Advances in Human Factors, Business Management and Leadership

Contents

Leadership Views

Enhanced Higher Education - Industry Cooperation Improving Work Capabilities of Sales Engineering Graduates 3
Ludger Schneider-Störrmann, Thomas Röhr, Rauni Jaskari, Timo Holopainen, and Tero Reunanen

Visualization of the Wisdom Cube Scientific Knowledge Space for Management and Leadership 14
Hannu Vanharanta and Evangelos Markopoulos

Value Creation in Three Clusters Focusing on Chemistry 26
Timo Holopainen and Jukka Rantala

Leadership Role Models for Young Professionals - Case Study from Finnish University Students 34
Tero Reunanen and Eyal Eckhaus

UDA-ERP: Theory, Development and Conflicts 45
Catalina V. Astudillo-Rodríguez, Juan Manuel Maldonado-Matute, and Paul E. Crespo-Martínez

Human Factors, Business Management and Efficiency

The Effect of Macro Environmental and Firm-Level Factors on Open Innovations in Product Development and Their Impact on Firms’ Performance 61
Afnan Zafar and Jussi Kantola

Four Conceptual Perspectives of Innovation Components 72
Jelena Salkovska, Anda Batraga, Liga Braslina, Daina Skiltere, Girts Braslins, Henrijs Kalkis, and Aija Legzdina
Gossip and Pro Social Behavior ........................................ 83
Eyal Eckhaus and Batia Ben-Hador

Inno-Kinetic: Innovative Approach for Strategic Management ...... 95
Varit Intrama, Gunthon Uiyamatiti, and Pakpachong Vadhanasindhu

Lean Manufacturing Model Based on Knowledge Management to Increase Compliance in the Production Process in Peruvian SMEs in the Textile Garment Sector ........................................ 103
Camila Cortez, Nicole Di Laura, Gino Viacava, Carlos Raymundo, and Francisco Dominguez

Business Development

Intermediary Organization and Collaboration Platform for SMEs .... 115
Kodjovi Lotchi, Ebo Kwegyir-Afful, Afnan Zafar, Ari Sivula, and Jussi Kantola

Company Decision Factors While Choosing the Future Location for the Future Business ........................................ 124
Heikki Ruohomaa and Vesa Salminen

Ecosystem-Based Development on Managing Digital Transformation ... 132
Heikki Ruohomaa and Vesa Salminen

A Model for Capturing Tacit Knowledge in Enterprises ............. 141
Yehya Soliman and Hannu Vanharanta

Responsibility Caps from Strategy to Operations in Leadership and Management – Conceptual Model ............................ 149
Tero Reunanen

ENGINE Model – Changing Higher Education with Industry Cooperation ........................................ 163
Rauni Jaskari, Timo Holopainen, Tero Reunanen, Martin Grotjahn, Thomas Röhr, and Ludger Schneider-Störmann

Business Management and Society: Market Views

Customer Experience in Online-Retailing – An Analysis of the Main Segments in German Online-Retailing ............................ 177
Silvia Zaharia and Matthias Schmitz

Assessing the Sustainability of Crowdfunding in Social Media and Google Trends ........................................ 189
Maria José Palma Lampreia Dos-Santos, Manuel Mota, Maria Fátima Ferreiro, Nawaz Ahmad, Rizwan Raheem Ahmed, Carlos Machado-Santos, and Emiliana Silva
Knowledge Management Model to Support a Supply Chain for Timely Order Delivery in a Telecommunications Equipment Marketing Company ............................................. 197
Nicolle Vargas, Denisse Villaverde, Gino Viacava, Carlos Raymundo, and Francisco Domínguez

A Study on Concepts Development of “Locavore” for Restaurant Managers in Taiwan .............................. 208
Shao-Chieh Lin, Jen-Son Cheng, Shieh-Liang Chen, and Peng-Jyun Liu

Business Management and Society: Employment Views

Benefits of Employees Social Network Sites Profiles for Job Applicants .................................................... 219
Tom Sander, Biruta Sloka, and Henrijs Kalkis

Econometric Modeling of Wage Discrimination Towards Women in the Accounting Profession ...................... 232
Estela Rodríguez Quezada, Cecilia Gallegos Muñoz, and Hanns de la Fuente-Mella

High Performance Work Systems and Employee Turnover Intentions: Moderating Effect of Psychological Attachment ......................................................... 240
Ophelia Delali Dogbe Zungbey, Noble Osei Bonsu, Michael Akomeah Ofori Ntow, and Evans Sokro

Constructing a Work Motivation Model Based on “Benefit Delay” and “Benefit Enjoyment” ....................... 251
Kazuhiro Fujimura

A Leadership and Demographic View of the Nexus Between Emotional Intelligence and Job Satisfaction in Ghana’s Banking Sector ........................................ 263
Kwasi Dartey-Baah

Social and Digital Views

Understanding the Nature of Entrepreneurial Leadership in the Startups Across the Stages of the Startup Lifecycle .......... 281
Nino Dvalidze and Evangelos Markopoulos

Social and Economic Principles of Single Mothers’ Support in Ukraine ...................................................... 293
Oxana Kravchenko, Alla Voitovska, and Natalia Koliada

The New Trends in Research on Social Responsibility of the University .................................................. 304
Marcin Geryk
Investigation on the Value Judgment Criteria of Customized Garment Products by Mass Consumers .......................... 313
Jun Yin, Hui Tao, and Xuewei Jiang

Host Country Nationals’ Perceptions of Expatriates and Social Support: Does Host Country Nationals’ Position Matter? ............... 326
Evans Sokro

Management and Leadership of Company and Organizational Cultures

Attracting Tertiary International Students to the EHEA: Does Continent of Origin Matter? .......................... 341
Tijmen Weber and Florentin Popescu

Econometric Modeling of the Efficiency in the Generation of Electric Power in Chile .................................................. 352
Hanns de la Fuente-Mella, Ana María Vallina-Hernández, and Rodrigo Estay-Cornejo

The Use of Ergonomic Methods for Ensuring the Competitiveness of Business Structures .............................................. 361
Antonina Pakhomova, Yulia Salnikova, Larisa Namestnikova, and Inna Marahovskaya

Selecting the Business Information Security Officer with ECU@Risk and the Critical Role Model .......................... 368
Paul Esteban Crespo-Martinez

Computer-Aided Occupational Risk Assessment of Physical Workload in the Logistics 4.0 .................................................. 378
Anna Maczewska, Aleksandra Polak-Sopinska, and Zbigniew Wisniewski

Resistance in the Change Process .................................................. 391
Zbigniew Wisniewski, Aleksandra Polak-Sopinska, Anna Maczewska, and Tomasz Berner

The Role of Leadership in Organizations Managed in Conformity with ISO 9001 Quality Management System Standard .................. 402
Anna Walaszczyk and Aleksandra Polak-Sopinska

Teamwork and Leadership Development

Mind Matters 2: Engage and Develop Teams .................................. 415
Johan de Heer, Rafał Hryniewicz, Edward Faber, Thomas de Groot, and Tije Oortwijn
Evaluating the Effectiveness of a Novel Team Development Intervention on Teamwork ........................................... 422
Leonie V. Webster, Aaron P. J. Roberts, and Neville A. Stanton

Validation of Employee Engagement Framework ........................................... 435
Abdulmohsan Almotawa and Roziana Bt Shaari

Proposal for Empowering Teams for the Purpose of Identification of Deviations and Elimination of Accidents ........................................... 448
Ricardo Sousa, Cristiane Fragoso, and Diego Sousa

Leader as an Effective Strategy Implementer in Public Higher Education Institutions ........................................... 457
Joanna Mnich and Zbigniew Wisniewski

ERP Research on the Influence of Different Types of Leadership Behavior on the Performance of Quality Management ........................................... 467
Yunhong Zhang, Zhaohong Zheng, Jian Kang, Chaoyi Zhao, Hong Luo, Aixian Li, and Na Liu

Leadership, Change Process and Technology

Applying Safety Leadership and Systems Thinking to the Formal and Informal Controls Approach Used in Safety and Risk Management Within the French Nuclear Sector ........................................... 481
Diana Paola Moreno Alarcon, Jean Francois Vautier, Guillaume Hernandez, and Franck Guarnieri

Work in the Age of Artificial Intelligence – Challenges and Potentials for the Design of New Forms of Human-Machine Interaction ........................................... 493
Wilhelm Bauer and Christian Vocke

Leadership and the Human Factor in an Enterprise Providing Services to the Polish Armed Forces ........................................... 502
Artur Kobylanski, Zbigniew Wisniewski, and Małgorzata Wisniewska

Productive Process Improvement at Automotive Wire Harnesses Enterprise Through Work Teams ........................................... 510
Velia Castillo-Pérez, Liliana Carrasco-Armendariz, Mario Corral-Chacón, and Ramón Elizondo

Technology Start-Up Firms’ Management of Data Security and Trust in Collaborative Work with Third-Parties in a Developing Economy ........................................... 520
Mohammed-Aminu Sanda

Leadership Style and Social Aspects

Leadership as a Key Component of Competence Model of Medium-Level Managers in Higher Education Institution ........................................... 533
Anna Stankiewicz-Mróz
Crisis Management and Human Resource Development: Towards Research Agenda .............................................. 542
Nor Amira Syairah Zulkarnaini, Roziana Shaari, and Azlineer Sarip

The Economics of Intangible Assets: From just Value-to-Value Creation ...................................................... 553
Aicha Dif, Zahra Hamdani, and Abdelbaki Benziane

Leadership Styles and Workplace Wellness Among Ghanaian SME Workers .................................................. 561
Kwasi Darrey-Baah

A Study of Team Structure to Enable Effective Product Development Process Implementation ................................ 573
Shasha Lu, Bin Yao, Chao Zhan, Hongtao Liu, and Zhefeng Jin

Organizational Complexity and Leadership Management

Changes in the Organizational Culture of the University in Mergers and Acquisitions ..................................... 583
Lukasz Sulkowski, Andrzej Wozniak, and Robert Seliga

Oriental Lifestyle Construction and Furniture Design Based on a Means-End Theory .................................... 594
Zhang Zhang, Jianxin Cheng, Tengye Li, and Qianqian Wu

Evaluation and Prediction of the Financial and Management Indicators in SME’S with the Use of Artificial Neural Net ............................... 600
Ives Torriente, Arlys Lastre, Clemencia Carrera, Karla Quishpe, and Paulina Morales

Image and Brand Awareness in Universities in Consolidation Processes ....................................................... 608
Lukasz Sulkowski, Robert Seliga, and Andrzej Wozniak

Self-leadership Development Program in Elite Youth Soccer Players in Japan .................................................. 616
Yasuyuki Hocchi, Yasuyuki Yamada, Takumi Iwaasa, Tomoki Ebato, Takuya Ohshiro, and Motoki Mizuno

Author Index ................................................................................................................................................. 625