



GARA's International e conference
on

**Emerging Leadership Globally
Pandemic Standpoint
(ICELG 2021)**

December 12, 2021

Conference Proceedings

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GARA Global

Presents

4th International e Conference

On

Emerging Leadership Globally: Pandemic Standpoint

ICELG 2021

December 12, 2021

www.garaglobal.org

Conference Itinerary as per Malaysian Standard Time



Meeting ID: 911 824 1353

Passcode: GARA092019

(The International e Conference is patronized by 41 Global Institutions from 23 Countries)

For any inquiry, please email at garesearchacademy@gmail.com

This is an electronic version of the conference detailed itinerary for Emerging Leadership Globally: Pandemic Standpoint (ICELG 2021)

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GARA's 4th International e Conference
on
Emerging Leadership Globally : Pandemic Standpoint (ICELG 2021)
December 12, 2021 | Time: 11.45 am (Malaysian Standard Time)

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Inspired with United Nation's Sustainable Development Goals, no. 4, Quality Education, Global Academics Research Academy (GARA) was formed as the Research wing of Wisdom Organization for Research and Leadership Development (WORLD) founded and registered in Bangladesh. GARA currently has its chapters in Bangladesh, Brunei, Canada, China, Hungary, Kenya, Kingdom of Saudi Arabia, Malaysia, Maldives, Pakistan, South Korea, Sultanate of Oman, Uzbekistan, Zambia, and Zimbabwe and its expanding. Through its fellow international researchers who share the same value of GARA and at their premises of research. The members are individual professors or institutions of higher learning or research. The chapters have global Academicians, Policy Makers, and Key members of Education sectors globally.

Objectives of GARA

The main objectives of GARA are based upon 11 pillars or domain.

Launching of International Journals on Specific Research.

Organizing of Global Conferences /seminar on contemporary issues.

Have a global platform of like-minded professionals.

To develop global researchers through this academy.

To have a global presence in Academic arena.

To offer Professional Qualifications Globally on Research and Other Contemporary issues - out of box.

To organize global summit through e-technology applications.

To establish global relationships through Government / Private Funded Projects in Developing and Least Developed Countries.

To collaborate with International Research Associations or Bodies.

To serve the communities through access to borderless education.

Assist researchers to publish in Global Journals which are Scopus, ERA, ABDC indexed.

Vision and Mission

Our Vision

The vision is to create an outstanding climate of support for global researchers, broadly enabling research capabilities and prospects.

Our Mission

To enable the achievement of excellence by the research community, GARA:

Partners with the research community to create a culture of high achievement

Promotes shared responsibility, the ethical conduct of research, and compliance

Enhances researchers' abilities to obtain and manage grants

Strategically invests in promising research and researchers

Creates integrated services, transparent research administration, infrastructure, and streamlined processes

Enhances the ability to perform research in a global community

Supports strong infrastructure for interdisciplinary research

We are committed to treating each other, our process partners and others we work with, as valued colleagues, guided by open communication, collaboration, partnership, integrity and respect in order to achieve our common goals.

We encourage innovation, reflective thinking, flexibility and adaptability in our approaches to our work, in alignment with our mission to create client-centered services.

Integrity

We make our decisions with openness and honesty, and to enhance the value of the organization campus-wide.

We promote responsible research practices in alignment with ethical principles and compliance regulations.

Communication

We encourage and promote open communication both within GARA Global Chapters and Strategic Partners.

We build strong relationships with existing and potential partners.

We join our research community in communicating the benefits of research to the state community, the nation and the world.

Quality

We are committed to developing a range of resources and strategies designed to provide the highest level of quality services possible to the research community that positions the GARA research program for a successful future.

Support

We see our role in the future of the GARA as making it easier for researchers to carry out their research by being responsive, proactive and innovative
We are committed to supporting the research effort at GARA by balancing service and compliance in a mutually beneficial approach with strategic partners.

Strategic Goals and Objectives

Add Value to the Overall Research Experience.
Provide exceptional research administrative services while effectively managing risks and opportunities.
Develop strategies and a plan for open and clear communication
Improve access to key information.
Improve researcher productivity and satisfaction by globally enhancing research portfolio.
Decrease barriers to collaboration.
Achieve Operational Excellence.

...Connecting the WORLD thru Global Researchers

Time Zones of ICELG 2021

Asia Pacific Zone I – Bangladesh, India, Pakistan, Sri Lanka, Nepal, Maldives, China, Uzbekistan, Kazakhstan, Malaysia, Indonesia, South Korea

Sub-Sahara Africa & Middle East Time Zone – Switzerland, Kenya, Nigeria, Egypt, Somalia, Zambia, Zimbabwe, South Africa, Republic of Benin, Somalia, Bahrain, Oman, UAE

Please Note

Presenters, please screen share your Power Point Presentations in the ZOOM yourself.



Program Itinerary

12th December, 2021

Time	Venue	Program
11.55 am		Recitation from the Holy Quran
12 pm – 12.10 pm	Zoom Platform	Welcome Speech – Prof. Dr Asif Mahbub Karim, Founder & Honorary Chief Adviser, GARA GLOBAL
12.10 pm-12.20 pm		Slide show on GARA Global
12.20 pm -12.30 pm		Chief Guest Note, Dr Abdullah, State Minister of Education, Maldives & GARA Fellow Chapter President, Maldives
12.30 pm - 12.40 pm		Special Guest Note by Mr. Tariqul Islam Chowdhury, Founder and Chairman Board of Trustees, CCN University of Science & Technology, Bangladesh
12:40 pm-.12.50 pm		Special Address by Dwi Rubiyanti Kholifah, Secretary General, AMAN , Indonesia
12.50 pm – 1.00 pm		Special Address by Md. Shafiqul Alam Helal, Principal, Ibn Taimiya School & College, Cumilla, Bangladesh
1.00 pm – 1.20 pm		Key Note Speech by Prof. Dr Oo Yu Hock, Asia e University, Malaysia & GARA Fellow Chapter President, Malaysia on Catalytic Leadership in C-Tests Environment: A Concept-Application Renaissance in Business Recast
1.20 pm - 3.00 pm – 10 Papers. Each presenter has 7 minutes to present followed by 3 minutes of Q&A		ASIA PACIFIC ZONE 1 Paper Presentation Session – 1
1.20 pm – 1.30 pm – 1		Organizational Leadership: Industrial Relations Disputes on Employees-Transfer Court Decisions by Govindasamy Munisamy, Oo Yu Hock and Yeop Ali Dubi, Asia e University, Malaysia

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1.30 pm – 1.40 pm – 2		Employee training and development programs in public, private and foreign commercial banks in Bangladesh: An empirical investigation by Md. Mizanur Rahman Chowdhury , Md. Zahurul Hoque, Department of Management, University of Chittagong and Mohammad Aktaruzzaman Khan, Department of Business Administration, IIUC , Bangladesh
1.40 pm - 1.50 pm – 3		Leader Ability to Navigate Change for People and Communities to Thrive by Shoba Gunarasa and Oo Yu Hock , Asia e University, Malaysia
1.50 pm – 2.00 pm -4		Impulse Buying in the Post-COVID Era: The Role of Task-Based and Hedonic Social E-Commerce Cues by Liu Renming , Faculty of Business, Information and Human Science, IUKL, Mooi Wah Kian, Faculty of Business & Finance, UNITAR, Pang Kim Kwong , faculty of Business, Finance IT & Hospitality, Masha University, Malaysia
2.00 pm- 2.10 pm – 5		Students' Attitude towards computer ethics: Empirical evidence from selected Universities in Bangladesh by Sirajul Arefeen , USIM , Muhammad Khairi Bin Mohyuddin, USIM and Mohammad Aktaruzzaman Khan, Department of Business Administration , IIUC , Bangladesh.
2.10 pm – 2.20 pm – 6		Blue Ocean Strategy in a Case Study of a Private University by Chua Kok Seng and Oo Yu Hock, Asia e University, Malaysia
2.20 pm- 2.30 pm – 7		The Role of a Sufi Leader during the Pandemic for Maizbhandari Sufi Community: A case of Syed Emdadul Hoque Maizbhandari, Fatikchari, Bangladesh by Syed Irfanul Hoque , Managing Trustee, Darul Irfan Research Institute, Muhammad Ali Asgor , Lecturer, Dilowara Jahan Memorial College, Bakolia, Chattogram and Mejbaul Alam Bhuiyan, 3Lecturer, Nanupur Laila-Kabir University College, Fatikchari, Bangladesh.
2.30 pm – 2.40 pm – 8		Factors Influencing the Adoption of On-Demand Ride-Hailing Service in Penang Public Transport by Chee Hin Ng , Yu Hock Oo, Malaysia
2.40 pm – 2.50 pm – 9		Occupational Training of Bangladesh Ship-breaking Industry Workers and its Impact on their Health and Safety by Mohammad Mahfuzul Islam Chowdhury, PhD Candidate ,

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		Faculty of Leadership and Management, Universiti Sains Islam Malaysia (USIM), Malaysia Khatijah Binti Othman, Mohammad Aktaruzzaman Khan and Ibrahim Fahad Sulaiman
2.50 pm – 3.00 pm – 10		The Influence of New Retail Marketing Model on Customer Satisfaction With the Mediating Role of Customer Perceived Value in Chinese Fast Fashion Brands by Chen Xiaoxuan , PhD Student, Faculty of Business, Information and Human Sciences, Infrastructure University Kuala Lumpur and Dr Mooi Wah Kian , Faculty of Business, Information and Human Sciences, Infrastructure University Kuala Lumpur, Malaysia
3.05 pm – 3.10 pm		Welcome to Day 1 Session 2 – Sub Sahara African & Middle East Time Zone by Prof. Dr Asif Mahbub Karim , Founder and Honorary Chief Adviser, GARA Global
3.10 pm – 3.20 pm		Keynote Speech by Prof. Dr J Malan , Vice Chancellor, Africa Research University, Zambia
3.20 pm – 3.30 pm		Special Address by Prof. Dr Tatwa P Timsina , Tribhuvan University, Nepal
3.30 pm – 3.40 pm		Special Address by Dr Victor Muchemwa , Specialist, The World Bank, United Kingdom
3.40 pm – 3.50 pm		Special Address by Dr Nadia Farhana , Stamford University Bangladesh & GARA Chapter President , Bangladesh
3.50 pm – 4.00 pm		Special Address by Dr Salokhiddin Avazkhodjaev , Director, Department of International Cooperation, Tashkent Institute of Finance & Chapter President GARA, Uzbekistan
4.00 pm – 5.45 pm – 09 Papers. Each presenter has 7 minutes to present followed by 3 minutes of Q&A		Sub-Sahara Africa & Middle East Zone - Paper Presentation Session – 2
4.15 pm – 4.25 pm – 1		Crisis Leadership in Civic State Building: The Case of Clan-Federalism in Somalia by Mohamed Bile Hashi, Somalia , AeU, Malaysia and Dr Oo Yu Hock, Asia e University (AeU), Malaysia
4.25 pm – 4.35 pm – 2		IR4.0 and Global Education: It's time to re look into Education Delivery in the New Norm by Narjes Ahmed , University of Bahrain, Bahrain , Asif Mahbub Karim, Binary University of Management & Entrepreneurship , Malaysia and
4.35 pm – 4.45 pm – 3		An Explorative Study of the Village Banking Innovation in Lusaka, Zambia by Dr. Chrine Hapompwe , Deputy Dean, Cavendish University, Zambia

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4.45 pm – 4.55 pm – 4	Engineering-Related Causes Impacting Targets of Construction Projects: Critical Review by Dr. Ahmed Salim Al Saeedi , Senior Construction Engineer, Oman and Dr Asif Mahbub Karim, Honorary Chief Adviser, GARA Global
4.55 pm – 5.05 pm – 5	Post Covid-19 in the PEST Environment by Dr Willard Brandford Musale , Zambia
5.05 pm – 5.15 pm – 6	Assessing The Effect of E-banking on Customer Satisfaction- Case Study Dhabshil Bank, Mogadishu, Somalia by Mohamed Jama Elmi , Lecturer at University of Somalia, Somalia
5.15 pm – 5.25 pm – 7	Integrating Adventist Philosophy in Education 4.0 for Sustainable Society 5.0 by Dr Norman Kachamba , Director, Research, Africa Research University, Zambia
5.25 pm – 5.35 pm – 8	Major Factors of Cost Overrun in Construction Projects: Critical Review by Dr Ahmed Salim Al Saeedi , Senior Construction Engineer, Oman and Dr Asif Mahbub Karim, Honorary Chief Adviser, GARA Global
5.35 pm – 5.45 pm – 9	Customer churn prediction in online shopping using the stacking integration approach by Xia Guoen , School of Economics and Management, Guangxi University of Science and Technology, China , Ren Hongjuan College of Business Administration, Guangxi University of Finance and Economics, China and Chen Shuofeng, PhD Research Fellow, Binary University of Management and Entrepreneurship, Malaysia
5.45 pm – 6.00 pm	Vote of Thanks by Prof. Dr Asif Mahbub Karim and Unveiling of Upcoming 2022 International Events.

Moderators

Prof. Dr Oo Yu Hock, Prof. Dr Mooi Wah Kian ,Dr Yeop Ali, Dr David Sothie Naysadorai



Internationally Acclaimed Keynote & Special Address Speakers

ICELG 2021

No.	Name	Designation
1	Prof. Dr Oo Yu Hock	Convener ICELG 2021 , Professor, Asia e University, Malaysia and GARA Fellow Chapter President, Malaysia
2	Dr Abdulla Rashed	State Minister of Education, Republic of Maldives and GARA Chapter President, Maldives
3	Mr. Tariqul Islam Chowdhury	Founder, CCN University of Science & Technology & Member GARA Global Governing Body
4	Prof. Dr J Malan	Vice Chancellor, Africa Research University, Zambia
5	Prof. Dr Tatwa P. Timsina	Professor, Tribhuvan University, Nepal & GARA Fellow Chapter President, Nepal
6	AP Dr Nadia Farhana	Stamford University Bangladesh & GARA Chapter President, Bangladesh
7	Dwi Rubiyanti Kholifah,	Secretary General, AMAN, Indonesia
8	Md. Shafiqul Alam Helal	Principal, Ibn Taimiya School & College, Cumilla, Bangladesh
9	AP Dr Victor Muchemwa	Specialist at The World Bank, United Kingdom
10	AP Dr Salokhiddin Avazkhodjaev	Director, Department of International Cooperation, Tashkent Institute of Finance & Chapter President GARA, Uzbekistan
11	Prof. Dr Asif Mahbub Karim, FCGIA,FIAM	Founder & Honorary Chief Adviser, GARA Global



CONGRATULATORY MESSAGE ON BEHALF OF GARA GLOBAL FAMILY



Seasonal Greetings!

Inspired by United Nation's Sustainable Development Goals, 4.0, which emphasizes on quality education for all, GARA launched its platform to keep pace with the global vision and mission towards achieving quality research which will be the base for delivering quality education. GARA is a non-for-profit entity. GARA's 4th International e Conference titled Emerging Leadership Globally: Pandemic Standpoint is also participated by researchers over 23 countries representing 41 global institutions from South Asia, Indian Subcontinent, Africa, Middle East, Central Asia, Europe and North America.

GARA the research wing of Wisdom Organization for Research and Leadership Development - WORLD, is committed to unite the global researcher under one single platform.

September 2019 was the founding of GARA and entrusted to me as the Honorary Chief Adviser of this platform from WORLD. The idea was to bring in global researchers in a single platform and do something great in the form of a legacy for the young generation of researchers and educators.

In a short span of time GARA have now global presence in 35 countries and is expanding. It really feels awesome. GARA being a global pioneer platform on web-based technology and e conference mentoring successfully around the globe.

This International e Conference was conceptualized at the very beginning of global when pandemic emerged. With every challenge in life GARA looks into endless opportunities. Immense hard work has been put forward in this international e Conference which is participated by hundreds of global participants from over 21 countries.

The success of this international e Conference is our all including the global strategic partners. I thank to all who have ensured that this mega international e Conference will turn out to be a GRAND SUCCESS!

Welcome Aboard to the GARA GLOBAL Family,

Asif Mahbub Karim, PhD



MINISTRY OF EDUCATION
REPUBLIC OF MALDIVES

CONGRATULATORY MESSAGE

As the world has transformed from a production-based economy to a knowledge economy the importance of knowledge becomes more important than ever before. Consequently, knowledge is considered as the primary factor required producing goods and services. The main purpose of research is to inform action, to prove a theory and contribute new knowledge in the field of study. Research and development should be the main function of every successful business. Creativity and innovation are the most demanding aspects of the 21st century. Hence, creating new knowledge lies in the heart of creativity and innovation. "I believe in innovation and that the way you get innovation is you fund research and you learn the basic facts" (Bill Gates).

I take this opportunity to welcome and congratulate the Honorary Chief Adviser of GARA Professor Dr. Asif Mahbub Karim, executive board, chapter presidents and all the members for organizing this important e conference on Emerging Leadership Globally: Pandemic Standpoint. GARA consists of members from various countries and this makes GARA as a global research academy. Being a researcher requires inspiration and constant dedication. We can see these aspects from our members. Companies and countries need to make informed decisions through research. Ben Bernake once said "the more important reason is that the research itself provides an important long-run perspective on the issues that we face on a day-to-day basis".

Dr. Abdulla Rasheed
Minister of State for Education, Republic of Maldives
Fellow Chapter President, GARA Maldives



CONGRATULATORY MESSAGE

The recent inception of **GARA – Global Academics Research Academy** – is a testimonial of insightful vision to create a new and evolving platform for continuing academic and professional interactions among local and international alumni beyond the confines of borderless institutions of higher learning prior to and upon graduation and convocation respectively. Even though the initial target community comprises doctoral (PhD and DBA) graduating and graduated professionals, GARA is open to welcoming aspirant certification-degree progressive students who, or/and their respective institutions which, intend to develop an academic–research avenue-dimensions during and throughout their respective career-development and growth-enhancing pathways.

In this perspective, imbued with an entrepreneurial spirit of the academia-business, the fourth e-GARA international conference is initiated to kick-start on December 12, 2021. This event is both a tribute to GARA's gestating public foray-existence as well as promoting the respective publication-presentation of its pioneering alumni professionals in conjunction with a timely theme under the ominous threat-peril of coronavirus pandemic (COVID-19) lockdown and fine-arrest imposition of MCO (movement control order) as follows: **"Emerging Leadership Globally: Pandemic Standpoint"**.

As President of the Malaysia Chapter of GARA, I am privileged to share and acknowledge the founding-initiative of seemingly tireless and innovative Professor Dr Asif Mahbub Karim whose dedicated diligence and deliberation with a personal close-knit team is responsible for the fruition of this momentum-driven e-GARA conference (with ensuing follow-ups in incubation to birth). And, graciously respectful, together with Dr Asif, we are pleased to also express our profound gratitude to participating institutional collaborative support and doctoral participants and their limited privilege-choice invitees for a successful time-allocated e-conference.

May GARA and its fourth e-GARA conference be blessed with HIS GRACE and PRESENCE!

Professor Dr Oo Yu Hock, Convener, ICELG 2021
Cert. in Ed, BA (Hons), MPA, MS Ed,
PhD (Public Administration), Fellow Chapter President, GARA Malaysia Chapter



PROCEEDINGS



GARA's International e conference
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