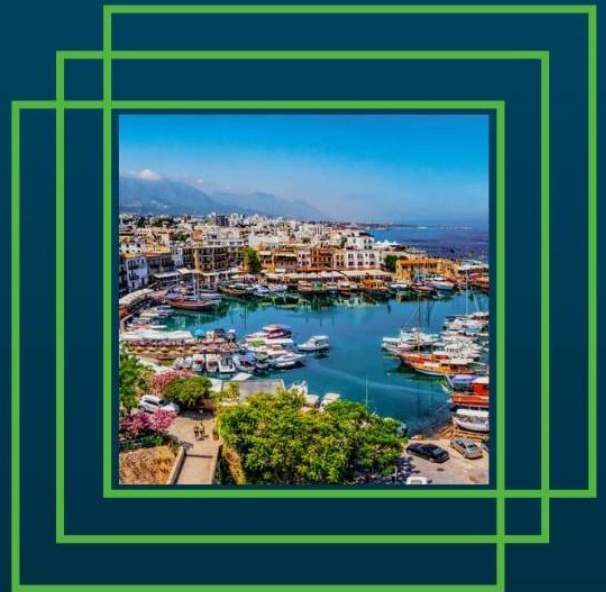




# 10<sup>th</sup> WORLD CONGRESS OF ADMINISTRATIVE AND POLITICAL SCIENCES ADPOL - 2021

19 - 21 May 2021  
 University of Kyrenia  
 Kyrenia, Cyprus



# PROGRAM BOOK

ADPOL-2021 Participant Flags



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**10th WORLD CONGRESS OF ADMINISTRATIVE AND  
POLITICAL SCIENCES  
ONLINE INTERNATIONAL CONFERENCE**

**University of Kyrenia, Kyrenia, Cyprus  
19-21 May 2021**

**PROGRAM BOOK**

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**Prof. Dr. Ana Cláudia Carvalho Campina**  
Universidade Portucalense, Porto, Portugal

## **Prof. Dr. Carlos Rodrigues**

SVT Faculdade, Brazil

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# KEYNOTES



**Prof. Dr. Çetin BEKTAŞ**

Tokat Gaziosmanpaşa University

Faculty of Economics and Administrative Sciences

Department of Business Administration

**Keynote Title:** Transformation of Human Resources Management In Digital Era

**Abstract:** The digital era we are in causes changes in management as well as in many other fields. This transformation started with the use of the steam machine in production in the 18th century. After the steam machine, electrical machines were used as a new technological movement in the industry. The use of computers in the period after that caused a great change and development. In this process, other information and communication tools were used besides the computer. This period, called Industry 4.0, has caused revolutionary transformations in all functions of the business. With all these developments, artificial intelligence has played an important role in management activities.

These major transformations in management and production systems have also transformed human resources management. Because using old business models and traditional methods, businesses today do not have a chance to compete at the business world. In the digital age we are in, “human resources management” should also use digital tools effectively. Because digital tools are spreading very quickly in all areas of life. Human resources managers also have to adapt to this transformation. Along with digitalization; the rate of movement of capital, knowledge and workforce increased. However; flexible working hours, ways of doing business independent of time and place, demographic changes, women’s roles in business life are changing rapidly. Depending on all these changes, managers should follow the digitalization process in human resources management. Using digital methods; all functions such as job analysis, human resources planning, selection and training of human resources, performance management, career management, wage management can be applied more effectively. With digital transformation, businesses have many advantages.

**Keywords:** Digital Age, Human Resources Management, HRM Transformation.



**Prof. Dr. Ana Cláudia Carvalho Campina**

Portugal

**Keynote Title:** From the denunciation of the worst violations of Human Rights to the international community inertia and disclaimer of guaranteeing and protecting victims: from Mozambique to Myanmar

**Abstract:** The assumed ISIS Terrorism hardest violence, a serious armed conflict against civilians, in Cabo Delgado (Mozambique) since 2017 is facing higher number of victims – murders, torture, starving, displaced. Although the international community is aware of this human crisis, and the humanitarian help, the nowadays situation is the out of control, as a whole. The Mozambique government has not been accepting the international cooperation aiming protect the civilians living in the survival edge and prevent growing of the violence, deaths and human suffering, meaning that has not been protect their citizens and their fundamental and human rights. European Union, African Union, United States or Portugal, besides other International Organizations and states, are some of International actors who have been pressing the Mozambique government to have a concerted but immediately and effective action, some of them avoiding that this is a complex context that demands a serious reaction. As United Nations member, and according to the International Law, the United Nations should already decide to be present, namely with the “blue helmets”. The ISIS terrorism implementation is not only a threat to these human beings, but it’s a crime against humanity that is being stronger with this “meantime” to be “spread” in the world. In this specific conflict the diplomacy is not enough, and we are attending to the worst human violence and suffering with consequences we cannot forecast.

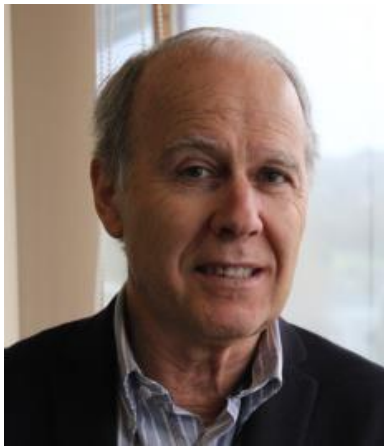
Myanmar is facing for years the one of the most unacceptable violation of International Law and Policy, especially the Human Rights by the governmental violence, torture and murders of their civilians – nowadays hundreds per day – completely violation of their own political system – namely what elections represent – as well as the worst persecutions obliging millions of human beings to escape to survive as refugees. Although international community has announced sanctions against military coup leaders, who is assuming in their official speeches they are “a democracy”, justifying their governmental behavior as legitimated by their “law”, the situation is serious, complex and out of control with the worst human consequences. So, it’s another example that diplomacy, political and economic threats and sanctions are not enough. Myanmar needs an immediately and concerted action preventing the increase of human beings suffering, being murdered and tortured. In these very real, urgent and serious study cases, through the Human Rights violation, human suffering, policy abuses, the International community is having a position of condemnation, sanctions threads and diplomatic actions but without success. The time is

running and being favorable to the increase of violence where the International legal system is failing with the worst human consequences. The international laws, treaties and systems exist but need to be put in practice immediately.

**Keywords:** Human Rights; International Law; Policy; Mozambique; Myanmar

**Short Bio Ana Campina:** PhD Human Rights; Political Scientist; Professor in Law Department – Universidade Portucalense (UPT), Porto; Researcher in IJP Portucalense Institute for Legal Research; Lecturer of UNESCO Chair in Youth, Education and Society; Lecturer of Gonçalves Dias Chair – Brazil.

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**Prof. Dr. Carlos Rodrigues**  
Portugal

**Keynote Title:** From the denunciation of the worst violations of Human Rights to the international community inertia and disclaimer of guaranteeing and protecting victims: from Mozambique to Myanmar

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**Keywords:** Human Rights; International Law; Policy; Mozambique; Myanmar

**Short Bio Carlos Rodrigues:** PhD European Tax Law; Professor in Universidade Fernando Pessoa (UFP), Porto, Portugal; Visiting Professor in SVTFaculdade – Brazil; Researcher in IJP Portucalense Institute for Legal Research; Lecturer of Gonçalves Dias Chair – Brazil; Ex-Principal Advisor Tax and Customs Authority; Legal Consultant.

**Email:** [carlos.rodrigues.2502@gmail.com](mailto:carlos.rodrigues.2502@gmail.com) – ORCID (Researcher ID): <https://orcid.org/0000-0003-0966-6274>



**Prof. Dr. Hüseyin Uzunboylu**

Higher Education Planning, Supervision, Accreditation and Coordination Board, Nicosia, North CYPRUS  
Editor-in-Chief, Cypriot Journal of Educational Sciences (ERIC& SCOPUS)  
President, Cyprus Educational Sciences Association (Members of EERA& WERA)

[huseyin.uzunboylu@gmail.com](mailto:huseyin.uzunboylu@gmail.com)

**Keynote Title:** will be announced...

**Bio:** Hüseyin Uzunboylu graduated from Anadolu University, completing a degree in BSc Educational Communicating and Planning in 1991. He graduated from Ankara University; completed a degree in MA Curriculum and Instruction in 1995 and completed PhD in area of Educational Technology in 2002. He became Assistant Professor in 2013, Associate Professor in 2015 and Professor of Educational Technology in 2010 at Cyprus Near East University. He was elected to member of “Higher Education Planning, Supervision, Accreditation and Coordination Board” by the Republican of Parliament in November in 2019.



# PROGRAM BOOK

## IMPORTANT EVENTS

20.05.2021 10:00 – 10:15	Opening Ceremony	
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TIME	TITLE	SPEAKER	HALL NAME
20.05.2021 10:15 – 11:00 Keynote 1	Transformation of Human Resources Management In Digital Era	Prof. Dr. Çetin BEKTAŞ Tokat Gaziosmanpaşa University Faculty of Economics and Administrative Sciences Department of Business Administration	1

11:00 – 11:20	Coffee Break	
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TIME	TITLE	SPEAKER	HALL NAME
20.05.2021 11:20 – 12:00 Keynote 2	From the denunciation of the worst violations of Human Rights to the international community inertia and disclaimer of guaranteeing and protecting victims: from Mozambique to Myanmar	Carlos Rodrigues & Ana Campina Portugal	1

12:00 – 13:00	Lunch	
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TIME	TITLE	SPEAKER	HALL NAME
20.05.2021 13:00 – 13:45 Keynote 2	Will be announced...	Prof. Dr. Hüseyin Uzunboylu Higher Education Planning, Supervision, Accreditation and Coordination Board, Nicosia, North CYPRUS Editor-in-Chief, Cypriot Journal of Educational Sciences (ERIC& SCOPUS) President, Cyprus Educational Sciences Association (Members of EERA& WERA)	1

13:45 – 14:00	Coffee Break	
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20.05.2021 20:30 – 21:00	Closing Ceremony	
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20/05/2021, Thursday

IMPORTANT EVENTS

20.05.2021 10:00 – 10:15	Opening Ceremony	
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TIME	TITLE	SPEAKER	HALL NAME
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13:45 – 14:00	Coffee Break	
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**Session 1**  
**14:00 – 16:00**  
**(Turkish Participant Session)**

ORDER	TITLE	AUTHOR, AFFILIATION and COUNTRY
1	The Effects of Industrial Production Rate and Real Effective Exchange on the Concentration Effect of Exporter Companies in Turkey: Between 2012-2019	Aykut Alabayır, <i>Yalova University, Turkey</i>
2	Current Studies on Storage Location Assignment Problem	Ercan Şenyiğit, Murat Suat Arsav, <i>Erciyes University, Turkey</i>
3	Brexit, United Kingdom's New Trade Agreements and Analysis of Agricultural Trade Agreement Between Turkey and the UK	Özlem Toplu Yılmaz, <i>Istanbul Yeni Yüzyıl University, Turkey</i>

16:00 – 16:20	Coffee Break
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## Session 2

### 16:20 – 18:20

ORDER	TITLE	AUTHOR, AFFILIATION and COUNTRY
1	Promoting the Agricultural Sector: A Comparative Analysis of 1992-2016 Lithuanian Political Parties Manifestos	Vitalija Simonaityte, <i>Lithuanian Centre for Social Sciences</i> , Lithuania
2	China's Five Finger Policy and India	Naseer Ahmed, <i>University of Jammu</i> , India
3	Researching work-related self-efficacy and anxiety during the first wave of Covid-19	Delia Stefanel, Mihai Ilie Balaban, <i>Lucian Blaga University of Sibiu</i> , Romania
4	New Challenges in Teaching and Learning of Administrative Studies – Digitalisation and Innovative Pedagogies	Oana Iucu, <i>University of Bucharest</i> , Romania
5	PESO Model as A Tool of Content Marketing Engineering	Lubica Gajanova, Margareta Nadanyiova, Jana Majerova, <i>University of Zilina</i> , Slovakia
6	Marketing Engineering and Contemporary Trends in Branding Research	Jana Majerova, Margareta Nadanyiova, Lubica Gajanova, <i>University of Zilina</i> , Slovakia
7	Auto-Perception of What Integration Means for The Refugees Settled in Romania and Motivational Factors for Immigrants to Stay	Ilioni Loga Flavius, Delia Stefanel,

18:20 – 18:30	Coffee Break
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## Session 3

### 18:30 – 20:30

ORDER	TITLE	AUTHOR, AFFILIATION and COUNTRY
1	The Perception of The Tourist Destination in The Peneda-Gerês National Park: A Quantitative Study	Manuel Sousa Pereira, <i>Instituto Politécnico de Viana do Castelo</i> , Portugal
2	Survival Factors of Innovative Millennial Entrepreneurship: A Qualitative Study	Gita Hindrawati, Wawan Dhewanto, <i>School of Business Management, Bandung Institute of Technology</i> , Indonesia
3	U-Shaped Female Labor Force Participation with Economic Growth Development: Panel Data Evidence From 15 ARAB Countries	Mary Oluwatoyin Agboola, <i>Dar Al Uloom University Riyadh Saudi Arabia</i> , Saudi Arabia
4	The Impact of the COVID-19 Pandemic on Personal Engagement of Employees of Different Generations in Lithuanian Organisations	Gita Šakytė-Statnickė, <i>Klaipėda State University of Applied Sciences</i> , Lithuania
5	Management and Innovation Models in Teaching Hospitals. Case Study - Hospital-Escola Da Universidade Fernando Pessoa (HE)	Bruno Soares, Antonio Cardoso, João Pinto, <i>University Fernando Pessoa</i> , Portugal
6	Optimization Managerial Decisions on Marketing Communication with The Use of Generational Stratification	Margareta Nadanyiova, Lubica Gajanova, Jana Majerova, <i>University of Zilina</i> , Slovakia

20.05.2021 20:30 – 21:00	Closing Ceremony
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