian Institute of Management, Ranchi** Imam Abdulrahman Bin Faisal University **Invertis University** Johnson C. Smith University **Morehouse College Morgan State University Southern University Baton Rouge** Southern University and A&M College **Texas Southern University University of Arkansas Pine Bluff**



Session Chair: Constant D. Beugré, Delaware State University

Brain Science and Artificial Intelligence in Entrepreneurship: An AI-Augmented Creativity Model

Constant D. Beugré, Delaware State University

The Growing Need for Increasing Black

Entrepreneurship through Targeted Public Policies Robert P. Singh, Morgan State University

The Role of Self-Efficacy and Entrepreneurship in Undergraduate Students: A Study Among North Carolina HBCUs

Tiffanie Turner-Henderson, Johnson C. Smith University

Brain Science and Artificial Intelligence in Entrepreneurship:An AI-Augmented Creativity Model

Constant D. Beugré Delaware State UniversityCollege of Business

Scholars have recently called for artificial intelligence (AI)-related research in the fields of management and entrepreneurship (Kolbjørnsrud, Amico, & Thomas, 2016; Von Krogh, 2018; Shrestha, Ben-Menahem, & Von Grogh, 2019; Townsend & Hunt, 2019; Amabile, 2020; Raisch& Krakowski, 2021; Chalmers, MacKenzie, & Carter, in press; Lévesque, Obschonka, & Nambisan, in press; Gregory et al., in press). For example, Levesque et al. (in press) note that it is time for the entrepreneurship field to come to terms with leading edge artificial intelligence.

Likewise, Amabile (2020), argues that organizational researchers of creativity and innovation aremissing the boat if they don't invest significant energy in studying artificial intelligence and computer-assisted human intelligence, the ways in which they might yield creative breakthroughs, and how those innovations might impact, and be impacted by workers, consumers, organizations, and society. However, organizational scholars can only engage in fruitful AI-related research if they have a better understanding of how the human brain processes information, make decisions, and functions. After all, artificial intelligence is about imbuing machines with a kind of intelligence that is mainly attributed to humans (Kakatkar, Bilgram, & Fuller, 2020).

Although the present paper yields the call for AI research in the organizational sciences, it suggests that an understanding of the impact of AI requires better knowledge of brain science. There are two main reasons for doing so. First, the history of artificial intelligence clearly revealsits neuroscientific roots (Hassabis et al., 2017; Fan et al., 2020). Second, "AI can be regarded as the simulation of brain intelligence; therefore, a straightforward way to develop AI is to combineit with brain science" (Fan et al., 2020, p. 248). Hassabis et al. (2017) argue that a better understanding of biological brains could play a vital role in building intelligent machines.

Specifically, Ullman (2019) suggests that combining deep learning with brain-like innate structures may

guide network models toward human-like learning. Artificial intelligence refers to"a broad collection of computer-assisted systems for task performance, including but not limited to machine learning, automated reasoning, knowledge repositories, image recognition, and natural language processing" (Von Krogh, 2018, p. 405). Neuroscience is the study of the structures, functions, and operating biological mechanisms, such as information processing, decision-making, perception and memory, and interacting with the environment (Miller, 2003). Hence, organizational scholars willing to conduct research on the impact of artificial intelligenceon human behavior in organizations must have a good understanding of the functioning of the human brain.

Hence, the present paper examines the neuroscience roots of artificial intelligence and explores its potential effect on entrepreneurial creativity. In doing so, the paper addresses the following questions. How can an understanding of brain science help to better assess the role of artificial intelligence in entrepreneurial creativity? To what extent could artificial intelligence augment human capacity to generate and evaluate new venture ideas? To address these questions, the paper proposes an AIaugmented creativity model that suggests that artificial intelligence could indeed facilitate the generation and evaluation of new entrepreneurial ideas. Itcan do so in three possible ways. First, as an external agent, AI could make entrepreneurial decisions and predictions on its own (Agrawal, Gans, & Goldbarb, 2019). For example, AI systems could facilitate pattern recognition, information search, and idea production (Chalmers et al., in press). Bolden (1998) notes that artificial intelligence could augment creativity by producing novel combinations of familiar ideas, exploring the potential of conceptual spaces, and making transformations that enable the generation of previously impossible ideas (Bolden, 1998). Second, AI could play a complementary role implying that human agents could use AI not as a substitute but as an additional tool to improve creative thinking (Amabile, 2020). Third, AI could be merged with humans to increase their ability to generate novel ideas. These three ways of using AI contribute to what is labelled in the paper, AI-augmented entrepreneurial creativity (see Figure 1).

Figure 1. An AI-Augmented Model of Entrepreneurial Creativity



The AI-augmented cognition model contends that an understanding of the neural basis of creativity would lead to the development of better AI systems capable of facilitating entrepreneurial creativity. Knowledge of the role of brain structures, such as the default mode network, the executive control network, and the salience network (Beaty, Seli, & Schacter, 2019)could provide a better understanding of how AI could augment the generation of novel ideas.

The model also suggests that AI's impact on entrepreneurial creativity could occur at three levels, as an external agent functioning on its own, as a complement to human agency, or be merged with a human agent. Either way, AI could contribute to the generation and evaluation of novel entrepreneurial ideas. Such an augmented creativity could lead to the creation of new ventures.

The model also identifies two types of algorithms that could prove useful, an idea generation algorithm and an opportunity evaluation algorithm. The first deals with a computerized programming that facilitates the generation of new entrepreneurial ideas, whereasthe second concerns the development of algorithms used to evaluate entrepreneurial opportunities. However, using artificial intelligence to augment entrepreneurial creativity requires a deep understanding of how entrepreneurs not only think but also evaluate entrepreneurial opportunities. Such understanding is required to map the conceptual space of entrepreneurial creativity that could guide the development of AI-generated entrepreneurial ideas. It could foster an era of 'smart entrepreneurship' (Obschonka & Audretsch, 2020) as wellas an increasing focus on the role of artificial intelligence on entrepreneurial processes and outcomes (Townsend, & Hunt, 2019; Chalmers et al., in press).

The model makes important theoretical contributions to the extent literature on entrepreneurial creativity. First, the paper highlights the link between artificial intelligence, and neuroscience, particularly the neural basis of creativity an attempt that is relatively novel in AI research in management and entrepreneurship. Second, the model adds to the extant literature onentrepreneurial creativity by introducing a novel construct, AI-Augmented entrepreneurial creativity, which contends that AI can facilitate novelty of ideas and decision-making in entrepreneurship. Hence, artificial intelligence could be construed as an enabler of entrepreneurial creativity and helps to reduce the uncertainty inherent to starting any entrepreneurial venture. Third, the model bears practical implications in that it could provide insights in including AI in entrepreneurship education.

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The Growing Need for Increasing Black Entrepreneurship through Targeted Public Policies

Robert P. Singh Morgan State University/United States

The COVID-19 global pandemic is disproportionately impacting the black community. According to the U.S. Centers for Disease Control and Prevention (CDC) website, black individuals are significantly more likely to be hospitalized and die relative to the general population. Economically, black communities are also suffering with higher unemployment and more severe impacts on black-owned businesses than the white community.

Public policies that focus on black communities and black-owned businesses are needed now more than ever. These \$500 billion Payroll Protection Program (PPP) largely ignored black-owned businesses. Only 12% of Black and Latino-owned businesses that sought assistance from the federal government received the amount they requested, and 41% were denied. As a result, a staggering 41% of black entrepreneurs had to close permanently compared to a 17% drop in the number of white entrepreneurs.

This is another indicator of continued systemic racism and unfair structural challenges that black entrepreneurs face. It is critical for government policies to be specifically focused on saving blackowned businesses and spurring new entrepreneurial venture creation to help strengthen broader black communities. This paper will propose solutions that can be implemented to build up black communities in order to address societal problems and disparities in income, wealth, home ownership, crime, health care.

The Role of Self-Efficacy and Entrepreneurship in Undergraduate Students: A Study Among North Carolina HBCUs

Tiffanie Turner-Henderson

Abstract

Entrepreneurship supports diverse consumer offerings and drives local economic infrastructure. The reasons to start one's business may be traced to innovation, need, and freedom. There is a growing interest from undergraduate students for entrepreneurial programs, resources, and experiential opportunities. Post-graduation goals now include starting and expanding budding businesses. An intersection exists between entrepreneurial curriculum and metacognitive skill development. There is a growing body of knowledge that examines entrepreneurial intentions and self-efficacy. Using Bandura's (1986) Social Cognitive Career Theory and Ajzen and Fishbein's (1980) Theory of Reasoned Action (later the Theory of Planned Behavior), this research will specifically examine the role of self-efficacy and entrepreneurship in undergraduates through a case study of students attending Historically Black Colleges & Universities in North Carolina. The implications of this study will provide insights to make informed decisions in entrepreneurship pedagogy and resource allocation to meet a diverse student population and desired career paths.

Session II

International

Session Chair: Lucinda B. Blue, Johnson C. Smith University

Investigating Experience of Meaning for Community Health Workers in India

Gaurav M. Marathe, Indian Institute of Management, Ranchi Madhu B. Sahoo, Texas Southern University

Will Increasing the Production of Bauxite in Jamaica Be Worth the Increase in Jamaica's Environmental Issues?

Vereda J. Williams, Johnson C. Smith University Lucinda B. Blue, Johnson C. Smith University

Economic Impacts of Immigration in Spain-using a VAR.

Peter Wui, University of Arkansas Pine Bluff Rafael de Arce Borda, Autonomous University of Madrid Nokon Heo, University of Arkansas Pine Bluff

Comparative Pricing of Tourism in Latin America & Caribbean (LAC) Region Using PPPs of the ICP

Philemon Oyewole, Howard University

Investigating Experience of Meaning for Community Health Workers in India

Gaurav M. Marathe, Indian Institute of Management, Ranchi Madhu B. Sahoo, Texas Southern University, Houston

ABSTRACT

The purpose of this paper is to investigate experience of meaning among community health workers in India. The mission of developing community health workers, known as ASHAs was launched in India to overcome the gap between existing healthcare infrastructure and rural outreach. After initial years of success, a sudden increase in ASHA's grievances encouraged this study. A survey approach was used to collect data from 136 ASHAs in an eastern state of India. We used regression analysis and explain results from psycho-social approach. We find that high '*realization*' at work – fulfilment of psychological needs - leads to experience of meaning. Also, '*justification*' – socio-cultural method of work worthiness - determines experience of meaning at work, but its effects are stronger when realization opportunities at work are low. Our findings have practical insights for leaders and organizations to enhance employee meaningfulness using a socio-cultural approach.

Keywords: *meaningfulness, community health workers, ASHA, socio-cultural mechanism, workworthiness*

Will Increasing the Production of Bauxite in Jamaica Be Worth the Increasein Jamaica's Environmental Issues?

Dr. Vereda J. Williams, Adjunct Assistant ProfessorDr. Lucinda B. Blue, Assistant Professor Johnson C. Smith UniversityCharlotte, NC

(Abstract)

The prime minister of Jamaica is Andrew Holness, who is the leader of the governing Jamaica Labor Party (JLP). He was sworn in as Prime Minister on 7 September 2020, having been reelected as a result of the JLP's landslide victory in the 2020 Jamaican general election. Dr. Basille Coley is the country's chief economist. One of the goals of the current government is to tackle theissue of Jamaica's trade balance; more specifically, the alarming value of the deficit. Coley proposed the development of a strategic plan to significantly increase the production of Bauxite in Jamaica in order to assist in the reduction of Jamaica's current trade balance.

In 2018, The Jamaican National Environmental Protection Agency (NEPA) reported that bauxitemining may have done some environmental damage to the island given the range of interlocking activities. The agency listed dust, which causes health and property damage, and noise pollution as possible environmental problems. This case will research and review bauxite production with respect to the Jamaican economy. The case will examine current state of environmental issues in Jamaica as a result of the production of bauxite. Students will be required to analyze bauxite production issues with respect to the Jamaican economy with the purpose assisting in the reduction of the country's deficit.

This case study offers an exciting challenge to incorporate current environmental challenges presented to governments. This case can be used across multiple disciplines including; microeconomics, macroeconomics, management, business policy, and environmental economicsand ecology. Students will find it necessary to make an assessment of the resources necessary tomine bauxite while assisting the economy of Jamaica and limiting the environmental damage to Jamaica.

Additionally, this case provides the opportunity for students to consider the pressures and consequences that professionals face when dealing with balancing income and environmental issues. It also presents a realistic situation that occurs in today's environmentally conscious world. Following discussion of the case, participants should be able to: 1) understand the trend in Jamaican trade balances and environmental protection policies, 2) balance the income from bauxite mining against environmental damages, and 3) comprehend and explain the relevance of the "Coase Theorem" in resource economics.

Economic Impacts of Immigration in Spain-using a VAR.

Peter Wui^{*}, Rafael de Arce Borda[†], Nokon Heo^{*}

ABSTRACT

While world export trade of goods and services has been expanded from around 10% of world GDP in 1960 to around 25% in 2018 due to the lowered tariff, international labor mobility of immigrants has been so limited from 2.37% of the world population in 1960 to around 3.5%. **Free International labor mobility of immigrants could be one of the major challenges in the 21st century.** Most immigration studies have been focused on USA, Canada, and UK, but a recent immigration shock has been observed in Spain since 2000. Spain used to be an emigrant country until the 1980s with a history of dictatorship. However, joining to EU initiated to bring people to Spain to be a net immigration country. Immigrant population in Spain was sharply increased during 2002 through 2010 from 2M to 5M which consists of more than 10% of the total population. This paper investigates not only economic impacts of immigrants, but also causes of immigrants to Spain were induced by the economic and job growth, the immigrants have made the negative impacts on the economic and job markets. To generate positive impacts from the immigrants, Spain government should be more careful to allow the immigrants in a selective way.

INTRODUCTION

World exports of goods and services have increased from around 6% of the world GDP in 1960 to around 30% in 2019 (see Figure 1). In comparison, world immigrants have limited from 2.37% of the world population in 1960 to 3.5% in 2018 (see Figure 2). Thus, enhancing the international labor mobility is one of the major economic challenges in the 21st century. Most immigration studies have focused in the Unites States, Canada and the United Kingdom, and Spain has gained research attention since 2000 after the country experienced an immigration shock of the sharp immigrant increase (see Figure 3). Spain used to be an emigrant country until 1980s with a historic dictatorship. However, joining to EU initiated to bring people to Spain to be a net immigration country. The foreign-born population in Spain was sharply increased during 2002 through 2010 from 2.3M to 6.3M which consists of more than 10% of the total population (see Figure 4). This paper analyzes how the Spain's immigration shock impacted the country's economy.

Immigration research focuses on its causes and impacts. The causal analysis commonly uses an extended gravity model with the variables of bilateral income, birth rate gap, border distance, politics, family networks, languages, and cultural connections (Clark, Hatton and Williamson, 2007; Hanson and McIntosh, 2016; Karemera, Oguledo and Davis, 2000; Mayda, 2005;

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Poprawe, 2015). These researches could explain the pull impacts of the immigration to the host countries by the positive income gap and negative distance impacts between the origin and destination countries. Using 1970-1998 US panel data, Clark, Hatton and Williamson (2007) showed that the relative and absolute income and inequality matter together with the previous immigrants from a given source country, and the policy including quota. Hanson and McIntosh(2016) projected a huge inflow of immigrants to Europe from Sub-Saharan Africa based on long-run UN forecasts of working-age populations using the gravity model. Karemera, Oguledo and Davis (2000) showed that the population of the origin countries and income of the destination countries are two key determinants of immigration to North America using 1976-1986 panel data of 70 countries. The impact analysis was well reviewed by Borjas (1994, 2015, 2018). The impact studies mostly focus on labor market variables such as wages and jobs (Borjas, 2003, 2009; Borjas & Katz; Card, 2001, 2005; Card & <u>Peri;</u> Chojnicki, Docquier & Ragot ; Docquier, Ozden & Peri; Dustmann, Fabbri & Preston; Foged & Peri), and public welfare (Blau &Mackie).

The economic impacts of immigration in Spain have been analyzed by Arce & Mahía (2013), Izquierdo, Jimeno & Rojas, <u>Carrasco</u>, <u>Jimeno</u> & <u>Ortega</u>, <u>Silva</u> & <u>Vázquez-Grenno</u>, <u>Peri</u> & <u>Requena-Silvente</u>.

This paper investigates not only economic impacts of immigrants on Spain, but also causes of immigration into Spain using a VAR model and impulse response functions.



FIGURE 1 EXPORT PERCENTAGE OF THE WORLD GDP

Source: World Bank, data 1970-2019.



Source: UN DESA, 2019



Source: UN DESA, 2019.

MODEL

We begin the model from a VAR model with p lags.

$$y_t = v + A_1 y_{t-1} + A_2 y_{t-2+} \dots + A_p y_{t-p+} \varepsilon_t$$
(1)

, where y_t represents a vector of interested variables at time t, and I(0) stationarity.

To estimate the parameters of equation (1), stationarity of a vector of y variables is required. The stationarity of y variables will be tested by an Augmented Dikey-Fuller (ADF), Kwiatkowski–Phillips–Schmidt–Shin (KPSS) and *Phillips–Perron* (PP) tests. p lags of the model will be determined by AIC criteria. Then we will estimate the parameters of A_i and $v \mu$ using a maximum likelihood procedure. Finally, we will examine the causality and impulse/ response functions.

Since the impulse and response functions of the immigrants are the main purpose of this paper, all the variables of equation (1) will be transformed to log variables so that the percentage change of the variables by the 1% immigrants shock could be analyzed in a standard unit of percentages. Therefore, the equation (1) is rewritten as the equation (2) for real estimation as follows;

$$lny_{t} = v + A_{1}lny_{t-1} + A_{2}lny_{t-2+} \dots + A_{p}lny_{t-p+}\varepsilon_{t}$$
(1)

DATA

To look at the immigration impacts on Spain, the immigrant population in Spain is collected semiannually from 2002 to 2019 available from National Institute of Statistics. For the economic impacts of the immigrants, the employed and unemployed population in Spain is collected at the same periods. GDP, wage per worker are also collected and depreciated by CPI for the real values. The basic statistics and time trends are shown in Table 1.

Table 1. Initigrant and Leononne Statistics in Fam					
Variables	Observations	Mean	Std. Dev	Min	Max
Spaniards (thousands)	36	40,935	962	39,297	42,108
Immigrants (thousands)	36	4,316	1,036	1,738	5,430
Employed (thousands)	36	19,258	1,146	17,496	21,712
Unemployed (thousands)	36	3,728	1,537	1,767	6,278
Real wage per capita per					
Month (€)	36	1,905	44	1856	2016
Semiannual Real GDP					
(Million €)	36	1,923	46	1,865	2,036

Table 1. Immigrant and Economic Statistics in Pain

Source: Nacional Institute of Statistics, 2020.

FIGURE 4 IMMIGRANTS AND FOREIGN-BORN POPULATION IN SPAIN



Source: Nacional Institute of Statistics, 2020.

Immigrant population has been tripled from 1.8 M in 2002 to 5.4 M in 2010 in 8 years, and then decreased to 4.4 M in 2012 due to the influence of a financial crisis and returned back to 4.6M in 2018. The foreign-born population in Spain has the similar trend with the immigrants. The gap between two lines in Figure 4 represents the naturalized ones. After the financial crisis, immigrants are staggered, but naturalized to the Spaniard.

Real GDP and the total employment in Spain are shown in figure 5. Real GDP and employment move together and have a long run common relationship. The financial crisis in 2008 reduced both economic growth rates and employment over 5 years in Spain. The total employment population was peaked at 21.7 M on 1st quarter in 2008 and bottomed down at 17.8 M on 3rd quarter in 2013.

FIGURE 5 Real GDP and Employment in Spain



Source: Nacional Institute of Statistics, 2020.

In Figure 6, the real wage per worker also has peaked at $\notin 2,036$ in the 1st quarter of 2010, and then has been a decreased trend until 2018. The real wage trend matches with the immigrant trend reflecting that the immigrants were attracted with the higher wages, but distracted with the lower wages.



FIGURE 6 REAL WAGE PER WORKER IN SPAIN.

Source: Nacional Institute of Statistics, 2020.

Unemployment in Spain was so critical after the financial crisis in 2008 as shown in Figure 7. Before the crisis, the unemployment was stable around 2M people, but it is triples to 6M until 2013 after the crisis. The inflow of the immigrant could keep maintain the unemployment by filling the hiring demand by the immigrants, but a recession deteriorated the unemployment with the immigrants remained in Spain.



Source: Nacional Institute of Statistics, 2020.

While real GDP, employment and real wages are moving so sensitively, the immigrants increase so fast, but decreases slowly in an asymmetric response pattern. Unemployment is stable while economy is growing, but it changes to be sensitive after recession. All the five variables are shown to move together in some correlation.

ESTIMATION

A. Impacts on real GDP, wages and unemployment

For the estimation of equation (2), all the data of the immigrants, GDP growth rate , employment, unemployment and naturalized immigrants are transformed into natural log values for an easy interpretation of the impulse response analysis to figure out the percentage impacts of a 1% immigrant shock. First of all a stationarity test of all the log transformed variables is done using the Augmented Dikey-Fuller (ADF), Kwiatkowski–Phillips–Schmidt–Shin (KPSS) and *Phillips–Perron* (PP) stationarity tests an0d shown as follows;

STATIONARY TEST BY ADF, KPSS AND PP						
	Order of Integration	Order of Integration	Order of Integration			
Variables	by ADF	by KPSS	by PP			
Real GDP	I(0)***	I(0)	I(1)***			
Real Wage per	I(1)**	I(0)	I(1) **			

TABLE 2STATIONARY TEST BY ADF, KPSS AND PP

Capita			
Employment	I(0)*	I(0)	I(2)***
Unemployment	I(2) ***	I(0)	I(1)***
Foreign Born	I(1) ***	I(1)	I(0)***
Europe Born	I(0) ***	I(1)	I(0)***
Africa Born	I(0) **	I(1)	I(0)***
America Born	I(3) *	I(1)	I(0)*
Asia Born	I(0) *	I(1)	I(0)*

*: significant at 10%, **: significant at 5%, ***: significant at 1%.

The Dicky Fuller test shows real GDP, employment and foreign born population are stationary at the original log values, but real wage and unemployment showed non-stationary at the original level. However, KPSS test shows stationarity on all the variables except the foreign population which means that all the variables are stationary around the time trends. It requires to include time trend variables on the VAR estimation as equation (2). Another PP test shows stationarity on foreign population without time trend, which means the foreign population over Europe, Africa, America and Asia born population data is stationary under a robust serial-correlation test. The lag order p is determined as p=1, because the forecasted values of the variables are reasonable when we use 1 time lags rather than other lags.

To estimate the VAR of equation (2), all the original values of the 5 variables are used with 1st lags. The estimated coefficients and t- and p-statistics are shown in Table 3.

				1st lag of Variables						
Variat	Variables		Time Trend	Rea 1 GD P	Real Wag e	Employm ent	Unemploym ent	Foreig n-Born		
		-								
	coefficie	186412.	1642.	0.1	111.0					
	nt	77	29	9	8	24.40	-3.22	-13.59		
				0.5						
	t-stat	-1.05	2.52	4	1.33	2.55	-0.35	-1.28		
				0.5						
Real GDP	p-value	0.29	0.01	9	0.19	0.01	0.73	0.20		
	coefficie			0.0						
	nt	420.04	1.45	0	0.96	0.01	-0.03	0.03		
				-						
				2.1						
	t-stat	1.55	1.45	9	7.51	0.99	-2.02	1.69		
Real Wage	p-value	0.12	0.15	0.0	0.00	0.32	0.04	0.09		

 TABLE 3

 THE VAR(1) ESTIMATES OF THE IMMIGRANT IMPACTS

				3				
	coefficie			0.0				
	nt	4174.92	-18.31	2	-3.84	0.70	0.23	-0.40
				2.3				
	t-stat	1.09	-1.30	6	-2.11	3.37	1.17	-1.72
Employmen				0.0				
t	p-value	0.28	0.19	2	0.04	0.00	0.24	0.09
	coefficie			0.0				
	nt	5410.73	-16.59	0	1.03	-0.50	0.56	0.75
				0.1				
	t-stat	1.10	-0.92	6	0.44	-1.86	2.21	2.53
Unemploym				0.8				
ent	p-value	0.27	0.36	8	0.66	0.06	0.03	0.01
	coefficie			0.0				
	nt	984.59	1.90	0	0.00	-0.03	-0.12	0.99
				0.2				
	t-stat	1.60	0.84	3	0.01	-0.95	-3.78	26.76
Foreign-				0.8				
Born	p-value	0.11	0.40	2	0.99	0.34	0.00	0.00

In the VAR (1) equations, Foreign born population has significant positive relations with foreign born pupation itself as a peering effect, and significant negative relation with unemployment. But other variables are not significant with foreign born immigration to Spain. (see Table 1) That means the foreign-born immigration could be caused by peering effects, but it was pushed back by the increased unemployment. The impulse impacts of the immigration are significant to real GDP in negative but increase the unemployment rates. It means immigration caused the Spain economy to be less developed by pushing the real GDP downward.

FIGURE 8 RESPNSE FUNCTIONS OF THE FOREIGN-BORN IMMIGRANTS IN SPAIN

Impulse responses



Figure 8 shows the response functions of the VAR (1) model. In the functions. The response functions illustrate what factors brought the immigrants to Spain. The higher real GDP, more employment opportunity and the more existing immigrants could bring the more immigrants to Spain, and the lower wages and the lower unemployment could be incentives of the immigration.

FIGURE 9(a) IMPLUSE FUNCTIONS OF THE FOREIGN-BORN IMMIGRANTS IN SPAIN

Impulse responses



FIGURE 9 (b) CUMULATIVE IMPLUSE FUNCTIONS OF THE FOREIGN-BORN IMMIGRANTS IN SPAIN

Cumulative responses



Figure 9 (a) shows short run and long run impacts of the immigrants on the Spain economy. Real GDP is going down together with the employment by the immigrants. But the unemployment and real wage are going up in the short run but falls in the long run. The immigrant peer impacts are the same with the response function. The cumulative impulse functions of Figure 9(b) are showing the long run cumulative impacts of the immigrants. Real GDP is expected to go down to around \notin 500K per 1 more foreign-born immigrants over 10 years. The real wage impacts are so minor that it is decreased only \notin 0.5 monthly after 10 years. On the job market, one more immigrant is expected to reduce 20 jobs over 10 years and turn into 20 unemployment.

B. Impacts by immigrant's continent.

The immigrant's economic impacts on Spain could be different depending on continents. The continental different impacts were estimated by the var(1) including Europe, Africa, America and Asia born foreigner's variables and illustrated in Table 4. The interesting points of this analysis is that the real GDP was decreased significantly mostly by the Asians and the European

but increased by the African born immigrants. The real wages don't show up any significant influence by the foreigners. The employment was increased significantly by the Africans but decreased by the Europeans and the Asians. On the contrary, the unemployment was increased by the Asians and the Europeans, but decreased by the Africans. The trend becomes more transparent by the decrease of employment and increase of unemployment by the Asian and European, but the African foreigners increased employment and decreased unemployment significantly. Interestingly the American born foreigner's impacts was not significant on most of economic variables excepts the foreigner's peer pulling impacts. Real wage was not significant by the foreigners. The higher real wages pushed the Europeans from Spain but attracted the Americans to Spain. The foreigners were not attracted by both the higher employment and the higher real GDP, but the higher unemployment pushed back the Africans and the Americans, not the others. In the other hands, the Europeans was sensitive to the wages with the negative economic contributions, and the Africans was sensitive to the unemployment with the positive contributions. The Americans has been reduced over time with the sensitivity to the real wages and unemployment without any significant contributions. The Asians comes to Spain no matter what economic condition is just following their Asian peers and made a negative economic contribution.

				1st lag of Variables							
Vari	ables	constant	Time Trend	Rea l GDP	Real Wage	Empl oyme nt	Unemployme nt	Europe -Born	Africa -Born	Ameri ca- Born	Asia- Born
	coofficient	-	11544 7	0.20	21.06	41.62	1 40	216.0	1122.1	20.74	2045 11
	t stat	140099.0	11344.7	-0.20	-21.90	41.05	0.12	-210.9	2.55	-30.74	-2043.11
	t-stat	-0.79	4.40	-0.83	-0.29	3.85	0.13	-4.07	3.55	-0.79	-3.51
Real GDP	p-value	0.43	0.00	0.40	0.77	0.00	0.90	0.00	0.00	0.43	0.00
	coefficient	1075.57	7.00	0.00	0.96	-0.02	-0.07	0.10	0.81	-0.04	-1.54
	t-stat	3.35	1.56	-2.82	7.46	-0.89	-3.63	1.14	1.48	-0.67	-1.54
Real Wage	p-value	0.00	0.12	0.01	0.00	0.38	0.00	0.25	0.14	0.50	0.12
	coefficient	11492.6	229.28	0.01	-6.00	0.61	-0.07	-2.55	24.52	-0.82	-53.28
Employm	t-stat	2.78	3.97	1.13	-3.62	2.54	-0.27	-2.17	3.49	-0.95	-4.15
ent	p-value	0.01	0.00	0.26	0.00	0.01	0.79	0.03	0.00	0.34	0.00
	coefficient	10225.3	-240.45	0.01	4.64	-1.19	0.02	6.65	-21.72	0.09	43.04
Unemploy	t-stat	2.05	-3.44	0.95	2.31	-4.13	0.05	4.68	-2.55	0.08	2.77
ment	p-value	0.04	0.00	0.34	0.02	0.00	0.96	0.00	0.01	0.93	0.01
	coefficient	810.64	-0.94	0.00	-0.52	-0.03	-0.01	0.97	0.31	0.00	-0.87
Europe-	t-stat	1.64	-0.14	1.57	-2.59	-0.89	-0.26	6.88	0.37	0.05	-0.56
Born	p-value	0.10	0.89	0.12	0.01	0.38	0.80	0.00	0.71	0.96	0.57
	coefficient	117.12	0.57	0.00	0.06	0.00	-0.02	0.04	0.81	0.09	-0.22
Africa-	t-stat	0.91	0.31	-1.05	1.21	-0.31	-2.48	1.10	3.68	3.21	-0.56
Born	p-value	0.36	0.75	0.30	0.23	0.76	0.01	0.27	0.00	0.00	0.58
America-	coefficient	251.02	-9.11	0.00	0.38	-0.02	-0.07	0.21	-1.55	0.99	3.25
Born	t-stat	0.73	-1.89	-0.49	2.73	-0.84	-3.34	2.16	-2.64	13.79	3.03

TABLE 4THE VAR(1) ESTIMATES OF THE IMMIGRANT IMPACTS BY CONTINENTS

	p-value	0.47	0.06	0.63	0.01	0.40	0.00	0.03	0.01	0.00	0.00
	coefficient	-70.14	0.39	0.00	0.04	0.00	0.00	0.00	-0.06	0.03	0.91
	t-stat	-1.06	0.42	0.64	1.35	-0.13	-0.43	0.12	-0.55	1.91	4.40
Asia-Born	p-value	0.29	0.67	0.52	0.18	0.90	0.67	0.91	0.58	0.06	0.00

IMPLICATION

While the hottest spot of the immigration in the 20 century was the Mexico-USA border line, in the 21 century the hot spot is expected to the African/Middle East and Europe Mediterranean boarders due to the highest population increase in African/ Middle-East countries (Hanson and McIntosh, 2016). The Mediterranean European countries such as Spain and Italy could face the hotter immigration agenda politically, economically and socially. The economic impacts analysis is becoming more essential for the future immigration policy in terms of the perspective of domestic labor market as well as economic growth. Based on the Var(1) analysis, the Spain immigrats sparked during 2000's have not been positive to Spain economic impact of the Spain immigrants lead us to review the current immigrant policy in Spain to discover where the problem exists and how to revert the negative impacts to the positive. To generate positive impacts from the immigrants, Spain government should be more careful to allow the immigrants in a selective way.

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Comparative Pricing of Tourism in Latin America & Caribbean (LAC) Region Using PPPs of the ICP

Philemon Oyewole, Howard University

ABSTRACT

As countries start opening back up for tourism in the wane of COVID-19 pandemic, competition among nations to attract visitors grows stronger. Price of tourism within a country is one of the major determinants of demand for international tourism. This paper examines the relative price competitiveness of Latin American & amp; Caribbean (LAC) countries in the international tourism market. To ensure adequate comparability of tourists' spending within the diverse countries of LAC, the paper used a measure of pricing that is based on the purchasing power parities of the ICP. Effectiveness of nation marketing by these countries was also compared via the number of international tourism arrivals and receipts (in US\$). Bolivia, Nicaragua, and Honduras were found to be the cheapest destinations overall, that is most price-competitive on the total tourism basket; while the most expensive overall, that is least price-competitive countries proved to be Venezuela, Cayman Islands, and Venezuela. Public policy and managerial marketing implications of these findings are discussed, and directions for future research are given.

KEY WORDS:

International tourism; ICP; Price competitiveness; Purchasing power parity; Latin America & amp; Caribbean.

Session III

Management and Diversity [Session I]

Session Chair: Edward Davis, Clark Atlanta University

Evaluating Management Development and Training Systems

Lucinda B. Blue, Johnson C. Smith University

Covid-19 is transforming the work culture - A study on MSME industry. Shilpi

Dixit, Invertis University Arvind Kumar Shukla, Invertis University

The Genesis, Thought processes and Execution advantages of ISO 9000 all over the World: An Investigation

> Deepa Agnihotr, Invertis University Arvind Kumar Shukla, Invertis University

Evaluating Management Development and Training Systems

Dr. Lucinda B. Blue, Assistant Professor Johnson C. Smith University Charlotte, NC

Abstract

Evaluating management development and training systems should provide answers into describing workable ways to achieve high productivity, some financial success, and improved labor relations. There are also some instructional programs which will help achieve maximum returns through management development.

Managerial effectiveness is simply how well managers of an organization accomplish objectives. There must be an integral relationship between short-range and long-range objectives. The selection of short-range objectives should help achieve intermediate and long-term ones. It is necessary to implement a plan for accomplishing these objectives in a logical and practical approach. Every organization should utilize the necessity in the development of people who have the requisite potential to contribute their full capabilities to the management,

Therefore, management should not only be concerned with current managerial performance but with planning and implementing in the future. The functions of planning, organizing, controlling, and along with communicating are used in developing a philosophy of management by system.

The following organizational variables will be discussed in explaining management development as a process of an individual's desire to manage, the approach in which he/she learns, and the opportunities to utilize the knowledge: Leadership progresses, Motivational forces, Communication processes, Character or interaction-influence processes, and Decision-making processes

Covid-19 is transforming the work culture- A study on MSME industry.

Dr. Arvind Kumar Shukla

(Associate Professor, Invertis University, Bareilly)

Ms. Shilpi Dixit (Research Scholar)

The Corona virus pandemic, which is spreading throughout the world, has shattered the world economy. It is transmitting from one place to another place with such intensity that there is no exact assessment between the rate of infection and its outcome on economy, production and marketing. Due to the requirement of social distancing, the management has problems in maintaining smooth functioning of the business, especially in manufacturing sector due to the adverse effects on production and in merchandizing sector because of the impediments on supply chain management. It is also true to say that, other sectors of economy are also affected by the pandemic. The perpetual state of uncertainty caused by COVID-19 pandemic has created an environment, which makes it necessary for businesses to review their respective business policies, and human resources practices based upon the business strategic, financial and operational considerations.

It would provide a comprehensive picture of the demographics, and experience of those who make informed decisions and create employment pictures in offices, business organizations and industries. As the pandemic continues to spread, it would affect organizational culture also. It is not currently easy to assess its short-term and long-term impacts on organizational culture. However, it is sure that virtual employment will become the general practice in the future. It would create more challenge to the business leaders to manage their workforce, including how to assure employees safety and satisfaction at the work. Thus, the COVID-19 has imposed enormous responsibility on human resources management departments to help achieve organizational goals, and simultaneously maintaining employee's satisfaction.

This synopsis examines the impact of COVID-19 on organizational culture in manufacturing organizations; and proposes important changes in human resource management practices to mitigate adverse effects on manufacturing organizations and their employees. This study aims to examine the impact of Covid19 on the Micro, small & medium enterprises with special reference to Rohilkhand Region.

Key Words: Covid-19, work culture, employee engagement, pandemic, work from home

The Genesis, Thought processes and Execution advantages of ISO 9000 all over the World: An Investigation

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Abstract

The organizations who needs to want to compete in aggressive market, needs to foster an instrument to remain better than their partners. To accomplish the predominance many elements can be thought of. One of them is Quality, the accreditation and confirmation of value is unrivalled and it makes the company remain steadfast among competitors .The Quality is one of the boundaries of characterizing the fulfilment level of customers. Nobody can repulse the importance of creation of differentiation status of companies with ISO 9000 certification. This paper will be an endeavour to comprehend the rise, reasons and the execution advantages of ISO 9000 series in the organization all over the world . On the other hand, this paper will critically examine whether the ISO 9000 can contribute towards the improvement of Business performance or not.

Keywords: Quality, Customer Satisfaction, QMS, ISO 9000, Business performance, Improvement

Session IV Management and Diversity [Session II]

Session Chair: Narendra Kumar Rustagi, Howard University

Pessimism toward Diverse Boards: Evidence of Analyst Bias?

Inger Daniels-Hollar, Florida A&M University Yingmei Cheng, Florida State University: Baixiao Liu, Florida State University:

Economic Nationalism and Pluralism – Lessons from Ukraine Narendra Kumar Rustagi, Howard University

The Economics of Discrimination in a Financial

Economy: Can Returns Unteach Prejudice? KhasadYahu ZarBabal, CUNY - Medgar Evers College Sydney Wayman, CUNY - Medgar Evers College

Pessimism toward Diverse Boards: Evidence of Analyst Bias?

Inger M. Daniels*, Yingmei Cheng**, Baixiao Liu**

Abstract

We investigate the impact of racial and gender diversity of corporate boards on sell-side analyst recommendations. Using a sample of S&P 1500 firms during 1996-2016, we find that the existence of "non-traditional" board members is associated with lower analyst recommendations and a lower percentage of "buy" ratings on a firm's stock. To address endogeneity concerns, we use an instrumental variable related to a firm's board connectedness to non-traditional members and a diff-in-diff analysis of the new addition of "non-traditional" directors to a firm's board. Our findings provide evidence that analysts, while issuing stock recommendations, may exhibit bias against racial and gender diversity of boards of directors.

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Economic Nationalism and Pluralism – Lessons from Ukraine

Narendra K. Rustagi, Howard University

"Groups, even when – and generally - in thIn e minority, but with dedication supported with superiority of military technology and/or strategy, invariably win. India was the wealthiest economy producing approximately 1/3 of the world's GDP in the year 1AD. India had the best technology. However, over time, the focus of the use of technology was for purposes other than military technology. For example, India had the knowledge of metallurgy but was not used for military purposes. The steel, now known as Damascus steel, was obtained from India and used for producing swords (probably starting in the 3rd century B.C.) that were of higher quality (Wikipedia, 2021, 22nd August; Kang, 2016). The steel was subsequently used in making cannons in the 15th century in Turkey. This superior sword technology helped Saladin win wars during the Crusades (Kang, 2016), and swords along with superior strategy of a dedicated army (janissaries made initially of orphan children) probably helped in invasions and wining in wars by Ottoman Sultans." (Rustagi, 2021). Russia have been able to do something similar (March 8, 2022) with rest of the world looking at their own interests in deciding how to react.

In 1991, the USSR dissolved, and both the leaders and the people of those countries looked towards the western countries in general and the United States in particular for friendship and help. (Pozner, 2018?) President Putin even reached out to become member of NATO. Ukraine emerged as a country from this disintegration. Ukraine had its challenges. 2013? Three month long demonstration to change the government to join the EU. As is clear from the speech of President Putin, it was not in the interest of Russia and Russia took several initiatives to dissuade Ukraine from doing so.

Pluralism is trying to understand from their point of view. Thus, just as there is need for Russia to understand Ukraine's point of view, it is even more important for Ukraine to understand Russia's point of view. Could the war, and thus the catastrophe have been avoided if each, Russia, Ukraine and the US would have tried to understand from the point of view of the other two, could they have found a middle ground. Especially so for Ukraine as she could not have fought militarily and win.

There are several studies making the case for NATO expansion and Russian interests. This paper is an attempt on rationally thinking Ukrainian perspective.

The Economics of Discrimination in a Financial Economy: Can Returns Unteach Prejudice?

KhasadYahu ZarBabal* and Sydney Wayman[†]

March 11, 2022

Abstract

In the 65 years since Nobel Laureate Gary Becker's *Economics of Discrimination* (Becker (1957)), the U.S. wealth gap has steadily widened. We model the economics of discrimination in the novel setting of a financial economy, with bias in small business financing arising from prejudice against disenfranchised entrepreneurs' ability. Disen franchised businesses suffer lower wealth creation, despite equal entrepreneurial ability. Financing discrimination only ends if prejudice is unlearned. However, Bayesian up dating analysis demonstrates small business financiers are slow to unlearn prejudice, despite the superior expected risk-adjusted returns from investing in disenfranchised businesses. Prejudice-based misvaluation lowers the returns to biased angel investors, while unbiased private equity earn higher risk-adjusted returns by counter-investing against prejudice. Our framework offers an alternative explanation to Becker's "taste for discrimination" where discrimination occurs, despite viewing the disenfranchised as equally able. The financial economy approach establishes a formal foundation for understanding financial exclusion in the small business capital markets as the misvaluation of disenfranchised entrepreneurial ability.

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Key words: Small Business Financing, Discrimination, Entrepreneurship, Bayesian Learning, Prejudice.

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Session V

Special Session

Book Preview:

Sustainability and the Future of Work and Entrepreneurship for the Underserved

JoAnn Rolle, Medgar Evers College Micah Crump, Medgar Evers College

Sustainability and the Future of Work and Entrepreneurship for the Underserved – Book Preview

JoAnn Rolle, Medgar Evers College Micah Crump, Medgar Evers College

Our body of work includes several presentations, publications and a book on "The Future of Work and Entrepreneurship for the Underserved." Our forthcoming book (summer 2022) to be published by IGI publishers is titled, "Sustainability and the Future of Work and Entrepreneurship for the Underserved."

Included in this work is a globally diverse and inclusive group of practitioners, scholars, and advocates who give voice to the issue of an ever-widening wealth gap and creative innovations *in the voice of and for* the underserved. Often times those who research, study, and develop policy solutions, do not experience cultural and sub-cultural differences that often impact success or failure in a community.

In our latest book project, the call for chapters produced an overwhelming global response. Approximately 60 abstracts were presented by authors which yielded 50 proposed chapters from authors in developed and developing countries. We were contracted by the publishers to produce 15 chapters and hence many of the chapter proposals may not be published in the current volume.

The intent of this presentation is to preview, in general, submissions to "Sustaining the Future of Work and Entrepreneurship for the Underserved" including some that may not make the final publication of innovations that can be applied to impact the wealth gap in local urban underserved areas, particularly in the United States.

Session VI Real Estate and Environment

Session Chair: Donald R. Andrews, Southern University Baton Rouge

End of an Era: The Last Mine-Mouth Lignite Coal Fired Power Plant in Louisiana

Donald R. Andrews, Southern University Baton Rouge Sung No, Southern University Baton Rouge Ashagre Yigletu, Southern University Baton Rouge Ghrimay Ghebreyesus, Southern University Baton Rouge Derrick Warren, Southern University Baton Rouge

Residential Location Dynamics in Washington, DC From 2000 to 2010

L. Jide Iwarere, Howard University John E. Williams, Morehouse College

The Development of Ms. SolarBot – Solar Panel Based Tracking Device

Rubina Khan, Imam Abdulrahman Bin Faisal University Deepa Priyanshu, Imam Abdulrahman Bin Faisal University Haya Mubarak Aldossari, Imam Abdulrahman Bin Faisal University

End of an Era: The Last Mine-Mouth Lignite Coal Fired Power Plant in Louisiana

Donald R. Andrews, Sung No, Ashagre Yigletu, Ghrimay Ghebreyesus and Derrick Warren College of Business Southern University Baton Rouge

Paper for Presentation at Washington Business Research Forum March 31-April 1, 2022

Abstract

Coal fired electric utilities became a significant source of fuel for electrical utilities due to the energy crisis of the 1970's. A change in public policy in the form of the Powerplant and Industrial Fuel Use Act of 1978 during the Carter Administration required states such as Louisiana and Texas that have significant reserves of natural gas to switch to coal fired electrical utilities in order to reduce reliance on oil and natural gas. These utilities were required to shift to coal, nuclear and solar energy for electrical power generation. The concern for reducing reliance on oil and natural gas resulted in an expansion of Lignite and other form of coal production. Lignite which is a low energy form of coal in Louisiana is found mostly in the northwestern section of the state. Since 1981 coal fired generating plants went from 3.5 percent to 35 percent of total generation in 1992 (Coal and Lignite in Louisiana, Technology Assessment Division Louisiana Department of Natural Resources }. In 2004, coal accounted for 27 percent of electrical power production in Louisiana (Louisiana and Coal-Global Energy Monitor). Today, there are only two remaining coal powered plants left in Louisiana (The Advocate). This is the result of the closure of the Dolet Hills Power Station and Dolet Hills Mine in Desoto Parish near Mansfield. Louisiana and the retirement of the Oxbow mine in Red River Parish due to environmental concerns. The Sierra Club, which was a party to the campaign to close the plant, looks at this closure as a golden opportunity for the utility industry in Louisiana, Texas and Arkansas to switch their investments from lignite coal to clean energy in the form of solar and wind.

The nation is concerned with the environmental costs associated with burning fossil fuels that have resulted in climate change in the form of global warming. These costs are nowhere more apparent than in Louisiana as land loss due to coastal erosion in south Louisiana and higher Gulf of Mexico temperatures generating more frequent and intense hurricanes. While the shift in energy and environmental policy to reduce the use of fossil fuel to realize a net benefit to society, the cost of this change has major distributional impacts especially for the rural economy. The benefits of the closure of the lignite facilities will be widely disbursed in society, while the costs in the form of lost employment and income, will be highly concentrated in the northwest Louisiana rural economy. In an effort to estimate the cost of this action on the local economy, we employ the use of an input-output modeling to capture the direct, indirect and induced effects of the closure of the Dolet power plant and associated lignite mines. The closure of the Dolet Hills Power plant is expected to reduce employment by 88 workers, the Dolet Hills Lignite mining operations will cause the loss of 155 employees and the retirement of the Oxbow Mine will result in the loss of 274 employees. We use the IMPLAN Model in developing our estimates of the total impact of these closures on the northwest Louisiana economy. In summary, there is need to consider economic adjustment assistance to those regions adversely impacted in this highly rural economy as the nation makes the transition to renewable energy.

RESIDENTIAL LOCATION DYNAMICS IN WASHINGTON, DC FROM 2000 TO 2010

By

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ABSTRACT

Changes in residential location patterns of socioeconomic groups within metropolitan areas may be deciphered through an analysis of changes in demographic make-up, preferences for amenities and other market forces. In this paper, we model this phenomenon with the concept of Diversity Index configured in the context of Demographic Inversion. Diversity Index is defined as "an entropy index that measures the even-ness or uneven-ness of spatial distribution of population subgroups in tracts within counties....reflecting the extent of racial diversity in an area. Demographic Inversion involves a socioeconomic reordering of the uses and occupants of properties inside the boundaries of major US cities. The concept is akin to gentrification, which has generally been defined by the outplacement of less affluent minority groups by more affluent residents, but has a broader impact on both the people and types of property affected by the process. Employing 2000 and 2010 census data, we examined the demographic changes of residential patterns of Washington, DC.

Analysis of the this data revealed that the demographics of the residents of the city changed significantly between 2000 and 2010, including, household income, number of households with children, housing prices, foreclosure rates and ethnic composition. The change in ethnic composition was captured by the diversity index that was employed for the study. Specifically, the 2010 Diversity Model indicates that income and House Prices were the primary drivers of the influx of more affluent Whites into some predominantly minority neighborhoods from 2000 to 2010.

In seven of the 39 DC Clusters, the Black population fell from 69% in 2000 to 43.9% in 2010. In those same clusters, White population rose from 16% to 39.4% correspondingly. These Clusters include Columbia Heights, Howard University / Le Droit Park, Shaw / logan Circle, Pennsylvania Square / Downtown, NoMass/Union Station, Navy Yard / Near Southeast and Edgewood / Bloomingdale. This appears to have been driven by their search for undervalued housing to maximize locational premium.

The Development of Ms. SolarBot - Solar Panel Based Tracking Device

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Deepa Priyanshu, Administrative Sciences Department, The Applied College, Imam Abdulrahman Bin Faisal University, P.O Box 1982 ,Dammam, Saudi Arabia.

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Abstract

The objective of the project Ms.Solarbot to help our environment to save electricity and to use renewable energy which is rapidly gaining importance as an energy resource as fossil fuel prices fluctuate. Ms.Solarbot proposes a prototype(at a small level) to generate power at a large scale in real time which is related to Saudi Arabia's 2030 vision and to benefit our environment also benefit our country. The project aims to control the position of a solar panel in accordance with the motion of sun. The project is designed with solar panels, LDR, ADC, Microcontroller, Stepper Motor and its driving circuit. Solar tracking enables more energy to be generated because the solar panel is always able to maintain a perpendicular profile to the sun's rays. Along with this the project will also read the temperature, humidity and upload the data on Thingspeak cloud from where it can be analyzed through MIT app inventor android application.

Keywords:

IC: integrated circuit.

Arduino UNO: a tool for controlling electronics with microcontroller ATmega328.

SPI: serial peripheral interface.

SDIO: secure digital input output.

Session VII Computer Applications and Tax

Session Chair: Barron H. Harvey, Howard University

Digitalization: The Double-Edged Sword to Combat Corruption Mahdi Forghani Bajestani, Alabama State University

Digital Member Network Implementation and Coproduction: An Investigation of an Alumni Association Network Derrick V. Warren, Southern University and A&M College

Tax Changes from a Forms Perspective Tax Year 2021 Xiaoli Yuan, Elizabeth City State University

Digitalization: The Double-Edged Sword to Combat Corruption

Mahdi Forghani Bajestani, Alabama State University

ABSTRACT

Digital technologies are often perceived to be uniformly positive tools for anti-corruption purposes creating more transparency and making governments more accountable. However, the evidence is scarce and inconsistent. This study offers new insights based on a more nuanced, context-dependent perspective to solve the puzzle. We distinguish between rule-based and relation-based countries as different governance environments and suggest that the context determines how digitalization plays out. While digital tools contribute to the fight against bribery in rule-based economies, they facilitate corruptive practices in relation-based countries. A panel data analysis on 82 countries over a 9-year period from 2012 to 2020 supports our arguments and confirms the context-specific nature of digital transformation and its discrepant implications for different societies.

Keywords: Digitalization, corruption, governance environment, rule-based, relation-based

ABSTRACT

Digital Member Network Implementation and Coproduction: An Investigation of an Alumni Association Network

By

Derrick Vance Warren

Given the rapid rate of technological change, IT professionals need continuous guidance to implement digital member networks (DMNs) successfully. Moreover, because key stakeholders can drive initial participation and ongoing engagement in these networks, ensuring that stakeholders have positive implementation experiences is particularly important. Against that backdrop, this study focuses on understanding the enablers and barriers to implementing DMNs and identifies ways to accelerate continuous engagement by involving key members in coproduction of the network. A literature review synthesizes key challenges in digitally enabled social network implementation and coproduction in general and provides background for the study, while Implementation Theory and Coproduction Theory offer the analytical framing. From this foundation, the researcher empirically investigates the enablers and barriers to implementing and coproducing a DMN for a university's alumni association. The findings are discussed in relation to the literature on DMNs, insights on the implementation of digitally enabled social networks, and interventions that may drive coproduction and positive member engagement.

INDEX WORDS: Digital Member Networks, Implementation, Coproduction, Enablers and Barriers, Alumni Association

Tax Changes from a Forms Perspective Tax Year 20211

Xiaoli Yuan, Elizabeth City State University

This study is to examine major income tax changes for individual taxpayers for tax year 2021, provide info of major employment tax changes for tax year 2021, as well as major tax form changes from 2020 to 2021. These changes are mainly due to recent tax laws such as Consolidated Appropriations Act, 2021 and American Rescue Plan Act (ARP). For example, Consolidated Appropriations Act, 2021 covers COVID-related Tax Relief Act of 2020 and Taxpayer Certainty and Disaster Tax Relief Act of 2020. American Rescue Plan provides Enhanced credits as below:

- Child Tax Credit
- Child and Dependent Care Credit
- Earned Income Credit
- Premium Tax Credit
- Recovery Rebate Credit

Meanwhile, Employment Tax Changes documents

- Extension and modification of employee retention credit
- Sick and family leave credit
- COBRA premium assistance credit

Accordingly, Schedule 8812 (Form 1040), Credits for Qualifying Children and Other Dependents, Form 461, Limitation of Business Losses, Form 2441, Child and Dependent Care Expenses, Form 7202, Credits for Sick Leave and Family Leave for Certain Self-Employed Individuals, Form 8962, Premium Tax Credit, and supporting schedules to Form 1040, U.S. Individual Income Tax Return have been updated accordingly.