Expanding Horizons: Business, Management and Technology for Better Society

Proceedings of the MakeLearn and TIIM International Conference

20–22 May 2020
Online Conference

International School for Social and Business Studies, Slovenia
Maria Curie-Sklodowska University, Poland
Kasetsart University, Thailand
Pegaso International, Malta

http://makelearn.isbs.si

Management, Knowledge and Learning
International Conference 2020
Technology, Innovation and Industrial Management
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Organizers

**International School for Social and Business Studies, Celje, Slovenia**

is a dynamic private higher education institution, founded in 2006, with approximately 500 students. Located in Celje, Slovenia, ISSBS is specialized in the field of business and social studies at bachelors, masters and PhD levels. One of the strategic directions of ISSBS is also internationalization in research and publishing, as well as embedding social responsibility in its own activities.

**Marie Curie Skłodowska University, Lublin – Poland**

is the largest higher education institution in Eastern Poland with 11 faculties in Lublin plus the UMCS branch campus in Pulawy, with over 21 000 students and 226 000 graduates. It offers more than 80 programmes, taught in Polish and English and has 250 specializations available to choose from. Along with this, the university offers opportunities to establish cooperation with prospective employees, professional educational counselling and career guidance. There are also numerous opportunities to improve students’ foreign language proficiency, to develop artistically and participate in sports activities. It has over 1600 international students, 181 international agreements with partners from all over the world and a wide range of national and international internship placement options.

**Kasetsart University, Bangkok, Thailand**

Kasetsart University devotes itself to the task of accumulating and developing intellectual knowledge. It thrives for the growth in academic wisdom including ethical and moral excellence. In addition, it has a responsibility to play a leading role in keeping their Thai heritage alive and to ensure that it continues to grow to enrich the civilization of the notion. Kasetsart University aims to provide ‘Knowledge of the Land’ to promote sustainable development in Thailand in order to be internationally recognized.

**Pegaso International, Malta**

Established in 2015 in Malta, Pegaso International is a Lifelong Learning Higher Education Institution providing a wide range of online degree programmes accredited by the Maltese National Commission of Further and Higher Education with Licence No. 2016-001. Pegaso International’s great challenge arises from Malta, thanks to its strategic political and cultural function in the Euro-Mediterranean area.
Welcome Address

It is a great honour and pleasure to welcome you to the MakeLearn & TIIM 2020 International Conference. The conference is an excellent opportunity to make your contribution to and share the most recent developments in the field of knowledge management with experts from all over the world. The title of the MakeLearn & TIIM 2020 conference is Expanding Horizons: Business, Management and Technology for Better Society.

International School for Social and Business Studies (ISSBS) is organising MakeLearn & TIIM 2020 in cooperation with co-organizers Maria Curie-Skłodowska University, Poland, Kasetsart University, Thailand, and Pegaso International, Malta. The conference deals with topics such as interdisciplinary or innovative solutions in the fields of business, management, education, and technology.

Conference encourages sharing of most recent developments from above fields by including experiences and young academics and practitioners from all continents, it also encourages discussion and the exchange of knowledge between academia and businesses. In recent years, knowledge management has been given a lot of attention in companies and other organisations as well as in rapidly increasing numbers of scientific and expert publications. The ISSBS encourages the discussion and exchange of knowledge also through the International Journal of Management, Knowledge, and Learning, as well as through the Academic International Publisher ToKnowPress.

We are proud to welcome 191 participants from 25 countries who will present 123 papers (74% paper acceptance rate). A very special welcome also to our four keynote speakers: Dr. Gary DeLorenzo from California University of Pennsylvania, USA; Dr. Kongkiti Phusavat from Kasetsart University, Thailand, Dr. Mohamed Buheji and Dr. Dunya Ahmed from University of Bahrain, Bahrain. We also thank everyone who helped us organise MakeLearn & TIIM 2020 in online environment, and wish you all a successful conference.

Dr. Srečko Natek, Dean of the ISSBS, Slovenia

with co-organizers
Maria Curie-Skłodowska University, Poland
Kasetsart University, Thailand
Pegaso International, Malta
Conference Boards

Honorary Board
The representatives of organizations who organized previous MakeLearn and TIIM conferences.

Dr. Srečko Natek, International School for Social and Business Studies, Slovenia, general chair and organiser of MakeLearn & TIIM conferences
Dr. Danilo Iervolino, President, Pegaso Online University and Universitas Mercatorum, Italy, conference co-organiser of MakeLearn & TIIM 2018
Dr. Viorel-Aurel Şerban, Universitatea Politehnica Timisoara, Romania, conference co-organiser of MakeLearn & TIIM 2016
Dr. Ryszard Dębicki, Maria Curie-Skłodowska University, Poland, co-organiser of MakeLearn 2011–2014, TIIM 2012 and co-organiser of MakeLearn & TIIM 2017
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Dr. Leonardo Marušić, University of Zadar, Croatia, local co-organiser of MakeLearn 2013
Dr. Karim Moustaghfir, Al Akhawayn University in Ifrane, Morocco, co-organiser of MakeLearn 2012 and 2013
Dr. Bordin Rassameethes, Kasetsart University, Thailand, co-organiser of MakeLearn 2012–2014; organiser of TIIM 2009, 2010, and 2013
Aleš Štempihar, IIBA Slovenia Chapter, Slovenia, local co-organiser of MakeLearn 2011
Dr. Antonio Uricchio, University of Bari Aldo Moro, Italy, conference co-organiser of MakeLearn & TIIM 2015
Dr. Abdelhamid El-Zoheiry, Euro-Mediterranean University, Slovenia, local co-organiser of MakeLearn 2014
Dr. Dušan Lesjak, Euro-Mediterranean University and International School for Social and Business Studies, Slovenia, local co-organizer of MakeLearn 2014

Conferece Board
Dr. Nada Trunk Širca, International School for Social and Business Studies, Slovenia, conference chair
Dr. Luigia Melillo, Pegaso International, Malta, conference co-chair
Dr. Agnieszka Sitko-Lutek, Maria Curie-Skłodowska University, Poland, conference co-chair
Dr. Kongkiti Phusavat, Kasetsart University, Thailand, conference co-chair
Dr. Valerij Dermol, International School for Social and Business Studies, Slovenia, advisor to programme chair
Programme Board
Dr. Zbigniew Pastuszak, Maria Curie-Skłodowska University, Poland, programme chair
Dr. Anna Rakowska, Maria Curie-Skłodowska University, Poland
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Dr. Witold Chmierlaw, Warsaw University, Poland
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Dr. Wojciech Lutek, KOM-EKO Ltd., Poland
Dr. Yasemin Bal, Yildiz Technical University, Turkey
Dr. Florian Bauer, MCI Management Center Innsbruck, Austria
Dr. Jarosław Banas, Maria Curie-Skłodowska University, Poland
Dr. Sabiha Shala, University of ‘Haxhi Zeka’ in Peje, Kosovo
Dr. Srečko Goić, University of Split, Croatia
Dr. Zsuzsanna Horvath, Budapest Business School, Hungary
Dr. Ralf Isenmann, Munich University of Applied Sciences, Germany
Dr. Radosław Mąciś, Maria Curie-Skłodowska University, Poland
Dr. Kevin J. Lu, Brunel University London, United Kingdom
Dr. Claude Meier, HWZ University of Applied Sciences Zurich, Switzerland
Dr. Adam Śliwiński, Warsaw School of Economics, Poland
Dr. Frederick Kuhn, Robert Morris University, USA
Dr. Mieczysław Pawlowski, Kesko Ltd., Poland
Dr. Tzong-Ru (Jiun-Shen) Lee, National Chung Hsing University, Taiwan
Dr. Ru-Jen Lin, Lunghwa University of Science and Technology, Taiwan
Dr. Tomasz Michałowski, Warsaw School of Economics, Poland
Dr. Haruthai Numprasertchai, Kasetsart University, Thailand
Dr. Tomasz Parys, Warsaw University, Poland
Dr. Réka Polák-Weldon, University of Pannonia, Hungary
Dr. Łukasz Wiecheteck, Maria Curie-Skłodowska University, Poland
Dr. Rita Remekiene, Kaunas University of Technology, Lithuania
Dr. Punnamee Sachakamol, Kasetsart University, Thailand
Dr. Olesa Sirbu, Academy of Economic Studies of Moldova, Moldova
Dr. Rodica Crudu, Academy of Economic Studies of Moldova, Moldova
Conference Aims

MakeLearn & TIIM conference encourages sharing of most recent developments in the fields of management, economics, technology, and education. By including experiences and young academics and practitioners from all continents, it also encourages discussion and the exchange of knowledge between academia and businesses (formal sessions and social events) and offers a variety publishing opportunities.

This year’s focus is oriented into topics such as new (positive and negative) developments in management and global economy, taking into account also the considerations on global Covid-19 pandemic, its short term effect and long term impact, lessons learned and still untapped Solutions. The conference will also discuss issues related to education, technology, industry innovation, R&D priorities and internationalisation trends.
Conference Programme

Thursday, 21 May 2020

09.30–10.00 Conference opening and welcome addresses from the co-organizers:
   Dr. Valerij Dermol, International School for Social and Business Studies, Slovenia
   Dr. Bordin Rassameethes, Kasetsart University, Thailand
   Dr. Zbigniew Pastuszak, Maria Curie-Skłodowska University, Poland
   Dr. Luigia Melillo, Pegaso International, Malta

10.00–11.15 Keynote speeches and discussion:
   ‘The Coronavirus COVID-19 and Higher Education: The Short Term Effect and Long Term Impact,’ Dr. Gary DeLorenzo, California University of Pennsylvania, USA
   ‘Importance of Feedback on Human Learning and Development: Lessons Learned From a Longitude Case at Two Bangkok Metropolitan Administration Schools,’ Dr. Kongkiti Phusavat, Kasetsart University, Thailand

11.15–11.30 Invitation to MakeLearn & TIIM 2021

11.45–19.30 Dissemination of projects and cooperation opportunities

12.00–13.15 Presentations

13.30–14.45 Presentations

15.00–16.15 Presentations

16.30–17.45 Presentations

18.00–19.15 Presentations

Friday, 22 May 2020

09.30–10.00 Keynote speech and discussion:
   ‘COVID-19: The Untapped Solutions,’ Dr. Mohamed Buheji & Dr. Dunya Ahmed, Founders of the International Inspiration Economy Project, Bahrain

10.15–11.45 Editors’ panel with editors of Scopus and WoS indexed journals
   Chair: Dr. Zbigniew Pastuszak, Maria Curie Skłodowska University, Poland
   Co-chair: Dr. Kongkiti Phusavat, Kasetsart University, Thailand

12.00–17.30 Dissemination of projects and cooperation opportunities

12.00–13.00 Research-Education-Business Forum
   ‘Education Post-Covid-19: Expanding Horizons of Teaching and Learning’
   Chair: Dr. Anca Draghici, Politehnica University of Timisoara, Romania
   Co-chair: Dr. Nada Trunk Širca, International School for Social and Business Studies, Slovenia
13.30–14.45  Presentations
15.00–16.15  Presentations
16.30–17.45  Presentations

Sessions
- Management
- Business
- Technology
- Analytics, Big Data Applications, Business Intelligence, Data Mining
- Economics
- Education & Training
- Law & European Studies
- Sustainable Development
- Social Inclusion & Inspiration Economy
The Coronavirus COVID-19 and Higher Education: The Short Term Effect and Long Term Impact

Dr. Gary DeLorenzo
California University of Pennsylvania, USA

While the economy, social norms, and educational delivery around the world was relatively ‘normal’ in the beginning of 2020, the world changed dramatically in March due to the global spread from the COVID-19 illness. Restaurants, retail stores, and businesses shut down to mitigate the spread of the virus. ‘Social Distancing’ and ‘Flattening the Curve’ became everyday nomenclature as people were asked to ‘Stay at Home’ during the crisis. As the economy suffered with businesses closing and employees being furloughed from their jobs, the majority of the college population worldwide moved towards a dedicated online delivery to students.

The keynote talk will discuss the short term effect, long term impact, and my personal experience in how universities are addressing the COVID-19 virus:

- **Short Term**: What has been the effect over the past month or two of delivering education totally online? What effect did it have in reassessing how students can attain an education? Parents and students now see how a different way of educational delivery that may actually work with courses online, and they may like it. A student can attain the same degree, at a lower cost, via an online virtual delivery method.

- **Long Term**: Prestigious schools have large endowments while state and government related institutions have legislators who provide financial funding for those schools. But what about those middle tier, private schools, with decreasing enrollment and minimal endowment funds. How do they compete in the future marketplace that warrants more online delivery? And if more courses and programs are offered online, what happens to the physical buildings on campus?

- **A University Experience**: My university moved heavily into an online delivery mode for bachelor programs in 2016. The strategy dramatically, and negatively, impacted some on-campus programs. Then with the COVID-19 virus, all spring courses university wide were migrated to an online delivery for the remainder of the spring 2020 term. In the interim, administrators continue to plan to provide more, if not all, courses online to students for the fall 2020 term.

️ Video presentation
Human learning is critical for an organization to achieve high performance. Human learning contributes greatly to the improvement of workforce’s quality of work life. It is part of workplace learning which affects productivity, quality and eventually profitability. The focus on human learning has been on the motivation-related issues through financial and non-financial incentives.

Feedback has been receiving more attention recently due to its positive impacts on learning of individuals at work (and at school). The 70-20-10 rule indicates that human learning practically takes place from job experiences, feedback, and formal training respectively. Naturally, reflecting job experiences is dependent on coaching and mentoring, community and engagement, and more importantly feedback. Moreover, according to the Open-loop Learning, how feedback is designed and delivered affect the effectiveness of workplace (and school) learning.

In most cases, the research on human learning view the compatibility of school and workplace in a similar fashion- as what happens at school is often the case at work such as school bullying and workplace harassment. Education Endowment Foundation has found that feedback have the most positive effects on learning with the least cost at school. Effective feedback which includes personal, relevant and specific; actional; constructive; and timely. Feedback, for students’ learning and development, should not be limited from teachers but can include external individuals who share the interests in assisting and improving students.

This presentation focuses on the pilot project which began in 2015. This project highlights and demonstrates how underprivileged students could be motivated to learn and develop their academic and employability through better-designed feedback. External individuals and entities such as Joint Foreign Chambers of Commerce in Thailand and Spouses of Head of Mission have worked together with science teachers at two Bangkok Metropolitan Administration schools on improving science education and students’ employability which includes communication and teamwork. The initial findings show that feedback (including recognition of student’s activity through an opportunity to display and purchase of their products from science experiments, visit by international business communities, and indirect financial support to assist students’ experiments) has significantly reinforced human learning and development.

Video presentation
COVID-19 the Untapped Solutions

Dr. Mohamed Buheji and Dr. Dunya Ahmed
University of Bahrain, Bahrain and Founders of the International Inspiration Economy Project

COVID-19 is a pandemic that brought lots of challenges and shed light on many strengths and weaknesses, but also brought along many opportunities and future possibilities. This human health crisis carries within it ‘untapped solutions’ that could be the door for a new socio-economic mindset that might make us rethink, redefine and reframe how we solve and address similar coming problems and challenges in the future.

This keynote paper would focus on how much we could benefit as educators, researchers and as post-COVID-19 survivors from exploiting all the untapped opportunities for the betterment of the meaning of what we do and the purpose of our life.

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Video presentation
Editors’ Panel

Panel Chair: Dr. Zbigniew Pastuszak
Maria Curie Skłodowska University, Poland

Panel Co-Chair: Dr. Kongkiti Phusavat
Kasetsart University, Thailand

Panelists
Dr. Sarah Younie, De Montfort University, United Kingdom
Dr. Christina Preston, De Montfort University, United Kingdom
Technology, Pedagogy & Education (SCI/SSCI)

Dr. Alex Koohang, Middle Georgia State University, USA
Dr. Jerreta Horn Nord, Oklahoma State University, USA
Journal of Computer Information Systems (SCI/SSCI)

Dr. Kongkiti Phusavat, Kasetsart University, Thailand
International Journal of Innovation and Learning (Scopus)

Dr. Nada Trunk Širca, International School for Social and Business Studies, Slovenia
Human Systems Management (Scopus)

Dr. Zbigniew Pastuszak, Maria Curie Skłodowska University, Poland
International Journal of Value Chain Management and International Journal of Management and Enterprise Development (Scopus)

Dr. Vesna Skrbinjek, International School for Social and Business Studies, Slovenia
Dr. Dušan Lesjak, International School for Social and Business Studies, Slovenia
International Journal of Management in Education (Scopus)

Presentation of other publishing opportunities:
Dr. Kristijan Breznik, International School for Social and Business Studies, Slovenia
International Journal of Management, Knowledge and Learning

Dr. Haruthai Numprasertchai, Kasetsart University, Thailand
International Journal of Business Development and Research

Dr. Anca Draghici, Politehnica University of Timisoara, Romania
Scientific Bulletin of the Politehnica University of Timisoara

Dr. Valerij Dermol, International School for Social and Business Studies, Slovenia
ToKnowPress International Academic Publisher

Video presentation
Education Post-Covid-19: Expanding Horizons of Teaching and Learning

Forum Chair: Dr. Anca Draghici
Politehnica University of Timisoara, Romania

Forum Co-chair: Dr. Nada Trunk Širca
International School for Social and Business Studies, Slovenia

Forum Members
Dr. Ronny Adhikarya, formerly worked for World Bank and United Nations as FAO Representative, USA
Dr. Michele Corleto, Pegaso Online University, Italy
Dr. Susana de Juana Espinosa, University of Alicante, Spain
Dr. Valerij Dermol, International School for Social and Business Studies, Slovenia
Dr. Gabriela Fistics, Director denkstatt Romania, Romania
Dr. Larisa Ivascu, Politehnica University of Timisoara, Romania
Dr. Veli Kreci, South East European University, North Macedonia
Dr. Claude Meier, HWZ University of Applied Sciences Zurich, Switzerland
Dr. Luigia Melillo, Pegaso International, Malta
Dr. Beata Mrugalska, Poznan Technical University, Poland
Dr. Matti Muhos, University of Oulu, Finland

▶ Video presentation
Presentations

Understanding the Consumers’ Personal Characteristics As the Starting Point for Targeted Marketing
Tina Vukasović
Presentation

Filming and Viewing with Time Delay in Physical Education
Tomaž Tramšek
Presentation

Accountability in AI as Global Issue
Elisabetta Azzali
Presentation

Robots as Job Killers, the End of Work Myth: A Case Study from Slovakia
Michal Beno
Presentation

Crowdsourcing-Based Business Model in Online Customer Service: A Case Study of Smilee
Jukka Majava, Kaisa Hyvärinen
Presentation

The Help of Modern Technology and Applications for the Better Quality of Lessons and Greater Students’ Motivation
Boštjan Lampret
Presentation

Human Resources Assignment in R&D Departments from Automotive Industry
Marius Gal and Vasile Claudiu Kifor
Presentation

Right to Education: Practical Legal Education in Kosovo and Montenegro
Sabiha Shala
Presentation

Assessing American Presidential Candidates Using Principles of Ontological Engineering, Word Sense Disambiguation, and Data Envelope Analysis
James Rodger, Abdullah Murrar, Pankaj Chaudhary, Brandon Foley, Marouane Balmakhtar, and Justin Piper
Presentation
Success Factors of Mega-Projects Implemented by Special Purpose Vehicles (SPVs)
Jan Chadam
.presentation

Stakeholder Management in Risk Management: Considerations on the ISO 31000 Standard
Corina Dufour and Anca Draghici
.presentation

Social Networking for Scientists: ResearchGate Metrics of Scientists from Various Branches of Science: A Comparative Analysis
Łukasz Wiechetek
.presentation

Determinants of Decisions on Locating Investment in Lublin, Poland
Krzysztof Raganowicz
.presentation

Inventory Management in a Corporation Context
Juha Lukkarinen and Jukka Majava
.presentation

Experimental Project: Using Reading Strategies to Promote Reading Motivation
Cvetka Dietner Krajnc
.presentation

Experimental-Cooperative Learning, Active Method of Teaching in 5th Grade
Sara Glavič
.presentation

How Can Older Students Contribute to the Inclusion of Novice Students in the Community?
Tatjana Mali
.presentation

Experience Economy in the Context of Sustainable Development
Monika Klein, Monika Spychalska-Wojtkiewicz
.presentation

Safe and Stimulating Learning Environment
Marija Lah
.presentation
Comparing Elephants and Bananas in Educational Achievements
Tihomira Trifonova

A Collaboration of School and Kindergarten with the Environment
Anja Milošić Šalamun

Artificial Intelligence and Big Data in the Healthcare Sector
Gino Fontana

Biases of a Seasoned Teacher: A Confession
Igor Rižnar

The Role of Internal CEO Communication in a Digitalized Work Environment
Claude Meier and Andreas Jäggi

Marketing Mix Model for Marketing of Medical Devices through Public Procurement
Tina Vukasović and Anita Sluga

Active Childhood/Physical Exercise and Its Effect on the Development of Child’s Ability
Jasmina Nina Pungartnik

Human Learning: Case from Underprivileged Students in Science Education
Bordin Rassameethes, Sasivimol Meeampol, Suparerk Sooksmarn, and Kongkiti Phusavat

The Nonlinear Relationship Between Firm Size and Growth in the Automotive Industry from Timis Region from Romania
Claudiu Albulescu, Matei Tamasila, and Ilie Taucean

Corporate Brand Image and Customer Satisfaction on Loyalty
Bistra Vassileva and Tsvetelina Dimitrova
Social Media Security and Privacy Concerns: Risk Awareness and Trust
Jeretta Horn Nord, Joanna Paliszkiewicz, and Alex Koohang

How to Make School Learning Fun and Simple For Pupils with Deficits in Specific Areas of Learning
Sabina Krajnc Dular

How Legitimate Is Legal Metrology Today? The Case of Electronic Meters
Maurizio Recca, Marzia Tasca, Giovanni Di Martino, Lidia Nazzaro, Licia Agostino, and Vania Coppolino

Tax Treatment of The Trust in Malta
Carmelo Grillo

Analysis of Intended and Non-Intended Use of Public Funds
Mateja Gorenc

Microsatellite Services and Africa: The New ‘Space’ Challenge for Institutional and Private Investors
Giacomo Primo Sciortino, Roberto Fotia, and Kwaku Sumah

Conceptual Knowledge Sharing Model to Support Organizational Performance Development
Diana Robescu, Dana Fatol, Viorica Baesu, and Anca Draghici

Exploring Cyber Security Awareness Through Lego Serious Play
Petra Maria Asprion, Bettina Schneider, Pascal Moriggl, and Frank Grimberg

Focus Matera 2019
Francesco Pascuzzo

Opening an Onsite Day Care
Tanja Klemenšek Rakun
(Self)evaluation As a Tool Authorizing Teachers in Working with Students
Alenka Potočnik Zadrgal and Klavdija Stropnik

Presentation

Developmental and Technological Restructuring for the Implementation of Competitive Business Models
Drago Dubrovski

Presentation

Work-Life Balance between Conciliatory Suggestions and Family (Dis)balances
Salvatore Puccia and Veronica Caporrino

Presentation

Practices of Knowledge Management in Digital Age, a Case Study of Switzerland and Northern Italy
Antonio Bassi, Daniele Beltrami, Raffaele Bueti, Christian Caprara, Paola Colferai, Francesca Morandi, Simone Ricciardi, Ardan Rusiti, and Lorenzo Sampietro

Presentation

The Effect of Knowledge Sharing on Organization Performance of LAO PDR’s Ministry of Public Health
Yuraporn Sudharatna, Pittawat Ueasangkomsate, and Bountham Phengsysana

Presentation

Empowerment and Success Using Social Technologies: A Gender Perspective
Susana de Juana-Espinosa, and Ana Rosser-Liminana

Presentation

SWOT Analysis and Strategic Planning Techniques for the School Inclusion of Immigrant and Roma Children: The Case of Spain
Ana Rosser-Liminana and Susana de Juana-Espinosa

Presentation

Analysis of E-learning Customer Data Using Data Mining Techniques
Kuo-Ping Lin, Yu-Ming Lu, Chih-Hung Jen, and Ming-Jyun Chiang

Presentation

A Novel Instuitionistic Fuzzy P-Graph for Optimal Synthesis of Cogeneration System
Ping-Teng Chang, Miao-Tzu Chen, Kuo-Ping Lin, and Chien-Chih Wang

Presentation
Isometric Projection – Outside Classroom
Mojca Rakovec
.presentation

Exploring the Training Needs for Climate Change and Sustainable Energy Consumption in the Case of Public Local Authority
Iudit Bere-Semeredi, Anca Draghici, and Gabriela Fistis
.presentation

Storytelling and Gamification in E-Learning: An Empirical Study to Teach Swiss Microenterprises on Data Protection
Bettina Schneider, Nathalia Bontempo, Petra Maria Asprion, and Ali Habbabeh
.presentation

Characterizing Safety Leadership Based on the Seven Skills of Effective People Model
Paula Nicoleta Neag, Alin Gaureanu, and Anca Draghici
.presentation

Innovative Learning: Mixed-Age Cross-Curricular Learning
Meta Rožac Panger
.presentation

Talent Management: Present and Future
Dana Fatol, Diana Robescu, Zoltan Farkas, and Anca Draghici
.presentation

Internet of Things Technological Evolution. Threats Mission in Stealing or Corrupting User’s Data
Vasile-Cristian Vartolomei and Silvia Avasilcăi
.presentation

Digital Innovation Hubs: The Present Future of Collaborative Research and Business Development Opportunities
Amalia Hulubei Georgescu
.presentation

The Current Funding Policy of Kosovo Higher Education System and Its Effects on Student Decisions, and Study Programs Offered in Kosovo
Evzi Hani
.presentation
Presentations

Educate for the Development of a Sustainable Future
Lidia Nazzaro, Olga Nazzaro, and Valentina Cucciniello
⇨ Presentation

The Importance of Practical Work for the Quality of the Professional Module
Magda Papić
⇨ Presentation

The Foreign Direct Investments in Kosovo and the Correlation Between the Demand for Labour Force and Knowledge Skills
Kushtrim Reci
⇨ Presentation

Organizational Design Instruments: The Cinderella of Management Science
Sergey Khromov-Borisov
⇨ Presentation

Linking Corporate Social Responsibility and Employee Retention
Hajar Boutmaghzoute and Karim Moustaghfir
⇨ Presentation

Determinants of Entrepreneurial Intentions in Relation to Students of Management
Monika Jakubiak
⇨ Presentation

Entrepreneurial Attitudes of Academic Youth: Comparative Analysis
Tomasz Bober
⇨ Presentation

Innovation in Trade Credit Insurance As a Confirmation of Reverse Barras’s Innovation Cycle
Adam Sliwinski and Jacek Lisowski
⇨ Presentation

A Comprehensive Approach to E-commerce Platforms Targeted at Local Producers and Communities
Marek Mędrek
⇨ Presentation

Growth Management Priorities in Service- and Technology-Based Micro-Enterprises in Sparsely Populated Areas
Matti Muhos, Kai Hänninen, Kati Vehmas, and Martti Saarela
⇨ Presentation
The Early Stages of Growth in Technology- and Service-Based Firms: Does Context Matter?
Matti Muhos, Martti Saarela, Anna-Mari Simunaniemi, Del Foit Jr., and Lada Rasochova
☑ Presentation

The Factors Influencing the Buying Decision of Customers Behaviour
Aleš Lukman and Tina Vukasović
☑ Presentation

Hedonic Price Attributes of Airbnb Listings in Split
Domagoj Nikolić and Filip Čavar
☑ Presentation

Notes on Recent European Commission’s plans for Regulation of Artificial Intelligence
Elisabetta Azzali
☑ Presentation

Learning Science Through Models
Polonca Sabolek
☑ Presentation

The Conscious Use of the Internet in Support of Learning Activities
Giuseppe Dario Roberto Napoli and Santuzza Maria Grazia Gennaro
☑ Presentation

Career Models and Job Opportunities for the Researchers in Estonia
Giuseppe Dario Roberto Napoli
☑ Presentation

The Intelligence Activity Carried Out by the Prison Police Force
Mauro Pignatelli
☑ Presentation

Smart Italian People
Giuseppe Cipolla, Giacomo Salvatore Anselmi, Carmelo Grillo, Giuseppe Dario Roberto Napoli, and Mauro Pignatelli
☑ Presentation

Benefits of Higher Education: A Literature Review
Vesna Skrbinjek
☑ Presentation
Student Support System in Selected European Countries
Vesna Skrbinjek

Digital Environments for Teaching in Italy
Giuseppe Dario Roberto Napoli, Mauro Pignatelli, Giuseppe Cipolla, Carmelo Grillo, and Giacomo Salvatore Anselmi

Prison Police Operational Protocols in an International Emergency State Dictated by the Pandemic for the COVID-19 Virus – Coronavirus
Mauro Pignatelli, Giuseppe Dario Roberto Napoli, Giuseppe Cipolla, Carmelo Grillo, and Giacomo Salvatore Anselmi

The Elderly and New Technologies
Giuseppe Cipolla

Plastic as a Devastation of the Marine Environment
Giacomo Salvatore Anselmi, Giuseppe Dario Roberto Napoli, Mauro Pignatelli, Carmelo Grillo, and Giuseppe Cipolla

Entrepreneurship Educators Talk! How Entrepreneurship Educators Experience the Goals of Entrepreneurship Education?
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Thursday, 21 May  Video presentation
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Learning EU
JM Programme

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Co-funded by the Erasmus+ Programme of the European Union
Feedback: An Introduction of the Practice of Feedback to Enhance Learning through Arts

Programme: Erasmus+, KA2 – Strategic Partnerships for Adult Education
Project number: 2017-1-PT01-KA204-035962
Project duration: 1 September 2017–31 August 2020
Project countries: Portugal, Italy, United Kingdom, Slovenia

Scope of the project: Feedback is an international project, supported by the European Commission under the Erasmus+ programme, and aims to set the foundations to define a clearer model of feedback to enhance learning and therefore act as leverage for the design of new learning programmes.

Project goals: The main goal of the project is to create innovative digital learning resources about the practice of Feedback as a crucial part of the learning cycle, supported by an arts-based learning approach and deployed through different methods and techniques.

Key activities in the project:
- Research about the practice of feedback applied to education;
- Design the model of feedback to enhance learning;
- Develop a learning framework for the use of arts-based learning resources;
- Set a digital learning environment;
- Design and deploy Feedback open educational resources through arts-based learning;
- Organize a training for trainers course;
- Organize pilot online training for managers, HR professionals, educators and trainers.

Target groups: Teachers, trainers, university lecturers, HR professionals and anyone interested in creating exciting new approaches to enhance the feedback experience.

Website: http://www.thefeedbackproject.eu
Facebook: https://www.facebook.com/thefeedbackproject

CiSoTRA
Civil Society for Social Inclusion of Unaccompanied Minors in Transition to Adulthood: Learning Communities for Shaping Transition Interfaces (CiSoTRA)

Programme: Erasmus+, KA3 Social inclusion through education, training, and youth
Project number: 592154-EPP-1-2017-1-SI-EPPKA3- IPI-SOC-IN
Agreement number: 2017-2920/001-001
Project duration: 31 December 2017–31 December 2020
Project countries: Slovenia, Germany, Greece, Italy, Turkey

Project aims: The aim of the project CiSoTRA is to develop and implement an innovative methodology to foster social inclusion (including inclusion through education) of unaccompanied minor migrants in transition to early adulthood through holistic support networks, which would facilitate the transition from the youth support and education system to the adult education and employment system.

The project aims to be achieved through:

- Identification of current good practices, based on mapping various pathways for migrants from arrival to ‘end’ (integration in the country - further education or/and labour market, a transition to a country of origin or another one) and identification of gaps, shortcomings, gaps, and traps on that pathway.
- Personal capacity building of key professionals (professionals from educational institutions, labour market, social care, authorities) – identification of needs and required competences for productive work in the field.
- Identification of needs of unaccompanied minors and young adults (needs analysis through workshops including empowerment activities).
- Institutional capacity building. Improved cooperation of institutions/organizations in the region/country. To contribute to this improvement, a model for better social inclusion will be prepared.

Envisaged impact:

- Improved knowledge and skills of professionals who work with unaccompanied minor migrants and unaccompanied young adult migrants; allow stakeholders to be more aware of what kind of skills and expertise professionals need, and where improvements are needed to ensure better work by professionals with target groups.
- Better capacity of schools and other institutions that work with unaccompanied minor migrants and unaccompanied young adult migrants.
- Through workshops, unaccompanied minor migrants and unaccompanied young adult migrants will be better empowered, and professionals and other stakeholders will be more aware of their needs.
- Substantive material will be produced by the project and available in e-classrooms.
- The most demanding issues regarding social inclusion of unaccompanied minor migrants and unaccompanied young adult migrants will be exposed via national seminars.
- An initial study will give insights on the current situations of each country and on how further policies in the area should be developed.
• A ‘model’ for better social inclusion will be prepared. Such a model could contribute to a better operation of organisations dealing with minor migrants and young adult migrants: on the one hand, by working more efficiently and avoiding overlaps in their work, and, on the other hand, by filling possible gaps with the view to cover all essential needs of target groups and to ensure a better transition to early adulthood.

• Policy makers will have more information on how to develop further policies in the area.

• Results of the project will be published to allow for future research in the area.

Website: https://cisotra.eu/

Inclusion of Roma and Migrants in Schools: Trainings, Open Discussions and Youth Volunteering Activities (RoMigSc)

Programme: Erasmus+, KA3 Social inclusion through education, training, and youth
Project number: 580228-EPP-1-2016-1-SI-EPPKA3-IP1-SOC-IN
Agreement number: 2016-2709/001-001
Project duration: 31 December 2016–31 December 2019
Project countries: Slovenia, Germany, Spain, North Macedonia, Italy, Turkey

Education is crucial for successful integration. Although diversity is an opportunity to make schools more inclusive, creative and open-minded, inequality in education is the highest among Roma and migrant children. Migrant and Roma often face discrimination and xenophobia. For instance, the educational achievements of these groups are in general poorer, they are more likely to drop out from compulsory education, leading to higher risks of social marginalization, to a failure to integrate, and, ultimately, to poverty, which has long-term adverse effects on the social development and economic growth of the host country. The main aim of this project is thus to support better integration of Roma and migrant children in education through various activities.

The engagement of youth in volunteering is also fostered in the project. Volunteering plays a significant role in the youth’s social inclusion. It allows them to engage as citizens, as well as to gain experience, which can enhance their employment opportunities. However, volunteering needs to be recognized as a form of non-formal learning.

The project RoMigSc ended in December 2019. Main policy recommendations on Local, National and EU level are available in the Newsletter 7. We also invite you to visit our E-platform, where you can access different materials (texts, quizzes, videos) from the area of inclusion in schools, intercultural competencies and social responsibility. E-platform has open access, but to access the materials, visitors shall
Dissemination of Projects

register first. We also inform you that public documents of the project are available on the Resources page.

Website: https://romigsc.eu/

Jovital: Jordan Opportunity for Virtual Innovative Teaching and Learning

Programme: Erasmus+, KA2 – Capacity Building in the Field of Higher Education
Agreement number: 2017-3642/001-001
Project duration: 15 October 2017–14 October 2020 Coordinating institution: Technische Universität Dresden (TUD), Germany

The Jovital project wants to add a significant value to the teaching process in Jordan by empowering academic staff with contemporary teaching competencies. A comprehensive capacity building programme will be implemented to facilitate intensive know-how transfer among the consortium members to address the problems of outdated instructor-centred frontal teaching methods, limited physical academic mobility, and ineffective use of ICT in formal higher education in Jordan.

Jovital offers HEIs in Jordan a chance to explore, implement, and disseminate state of the art academic practices to enhance teaching quality and improve learning outcomes for individuals studying both within and beyond the institution.

Wider objective: The overall objective of Jovital is to improve quality of teaching in Jordanian Higher Education Institutions by introducing innovative collaborative tools and methodologies and fostering academic international exchange.

Specific objectives:

• Qualification of academic staff at Jordanian Higher Education Institutions on modern pedagogical and didactical methodologies for innovative virtual teaching and learning settings.
• Support Jordanian Higher Education Institutions in adopting and implementing effective ICT-based internationalisation at home activities and integrate Jordanian HEIs in a global network for Virtual Mobility.
• Open up higher education in Jordan to integrate disadvantaged groups including women, rural areas inhabitants, and refugees in inclusive virtual classroom settings.

Expected results:

• Didactical design patterns of technology-enhanced collaborative learning scenarios for teaching staff in Jordanian higher educational institutions.
• Educational case studies with local practical relevance for problem-based group work in the virtual classroom.
• Best practices for Internationalisation at Home strategies development and implementation;
• Awareness raising events of modern educational technologies in different cities in Jordan.

Impact: Supporting Jordanian HEIs in designing and implementing effective ICT-based internationalisation at home activities and integrating them in a global network for ‘Virtual Mobility.’

Website: https://jovital.eu/

TeachSuS: Teaching and Educating for Sustainability

Programme: Erasmus+, KA2 – Strategic Partnerships
Project number: 2018-1-RO01-KA204-049253
Project duration: 1 December 2018–30 November 2020
Coordinating institution: Polytechnic University of Timisoara (UPZ), Romania

Project objectives: The general objective of the project is to create a common new non-formal education structure for sustainability in order to enable institutions and organizations involved in education and adult training/professional development from all over Europe to plan learning experiences that empower their students/beneficiaries to develop and evaluate alternative visions of a sustainable future and to work creatively with major stakeholders from economic sector in order to assure the practical link between education for sustainability and real economy/community needs.

Specific objectives:

• A new learning methodology for sustainability, developed through cooperation and exchange of practice between teachers/trainers and staff responsible for support services at different educational levels, in that way that suite the most for the market necessity, made available as open/digital resource.
• A new course, and accompanying learning materials and tools for adult learners created, that will bring more insights for those which train sustainability or only specific concepts thought their education series, translated in partners and English languages for broad dissemination; >60 students trained online in the project period.
• Flexible digital resource created, which could add value to any type of training methods within universities or high schools which should integrate topics about sustainability.
• Capacity of project partners to address education for sustainability increased trough train of trainer’s common session, with 20 beneficiaries.
• A network of tree Excellence Sustainability Centers created in Romania, Hungary and Portugal, where coaching methods and tools for adult learners will be brought into a suitable place for the non-formal education by experts coming from private companies to coach, tutor other trainers from other institutions/organization.

• More than 15000 persons informed using broad dissemination of project vision/objectives and future results assured at local, national and European level through different media (web-based, conferences, interviews, social Medias, events etc.).

• More than 20 company representatives involved in the first Sustainability Excellence Centre workshop/country.

The project TeachSUS (2018-1-RO01-KA204-049253) has been funded with support from the European Commission, Erasmus+ KA2 action. This material reflects the views of the author – the TeadSUS consortium – and the Commission cannot be held responsible for any use which may be made of the information contained therein

Website: https://www.teachsus.eu/

Virtual Albanian European Universities Exchange (VALEU-X)

Programme: Erasmus+, KA2 – Capacity Building in the Field of Higher Education


Project duration: 15 January 2020–14 January 2022

Coordinating institution: Technische Universitaet Dresden (TUD), Germany

VALEU-X supports the internationalisation of Albanian universities by introducing Virtual Blended Mobility as an internationalisation at home instrument.

VALEU-X offers Higher Education Institutions (HEIs) in Albania a chance to explore, implement, and disseminate Internationalisation at Home practices to increase their students’ and staff exposure to a European and international academic, economic, and societal context. A comprehensive capacity building programme will be developed and implemented to facilitate intensive know-how transfer between the consortium members to address the problems of limited physical academic mobility, limited international perspective in university teaching modules, gap between learning outcomes and job market needs, and ineffective use of ICT in formal higher education in Albanian HEIs.

VALEU-X aims at:

• Introducing and promoting learner-centered teaching and learning methodologies;

• Modernising teaching practices in Albanian HEIs with innovative technologies;

• Augmenting internationalisation at home with ‘Virtual Mobility.’

Website: www.valeu-x.eu
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