

CONFERENCE **ABSTRACT**

November 22–24, 2024
Vancouver, Canada



Proudly Canadian, Truly Global

Abstract Book

November 22-24, 2024 - Vancouver, Canada

Format: Electronic Book

ISBN: 978-1-998259-61-8

Venue

University of British Columbia

November 23, 2024

Vancouver, Canada



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Global Conference Alliance Inc.

300-9850 King George Blvd, Surrey, BC V3T 0P9, Canada

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Welcome

As Conference Chair I'm honored to welcome all participants to the **Conference organized by Global Conference Alliance Inc.** held on November 22-24, 2024 , in beautiful Vancouver, Canada

This conference will be an excellent opportunity to meet and network with delegates from around the world in areas of management, marketing, international business, human resource management, accounting, finance, entrepreneurship, digital marketing, informational technology, Nursing, healthcare, HRM Leadership, Social Science, Engineering, business, and economics. Participants should benefit from conference presentations exploring cutting-edge reviews and investigations in basic and applied research.

Attending this conference also gives you an opportunity to explore Canada and enjoy its scenic views, tropical climate, and friendly people. Vancouver enjoys a global reputation as one of the world's top cities for quality of life and recreation. Vancouver attracts many international conferences and events, including the 2010 Winter Olympics and Paralympics.

Thank you for considering attending the Conference. A wide scope of participation will enrich our conference and help us all add significant value and experience to our shared research objectives.



Dr. Afzalur Rahman
CEO & Conference Chair
Global Conference Alliance Inc.
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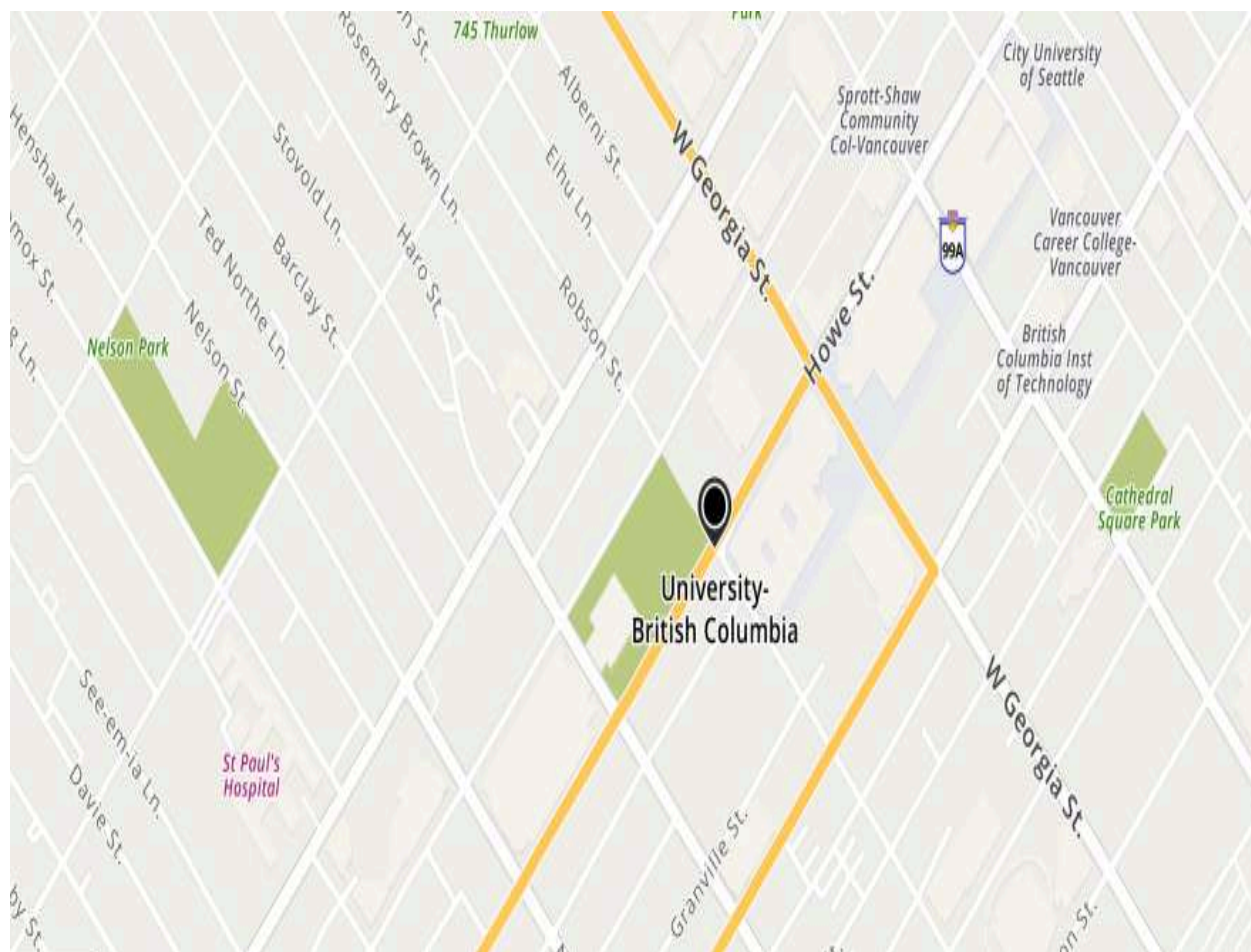
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Conference Venue

University of British Columbia
Classroom C-225, 800 Robson Street
Vancouver, British Columbia
Canada V6Z 3B7

Directions:



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Public Transit:

If you are traveling to the University of British Columbia (UBC) campus at 800 Robson Street, Vancouver, British Columbia, specifically to Classroom C-225, there are several public transit options available. The address is conveniently located in downtown Vancouver, making it accessible via multiple bus routes and SkyTrain stations. The closest SkyTrain stations are Vancouver City Centre (Canada Line) and Granville Station (Expo Line), both within a short walking distance. Numerous bus lines, including the 5, 6, and 7, also service the area, stopping along Robson Street and its vicinity. For those commuting from the UBC main campus, the R4 and 99 B-Line express buses connect to nearby SkyTrain stations for a swift transfer downtown. Vancouver's TransLink system offers comprehensive service with frequent schedules, making public transit a practical choice for reaching this central location.

Driving & Parking

If you plan to drive to the University of British Columbia's location at 800 Robson Street, Vancouver, British Columbia, specifically to Classroom C-225, you'll find it situated in the bustling downtown area. Given its central location, there are several nearby parking options. Public parking lots and underground parkades are available along Robson Street, with convenient options at the Pacific Centre Mall and the Vancouver Art Gallery. Street parking is also an option, although it can be limited and often has time restrictions. Additionally, metered parking is available in the surrounding streets. Traffic in downtown Vancouver can be busy, especially during peak hours, so it's advisable to allow extra travel time. For ease of navigation, using GPS or a parking app to find available spaces is recommended.

Accessibility

The University of British Columbia's location at 800 Robson Street, Vancouver, BC, offers several accessibility features to ensure a comfortable experience for all visitors, including those attending events in Classroom C-225. The building is equipped with elevators and accessible ramps for easy navigation. Entrances have automatic doors, and the pathways are wide to accommodate wheelchairs and mobility devices. Nearby public transit options, including buses and SkyTrain stations, are also designed with accessibility in mind, featuring elevators, ramps, and designated seating. Accessible parking spots are available in nearby parkades, such as those at the Pacific Centre Mall. Additionally, the surrounding area features well-maintained sidewalks and curb cuts, making it easier for individuals with mobility challenges to access the building.

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Disclaimer

- Please note that all our conferences are multidisciplinary. In addition to the main topic, other topics may also be discussed during the scheduled sessions.
- It is mandatory to confirm your attendance prior to the conference to guarantee your seat and catering arrangements.
- Registered participants may either attend the entire event or choose to attend only their specific sessions.

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Conference Time Schedule

November 22-24, 2024 - Vancouver, Canada

- **Friday, November 22, 2024** – Arrival of the participants in **Vancouver, Canada**
- **Saturday, November 23, 2024 (Conference Day)** – Registration, opening speech, keynote speech, and technical sessions:

[Registration will start from 1 PM, Gate Closes at 1:30 PM]

Activity List, Saturday 23rd November, 2024 (Conference Day)	Time
Registration and Lunch	1:00 PM - 1:30 PM
Opening Remarks by Conference Chair Dr. Afzalur Rahman	1:30 PM - 1:35 PM
Ice Breaking Session	1:35 PM - 1:45 PM
Technical Session 1: Arts, Education and Humanities Keynote Speech by Swati Passi	1:45 PM - 2:00 PM
Technical Session 2: Arts, Education and Humanities Author Presentation: Cheng Fang Hsu	2:00 PM - 2:10 PM
Break	2:10 PM - 2:15 PM
Technical Session 3: Hospitality and Tourism Management Author Presentation: Yong Wook Ju	2:15 PM - 2:25 PM
Technical Session 4: Real Estate and Urban Planning Keynote Speech by Prateek Singh	2:25 PM- 2:40 PM
Break	2:40 PM- 2:45 PM
Technical Session 5: Real Estate and Urban Planning Author Presentation 1: Mohammad Shumon Author Presentation 2: Sahar Jamshidi	2:45 PM- 2:55 PM 2:55 PM - 3:05 PM
Technical Session 6: Social Media Management; Media and Mass Communications Keynote Speech by Himanshi Solanki	3:05 PM - 3:20 PM
Break	3:20 PM - 3:25 PM
Technical Session: Religious Studies and Peace; Human Rights and Refugees Keynote Speech by Anushe Khan	3:25 PM - 3:40 PM
Technical Session 7: Leadership and Change Management Author Presentation: Md Imranul Hassan	3:40 PM - 3:55 PM

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Break	3:55 PM - 4:00 PM
Technical Session 8: Nursing and Healthcare Management; Medical and Health Science; Public Health and Epidemiology; Pharmacy and Pharmaceutical Science Keynote Speech by Dr. Neeta Nagra	4:00 PM - 4:15 PM
Technical Session 9: Environmental and Biological Science; Animal Science and Veterinary Medicine Keynote Speech by Dr. Ekram Azim	4:15 PM - 4:30 PM
Photo Session and Certificate Giving Ceremony	4:30 PM - 4:45PM
Closing Remarks	4:45 PM - 4:50 PM
Testimonials	4:50 PM - 5:00 PM

- **Sunday, November 24, 2024** – City visit (optional to the participants)

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Conference Committee

Keynote Speech



Dr. Afzalur Rahman

Doctor of Business Administration – DBA in International Business (USA)

Certified International Trade Professional – CITP (Canada)

Former Professor of Business Management – Douglas College (Canada)

Dr. Afzalur Rahman is a distinguished international business professional with over 15 years of experience in the field of global trade. His contributions have significantly advanced the understanding and management of international trade, impacting both local and international business landscapes. Dr. Afzalur Rahman is also dedicated to fostering academic growth by offering premier training, conference hosting, and event planning services to scholars and researchers, supporting the exchange of knowledge within the business community.

Dr. Afzalur Rahman holds a Doctor of Business Administration (DBA) in International Business and a Master of Business Administration (MBA) in Finance. His undergraduate degree in Business Administration and Management was earned at the University of Windsor, Canada. He is a Certified International Trade Professional (CITP) and a Chartered Professional in Human Resources (CPHR), underscoring his expertise in both international trade and human resource management.

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Dr. Rahman's academic journey began as a professor of international business management at Thompson Rivers University, Canada. He has since held teaching and research positions at prestigious institutions including the University of British Columbia, Simon Fraser University, University Canada West, Columbia College, and Douglas College. His research interests span Business Strategy, International Business, International Marketing, Global Entrepreneurship, Retailing Management, and Human Resource Management. He has published numerous peer-reviewed articles on these subjects, contributing to the broader understanding of topics such as international trade theory, regional economic integration (NAFTA, ATPDEA, BRICS), foreign direct investment, and cross-cultural communication.

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Keynote Speech



Swati Passi

LaSalle College

Swati Passi is an accomplished academic and corporate professional with a Master's degree in Business and currently pursuing a Doctorate in Business Administration (DBA). With over eight years of extensive experience in marketing and business development, Swati has honed her expertise in driving strategic initiatives and fostering growth within organizations.

Currently, she serves as a full-time faculty member in the Associate of Arts program at LaSalle College in Vancouver and teaches marketing courses at Yorkville University. Swati is passionate about empowering students with the knowledge and skills necessary to excel in the dynamic business landscape. Her dedication to education, combined with her practical experience, positions her as a valuable mentor and leader in the academic community.

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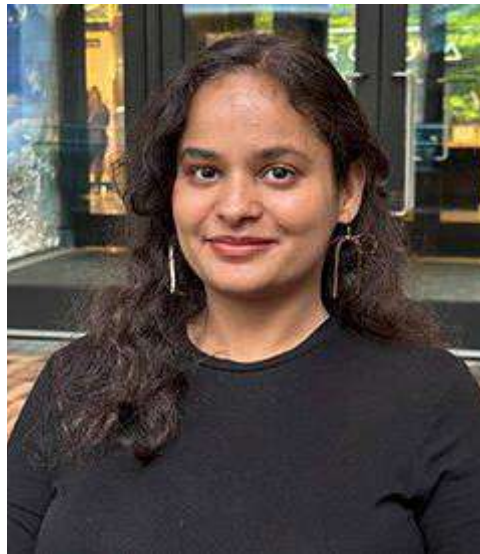
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Keynote Speech



Himanshi Solanki

Digital Marketing Instructor at Greystone College

Digital Marketing Specialist and Consultant with 7+ years of experience, empowering the next generation as a professor and industry mentor.

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Keynote Speech



Dr. Neeta Nagra

Healthcare Leader

Dr. Neeta Nagra is an internationally recognized healthcare leader, author, and leadership coach. Holding a Doctor of Education in Leadership, a Master of Business Administration, and advanced degrees in Mental Health and Psychiatric Nursing, she brings extensive expertise to her diverse roles. As the founder of the NEWW app, Dr. Nagra supports nurses by providing free, specific self-care resources. Her work extends to writing, where she explores leadership and the impact of her global travels, including visits to the seven wonders of the world. Dr. Nagra also coaches individuals from various cultural backgrounds, helping them succeed in Canadian professional settings. She enjoys outdoor activities like hiking and paddleboarding to maintain her well-being.

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Keynote Speech



Ekram Azim, PhD, EP, RP

*Lead Scientist
WSP Canada*

Dr. Ekram Azim is a Lead Scientist at WSP Canada with over 25 years of teaching, research and consulting experiences around the world in the areas of Aquatic Resources Management, including aquaculture and fisheries. He is highly skilled in technical writing and editing, has published around 100 articles in peer reviewed journals, books, professional magazines, and newspapers. Dr. Azim also edited a book on “Periphyton: Ecology, Exploitation and Management” published by CAB International (UK), and attended numerous international conferences and presented scientific papers. Dr. Azim has maintained an international professional relationship by acting as an Associate Editor for Freshwater Science (Frontiers), an Editorial Board Member for Aquaculture Reports (Elsevier) and reviewer for numerous international journals and research grant proposals. His professional experience in both academia and industries has made him an excellent professional in solving real-world environmental issues through innovative science and cutting-edge technology. Besides professional activities, Dr. Azim is involved in various community development initiatives including a Co-founder of the Step to Humanity, a Canadian charity for international development.

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Keynote Speech

Prateek Singh

Realtor

Keynote Speech

Anushe Khan

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Committee Members

- **Dr. Afzalur Rahman**, Douglas College, Canada Conference Chair
- **Dr. Michael Henry**, Thompson Rivers University, Canada; Dean, School of Business & Economics – Adviser
- **Masum Billah Bhuiyan**, Founder of Giant Marketers
IT Entrepreneur || Public Speaker || Business Coach || Digital Marketing Expert
- **Mr. John O’Fee**, QC, Thompson Rivers University, Canada - Business Law and Human Resource Management
- **Dr. Erika Skita**, Instructor, Granville College in Vancouver, Canada
- **Dr. Dushyant Gosai**, Colorado State University-Global Campus, United States - Accounting
- **Mr. Simon Parker**, Douglas College, Canada - Marketing and International Business
- **Dr. Ahmed Hoque**, Vancouver Island University, Canada - Economics and Banking
- **Dr. Emrul Hasan**, The University of British Columbia, Canada -Finance
- **Dr. Murat Eroglu**, Faculty Member, Adelphi University, USA
- **Ms. Marisa McGillivray**, Economist at Statistics Canada Consumer Prices Division
- **Mr. Quazi M. Ahmed**, IFC/World Bank Group Certified Master Trainer
- **Mrs. Yasmin Jahir**, Divisional Chair, Electrical and Computer Engineering Director of Operations, USA
- **Dr. Imtiaz Ahmed**, Assistant Professor, Department of Electrical Engineering and Computer Science, Howard University, Washington, DC, USA

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Authors' Presentation Review

Saturday, November 23, 2024

Name and Affiliation	Title
Asamoah - Frimpong Gifty (Author) <i>Ghana National Association of Private Schools (GNAPS)</i> Samuel Agyapong (Co-author) <i>Department of Education Leadership, Institute for Teacher Education and Continuing, Professional Development, University of Education</i>	Implementation Challenges of Inclusive Education in Basic Schools in Kumasi Metropolitan Assembly

Name and Affiliation	Title
Felicia Hagan (Author) <i>Teesside University Middlesbrough</i>	A Systematic Review of Research That Explores the Benefits and Challenges of Including Students of Autism in English Higher Education

Name and Affiliation	Title
Abdoulmadjid Abdramane Mahamat (Author) <i>Dibebe Ngo for Development and Aid</i>	Attractiveness of local cultural industry products: opinion of young Chadians

Name and Affiliation	Title
Cheng Fang Hsu (Author) <i>Shu Te University</i>	The application of AHP method on the choosing factors for Taiwanese students to study abroad

Name and Affiliation	Title
Yongwook Ju (Author) <i>East Stroudsburg University of Pennsylvania</i>	Exploring the Roles of Cognitive and Affective Loyalty in Hotel Brand Crisis

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Name and Affiliation	Title
Sahar Jamshidi (Author) <i>Islamic Azad University of Tabriz</i> Amin Faraji (Co-Author) <i>Faculty of Management and Accounting, University of Tehran</i>	The Development of Smart Tourism with approach of the Social Resilience of the Destination Community

Name and Affiliation	Title
Fatogun Abiola Opeyemi (Author) <i>Facility Custodian Ltd</i>	The Impact of Data-Driven Compensation Strategies on Job Satisfaction Among Employees in Nigerian Real Estate Companies

Name and Affiliation	Title
Elham Mohsenbeigi (Author) <i>Faculty of Management and Medical Information, Kerman University of Medical Sciences</i> Mohsen Barouni (Co-Author) <i>Modeling in Health Research Center, Institute for Futures Studies in Health, Kerman University of Medical Sciences</i> Leila Ahmadian (Co-Author) <i>Medical Informatics Research Center, Institute for Futures Studies in Health, Kerman University of Medical Sciences</i>	Challenges, Prerequisites and Requirements of Implementation of Diagnosis-Related Groups Payment System in Iran: A Qualitative Study

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Name and Affiliation	Title
Clara Obehi Ugege (Author) <i>University of Benin Teaching Hospital (UBTH)</i> Peter Abhamiebarekioya Ugege (Co-Author) <i>Department of Social Work, Faculty of Social Sciences, University of Benin</i>	The Impact of Data-Driven Compensation Strategies on Job Satisfaction Among Employees in Nigerian Real Estate Companies

Name and Affiliation	Title
Sabreih Zarei (Author) <i>Iran University of Medical Sciences, Tehran, Iran</i>	Diagnosis of Anterior Abdominal Wall Defects as Omphalocele Using 3D-Ultrasonic Sonogram

Name and Affiliation	Title
Karana Kebah Weefar (Author) <i>Southern Medical University</i> Eyey Mulbah (Co-Author) <i>Cuttington University, Monrovia, Liberia</i>	Prevalence of Hypertension and Associated Factors in People Living with HIV in Liberia

Name and Affiliation	Title
Emmanuel Shumbusho (Author) <i>Department of Biomedical Laboratory sciences in Kibogora Polytechnic</i> <i>Department of laboratory in University Teaching Hospital of Butare</i> Mahoro Iradukunda Alain (Co-Author) <i>Department of Polyclinique Medicale la Providence.</i>	Antimicrobial Susceptibility Pattern of Neisseria Gonorrhoeae Isolated From Male Patients.

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Name and Affiliation	Title
Alemayehu Wubie Zerihun (Author) <i>Ethiopian Institute of Agricultural Research (EIAR)</i> Adamneh Dagne (Co-Author) Gashaw Tesfaye (Co-Author)	Reproductive biology and condition factor of the African catfish, <i>Clarias gariepinus</i> (Burchell1822) in Lake Koka, Ethiopia

Name and Affiliation	Title
Roohollah Omid Nargesi (Author) <i>M-Tik Company</i>	Reproductive biology and condition factor of the African catfish, <i>Clarias gariepinus</i> (Burchell1822) in Lake Koka, Ethiopia

Name and Affiliation	Title
Benyamin keshavarzi (Author) <i>Faculty of Veterinary Medicine, Islamic Azad University</i> Mehdi Marjani (Co-Author) <i>Faculty of Veterinary Surgery, Islamic Azad University</i> Hamidreza Hasani (Co-Author) <i>Faculty of ophthalmology, Alborz University of Medical Science</i>	Comparing the Results of Using Bidirectional Double Needle PDO-Cog Thread with three Conventional Surgical Procedures for Correction of Ptosis in Dogs.

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Instructions for Oral Presentation

Saturday, November 23, 2024

Devices provided by the conference organizer:

- ❖ Laptop (with MS-Office and Adobe Reader)
- ❖ Projector and Screen

Materials provided by the presenters:

- ❖ PowerPoint or PDF files (files should be copied to the conference laptop at the beginning of each session)

Duration of each presentation:

- ❖ Regular oral presentation – 10 minutes including Q&A
- ❖ Keynote speech – 20 minutes

Instructions for Publication

All accepted papers in the Conference will be published in the online conference proceedings:

Title: Conference Abstract November 22-24, 2024 - Vancouver, Canada

ISBN : 978-1-998259-61-8

Format: Electronic book

Instructions for Participants

To attend the conference, please ensure you bring a printed invitation letter and a valid photo ID (such as Passport, Driving License, or any government-issued ID with a photo) on the day of the event. Admittance to the conference will not be granted without these documents. We greatly appreciate your cooperation.

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Authors' Presentation Schedule

Saturday, November 23, 2024

Name and Affiliation	Title & Abstract
<p>Asamoah - Frimpong Gifty (Author) <i>Ghana National Association of Private Schools (GNAPS)</i></p> <p>Samuel Agyapong (Co-author) <i>Department of Education Leadership, Institute for Teacher Education and Continuing, Professional Development, University of Education</i></p>	<p>Implementation Challenges of Inclusive Education in Basic Schools in Kumasi Metropolitan Assembly</p> <p>Abstract</p> <p>Every nation is required to grant every child of school age equitable access to education, according to the Salamanca World Conference and Action Framework on Special Needs Children of 1994 and the 1990 United Nations Convention on the Right of the Child. The provision of education for people with special needs still faces significant difficulties, even though some nations, notably Ghana, have complied with and put into practice the declarations. A lot of strategies have been put in place by educationists in the Kumasi Metropolis; to address it yet its implementation is without challenges. The study sought to find out the extent of collaboration there is between parents, other professionals, and teachers in inclusive schools when it comes to dealing with difficulties involving children with special needs. Also, to determine whether teachers in the regular schools have requisite experience and special training to enable them teach in an inclusive classroom. Simple random and purposive sampling techniques were used to select the expected 40 teachers and 36 parents for the study. A self-administered semi-structure questionnaire and observation checklist was used to generate information from the study participants to achieve the set objectives. The submission of the data on the online platform of Google form was exported as excel files. These files containing the data were exported into Statistical Package for Social Science (SPSS) version 21 was used to process the data for analysis using tables and pie charts. Variables were coded for easy analysis. Descriptive and quantitative research methods were used for the analysis. The study revealed that parents do collaborate with teachers in dealing with issues with inclusive education</p>

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	<p>implementation challenges. However, modern technology teaching aids are lacking in most of the schools which negatively affects inclusive education in basic schools in Kumasi. The study recommended that children in inclusive schools are to be provided with modern technologies. The study further recommended the encouragement of parent-teacher partnerships, professionally develop teachers and celebrate students' diversity in our basic schools.</p> <p>Keywords: Inclusive Education, Basic Schools, Kumasi Metropolis</p>
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Name and Affiliation	Title & Abstract
<p>Felicia Hagan (Author) <i>Teesside University Middlesbrough</i></p>	<p>A Systematic Review of Research That Explores the Benefits and Challenges of Including Students of Autism in English Higher Education Abstract</p> <p>This paper critically reviewed a systematic study on the integration of autistic students to UK higher education, digging deeper into the advantages and drawbacks. The review aims to provide a comprehensive literature review by identifying key findings, strengths, weaknesses, and feeding the lessons learned into a roadmap of future directions.</p> <p>Applying a systematic approach as a basis, the report combs through academic databases and relevant literature, extracting and synthesizing data which speaks about the experiences of autistic students in higher education environments.</p> <p>The main findings suggest that statutory acts like Autism Act 2009 and Equality Act 2010 have led to legal provisions for the autistic students but are yet to resolve the remaining issues to accomplish full inclusion and academic success. With sensory sensitivities, social integration difficulties and the lack of sensibilities and proper support from educational institutes being identified as some of the disadvantages. The opposite is true, that is, the advantages of participatory higher education for autistic students are also acknowledged in terms of better academic performance and development of social skills. Moreover, the confidence level of autistic students is increased.</p> <p>The review underscores the necessity for educational institutions to adopt more comprehensive and individualized support strategies that recognize the diverse needs of autistic students. It also calls for further research to explore the intersectionality of autism with other demographic factors such as ethnicity, socioeconomic status, and cultural background, to fully understand and address the barriers to inclusion and success in higher education.</p> <p>Keywords: Autism spectrum disorder (ASD), Autistic students, UK higher Education, Autism Act 2009, Equality Act 2010, intersectionality of autism</p>

Name and Affiliation	Title & Abstract
<p>Abdoulmadjid Abdramane Mahamat (Author)</p> <p><i>Dibebe Ngo for Development and Aid</i></p>	<p>Attractiveness of local cultural industry products: opinion of young Chadians</p> <p>Abstract</p> <p>Nowadays, cultural industries represent a group of industries which contribute significantly to the economy and development of communities. The purpose of this study is to assess the level of attractiveness of local cultural industry products and the consumption habits of these products by young Chadians living in N'Djamena. This cross-sectional study was carried out from 15 April to 20 May 2024 among students in the 1st year of their Bachelor's degree in the Faculty of Languages, Literature, Arts and Communication at the University of N'Djamena. The study involved 200 students with an average age of 22.17 ± 2.05 years (min=19 years; max=25 years). Young people surveyed who did not know what a cultural industry was represented 41% of participants, while only 57.32% of young people who were familiar with what a cultural industry was could name at least one local cultural industry. Moreover, a total of 40% of the young people surveyed said they had not consumed any products from local cultural industries in the past year. The products from the cultural industries judged as of poor quality were Disc/Cassette (36%) and films (29%). Audiovisual content broadcast on radio or television (64%) and works of art were highly rated (58%). On the other hand, books produced by local cultural industries were financially inaccessible for 11% of participants. It is therefore necessary to revitalise the sector by strengthening the skills of those involved and digitising the cultural goods produced.</p> <p>Keywords: cultural industry, knowledge, consumption, youth, Chad</p>

Name and Affiliation	Title & Abstract
<p>Cheng Fang Hsu (Author) <i>Shu Te University</i></p>	<p>The application of AHP method on the choosing factors for Taiwanese students to study abroad</p> <p>Abstract</p> <p>The purpose of this paper is to aim at the factors for Taiwanese students to choose study abroad. The study adopted the Analytic Hierarchy Process (AHP) techniques as the research methodology. A model has been proposed to evaluate the best treatment and disposal technology. As well, Expert opinions have been incorporated in the selection of criteria. AHP has been used to determine the weights of criteria, followed by available ranking. Through quantitative weightings from the AHP model were calculated to identify the priorities of alternatives. The study provides a simple framework to the complex models. Because most students study abroad to invest in a better self-future. The model identifies the factors for Taiwanese students choosing study abroad should be considered at school conditions, personal conditions, and social conditions. The findings found that School conditions can create good learning outcomes. The school's conditions must consider the factors such as curriculum, admission requirements, and school resources. Moreover, financial and living environment are also important of concern. Therefore, factors that Taiwanese students choose to study abroad must be comprehensively considered to create their best future opportunities.</p> <p>Keywords: AHP, choosing factors, study abroad</p>

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Name and Affiliation	Title & Abstract
<p>Yongwook Ju (Author) <i>East Stroudsburg University of Pennsylvania</i></p>	<p>Exploring the Roles of Cognitive and Affective Loyalty in Hotel Brand Crisis</p> <p>Abstract</p> <p>How would a consumer's positive bond behave in the context of the corporate social responsibility (CSR) brand crisis? In order to explore the underlying causes of the "love is blind" and "love turns into hate" effects, this study investigated the influence of cognitive and affective loyalty on a consumer's perceived betrayal and how this feeling of betrayal could lead to retaliation intentions in a lodging industry setting. Moreover, a multi-group analysis was conducted between hotel loyalty program members and non-members to investigate the moderating effect of member's enrollment status. A scenario-based online survey was distributed using the Qualtrics database, and highly valid 391 responses were used for statistical analysis. The results showed that cognitive loyalty negatively influences perceived betrayal, while affective loyalty increases the feeling of betrayal in a CSR brand crisis. The multi-group analysis result showed that the negative effect of perceived betrayal on repatronage intention is significantly lower for the hotel's loyalty program members compared to non-members. The findings suggested that the type of bonds that consumers form behave differently when a CSR brand crisis occurs, and this relationship could also vary based on the consumer's involvement in the loyalty program.</p> <p>Keywords: Corporate social responsibility, brand loyalty, perceived betrayal, brand crisis, green initiatives, loyalty program</p>

Name and Affiliation	Title & Abstract
<p>Sahar Jamshidi (Author) <i>Islamic Azad University of Tabriz</i></p> <p>Amin Faraji (Co-Author) <i>Faculty of Management and Accounting, University of Tehran</i></p>	<p>The Development of Smart Tourism with approach of the Social Resilience of the Destination Community</p> <p>Abstract</p> <p>Communities' fascination with tourism development stems from the many economic benefits that come to countries each year. This particular advantage has become one of the most important reasons for destination communities to consider tourism as a development strategy. With the development of technology and information technology, smart tourism has become an important aspect of development in smart cities, but it has also had many negative effects on the destination community and has shaken the resilience of the city. One of the most important pillars for the development of smart tourism is the resilience of the destination community. A society that has social capital, knowledge, skills, awareness, etc., has a high capacity to achieve smart tourism. In this study, to study the social resilience of Tabriz, the three components of smart people, smart life, mobility and smart dynamics have been studied. The research method for this article is a library and questionnaire and the results of the collected data have been evaluated and analyzed by SPSS software. Based on Cronbach's numbers, it can be said that the city of Tabriz is in a good position in terms of resilience of the destination community and the possibility of developing smart tourism is provided in it. The high resilience of a society can be a step towards the sustainability of a society.</p> <p>Keywords: Smart city, smart tourism, Destination community, social resilience, Tabriz</p>

Name and Affiliation	Title & Abstract
<p>Fatogun Abiola Opeyemi (Author) <i>Facility Custodian Ltd</i></p>	<p>The Impact of Data-Driven Compensation Strategies on Job Satisfaction Among Employees in Nigerian Real Estate Companies</p> <p>Abstract</p> <p>This research paper examines the impact of data-driven compensation strategies on job satisfaction among employees in Nigerian real estate companies. As organizations increasingly adopt big data in human resource management, understanding these approaches' effectiveness in emerging markets is crucial. This research employs a quantitative, cross-sectional design with a sample of 177 employees from Nigerian real estate firms. Data were collected using the Minnesota Satisfaction Questionnaire (MSQ) short form and a custom-developed instrument measuring perceived use of data-driven compensation strategies.</p> <p>Grounded in Herzberg's Two-Factor Theory, the study examines both intrinsic and extrinsic job satisfaction. Pearson's correlation and simple linear regression analyses revealed weak but statistically significant positive relationships between perceived data-driven compensation strategies and intrinsic job satisfaction, and a marginally significant relationship with extrinsic job satisfaction.</p> <p>These findings suggest that while data-driven compensation strategies positively influence job satisfaction, their impact is limited. The results partially support Herzberg's theory and contribute to literature on Big Data applications in HRM, particularly in emerging markets and the real estate sector. Implications highlight the need for a holistic approach to employee satisfaction in Nigerian real estate companies. Limitations include convenience sampling and cross-sectional design. Future research should consider longitudinal studies, industry-specific factors, and comparative analyses across different sectors in emerging markets.</p> <p>Keywords: data-driven compensation, job satisfaction, real estate, Nigeria, human resource management</p>

Name and Affiliation	Title & Abstract
<p>Elham Mohsenbeigi (Author) <i>Faculty of Management and Medical Information, Kerman University of Medical Sciences</i></p> <p>Mohsen Barouni (Co-Author) <i>Modeling in Health Research Center, Institute for Futures Studies in Health, Kerman University of Medical Sciences</i></p> <p>Leila Ahmadian (Co-Author) <i>Medical Informatics Research Center, Institute for Futures Studies in Health, Kerman University of Medical Sciences</i></p>	<p>Challenges, Prerequisites and Requirements of Implementation of Diagnosis-Related Groups Payment System in Iran: A Qualitative Study</p> <p>Abstract Payment system based on diagnostic related groups (DRGs) was first developed and implemented in United States. The main goals of applying this system in most countries are fair allocation of resources, cost control and efficiency enhancement. The purpose of this paper was to qualitatively determine the challenges, prerequisites and requirements of implementation of payment system based on diagnostic related groups in Iran. This was a qualitative study conducted by participation of 20 experts working as operational, middle and top managers in three different levels of health system. Semi-structured interviews were conducted and data were analyzed using MAXQDA 10. Content analysis method was used to extract themes. Four main themes regarding the challenges were structural, political, technical and technological challenges, and costs and provider behavior. Prerequisites and requirements for implementation of payment system based on diagnosis-related groups were categorized in 6 themes as follows; establishing a standard method for coding, developing a data collection and reporting system, implementing a classification system and the grouper application, developing a method for pricing and tariffing, getting support from stakeholders and selecting a monitoring and evaluation method. The finding of this study can guide the policy-makers to deal with the challenges of implementing a payment system based on diagnosis-related group and help them to provide the prerequisites of this payment system.</p> <p>Keywords: challenges, Prerequisites, Implementation requirements, Diagnosis-Related Groups, Iran</p>

Name and Affiliation	Title & Abstract
<p>Clara Obehi Ugege (Author) <i>University of Benin Teaching Hospital (UBTH)</i></p> <p>Peter Abhamiebarekioya Ugege (Co-Author) <i>Department of Social Work, Faculty of Social Sciences, University of Benin</i></p>	<p>The Impact of Data-Driven Compensation Strategies on Job Satisfaction Among Employees in Nigerian Real Estate Companies</p> <p>Abstract</p> <p>Induction of labour is the stimulation of uterine contraction prior to the onset of spontaneous labour. Most women fall into labour naturally, others require a little bit of help to do so due to problems that may compromise the health of the mother or that of the fetus. It is carried out in order to reduce maternal and fetal mortality and morbidity. However, some pregnant women still frown at this practice. The aim for the study is to find out the factors that influence the acceptance of induction of labour by pregnant women in University of Benin Teaching Hospital. It will in turn be geared towards creating awareness through health education of pregnant women on induction of labour. A descriptive non-experimental research design was used for this study which was carried out in the Antenatal Clinic in University of Benin Teaching Hospital, Benin city. A total of 80 questionnaires were administered to the sample of 80 respondents. Same were retrieved and analysed. The results were represented in tables and bar charts. The Null hypothesis, which states that there is no relationship between health education and acceptance of induction of labour, was tested using chi-square statistical method at 0.05 level of significance. It was deduced that there is a significant relationship between health education and acceptance of induction of labour as revealed by the calculated value of 12.8 which is greater than the critical value of 3.84. Based on the findings, factors that influence the acceptance of induction of labour includes, previous successful induction, mothers request, prevents unplanned caesarean section, saves life of mother and baby. It was therefore recommended that health education is the key to creating awareness about induction of labour in order to reduce maternal mortality and morbidity.</p> <p>Keywords: Hospital, Labour, Induction, Pregnancy, women.</p>

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Name and Affiliation	Title & Abstract
<p>Sabreih Zarei (Author) <i>Iran University of Medical Sciences, Tehran, Iran</i></p>	<p>Diagnosis of Anterior Abdominal Wall Defects as Omphalocele Using 3D-Ultrasonic Sonogram</p> <p>Abstract Omphalocele in terms of abdominal wall defects (AWDs) considered as a congenital anomaly and its diagnosis is critical to clinical management. We aimed to report a case with AWD using three-dimensional (3D) ultrasound (US) and its correlation with the departure of the vital organs in first trimester. The ultrasound (US) Samsung W9 device was used for a routine first trimester screening of fetus. A 21-year-old pregnant female was presented to the ultrasound unit for a routine first trimester screening. The defect of the anterior wall along with the departure of intestine loops, liver and heart was diagnosed with color Doppler assessment. All the evidences were suggestive of the omphalocele along with the departure of vital organs, first of all cantrell pentalogy referred for further evaluation and amniocentesis. Omphalocele or pentalogy of cantrell observed with pushing out bowel and/or liver thanks to herniation into the umbilical cord. 3D-US is feasible method for the early detection and diagnosis of fetal omphalocele from other physiological herniation which will substantially make proper decision on clinical outcomes and fetal wellbeing.</p> <p>Keywords: abdominal wall defects (AWDs); omphalocele; early detection; prenatal.</p>

Name and Affiliation	Title & Abstract
<p>Karana Kebah Weefar (Author) <i>Southern Medical University</i></p> <p>Eyeh Mulbah (Co-Author) <i>Cuttington University,</i> <i>Monrovia, Liberia</i></p>	<p>Prevalence of Hypertension and Associated Factors in People Living with HIV in Liberia</p> <p>Abstract</p> <p>The prevalence of hypertension varies across regions and country income groups with WHO African Region the highest prevalence of hypertension of 27%. People living with HIV (PLWH) have been found to be at an increased risk of developing hypertension compared to the general population with studies in Sub-Saharan Africa (SSA) ranging from 15.4% to 20.0%.</p> <p>The study addresses the intersection of two significant public health challenges: HIV and hypertension and to fill a critical knowledge gap and address the unique healthcare needs of individuals living with HIV in Liberia.</p> <p>Using standard Kish and Leslie formulas, a cross-sectional study design, with a population sample size of 168 of individuals aged 18 years and above who have been diagnosed with HIV and are receiving care was employed to assess the prevalence of hypertension and identify associated factors among people living with HIV in the Wayzohn district, located in Grand Bassa County.</p> <p>Factors such as Prevalence and associated factors of hypertension in the context of HIV infection contributed to 18%, association between antiretroviral therapy and the development of hypertension in the HIV population (32.5%), and lastly the impact of socio-economic factors, lifestyle behaviors, and HIV-related clinical parameters contributed to 49.5% of the total respondents. The study sheds light on the dual burden of these conditions and their implications for clinical management and public health strategies.</p> <p>In summary, the potential to influence public health policies and interventions related to HIV and non-communicable diseases is highlighted through providing valuable data thereby contributing to the development of evidence-based policies and guidelines aimed at improving cardiovascular outcomes for individuals living with HIV.</p> <p>Keywords: Hypertension, People living with HIV, Liberia, public health, antiretroviral therapy.</p>

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Name and Affiliation	Title & Abstract
<p>Emmanuel Shumbusho (Author) <i>Department of Biomedical Laboratory sciences in Kibogora Polytechnic</i> <i>Department of laboratory in University Teaching Hospital of Butare</i></p> <p>Mahoro Iradukunda Alain (Co-Author) <i>Department of Polyclinique Medicale la Providence.</i></p>	<p>Antimicrobial Susceptibility Pattern of Neisseria Gonorrhoeae Isolated From Male Patients.</p> <p>Abstract Gonorrhoeae is the second most reported bacterial sexually transmitted infection (STI), after chlamydia (Buder <i>et al.</i>, 2019). Untreated gonorrhoeae can lead to pelvic inflammatory disease and infertility in women and epididymitis and orchitis in men (Tsevat <i>et al.</i>, 2017). Identification of the antimicrobial susceptibility pattern of <i>Neisseria gonorrhoeae</i> isolated from male patients attending Polyclinique Medicale la Providence. A descriptive cross-sectional study design was used; the target population were 385 of men attending the health facility. Penile discharge, painful urination are inclusion criteria. Questionnaires was used to collect information. Samples of urethral swabs were collected from men aged between 18-60 years old using Dacron swab and analyzed to CHUB. Cultures were done on Thayer Martin media for <i>Neisseria gonorrhoeae</i> and E-Test strips were used perform antimicrobial susceptibility on growth culture. Significance was set at p value less than 0.05. SPSS v22 was used for data analysis</p> <p>Results: 46 % of participant have not used the antimicrobial agents, 22 % didn't know the type of antibiotics taken, only 19% expect to be cured by antibiotics. People working in private were more exposed to <i>Neisseria Gonorrhoeae</i> [a OR 006; 95%CI=0.001-0,312; P=0.006]]. No use of condom increases the risk of <i>Neisseria gonorrhea</i> [OR 2.33 95% CI 0.804-6.754 p=0.119]. Married people used condoms more than 4times compared to others. S: Sensitivity, I: Intermediate, R: Resistance The MIC analysis from E-Test revealed that Ceftriaxone has S:0.08, I:0.2 and R:0.8. Cefixime has S:0.1, I:0.25, R:0.78. Azithromycin has S:0.15, I:0.6 and R:1. Ciprofloxacin S:0.016, I:0.6 and R:3. Doxycycline has S:0.03, I:1.1 and R:3.1. Cefixime and ceftriaxone has the highest sensitivity and should be use in treatment of <i>Neisseria Gonorrhoeae</i>. Many antibiotics showed resistance due to self-prescription.</p> <p>Keywords: Neisseria gonorrhoeae, STI, antimicrobial susceptibility, Culture media</p>

Name and Affiliation	Title & Abstract
<p>Alemayehu Wubie Zerihun (Author) <i>Ethiopian Institute of Agricultural Research (EIAR)</i></p> <p>Adamneh Dagne (Co-Author) Gashaw Tesfaye (Co-Author)</p>	<p>Reproductive biology and condition factor of the African catfish, <i>Clarias gariepinus</i> (Burchell1822) in Lake Koka, Ethiopia</p> <p>Abstract</p> <p>The study was conducted to investigate the breeding season, sex ratio, size at maturation, fecundity, and condition factor of <i>Clarias gariepinus</i> in Lake Koka. A total of 754 fish specimens were collected from October 2020 to August 2021 on six sampling occasions covering pre-rainy, rainy and dry seasons. From the collected specimens, fish total length and total weight were measured to the nearest 0.1 cm and 1 g, respectively. Moreover, sexes were identified and gonad maturity levels were recorded. Ripe ovaries were removed and preserved using Gilson's fluid until the eggs were counted. The sex ratio of <i>C. gariepinus</i> in different size classes was similar to that of a hypothetical 1:1 ratio. The length at first maturity (L_{50}) of the <i>C. gariepinus</i> was 51.8 cm in total length. The mean Fulton's condition factor of female <i>C. gariepinus</i> ranged from 0.65 ± 0.05-0.71 ± 0.14, while that of males ranged from 0.62 ± 0.04-0.7 ± 0.11. The Fulton's condition factor was significantly higher in August ($P < 0.05$) for females than in the rest of the sampling months. The highest ripe gonads were recorded in the rainy season and the lowest was in the dry season, with the percentage of ripe gonads being 27.5%, while the males showed similarly and extended maturity patterns among seasons. Fisheries management for <i>C. gariepinus</i> in Lake Koka should therefore take into account the estimated L_{50} value and the main breeding season (rainy season) to sustain the fishery and benefits to the fishing community.</p> <p>Keywords: Breeding season, Fecundity, Fulton's condition factor, Maturity, Sex ratio</p>

Name and Affiliation	Title & Abstract
<p>Roohollah Omidi Nargesi (Author) <i>M-Tik Company</i></p>	<p>Reproductive biology and condition factor of the African catfish, <i>Clarias gariepinus</i> (Burchell1822) in Lake Koka, Ethiopia</p> <p>Abstract</p> <p>The Iron & steel industry is one of the main causes of emitting dangerous greenhouse gases that causes Climate Change and global warming. this study aims to address the impact of steel mill gases by collecting data of two large-scale steel mills, and using some software (e.g., IBM Environmental Intelligence, Greenly, and Net Zero Cloud), and draw graphs. analyzes of trends in the emissions of greenhouse gases (GHGs) in blast furnace gas (BFG), basic oxygen furnace gas (BOFG), and coke oven gas (COG), CO₂, CH₄, N₂O and CO will also be addressed. these two plants are using the electric arc method and burn coke and diesel (i.e., Msc Company and ES.Company). Noteworthy results were Monitoring of greenhouse gases on the air across the nearby large city with over five million people. The results were also compared with EDGAR and GGGRN. For instance, the evident factors include the effects of raw material, and the effects of standard filtering types on gases. Other substantially effective factors include reducing the use of steel alloys in equipment exposed to corrosion at high temperatures of furnaces, using copper as a durable metal instead of steel. According to the comparison of air pollution levels over the past three years with the GGGRN diagrams, there has been a dangerous rise in CO₂ emissions in the nearby metropolis. As per the results the direct emission of CO₂ caused by the manufacturing of crude steel is estimated at nearly 1.98 tons of CO₂ per ton of steel.</p> <p>Keywords: Steel industry, Climate Change, Global warming, Co₂ emissions, air pollution, Greenhouse gases, air quality</p>

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	<p>was zero millimeters because, in method performed on group T, the needle was only inserted into the skin, and no incision was required. Postoperative complications also varied among the groups, and in group T, they were noticeably different from the other groups. The surgeon ranked the ease of surgery as group T, B, A, and C, respectively. Postoperative complications were different between the groups and in group T were significantly lower than in the other groups.</p> <p>Conclusion: The innovative method we proposed here was superior to all three conventional surgical methods, used for different stages of blepharoptosis. Further clinical trials are required to confirm these results in humans.</p> <p>Keywords: Blepharoptosis; Oculomotor Muscles; Surgical Procedures, Operative</p>
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