Future Academy Organized Conferences & Congresses
2016 Dates & Venues & Publications

2nd sLTC Symposium on Language, Culture and Technology in a Connected World
01-04 February 2016
Queensland AUSTRALIA
University of Southern Queensland
Toowoomba, Queensland, AUSTRALIA
Cooperation with University of Southern Queensland
Poster & Virtual Poster Presentation Conference
Publication: European Proceedings of Social and Behavioural Sciences EpSBS (ISI Thomson Reuters) & European Journal of Social and Behavioural Sciences EJSBS

4th CPSYC International Congress on Clinical & Counselling Psychology
10-12 May 2016
Antalya TURKEY
Special Offer till 01 November 2015
ONLY First 40 registrants - FREE All Inclusive Accommodation at the 5* Conference Hotel – Early Registration 499 Euro
Oral, Poster & Virtual Poster Presentation Congress
Publication: European Proceedings of Social and Behavioural Sciences EpSBS (ISI Thomson Reuters) & European Journal of Social and Behavioural Sciences EJSBS

3rd BE-ci International Conference on Business & Economics
21-23 September 2016
Selangor MALAYSIA
Poster & Virtual Poster Presentation Conference
Publication: European Proceedings of Social and Behavioural Sciences EpSBS (ISI Thomson Reuters) & European Journal of Social and Behavioural Sciences EJSBS
Future Academy Organized Conferences & Congresses
2016 Dates & Venues & Publications

3rd ic-PSIRS International Conference on Political Science, International Relations and Sociology
01-04 June 2016
Virtual Poster Presentation Only
Publication: European Proceedings of Social and Behavioural Sciences EpSBS (ISI Thomson Reuters) & European Journal of Social and Behavioural Sciences EJSBS

2nd icH&Hpsy International Conference on Health and Health Psychology
06-09th July 2016
Porto PORTUGAL
Escola Superior de Enfermagem do Porto (ESEP) (Nursing School of Porto) in partnership with the Faculdade de Medicina da Universidade do Porto (FMUP) (Faculty of Medicine of the University of Porto)
Cooperation with Escola Superior de Enfermagem do Porto (ESEP) (Nursing School of Porto) in partnership with the Faculdade de Medicina da Universidade do Porto (FMUP) (Faculty of Medicine of the University of Porto)
Poster & Virtual Poster Presentation Conference
Publication: European Proceedings of Social and Behavioural Sciences EpSBS (ISI Thomson Reuters) & European Journal of Social and Behavioural Sciences EJSBS
5th icCSBs The Annual International Conference on Cognitive - Social, and Behavioural Sciences
26-29 December 2016
Virtual Poster Presentation Only
Publication: European Proceedings of Social and Behavioural Sciences EpSBS
(ISI Thomson Reuters) & European Journal of Social and Behavioural Sciences EJSBS
Be-Your-Own-Therapist (ONLINE TRAINING)

Be-Your-Own-Therapist is a program for non-psychologists to increase a person’s well-being by applying Cognitive Behavioural Therapy (CBT) to everyday life situations.

Frequently Asked Questions and Answers about the “Be Your Own Therapist” Program

What are the benefits of completing the Be-Your-Own-Therapist Program?
This program is focused on improving the personal and professional lives of participants. Learning about psychology & CBT and acquiring CBT skills & techniques will enhance participants' self-awareness and ability to guide others. The program will help participants achieve fulfillment and happiness in life.

Who is eligible to enroll in Be-Your-Own-Therapist Program?
Any person interested in the program.

What is the focus and teaching approach used in the Be-Your-Own-Therapist Program?
The instructor applies techniques that ensure participants:

• Understand the content
• Learn theories and their application (how and why to apply a particular therapy)
• Understand the responsibility of self-therapy

Each lesson consists of sharing theories, learning practical applications and answering questions. Learning to respect professional ethics is also emphasised.
Can I offer services as a therapist after completing the Be-Your-Own-Therapist Program?
Eligibility to offer services as a therapist, counsellor, psychotherapist, psychologist or other professional varies from country to country.

Is Be-Your-Own-Therapist an approved program?
This course is designed for non-psychologists, but the course fulfills criteria of the 1st Module of the Master Practitioner Diploma in CBT Program, which is approved by the British Psychological Society.

What is the tuition to enroll in the Be-Your-Own-Therapist Program?
The total fee for the 19-week course is 1500 GBP. This fee includes the live online course, access to recorded lessons, study text materials and the exam fee.

What is the fee that clients pay to receive counseling or psychological therapy?
The majority of UK therapists charge 75 to 100 pounds for each session. Depending upon the diagnosis, the client typically visits the therapist 10 to 30 times.

Why do many UK-training providers charge more than Future Academy?
Unlike many training providers, Future Academy and the Be-Your-Own-Therapist program focuses on educating non-psychologists instead of limiting the program to psychology professionals.
We provide services to the general public to learn, apply and benefit from CBT.

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Our staff has the right to work without fear of abuse or intimidation.
Dear Colleague:

It is a great honour and pleasure to announce the inauguration of the 2nd BE-ci International Conference on Business and Economics. The conference provides a unique opportunity to academics and practitioners alike to interact and share knowledge on timely research. As one of the few conferences to be held purely online, the conference offers the flexibility valued by nowadays academics.

The conference will take place between the 13th and 17th of October 2015 and it will be administered in Istanbul, Turkey with presentations being available to all participants. The online platform offers the opportunity to share presentations and posters, to comment on posted work and to network with other participants.

All authors will be offered the opportunity to publish their full text conference papers in Elsevier Procedia - Social and Behavioural Sciences, in EJSBS The European Journal of Social & Behavioural Sciences eISSN: 2301-2358 and in C-crcs Volume Book eISSN: 2301-2358. Abstracts of all papers will be published in the Conference Abstract Book. Specific guidelines for publication will be provided depending on the type of publication preferred by participants.

The conference offers a unique opportunity for online interaction with researcher sand practitioners from around the world and it can therefore offer a venue to network and establish fruitful research collaborations.

We welcome your interest in the 2nd BE-ci International Conference on Business and Economics October 2015 and we are looking forward to receiving your abstract submission by 01st July 2015.

**Dr Mehryar Noorafshar**, Chair, 2nd BE-ci October 2015
Senior Lecturer
University of Southern  Queensland
Queensland, Australia
2015 May
Dr Despoina Filiou (Conference Adviser)
Manchester Metropolitan University
Title of the Paper: A New Method to Visualize Industrial Structure Evolution Rule and its Application

Problem Statement: How to visualize the skeleton industrial structure (SIS) of one economy and find its evolution rule from the perspective of industrial conjunctions?

Research Questions: The paper provided a Method to visualize the SIS of one economy and find its evolution rule from the perspective of industrial conjunctions and applied it.

Purpose of the Study: The research aim is to visualize the skeleton industrial structure (SIS) of one economy and find its evolution rule from the perspective of industrial conjunctions.

Research Methods: Input-output analysis and conjunctions analysis.

Findings: The complexity and sensitivity analysis of SIS showed that the adjustment of SIS in USA had matched with the requirement of its economic growth from 1972 to 1998. Whilst to Japan and China, their adjustments of SIS had not so effectively promoted their economic growth.

Conclusions: The application showed that DFM could scratch the skeleton industrial structure of one economy, describe the general rules of the industrial structure evolution visualized with more detailed conjunctions among leading sectors. Complexity change of SIS could imply the turn point of economic growth. Sensitivity of SIS complexity could evaluate if the SIS had promoted its economic growth.

Key Words: Industrial structure Evolution rule Input-output analysis

Associate Professor Dr xiuli Liu, China
Title of the Paper: Neuromarketing applied to tourism service: A new methodology

Problem Statement: Neuromarketing explains the neural regions and their association to shopping satisfaction and customer loyalty. However, in tourism, neuromarketing has not been applied to guarantee acquisition of travel services.

Research Questions: Corporal changes, EEG patterns of neural activity and eye movement can predict the pleasure experience of the tourist and their loyalty for tourism services.

Purpose of the Study: The aim of the study is to propose a new methodology for tourism based in neuromarketing to identify the elements in the tourist context (tourist enterprises) related to shopping satisfaction and customer loyalty.

Research Methods: We use eye-tracking, the EEG-activity and biofeedback to identify the hotel’s elements that generates a positive emotional experience related to shopping satisfaction and customer loyalty in the client.

Findings: This methodology based on neuromarketing lead us identify the elements in the tourist enterprises that generate positive experiences in the brains related to shopping satisfaction and customer loyalty.

Conclusions: An important benefit of this methodology is to improve the competitiveness of the tourist services in the destination using the findings of neuromarketing to guarantee the shopping satisfaction and customer loyalty.

Key Words: Neuromarketing, shopping satisfaction, customer loyalty

Professor Dr Alma Yadira Galvez-Contreras, Mexico
Professor Dr Ivette Vargas-dela Cruz, Mexico
Master Graduated Norma Alejandra Gutierrez-Almazan, Mexico
Professor Dr Rodrigo Ramos-Zuñiga, Mexico
PhD Graduated Luis Masia, Mexico
Alejandra Gutierrez, Mexico
Title of the Paper: Heuristics for using SEM in model development

Problem Statement: This paper provides robust learning mechanism for young social scientist to learn the basics of SEM and they can develop their own models using AMOS.

Research Questions: It provides an abridge version of relevant literature with one live example of using SEM in social sciences.

Purpose of the Study: The major objective of this paper is to share the experiences of using Structural Equation Modelling (SEM) in social research.

Research Methods: This paper also provides the two steps in SEM (a) Measurement Models and (b) Path Models. At the end it provides the choice of fit indices and cut-off criteria.

Findings: Structural Equation Modelling was used to identify whether any relationships could be inferred between the personality and consumer behaviour variables. Firstly, CFA for the measurement models were presented. Afterwards, path models were tested to see the close fit of models depicting the personality facets impact on consumer behaviour variables with effect size of 21%.

Conclusions: Models were developed using personality facets predicting customer switching behaviour. The SEM for personality facets predicting credit card switching revealed an adequate fit to the data as per the overall fit criterion. The adjusted $R^2$ was 0.21 for Credit Card Switching. Hence the proportion of variance in Credit Card Switching predicted by the personality facets were 21.0%.

Key Words: SEM, Model Building, Multivariate Analysis, AMOS

Associate Professor Dr Kamran Ahmed Siddiqui, Saudi Arabia
Title of the Paper: A New Method to Visualize Industrial Structure Evolution Rule and its Application

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Research Methods: Input-output analysis and conjunctions analysis.

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Conclusions: The application showed that DFM could scratch the skeleton industrial structure of one economy, describe the general rules of the industrial structure evolution visualized with more detailed conjunctions among leading sectors. Complexity change of SIS could imply the turn point of economic growth. Sensitivity of SIS complexity could evaluate if the SIS had promoted its economic growth.

Key Words: Industrial structure Evolution rule Input-output analysis

 Associate Professor Dr xiuli Liu, China
Title of the Paper: Innovation Diffusion Framework to Evaluate Wind Power Development in Australia

Problem Statement: There is a significant need to better understand consumer perceptions on wind energy. More importantly, in also developing effective energy efficiencies that prevents further deterioration.

Research Questions: What type of effect would new wind farm installation in your community have?

Purpose of the Study: The purpose of this research is to examine the influence of new wind energy development in Australia within a scientific consumer behaviour conceptual framework. In addition it illustrates how innovation diffusion framework can enrich consumer debate on wind energy development in Australia, in particular, and countries facing similar situations.

Research Methods: This study empirically evaluates predictor importance of key constructs of innovation, using responses from a sample of 226 survey respondents in Australia using multiple regression and cluster analysis

Findings: The findings of the research indicate the importance of new wind energy installation for consumers and determine that community owned wind farms are supported by the government more than commercial companies support for wind power is low in area of extensive wind farm development and extensive wind farm development makes a region less attractive.

Conclusions: This research varies from preceding efforts, it examines the influence of new installations in wind energy on consumers’ perceptions of various issues using established scientific theory and bridges the gap in the research.

Key Words: wind energy, consumer perceptions, marketing

Associate Professor Dr Clare D'Souza, Australia
Associate Professor Dr Emmanuel Yiridoe, Canada
Title of the Paper: Bourdeusian and dialectical analyses of budgetary control systems: A stakeholders’ value Perspective

Problem Statement: We aim to investigate budgetary control systems in organizations using dialectical analysis and Bourdieu’s concepts of ‘field’ and ‘capital’, and conceptualize the flaws in its real value for stakeholders.

Research Questions: Does ‘budgeting’ provide optimal value for stakeholders in terms of its utility for employees’ performance evaluation and annual planning?

Purpose of the Study: a) how the budgetary control system functioning is influenced by the dialectics of the organization’s top-down and bottom-up powers involved in developing budgets, and b) how these players invoke power to define and influence the ‘field’ of annual planning and performance review in resolving the bottom-up contradictions.

Research Methods: The paper develops theoretically justifiable propositions on the process of the construction and use of budgets, which, as a finished product, incorporates and encompasses both explicit and implicit interactions of the organizational members’ top-down and bottom-up self-interest-driven ‘influences’.

Findings: We argue that these influences eventually settle mutual ‘contradictions’ through ‘value-laden’ resolutions, which compromise objectivity. The real value of the product encompasses ‘subjective values’ of the participants’ vested interests.

Conclusions: The paper developed proposition on the influence of top-down and bottom-up power dialectic on budgetary control system The paper has offered an initial theorization of budgetary control system operation using a combined theoretical lens of Bourdieu and dialectical analysis. Future research need to further develop this theorization, and empirically investigate the budgeting finished product’s value for stakeholders.

Key Words: Budgeting dialectical analysis Bourdieu capital

Assistant Professor Dr Ashfaq Khan, Australia
**Title of the Paper:** Trust in Employees and Budgetary Participation: Implications for Employees’ Level of Self-Efficacy

**Problem Statement:** Budgetary participation by employees, if effectively utilized by management, can enhance budgets’ value for the organization, and top management can enhance this value by showing their trust in employees.

**Research Questions:** Will upper management’s trust in lower and middle managers in the process of budgetary participation strengthen their sense of wellbeing and self-efficacy?

**Purpose of the Study:** The purpose of the study is to investigate the extent to which budgetary participation and freedom of opinion can enhance employees' self-efficacy through top management’s demonstrated trust in them.

**Research Methods:** We investigated, using SmartPLS, the phenomenon in the public-sector organizations in the Province of Lampung in Indonesia, resorting to the empirical data gleaned from 123 respondents in 20 government agencies.

**Findings:** Results indicated that interpersonal trust and freedom individual voice demonstrated by top management in their employees facilitate the relationship between budgetary participation and self-efficacy, which implied that individuals who are trusted and appreciated during the process of budget construction can increase their cognition (self-efficacy) with positive outcomes for the organization.

**Conclusions:** Our study contributes to the management accounting literature in developing countries and in the public sector, with implications for policy and practice development. Statistical analysis showed that employees' freedom of voice and sense of trust can leverage the relationship between budgetary participation and self-efficacy. This can in turn psychologically empower employees resulting in a greater morale individual self-efficacy.

**Key Words:** Budgeting, trust, voice, self-efficacy, public sector

Assistant Professor Dr Ashfaq Khan Yuliansyah, Indonesia
Title of the Paper: The Influence of Perceived Organizational Justice on OCB, Job Satisfaction and CWB

Problem Statement: Asian organizations are still unaware of the impact justice may have on the volunteer behavior of the employees.

Research Questions: Does Perceived Organizational Justice has any impact on Job satisfaction, Organizational Citizenship Behavior and Counter Productive Work Behavior moderated by Religiosity?

Purpose of the Study: To provide an understanding of perceived organizational justice and behavioral outcomes with respect to Asian culture, the present study is aimed at investigating the effects of perceived distributive, procedural and interactional justice on OCB, CWB and Job satisfaction with the moderating role of religiosity.

Research Methods: Branches of all banks were chosen to be surveyed using systematic stratified random sampling technique. Survey was used to collect data from 500 employees working in different banks/branches using established scales of each construct. CFA was performed followed by descriptives, correlation and regression for hypothesis testing.

Findings: The overall model for OCBI is significant. Distributive justice, interactional justice and religiosity have significant positive effects. The findings of the study also validates the application of social exchange theory. The overall effect for OCBO is quite strong. Distributive and procedural justice have generally positive effects on OCBO.

Conclusions: Organizations should take necessary measures for equal and equitable compensations packages, fairness, consistency and transparency of organizational procedures and systems. The findings of the study put emphasis to have careful focus on organizational justice by policy makers in order to increase the level of OCB and job satisfaction and reduce the counterproductive work behaviors among their employees.

Key Words: Organizational Justice, Citizenship Behaviors, Job Satisfaction, Counterproductive Work Behaviors, Religiosity

Assistant Professor Dr Aniqa REHMAN, Pakistan
PhD Student Shakeel ASLAM, United Kingdom
Title of the Paper: Assessment of Big Data Management on Investments at Higher Education Institutions (Universities)

Problem Statement: In the competitive global environments, universities have become very important since they develop very innovative ecosystems for the economy by conducting right investments; therefore, Big Data Management is needed to make right decisions.

Research Questions: Which investment area is more important than the other, especially about systems, infrastructures, human capital, and research and development is questioned while decreasing costs and expenses.

Purpose of the Study: In order to make right decisions on university investments while decreasing the costs and expenses, the new assessment is needed by using Big Data Management (BGM), which is a very complex system to conduct properly. So, BGM Assessment has developed to understand the priorities fields for the investments, which have impacts.

Research Methods: In the development of this assessment, after the systematic deep interviews were conducted with the experts of the university management, the critical literature review was done to develop the items. In the content validity, eight experts’ recommendations had taken and the 120 items was assessed with a five-point scale in the sample consisted of 158 experts from five different universities.

Findings: The item-total correlation test, comparisons for upper and lower 45% groups, exploratory factor analysis, and Alpha coefficient were used for psychometric examination. All items had factor loadings more than 0.65. Cronbach’s $\alpha$ for the entire scale was 0.96. In the internal consistency, each of the scales reinforced the results of factor analysis, showing that the results were significantly consistent.

Conclusions: Consequently, since the psychometric quality of the instrument has proved high quality, the results BGM Assessment are found reliable and valid to measure systematically right decisions on university investments, particularly on systems, infrastructures, human capital, and R&D while decreasing the costs and expenses. Hence, the BGM Assessment will open new dimensions for the university managers’ in their investment decisions.

Key Words: Assessment, Big Data Management, Investments, Higher Education Institutions, Universities

5247 Assistant Professor Dr Gamze Sart gamzegazi@gmail.com Turkey
Title of the Paper: The Return of the Research, Development, and Innovation to the Universities

Problem Statement: The universities need good funding and financing in order to have sustainable development and growth for their internal as well as external systems. Hence, they need well-rounded ecosystems.

Research Questions: In this study, which activities of the universities have more return and impact is critically studied since most of the universities have changed and transformed from teaching to research universities.

Purpose of the Study: The purpose of this study is to understand how universities can have the sustainable growth, success, and quality assurance in these global competitive economies by improving the return and the impacts of the research, development, and innovation while decreasing their costs and expenses in their budgets and investments.

Research Methods: The perceptions and the experiences of the managers (38), who were responsible about research, development, and innovation at two state and two private universities, were analyzed in the phenomenological analysis where twenty research questions were answered through the semi-structured interactive interviews. The collected data of this study, which were analyzed in data analysis software-program NVivo 10.

Findings: The results showed clearly that a few number of the participants (18%), who were active in research, development, and innovation had significantly much better results in the return of these activities. However, those (82%), who could not be so successful in research, development, and innovation, had troubles in making long-term strategic investments since they did not see financial security.

Conclusions: As a result, the universities, which have made the research, development, and innovation have more benefits, returns, and impacts comparing those who are doing less or teaching rather than research. The universities, which have significantly more innovation opportunities, like technology parks, and technology transfer and licensing offices, can make right investments and improvements that have synergic effects on returns and impacts.

Key Words: Research, Development, Innovation, Universities, Financing, Funding

Author Information

5248 Assistant Professor Dr Gamze Sart gamzegazi@gmail.com Turkey
Title of the Paper: The Comparative Study of Commercialization of the Higher Education Institutions

Problem Statement: The increasing need of the funding and financing has changed the universities mission universities in terms of their commercial activities, particularly those in the best ranking lists of the universities.

Research Questions: What kind of commercial activities is more important in increasing revenues is questioned taking into account the comparative study in the US, UK, and Turkey since they are critically in transition.

Purpose of the Study: This paper focuses carefully on the university commercialization in three different countries (the US, the UK, and Turkey) in which the main activities, which create effective and efficient in increasing funding and financing, are analyzed because right decisions would be taken into account for short and long-term sustainable success of the universities.

Research Methods: By using a phenomenological analysis, the data were collected through 57 semi-structured interviews with technology transfer officers (67) at 6 different universities (2 in the US, 1 in the UK, and 3 in Turkey) in three different countries. As taking into consideration the observations of the researchers, the collected data of were systematically examined in NVivo 10, data analysis software program.

Findings: The study shows critically that the heterogeneous commercial activities were seen in three different countries. The findings clarified that the university leadership was critical in funding and financing the universities. The American and English universities were really very successful in developing university-industry partnership comparing to Turkey. Their licensing revenues of the university patents were much higher than Turkish universities.

Conclusions: The Technology Transfer Offices (TTOs) played important roles in developing university-industry partnership, particularly in the US and UK; however, in Turkey, the TTOs were so new in developing strong relationship with the industry. Additionally, the revenue through licensing activities was still limited. While the American and English universities were commercialized and funded by means of the industry, the Turkish universities were funded by the government.

Key Words: Commercialization, Technology-Transfer-Offices, Universities, Funding, Financing, University-Industry

5249 Assistant Professor Dr Gamze Sart gamzegazi@gmail.com Turkey
Title of the Paper: The Massive Open Online Courses Effects on Funding of the Universities

Problem Statement: The number of the students, who are taking massive open online courses (MOOCs), has markedly increased at the universities where the revenues are strategically financing the budget of the universities.

Research Questions: What the effects of the MOOCs were on funding the universities was studied in this study, while they were diminishing the quality of teaching and learning because the interaction decreased.

Purpose of the Study: This study examined strategically the effects of the MOOCs on funding and financing the universities. In order to understand critically the students’ spending on online courses, the quality of teaching and learning was questioned in this digital age. The interactions between teachers and students had also interactively overviewed.

Research Methods: In this study, the quantitative study had preferred taking into consideration the perceptions and the experiences of the students (654), the lecturers (34), the experts (22) of the MOOCs. Two different surveys related to the outcomes of the MOOCs and the effects of MOOCs on financing the two universities were used. The data were analyzed and clustered according to the participants’ profiles.

Findings: The study shows the students’ participations on MOOCs had increased while increasing the revenues from these MOOCs. The funding from the MOOCs was a new subject and the universities did not critically know how to invest for long-term sustainable goals. As the participants had mentioned most of the technical investments were not planned strategically to meet the needs.

Conclusions: In conclusion, the students were not happy about the content of these MOOCs, but they attended just having the certificates. As lecturers mentioned that the interaction between the students and teachers were very limited; however, they participated in the MOOCs in order to earn just money. The MOOCs quality is limited for all stakeholders who take all these MOOCs from the commercial perspective.

Key Words: Massive Open Online Courses, Universities, Funding

Author Information
5250 Assistant Professor Dr Gamze Sart gamzegazi@gmail.com Turkey
Title of the Paper: The Resiliency Approach of the Universities through Innovation

Problem Statement: As Woods (2015) has mentioned that the flip side of resiliency opens new dimension in innovation. In other words, how the problems are faced is increasing the success in innovation.

Research Questions: Hence, how the universities’ resiliency strategies are meeting the today’s innovation and technology based problems is critically questioned by making the comparative study in the US, Netherlands, and Turkey.

Purpose of the Study: This research has objectives in understanding the three different universities’ resiliency policies and strategies in order to increase innovation by solving short and long-term problems. While conducting these strategies, the budgets of the universities spent in solving the problems were analyzed in terms of outputs, successes, and achievements in their fields.

Research Methods: By using a phenomenological analysis, the data were collected through white paper documents related to the issue. The twelve different top issues related to the resiliency policies in increasing innovation were analysed different universities in the US, in Netherlands, and in Turkey. While taking into account the resiliency strategies, the budgets allocation policies of the universities were examined in NVivo 10.

Findings: This study clarifies how the resiliency strategies helped the universities to increase heterogeneous innovation activities in three different countries. The findings show failures in science and technology open new dimension in refreshing the ideas: therefore, some universities in the US and Netherlands changed their curricula and projects where they gave more importance to the failures, deficiencies, and distraction to improve agility and innovation.

Conclusions: Though these failures had caused expenses in the budgets, they turned to the research as strategic benefits, which flipped the system by changing higher education and financial situation from the ground up. Although the American and Dutch universities were conducting these strategies as university policies, in Turkish universities this system had been intensively experienced, but it did not take into account as policies.

Key Words: Resiliency, Innovation, Universities, Funding, Financing, University-Management

5284  Assistant Professor Dr Gamze Sart  gamzegazi@gmail.com Turkey
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