

# ICTP-2015

## *1st International Conference on Theory and Practice*

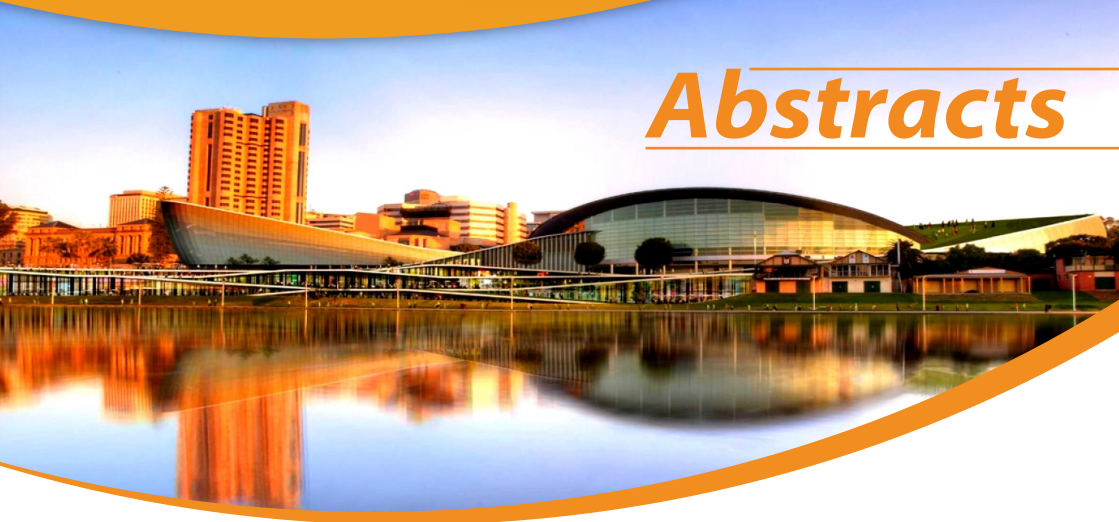
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of December 2015*

### **VENUE**

Education Development Centre  
Adelaide, South Australia.



## ***Abstracts***



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# Conference Chair



Professor Maureen  
Dollard

University of South  
Australia, Australia.



*An attractive aspect to  
the aims of the insti-  
tute is to link research  
with business in four  
broad discipline areas  
Business, Education,  
Information Tech-  
nology and the Social  
Sciences.*

## *Preface*

I am delighted to be the conference chair for the 1st International Conference on Theory and Practice Adelaide. The vision of the Asia Pacific Institute of Advanced Research (APIAR) is to bridge the gap between academia and industry in the Asia-Pacific region. This is profoundly important if academia is to play a role in evolving humane productive innovative industry that has some basis in evidence, and if industry is to drive an agenda of thoughts within academia. An attractive aspect to the aims of the institute is to link research with business in four broad discipline areas Business, Education, Information Technology and the Social Sciences. Consequently the conference brings together the creative curious; those who want to learn from disparate areas and make a change in the world, finally unshackled by confusing, confounding and limiting discipline frameworks. This project in social networking and generation sets up a platform for innovation and fresh approaches that the Asia Pacific, rich in opportunities, can prosper from. Welcome to the Adelaide conference, and I wish you all the best in developing new ideas, new connections, and new friends.

Professor Maureen Dollard  
Director, Asia Pacific Centre for Work Health and Safety  
UniSA



*Business*



**Abstracts**

## HOW WILL NZ'S CONSTRUCTION INDUSTRY ESCALATE PRODUCTIVITY TO MEET THE LARGEST PREDICTED CONSTRUCTION DEMAND IN DECADES – AND IS A LEAN APPROACH ONE OF THE MAGIC BULLETS?

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### Abstract

Low productivity levels for at least twenty years in New Zealand's construction industry have only realised any improvement by increasing hourly inputs, such as a 0.2% per annum rise since the 1990's. NZ's Productivity Commission in 2010 and the NZ Sector Report by Minister Joyce in 2013 considers increased productivity in the construction industry as essential for the benefit of all New Zealanders, as it affects the Gross Domestic Product, employment rates and living conditions. The construction industry employs around 170 000 people and predictions are that there will be unprecedented building and construction growth over the next 5-10 years, due to Auckland's predicted 25% population growth by 2025 and Christchurch's rebuilding, following the major earthquakes four years ago. Auckland will see a 68% increase in new building, according to Minister Joyce (2013), outstripping Christchurch's rebuilding demands over the same period. The paper investigated how to potentially and realistically increase productivity and business performance across design and construction management in the New Zealand Construction Industry over the next decade or so. An in-depth and critical analysis of relevant international journals, conference papers and New Zealand's government agency and non-agency publications was undertaken. The key findings included a very strong recommendation that senior management personnel in the construction industry need to fully implement a lean management approach in the NZ productivity context, which is then driven by full consultant and on-site employee involvement and ownership.

**Keywords:** Productivity, construction industry, lean, New Zealand.



# TOWARDS IDENTIFYING THE MULTILEVEL DETERMINANTS OF SME SUSTAINABILITY PROFILES

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## **Abstract**

A growing interest is noticed among practitioners, as well as researchers, regarding sustainable development (SD) within the small or medium-sized enterprise (SME) context. In order to better understand the latter's sustainable development commitment, a typology generated by crossing two axes is used: The Socio-Environmental Practices and Entrepreneurial Orientation. A survey was conducted among 330 Quebec (Canada) SMEs. The purpose is to distinguish the four (4) clusters of SMEs: TStrategic, Reactive, Activist and Traditionalist. Thus, a crossed-analysis of the contextual, organizational and individual determinants identified in existing literature confirms the roles played by the industrial sector, internationalization, sales figure, sales growth, and especially, the importance of belonging to a network that supports SD.

**Keywords:** Entrepreneurial orientation, Strategic Profiles, Small and Medium-Sized Enterprises, Socio-Environmental Practices, Sustainable Development.

## A CONCEPTUAL MODEL FOR COUNTRY-OF-ORIGIN EFFECTS

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### **Abstract**

A product's country-of-origin can directly influence brand loyalty, brand association, brand awareness and perceived quality respectively and therefore, have an indirect impact on brand equity. This study proposes a conceptual model for evaluating the country-of-origin effect. An extensive review of the literature on country-of-origin effects and the potential drivers of country-of-origin perceptions are conducted. The country-of-origin effect can be driven by various factors including country image/national stereotypes, consumer ethnocentrism & animosity, involvement, consumers' product familiarity and experience, and cultural difference. The limitation of this study is that it is based on a conceptual conclusion. Empirical evidence is needed to verify the proposed propositions. This conceptual model of country-of-origin can significantly add value in international marketing and brand management.

**Keywords:** Country-of-origin, Brand equity, Consumer ethnocentrism and animosity, Consumers' knowledge, Cultural differences.

## BEYOND UTILITY 2.0: A SEARCH FOR RELEVANCE IN TOMORROWS ENERGY SYSTEM

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### **Abstract**

Questions have been raised about what role municipal energy utilities should play in the energy system of the future. Volatile energy prices have hurt profitability, while technological development cause doubt about the need for local utilities both in production and distribution. Managers are trying to meet these challenges by searching for new business models that allow for the introduction of new innovations and the creation of new customer value. This paper explores how top managers in eight Swedish municipal utilities reason about business model innovation in relation to new products and services meant for their most challenging market segment; family houses and small multi-dwelling units. The results show that the managers find the costs associated with the technology daunting and that there exists two opposing routes forward. The first route implies a 'wait and see' strategy, where managers expect technology provides to develop the technology further and in that way, allow for an implementation of the technology sometime in the future with a minimum of changes to existing business model. The second route involves changing the business model of not only the utilities, but also that of its suppliers. This route builds on the realization that the utility does not have complete control over its value propositions and that it therefore needs to develop a capability to continuously re-negotiate not only its own business model, but also the business models of its most important key partners.

**Key words:** Business model innovation, municipal energy utilities.

# THE MEDIATING ROLE OF UNIVERSITY INDUSTRY COLLABORATION ON THE RELATIONSHIP BETWEEN HUMAN RESOURCE DEVELOPMENT INFRASTRUCTURE AND PERFORMANCE OF UNIVERSITIES IN KENYA

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## Abstract

There have been calls to universities in developing countries to strengthen their linkages with the industry. These calls have based their premise on enhancing the performance of the universities. Empirical evidence to support the calls has been minimal given that little research has been done in Africa on this phenomenon. This paper adopted a human resource development perspective to explain the role of the phenomenon of University-Industry -Collaboration (U-I-C) in the performance of universities. The study was done in Kenya, drawing its respondents from 16 universities, both government and private sponsored. Data was obtained from 130 respondents from a broad range of managers in various units of the universities. The results indicated that the Human Resource Development (HRD) Infrastructure for the universities in Kenya is at the level of importance (Mean=3.7;s.d=0.99), U-I-C is at a high level (Mean=3.7; s.d=1.04) and performance is rated at a moderate level (Mean=3.5;s.d=0.99). The results on the test of the two hypotheses of the study indicate that HRD Infrastructure is positively related with university performance and that it explains % of the variation in the university performance. Furthermore, U-I-C partially mediates the relationship between University HRD Infrastructure and Performance. The study concludes that U-I-C is relevant to universities in Kenya since the strength of the relationship between University HRD Infrastructure and performance depends on the phenomenon of U-I-C. While the findings are considered to provide the needed empirical support for the adoption of U-I-C among universities, they raise implications both to the management of universities in Kenya and the multidisciplinary theory supporting HRD practices in organizations.

**Keywords:** HRD, Infrastructure, Performance, SHRD, SHRM, U-I-C and Universities.

# VOLUNTARY INTERNET FINANCIAL REPORTING BY LISTED COMPANIES IN EMERGING ECONOMIES: A STUDY OF KEY DETERMINANTS IN THE UNITED ARAB EMIRATES

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## **Abstract**

We investigated the key determinants of the use of the internet as a channel for voluntary disclosure of financial information by companies listed on two stock exchanges (the Abu Dhabi Securities Exchange and the Dubai Financial Market) in the emerging economy of the United Arab Emirates (UAE). The focus is on the main corporate characteristics that distinguish companies that engage in internet financial reporting (IFR) from those that do not. The 132 companies listed on the Abu Dhabi Securities Exchange and the Dubai Financial Market were investigated to ascertain whether they engage in IFR or not. Eighty-eight of the companies (about 67%) were found to use their websites for IFR. Similar to prior studies in this area, logistic multiple regression was used to isolate the key corporate characteristics of IFR companies (IFRC) from non-IFR companies (N-IFRC). Results indicated that firm size and leverage are the key determinants of the voluntary adoption IFR. However, other traditional firm characteristics, such as profitability, industry and liquidity do not explain the choice of the Internet for corporate financial disclosure. Policy implications of these findings, as well as the limitations of the study, which provide potential areas for future research are also discussed.

**Keywords:** Internet financial reporting, Voluntary disclosure, Emerging economy, UAE, Middle East.

## EXAMINING AN INFLUENTIAL FACTOR MEDIATING PERFORMANCE IN TOURISM

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### **Abstract**

This study explores the impact of market orientation on business performance for small and medium enterprises in the tourism industry in Thailand. The associations among market orientation, innovation, and business performance are investigated with an emphasis on the extent to which market orientation and innovation affect business performance. Small and medium hotels located in the Bangkok metropolitan region in Thailand were selected as sample for data collection. A quantitative approach and a structural-direct questionnaire survey were adopted. Of 400 questionnaires distributed to chief decision-makers of small and medium hotels, 155 of the returned questionnaires were usable. Among the small and medium hotels sampled, nearly 60% were small-sized hotels whereas 40% were medium-sized hotels. The majority of hotels in the sample had been in operation for approximately 10 years. Structural Equation Modelling (SEM) with AMOS was used for data analysis. The results suggest that intelligence generation, intelligence dissemination and responsiveness load significantly into the construct of market orientation. Findings also suggest that market orientation does not have a significant direct effect on business performance for small and medium hotels. However, the effect of market orientation is apparent when the mediating role of innovation is acknowledged. Research limitations and future studies are also addressed.

**Keywords:** Performance, Small and Medium Enterprises, Tourism.



*Education*



**Abstracts**

## IMPACT OF COLLABORATIVE REFLECTION ON TEACHER DEVELOPMENT

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### **Abstract**

This paper reports on a qualitative study about the effect of reflection on teacher development and growth. It is part of a larger research project, the goal of which was to improve reading instruction in science classes. In this part of the project, eleven ESL and Science teachers in two preparatory schools received training in strategic reading instruction. Lesson study was the methodology used to accomplish the goal of helping teachers become better at modeling and teaching strategic reading. Each week, they were given a professional development session focused on some aspect of reading instruction, then, collaboratively planned a lesson that one member of the team would teach the following week and that all members would observe. In the next training session, they were given the opportunity to collaboratively reflect on, evaluate and critique the lesson. These conversations, paired with the classroom observations of the lesson teachers who were critiquing, revealed what they did and did not understand from the professional development and what was and was not incorporated into practice. The sessions were recorded, transcribed, coded, and entered into frequency charts. This presentation will focus on the qualitative analysis of the sessions, the meaning making of the interactions of the participants and what these interactions revealed about their learning and teaching of the targeted outcomes. A better understanding of the nature of collaborative reflection can inform theory about its role in teacher development, and help teachers and teacher educators use reflection to improve the effectiveness of professional development.

**Keywords:** Collaborative Reflection , Lesson Study ,Strategic reading, Teacher Training.



# REVITALIZING THE ART OF READING ALOUD TO CHILDREN

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## **Abstract**

If reading would come naturally, teaching would be a much easier job. Children would learn to read as readily as they learn to speak and teachers would only need to give students the chance to practice their skills. But in truth, learning to read comes more easily to some children than to others and there are many factors contributing to a child's success in reading such as exposure to oral and written language. My paper explores the relationship between books and reading aloud in the early years of second language acquisition and learning. According to Stephen Krashen (2000), children learn to read by reading and other languages skills will follow eventually, especially for a second language learner. To add on, Brian Camborne (1988) proposed eight conditions of literacy acquisition. Immersion is one of the conditions which emphasizes that children need to be surrounded by interesting, high-quality children's books and different kinds of text (e.g. , charts, labels, newspapers, magazines) and reading aloud every day to children will generate lively engagement in language, literacy, and stories. Thus, this paper explores the advantages and disadvantages of reading storybooks aloud at early stages of learning English as a second language in primary schools.

**Key words:** Reading aloud, Read-Aloud, Second Language Acquisition, Second Language Learning, Immersion, Children's books, ESL, Pedagogy.

## PERCEPTION OF STUDENTS ABOUT GEOGRAPHY IN FIJI NATIONAL UNIVERSITY

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### **Abstract**

Identification of perception of some subject is critical part of educational research. Perception can be defined as the process of perceiving something with the existing knowledge. The students in very first year at FNU also have certain perceptions about the subject Geography. Few studies have been carried out focussing on the process and context over time in which students make decisions about subjects. The choice of this subject is secondary and they feel that geography is easy to learn. The enrolment of students in geography appears to be due to a complex interaction between individual students' perceptions of geography, the quality of teaching and learning in geography departments, and whole-school option choice systems like English-Geography or History-Geography combination. The target group for this study was Year 1 students of Geography in B.Ed. Secondary programme. The research tool was questionnaire with 20 Likert type items. The results of this study reflect the students' own perceptions of the influences on their choice of geography subjects. The data was analysed by the method of descriptive (mean score, standard deviation) and inductive (analysis of variance) statistics. The dispersion of mean of the students is not scattered. The mean is 79.194 with SD of 5.754. The t-test assesses whether the means of two groups are statistically different from each other. The calculation of t test is 0.27. Results are further discussed in the conclusion part and there is information about the possibility of future research.

**Keywords:** Educational research, Perception, Geography, Enrolment, Questionnaire.

# ANALYSING SIGNIFICANT TRANSLATED SOCIAL AND LITERARY ASPECTS IN RANDOLPH STOW'S MERRY-GO-ROUND IN THE SEA FOR AN IRAQI AUDIENCE

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## Abstract

This paper is based on a project of translating and analysing an Australian novel, Randolph Stow's *Merry-Go-Round in the Sea* (1965). The aim was to translate the novel into Arabic and to analyze key themes in order to determine the extent to which the vision of human aspirations in Stow's novel are translatable from a Western hegemonic discourse to an Iraqi discourse. The project interprets the discursive and semantic elements of the novel and how these elements translate for Arabic cultural consumption. The study highlights the opportunities and problem associated with the translation of popular literary works from English to Arabic as far as these are issues in the creation of global narratives.

This paper is confined to a critical analysis of selected short paragraphs from the text. This exegesis draws on both communicative and semantic approaches, which are connected. Also, that the cultural qualities of the source language need to be communicated in such a way as to translate the semantic features of the text for readers from a totally different culture. The paper also discusses the attendant problems of addressing diction equivalence, linguistic, literary stylistic problems, and cultural aspects in translating and interpreting a text from one culture to another which is different on many levels.

**Keywords:** Fiction, Global Narratives, Hegemonic, Periphery, Themes, Translation.

## THE ROLE OF EFL LEARNERS' MOTIVATIONAL ORIENTATIONS IN MALL

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### Abstract

The study of language learners' motivation has long been seen as a key factor that determine success in second language (L2) learning, and befitting its central role, there is a growing body of research of mobile assisted language learning (M.A.L.L.) that strives to shed light on understanding its motivational dimension. Based on Self-Determination Theory (SDT) argument of motivation, the more intrinsic motivated learners are the better they engage in an activity. Learners may also show different orientations other than intrinsic, which can be seen less important. However, SDT hypothesises that extrinsic motivation can vary greatly in the degree to which is controlled by the learner. Learning motivation according to Dörnyei (1994), in learning experience level, is affected by three cognitive and intrinsic components: teacher, course and group-specific motivational components. Nevertheless, the role of these components in the M.A.L.L. context has not been addressed thoroughly in the literature. Since authentic interaction in technology is vital for L2 learning, a social networking mobile application (i.e. WhatsApp) will be used in this study as an example of MALL implementation to explore how learners' informal use of such application relates to their motivation from a motivational perspective. This study will be conducted in university students enrolled in English Language course where their teacher utilises the proposed MALL application. This study may contribute to greater recognition of the advantages and challenges of applying these devices in the educational system. This study will also reveal the extent that both language teachers and learners engaged in and utilise new mobile network applications.

**Keywords:** Attitudes, L2 Motivation, Language Learning, Mobile Assisted Language Learning, MALL.

# **SOCIAL FACTORS AND WOMEN'S CAREER ADVANCEMENT TO SENIOR MANAGEMENT POSITION IN PAKISTAN**

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## **Abstract**

This paper explored the under-representation of women in senior leadership and management positions within the universities of Pakistan with particular focus on identifying social constraints and barriers to the appointment of women to the top. In line with the international agenda in curtailing gender imbalances in senior positions, the study has practical value as stereotypes and traditional attitudes towards women are found to be amongst the main constraints that obstruct their way to the top positions. These societal constraints create gender divisions in practice which perpetuate occupational segregation. Ignorance of women's equal rights makes people reluctant to accept women's management roles. Without a positive change of attitudes and social mind-sets, a significant increase in women's status will not occur. Senior women's perceptions of the difficulties they faced hopefully will enable these insights to be brought to a wider audience and influence change. Such knowledge can improve the management of women's human resources and their careers globally. This might appear as a clear approach for policy makers for countering the issue of the dearth of women in senior management positions.

**Keywords:** Career progression, Pakistan, Organizational factors, Women

## CONTEXT AS A LEARNING LAB FOR DESIGN EDUCATION; INTEGRATING SOCIOCULTURAL CONTEXTS AND COMMUNICATION MEDIA

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### **Abstract**

The conversion of prominent themes in social discussions as contexts for the practice of design in the foundation level of the Department of Integrated Design, University of Moratuwa, Sri Lanka, provides students with an environment in which they can actively participate in and experience sociocultural aspects through a process of practice. With necessary guidance of educational facilitators, students systematically gain social consciousness, which allows them to convert prominent topics of social discussion into a problem solving process. In the preliminary stages of creating the solution, students develop a well-focussed logical argument working as groups. These ideas are then further developed to suit the context of the target audience, wherein the developed argument has relevance to the sociocultural environment. Ultimately, realizing the suitability and the potential of group-communication, a final event is executed creating an interactive learning lab for the students to participate in and gain a thorough understanding of a selected sociocultural context through real-time feedback. The research was made possible by a Senate Research Committee Grant, University of Moratuwa, Sri Lanka under the grant number SRC/ST/2015/05

**Keywords:** Communication media, Context based learning, Design Education, Learning Labs, Sociocultural contexts

# IMPROVING ASSESSMENT PRACTICES THROUGH THE CLARIFICATION OF THEORY

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## **Abstract**

This presentation argues that our commitment to excellence in practice can only be achieved through a clear understanding and application of sound theoretical principles which explain and thus, permit improvements in practice.

Educational research needs to be supportive of learners and tutors in order to inspire the education community. A rare example of educational research having widespread positive impact is the 'assessment for learning' paradigm which has brought interventions into institutions to support learning through formative assessment. This work has had the support of governments, institutions, researchers, teachers and pupils to bring a much-needed boost linking assessment and learning. (Black et al 2003; Wiliam et al 2004; Black and Wiliam 2009).

However, a growing disenchantment with assessment for learning practices may be linked to problems arising from theoretical limitations. (Stobart 2008; Taras 2012; Lau 2015).

This presentation evaluates theoretical principles of assessment for learning in the literature and ascertains where the problems arise for practice. These include discussion on dichotomies of summative versus formative assessment and asks if the two can be easily separated. In addition, it focuses on clarifying the process of assessment versus functions of assessment and how they translate into practice. (Black et al 2003; Wiliam 2007; Black and William 2009; Taras 2012; Lau 2015.)

Finally, it examines inclusive assessment practices where learners are at the centre of both assessment and learning and demonstrates how excellence in theory sustains practice and that the two are inseparably linked. Addressing the problems within the assessment for learning theory will enable it to live up to the expectations it engendered.

**Keywords:** Theoretical principles, Educational research, Paradigm, Summative assessment, Formative assessment.

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# ONLINE COLLABORATION AND CHANGE IN THE LEVEL OF SELF-REGULATED LEARNING SKILLS AMONG THE STUDENTS OF A VIRTUAL UNIVERSITY: AN EXPERIMENTAL STUDY USING A WIKI IN PAKISTAN

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## **Abstract**

This paper is based on an intervention study that aimed to examine the online collaboration and self-regulation of learning among students studying a business management course in a virtual university in Pakistan. The usual approach to studying on this course is for students to work individually on their assignments, but in this intervention project students volunteered to participate in a group project which involved online collaboration in a wiki. Such an approach was expected to not only mitigate the effects of loss of social relationships and sense of community often experienced in online learning, (Hiltz et al., 2000) but also to harness opportunities for collaborative learning. (Dillenbourg, 1999). More specifically, the approach was expected to enable and support the development of self-regulated learning (Pintrich, 2000) and in particular socially shared regulation. (Hadwin and Oshige, 2011). Thus, this study aimed to find out to what extent students become able to self-regulate their learning while working collaboratively with peers using a wiki as a mediating element, communication and learning tool in an online learning environment. Male and female students (n=28) participated in the online collaborative group project over a 10 week period and a wiki was utilised as an online collaboration and communication medium. Data was collected using the 'Motivated Strategies for Learning Questionnaire' (MSLQ) (Pintrich et al (1993) and administered before and after participation in the group project.

The MSLQ measures changes in self-regulated learning skills including a value component, expectancy component, affective component, cognitive and metacognitive strategy, metacognitive self-regulation, and resource management strategies. Results indicated an overall increase in the mean value of post test scores of all components. The results of the paired sample t-test for the 'value component' and 'cognitive and metacognitive strategies' were not significant. The 'metacognitive self-regulation' component, however, revealed a medium effect size (0.34). The 'resource management strategies' revealed highly significant changes ( $t = -5.253$ ,  $p = .000$ ) and a large effect (0.71). These findings indicate that the online collaborative group experience is affecting the students' self-regulated learning skills. Moreover, this online collaborative group experience helped them to become independent learners by self-regulating their learning in a socially shared manner.

**Keywords:** Online Collaboration, Online Learning, Self-Regulated Learning, Web 2.0 Tool Wiki.

## MOTIVATION AND ETHNICITY IN ESL

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### **Abstract**

Being born Chinese in the country where the majority of the people is not, certainly provides challenges to assimilate. The history of Chinese ethnicity assimilation in Indonesia has witnessed several contexts, such as highly politically and socially sensitive areas for research, mainly due to ethical and empathetic reason. Moving toward more successful assimilation of Chinese to being Indonesians, the reality is undeniably clear that success seems to be identical with Chinese achievements, almost in all walks of life, including the success of Chinese learners in school. This study also has concerns with English as Foreign Language learning process. The aims of this study are to determine the types of motivation and to know whether being Chinese descendant gives advantage to the students in their EFL learning process. The limitation of the study only allows five students to be interviewed. They represent the most successful learners of English in this focus group. The questionnaire for the interview adopts the AMTB (Clements et al, 1994; Gardner, 1985) accompanied by a semi-structured and open-ended interviews. The data triangulation serves to measure the learners' tendency to be more integrative or instrumentally motivated in their EFL learning process. Furthermore, the information from teachers at AnakPintar English course will be used to clarify the initial interview. It is expected that this research provides more insight to see in a more objective way why being Chinese is synonymous to wealth and success, more specifically in EFL learning.

**Keywords:** EFL, ethnicity, Chinese, motivation

## THE APPLICATION OF RESEARCH BASED KNOWLEDGE IN WORKSHOPS CONDUCTED TO EMBED A CREATIVE DIMENSION ACROSS A RANGE OF DISCIPLINES AND EDUCATIONAL LEVELS

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### Abstract

Creativity is currently the 'in' word in education (and many other areas). This paper sets out the underlying theory behind a range of workshops that the authors have conducted to introduce a creative dimension into a variety of disciplines, where a creative dimension might be expected, but the resources, skills or approaches needed to do so are absent, or have been actively discouraged by historical attitudes, compliance or political and community expectations. There is a considerable and growing research base across the social, psychological, human factors and more recently, neurological and even genetic sciences available to support the application and embedding of creativity in educational structures. These are not only valuable to formulate effective structures and approaches to achieve this, but serve as the understanding and motivation for students to embrace these approaches of increasing importance in ways of working in unprecedented and vastly different scenarios in a rapidly changing future. This research has established that creativity is not just the realm of the individual specialized and 'gifted' genius, or only of practitioners in the arts, but is now understood to be community based, collaborative and cross-disciplinary, something we all have and can relearn. This research has also established that inhibitors are the main reason many of us have 'lost' this creative capacity. The paper further describes how the workshops that the authors have conducted are aimed at recognizing these inhibitors, and using this underlying knowledge to provide the necessary insight, approaches and strategies to overcome them.

**Keywords:** Creativity, Integration of Theory and Practice

# USING ASSESSMENT AND LEARNING THEORIES TO SUPPORT 'ASSESSMENT FOR LEARNING' PRACTICES

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## **Abstract**

This paper is contextualised within current discourses of learner and learning-centeredness, student voice and agency, empowerment, and independence of thought and actions. Within these parameters, our discourses of assessment and learning require specific engagement with inclusive, proactive and active students.

Much research over the past two decades has focused on examining practices into how best we might support students' learning through assessment. There has been less focus on examining learning and assessment theories in relation to how each of these supports principles and practices. Fewer still are explorations of how theories in assessment and learning align with empirical research in order to provide a coherent whole.

'Assessment for Learning' has had an eventful journey. It has moved from being a desire by a group of academics to harness the power of assessment to the service of learning within the Assessment Reform Group and become international property to support student learning of all ages.

This is a conceptual paper which begins with the principles of Assessment for Learning and evaluates how both learning and assessment theories can support and sustain it. The theoretical rationale is then coordinated to good practices of student inclusion in learning, but particularly in inclusion in assessment and how these can contribute to our understanding of our practices in order to improve them further.

Additionally, this paper argues that linguistically and practically, the dichotomy of assessment of learning versus assessment for learning is not only unhelpful but creates a destructive separation of processes and procedures. This can be evidenced by examining possible self-assessment processes and procedures and ensuring that learners are agentic in understanding and examining assessments for certification which also serve as an efficient means to evaluate and support learning at the same time. Understanding and evaluating how and why work is of the required standard for certification should and must be a learning and developmental experience which is shared by learners with tutors. Grades and grading should also support students' shared understandings with their peers and tutors so that assessment and learning can be kindled spirits and dialogic and productive processes.

**Keywords:** Empowerment, Inclusive, Proactive, Empirical Research, Self assessment,

# INTEGRATION OF INTERNATIONAL STUDENTS IN CANADIAN ENGINEERING PROGRAMS

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## **Abstract**

In the 1990's, with support of the Canadian Federal Government, there was a strong push to attract international students to study in Canadian universities in their various colleges and programs. Funds were made available to the Canadian Universities to attract those students who were interested to come to Canada for one or more terms of study. The author of this presentation was Associate Dean of Research and External Programs in the Faculty of Engineering at the University of Manitoba at that time. He was assigned the task to run this program in the Faculty of Engineering. This was the first engineering program that the Government of Canada was funding at a Canadian University.

The program lasted a total of 15 years and went through different phases. International students were initially recruited from European countries, including the United Kingdom, France and Spain, and from our North American neighbours of the USA and Mexico. It was extended to Japan, Malaysia and China. The next step was to align the prior knowledge in science and engineering by the international students with our existing curricula in the various disciplines, such as mechanical, electrical, compute and civil engineering. Grade conversion was achieved with discussions with the foreign universities where the students had initially studied.

In this presentation, shared experiences and discussion of problems are made. A case study of integrating international students in the study of materials science and engineering (the specialty of the author of the presentation) will be given as an example of the approach used in this study.

**Keywords:** Canada, External Programs, Engineering, International Studnets.



ICT



# Abstracts



# DISRUPTIVE TECHNOLOGIES: A NOT-FOR-PROFIT PERSPECTIVE ON ENTERPRISE CONTENT MANAGEMENT DIGITAL TRANSFORMATION

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## Abstract

Positioned as a case study for MercyCare, a leading, not-for-profit Western Australian based provider of aged care, family, health and community services based in Perth, with over seven hundred staff members, this paper provides an exploratory examination of a number of challenges with disruptive technologies faced by the organisation. Focusing on contemporary issues such as big data and Digital Darwinism, the paper discusses how the organisation has responded, primarily through the pursuit of a digital transformation project, focussing on Enterprise Content Management (ECM), a sub-set of which is a robust and secure enterprise-wide records management (ERM) system. The research thrust of this paper, set against the backdrop of a rapidly changing digital ecosystem and pervasive computing, commences by examining the key challenges identified through literature and related solutions proposed to addressing them. Then, the MercyCare corporate environment, culture and current state of non-digital and digital artefacts are explored, and these are in turn aligned with a number of solutions. A road map for implementation is lastly developed to chart the organisation's direction towards implementation in both the short and medium term future.

**Keywords:** Digital transformation, big data, Digital Darwinism

## INFORMATION AND COMMUNICATION TECHNOLOGY (ICT) AND RURAL AND AGRICULTURAL DEVELOPMENT IN SRI LANKA

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### **Abstract**

Along with the rapid globalization, Information and Communication Technology (ICT) has been used as one of the effective methods to speed up rural agricultural development in many countries. Sri Lanka has also used ICT for rural agricultural development, particularly for the sake of improving livelihood of the farming community and the food security of the nation. As an emerging economy, Sri Lanka's position in knowledge economy indicators such as innovation, education and information infrastructure are substantially low compared to developed nations but slightly better compared to developing nations in South Asia. The government of Sri Lanka realized the importance of using ICT and knowledge- based development and implemented various policies and programs at national and local levels during 2004-2014 period. It included rural and agricultural development programs such as Upgrading communication and wifi facilities, initiating several ICT programs such as Nenasala, Vidatha and cyber extension programs at rural and community level. This paper intends to examine various ICT initiatives and its impact on rural agricultural development in Sri Lanka. Thus, the analysis was focussed on reviewing ICT initiatives for improving knowledge-based development indicators and its impact on rural agricultural development in Sri Lanka. The paper is consisted of five sections i.e. present status of ICT use in Sri Lanka, ICT initiatives, the need, prospects and the impact on improving rural agricultural sector. The paper concludes that still Sri Lanka has not gained all potential benefits of using ICT, despite the fact that the country possesses relatively higher knowledge economic indicators in the South Asia region.

**Keywords:** ICT, Rural Development, Knowledge Base Economy and Agriculture



# *Social Sciences*



## **Abstracts**

## STRATEGIC HUMAN RESOURCE MANAGEMENT AND LOCAL GOVERNANCE PERFORMANCE IN THE CITY GOVERNMENT OF IMUS, CAVITE: AN EMPIRICAL INVESTIGATION

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### **Abstract**

This study investigated the empirical relationship between the strategic human resource management and local governance performance in the City Government of Imus in Cavite. The research aimed to determine the socio-demographic profile of the respondents; ascertain their perception on the strategic human resource management in terms of compensation and benefits, employment, career management, good governance, human resource management system and ethics or standards of conduct and measure the local governance performance as perceived by the respondents in terms of governance, administration, social services, economic development and environmental management. A total of 200 personnel-respondents were selected as samples through simple random technique. The data collected through questionnaires were subjected to descriptive statistics, Pearson product-moment correlation and regression analysis in pursuance with the stated objectives.

The results indicate that majority of the respondents were in the middle age group, female, married and college graduates. More than half of the respondents had permanent positions and belonged to the low salary grade bracket with relatively small number of years in the government service. The respondents perceived the strategic human resource management and local governance performance in the City Government of Imus, Cavite as good. The findings also revealed that there was a significant positive relationship between the strategic human resource management variables and perceptual measures of local governance performance in the City Government of Imus, Cavite. It is evident that the strategic human resource management can significantly contribute to the local governance performance and therefore, it implies that the City Government of Imus, Cavite should sustain its human

resource management system and good governance which has a significant contribution to its overall local governance performance and they should pay more attention to compensation, benefits, employment, career management and ethics or standards of conduct to further improve their local governance performance. In addition, this study also provides several recommendations that could be beneficial for future research which could strengthen the results of study.

**Keywords:** Strategic Human Resource Management, Local Governance Performance, and City Government of Imus.

## ALEVI MINORTY IN TURKEY AND OFFICIAL RELIGIOUS EDUCATION

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### **Abstract**

This paper investigates trajectory of Turkish state's official discourse towards the Alevis, a heterodox and syncretistic religious community in Turkey (approximate population of Alevis in Turkey reaches 15 million), specific to the time period between 1980 and 2015 by taking into account main contextual factors influencing the formation of this discourse. Discursive analysis of school textbooks provides a fruitful instrument to specify position of Alevis in official discourse. For this reason, this paper deals with the following specific questions: How were the Alevis included or excluded in the compulsory religion textbooks prepared by Ministry of Education. What kind of discursive strategies were employed in these religion textbooks concerning Alevis? What kind of continuities and changes can be observed in these textbooks concerning the Alevis? This analysis will be conducted by means of methodological tools of critical discourse analyses (CDA). The central goal of CDA, as stated by van Dijk, is to provide an account of intricate relationships between text, talk, power, society and culture. In addition, CDA aims to uncover the implicit arguments and meanings in text that tend to marginalize non-dominant groups, while justifying the values, beliefs and ideologies of dominant groups. In that sense, discursive analysis of compulsory religious education may show us systematic marginalization of Alevis in Turkey.

**Keywords:** Alevi, Turkey, Religion, Non- dominant group, Religious education.

# RISKS, RESPONSIBILITY AND RIGHTS IN TRANSGENIC PLANT TECHNOLOGY GOVERNANCE

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## Abstract

Whilst the adoption of commercial transgenic plant technology continues to spread globally, it is not necessarily indicative of universal support, and would appear to belie the inherent existential tensions and conflicting rights between transgenic, organic, and conventional plant and agricultural systems. These tensions are typically vented via adventitious presence of transgenes in non-transgenic crops and the competing, conflicting and often acrimonious scientific claims and counter-claims on the merits and proprieties of transgenic plant agriculture for the environment and public health. Nevertheless, the virtual irreversibility of transgenic plant agriculture, the exigencies of feeding the growing world population amidst continuing global food security scares, and the continuing dependency of livestock farming, especially in Europe on transgenic crop feedstuff underscore the imperatives for mutual co-existence of all three forms of plant agricultural systems. Drawing on the socio-legal theory that risks and responsibility are correlatives, it is argued that our “technological society” is also a “risk society”, and as it is for comparative technologies of the post-industrial “risk society”, the regulatory framework for the co-existence of transgenic and non-transgenic plant agriculture, must necessarily reflect commensurate legal responsibility for any consequential economic loss, and damage to the environment and public health, in order to moderate the conflicting rights in the coexistence paradigm. The paper defines the boundaries of inherent risks, responsibility, and rights in the coexistence paradigm, and proposes a modality for an effective complementary sui generis compensation regime as an integral part of the broader coexistence policy that could simultaneously moderate conflicting rights and build public confidence in transgenic plant technology, rather than hinder its continuing global growth and promise.

**Keywords:** Transgenic Plant Technology; Conventional and Organic Plant Agriculture; Risk Society; Responsibility; Sui Generis Compensation Regime.

## HOMELESS WOMEN AND SHELTER REGIMES: A GLIMPSE OF EVERYDAY PRACTICES THROUGH SOCIAL WORKERS' NARRATIVES

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### **Abstract**

Homelessness in South Africa is a multi-faceted issue with enormous dimensions; an issue which is deeply interrelated with questions of power, human dignity and social justice. In South Africa women have been frequently neglected and marginalized with regard to contemporary housing policy and practice. In seeking to understand the nature of this marginalization, this paper focuses on structural disadvantages faced by homeless women in relation to the shelter regimes. To illustrate the latter, I engaged excerpts from four in-depth interviews which was conducted in 2014 regarding homelessness with social workers employed in homeless shelters and the government in Johannesburg, South Africa. Social workers' narratives present a glimpse of how inclusion and exclusion is constructed in every day practices at the shelters. The shelters under investigation are exclusively for women. The results reveal that: 1) Migrant homeless women are preferred by the shelters 2) Homeless women construct idiosyncratic modalities to manage the perceived shame that seem to accompany the homelessness condition 3) Women who are categorized as mothers with minor children are the most vulnerable. I draw implications from these findings that in order to understand how inclusion and exclusion criterion is constructed in everyday practices it is necessary to delve into the details of the homeless women shelter regimes as presented by social workers employed at the specific shelter under investigation.

**Keywords:** Homelessness; homeless women; shelter regimes; social workers; South Africa



# SITUATIONAL ANALYSIS OF STIS PERCEPTION AMONG ACADEMIC INSTITUTIONS, PUBLIC HEALTH FACILITIES AND COMMUNITIES IN ISLAMABAD

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## Abstract

Present research explored and assessed the existing level of knowledge, attitudes and practices about Sexually Transmitted Infections (STIs) among selected academic institutions, public health facilities and communities of Islamabad Capital Territory, Pakistan. Research study consisted of sample of 433 individuals (219 males, 214 females) with age ranges 15 to 37. It was a qualitative, explorative study incorporating semi-structured interviews and open-ended questions. Participants were asked about level of knowledge regarding modes of transmission, perception about discussing them openly, myths and misconceptions about transmission, coping and treatment mechanisms, availability of services, level of satisfaction with existing services and information sharing mechanisms regarding STIs. It was found that staff of public health facilities was neither aware of STIs nor equipped to provide any service. Students were totally unaware of the concept of STIs and teachers reported that its connotation as a taboo is a strong barrier to seek treatment or to discuss and share it with any health practitioner. Community members perceived STIs as moral and religious punishment thus, its discussion was disapproved straight away. This research attempted to identify the actual reasons by which respective stakeholders should work to improve the current scenario of community.

**Keywords:** Sexually Transmitted Infections, Perceptions

## A MEASURING METHOD FOR IDENTIFYING THE PERCEIVED MULTIPLE INTELLIGENCE OF PEOPLE WITH EPILEPSY

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### Abstract

Among the challenging problems faced by People with Epilepsy (PWE) there are under-employment and unemployment. Regardless of their qualification and experience, many PWE claim to have been denied the same opportunities given to other people, even at present, when there are many suitable jobs for them to choose from. Human resource personnel, however, need reliable information about the PWE before they can be hired. Inverse Ability Test of Epilepsy (i-ATIE), a psychometric test was developed to meet their need for this purpose and was constructed by combining Howard Gardner's Multiple Intelligence theory with statistical procedures. The test development started with Fuzzy Inverse ATIE (FIA) algorithm where this algorithm was incorporated into a crisp Logistic Regression model to obtain the best intelligence parameters that would be garnered to maximize the employment probability of people with epilepsy (PWE). A computer programme using C-Sharp programming language was developed to execute the FIA. Then, the model has been coded to become a software. i-ATIE is able to measure the level of perceived intelligence of the PWE quantitatively and able to identify the skills that they are still lacking and need to be improved. With the advent of this psychometric test, it would now be possible to develop a tangible programme to enhance the employability of PWE that are problem-specific.

**Keywords:** Fuzzy Theory; Multiple Intelligence Theory; People with epilepsy.

## REFLECTION ON DEMOCRATIC TRANSITION IN CONFUCIAN CULTURE AREA

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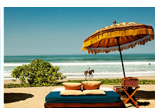
### **Abstract**

Although, in confucian cultural area, different political entity shows different individuality in the democratic transition process, all of them have to face the conflict problem between western-style democracy and confucian culture. That is the path selection problem during the democratic process, the process coordination problem between society economic and democracy and the impulse and resolve problem for populace. We will discuss and analyse the above four problems from both theory and practice points of view, according to the democratic transition experience of South Korea, Singapore, Taiwan and China. We conclude that Eastern Confucian civilization is fundamentally different from Western civilization. A Comparative Study of Confucianism and modern democracy should be based on a deeper knowledge which is based on the comparison of Chinese and Western culture. Western liberal democracy does not have a universal value and significance. Confucianism, as a kind of cultural form and Western cultures of equal value will develop a community that corresponds with democratic ideals. But because of globalization and integration of today, the market economy, and democratic politics has long been an irresistible trend of the world. This requires a common East Asian government and people of the People beyond the traditional, political and populist, and also beyond the confines of Western democracy to construct a set of democratic political system for their own economic and social sustainable development. The future development of East Asia Confucian culture of the country is necessary as the region will remain benign as a stable long-standing trend. The key will also depend on establishing such a democratic political system.

**Keywords:** Confucian cultural, Democratic transition , Western democracy.

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