



The 13th InTraders International Conference on Social Sciences and Education Abstract Book

Editor

Prof. Dr. Tulus Suryanto

InTraders Academic Platform

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**The 13th InTraders International Conference on Social Sciences and Education
Skopje, North Macedonia, 21-25 April 2025**

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Editor

Prof. Dr. Tulus Suryanto, Universitas Islam Negeri Raden Intan Lampung, Indonesia

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İlgi : Doç. Dr. Fatma FİDAN'ın 14.02.2025 tarihli dilekçesi.

Fakültemiz Çalışma Ekonomisi ve Endüstri İlişkileri Bölümü öğretim üyelerinden Doç. Dr. Fatma FİDAN, 21-25 Nisan 2025 tarihleri arasında Uluslararası Balkan Üniversitesi ev sahipliğinde Üsküp, Makedonya'da düzenlenecek olan "The 13th InTraders International Conference on Social Sciences and Education" adlı uluslararası kongreye Üniversitemizi temsilen akademisyen temsilci olarak katılacaktır. Bilgilerinizi arz/rica ederim.

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Asena BOZTAŞ)

10.04.2025

İLGİLİ MAKAMA

İlgi : Doç. Dr. Asena BOZTAŞ 09.04.2025 tarihli ve 166883 sayılı yazı

Fakültemiz Uluslararası Ticaret ve Finansman Bölümü öğretim üyesi Doç. Dr. Asena BOZTAŞ, 21-25 Nisan 2025 tarihlerinde Uluslararası Balkan Üniversitesi ev sahipliğinde Üsküp, Kuzey Makedonya'da gerçekleştirilecek "The 13th InTraders International Conference On Social Sciences and Education" adlı kongrede Üniversitemiz adına Akademisyen Temsilcisi olarak görev almıştır. Bilgilerinizi ve gereğini arz/rica ederim.

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The legal and scientific responsibility of the manuscripts belongs to the authors. The 13th InTraders International Conference on Social Sciences and Education provide the Republic of Türkiye, Council of Higher Education "International Conference" criteria. The 13th InTraders International Conference on Social Sciences and Education (Hybrid) was held on 21-25 April 2025, at International Balkan University, Skopje, North Macedonia.

Declaration

InTraders hereby would like to declare that from all participants coming from North Macedonia, Romania, Albania, Serbia, Algeria, Pakistan, India, Czech Republic, Slovakia, Ukraine, Poland, Kosovo, Uganda, Nigeria, Indonesia, Zambia, Chile and Türkiye, more than half of the studies belong to countries different than Türkiye. 98 studies are accepted, 27 studies from Türkiye. 93 studies are presented, 26 studies are presented from Türkiye, 67 studies out of Turkey are presented. 72 % of studies are presented out of Türkiye and we had studies from more than 5 different countries as mentioned above.

Appreciation

I am gratified to have the honour to put forward the vote of thanks to all the Congressional Coordinators, Congressional Committees, and Authors who provided intensive work performance for the Conference.

Special thanks to whom joined the opening ceremony participants.

Opening Ceremony

Rector Prof. Dr. Lutfi Sunar - IBU, N.Macedonia

Rector, Prof. Dr. Shyqeri Kabashi - Kolegji Biznesi, Kosovo

Dean, Assoc. Prof. Dr. Liza Alili Sulejmani - IBU, N.Macedonia

Elisabeta Bajrami Ollogu, PhD Lecturer - Women in Science Network, N.Macedonia

PhD Candidate Kürşat ÇAPRAZ - Sakarya University, Türkiye

Dr. Mihaela POP - Titu Maiorescu University - Romania

The Congress is scheduled using Zoom Live Sessions and in person.

We aim to contribute international trade field through our [International Spring Conferences](#), [International Winter Conferences](#), [International Autumn Conferences](#), [Academic Journal](#), and [Conference Alerts News](#).

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InTraders conference is international and targets participants from all over the world, shaping the organization in this direction.

The Congress aims to have papers from academicians and private sector managers. The written and presentation language is English.

[Conference main topics](#); social sciences and education topics.

Thank you for your great work, dear friends. Last, my little motivators, Emre and Yunus ÇAPRAZ, are great....

Topics; Social Sciences Titles: Sociology, Psychology, Communication Studies, Journalism, Public Relations, Advertising, Social Work, Philosophy, Economics, Business Administration, Labor Economics, Human Resources, International, Finance, Econometrics, Political Science and Public Administration, Law, Islamic Economics and Finance, Management Informatics Systems, Health Management, International Trade, Logistics, Distance Education, Higher Education, Teaching and Learning, E-learning, Lifelong Learning

A beautiful congress with more than international congress criteria is waiting for all of you. I wish to meet you all at these new international conferences...

Kürşat ÇAPRAZ

Secretary of InTraders Academic Platform

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The 13th InTraders Conference Program (InPerson)

The 13th InTraders International Conference On Social Sciences and Education International Balkan University, 24-25 April 2025, Skopje, N. Macedonia						
Time (MK)	Conference Program - 24 April 2025, IBU Campus (Blue Amphitheater)					
9:30-10:00	Registration					
Time (MK)	Opening Ceremony					
10:00-11:00	Rector Prof. Dr. Lutfi Sunar - IBU, N.Macedonia Rector, Prof. Dr. Shyqeri Kabashi - Kolegji Biznesi, Kosovo Dean, Assoc. Prof. Dr. Liza Alili Sulejmani - IBU, N.Macedonia Elisabeta Bajrami Ologu, PhD Lecturer - Women in Science Network, N.Macedonia Asst. Prof. Dr. Fatma FIDAN - Sakarya University, Turkey Dr. Mihaela POP - Titu Maiorescu University - Romania					
InPerson Program						
	Session 1-1: AI and sustainability - Chairman: Petar Mitic		Session 1-2: Law, Justice & Human Rights - Chairman:Asst. Prof. Dr. Marta Vejseli		Session 1-3: Educational Innovation, Learning Technologies & Digital Tools - Chairman: Assoc. Prof. Dr. Inanç Kabasakal	
Time (MK)	Author	Title	Author	Title	Author	Title
11:00-12:00	Ass.Prof.Dr. Kristina Velichkovska, Petar Mitic	EMPOWERING SUSTAINABLE GROWTH THROUGH EMERGING TECHNOLOGIES IN SERBIA AND NORTH MACEDONIA	Dr. Mihaela POP, Dr. Antonius EFTENIOIU	Legal Considerations in E-Commerce	Assoc. Prof. Dr. Inanç Kabasakal	Application of Machine Learning Methods for Dropout Prediction in an Online SpeedReading Course
	Assoc. Prof. Dr. Besime Ziberi	Artificial Intelligence and Economic Sustainability: Opportunities and Challenges in the Western Balkans	Dr. Albana Jeminaj	*THE PERSPECTIVES OF THE LEGAL STATE IN THE JUSTICE SYSTEM ACCESS TO JUSTICE .THE RESULTAT OF THE PROBLEMS AND NEEDS FOR THE PERMISSION OF THE JUSTICE SYSTEM, KOSOVA.AND ALBANIA	Bekim Emini	Prishtina High School EFL Students' Attitudes towards Information and Communication Technologies in the EFL classroom
	Asst. Prof. Dr. Afan Hasan	LLMs as AI Paralegals: Transforming Legal Tech in German Crash Claims	Fjolla Ejupi, Prof. Dr. Besa Arifi	The Legal Protection of Victims of Gender-Based Violence Following the Ratification of the Istanbul Convention in North Macedonia	Era Baliu	ChatGPT in Education: English Language Teaching at Hasan Prishtina primary school in Prishtina – Exploring Benefits for Teachers
			Asst.Prof.Dr. Marta Vejseli	State Aid Recovery and M&A Risk: Navigating Successor Liability in Light of ECJ Case C-588/23	Afrim Aliti, Ardian Deari	Pedagogical Aspects of Podcasts in EFL Classrooms: A Qualitative Analysis of Teacher's Perceptions and Attitudes
12:00-12:30	Break					
	Session 2-1: Economic Development, Growth & Inequality - Chairman: Asst. Prof. Dr. Andrijana B. Danevska		Session 2-2: Public Administration, Governance & Legal Reform - Chairman: Assoc. Prof. Dr. Fatma FIDAN		Session 2-3: Pedagogical Practices, EFL & Curriculum Development - Chairman: Prof. Dr. Ana Kechan	
Time (MK)	Author	Title	Author	Title	Author	Title
12:30-13:45	Prof. Dr. Snezana Bilic	The Relationship Between the Global Innovation Index (GII) and North Macedonia's Economic Performance	Prof. Dr. Xhemazie Ibraimi	Reforms in Public Administration Governance in the Era of Artificial Intelligence: A Comparative Study of Kosovo and North Macedonia	Assoc. Prof.Dr. Iqbalje /Miftari-Fetishi	Reflective feedback and portfolios: Student perspectives on ongoing assessment
	Assoc. Prof.Dr. Luljeta Sadiku	EMPIRICAL ANALYSIS ON THE EFFECTS OF FLAT TAX REFORM ON FISCAL REVENUES AND ECONOMIC PERFORMANCE FOR THE CASE OF REPUBLIC OF NORTH MACEDONIA	Zeynep Senanur SAHİN	EXPECTATIONS OF GENERATION Z REGARDING WORKING HOURS	Assoc. Prof.Dr. Emin Idrizi	Synergizing Data-driven Learning and Deep Processing to Strengthen EFL Learners' Vocabulary Mastery and Retention
	Assoc. Prof. Dr. Besime Ziberi	The Green Economy of the Western Balkans: Challenges and Opportunities for Sustainable Development	Krenare Hoti	The impact of test anxiety on university students' performance: A case study at the University of Prishtina, English Department	Sezen SAMET, Muhammed ABAZI, Aksu SAMET	Laboratory Teaching Effective Method for Students of Faculty of Engineering
	Ivana Beciragic	Growth Without Equity: Evidence of Non-Inclusive Economic Growth in the Balkans (2006–2021)	Assoc. Prof. Dr. Besa Kadriu	Political Influence, Institutional Erosion, and Ethnic Disparities: The Case of North Macedonia's State Administration under EU Conditionality	Sezen Ismail, Ana Kechan	CORPORATE CULTURE IN HERMAN MELVILLE'S BARTLEBY THE SCRIVNER
	Edita Mustafa	Exploring the role of female education and youth unemployment on GDP:Case of North Macedonia	Rushan Ceka, Hazir Hajdari, Iliriana Demaj, Neritan Turkeshi, Abidin Zenku, Halim Aliti	Monitoring of air pollution from PM10 particles in the city of Skopje, for the period Januar-December 2024	Asst. Prof. Dr. Aksu SAMET, Neslihan ADEMI, Sezen SAMET	The Effect of Distance Learning on High School Students' Interest in Chemistry Course
13:45-14:00	Break					
	Session 3-1: Business Transformation, Innovation & Entrepreneurship: Chairman: Assoc. Prof. Dr. Luljeta Sadiku		Session 3-2: Generational Studies, Aging & Labor Markets - Chairman: Assoc. Prof. Dr. Mehtap DEMİR (SESSION IN TURKISH)		Session 3-3: Social Inclusion, Mental Health & Socioeconomic Challenges - Chairman: Assoc. Prof. Dr. Sezen Ismail	
Time (MK)	Author	Title	Author	Title	Author	Title
14:00-15:30	Asst.Prof.Dr. Ceneta Telak Durmishi, Asst. Sani Saidi	Agile Management and Digital Innovation in Macedonian SMEs: A Strategic Pathway to Competitive Advantage	Fatma Fidan, Kürşat Çapraz	Literature Review Study of Active Ageing	Assoc. Prof. Dr. Teuta Ramadani Rasimi , Alla Moskalets , Kateryna Ivanova , Lucia Mikurčíková , Ivana Trellova ,Evgenia Panichevska , Alina Ivanenko , Monika Suchowejska , Nataliia Zavarova	Towards Inclusive Practices and Positive Behavior Support in Education and Social Work:A Comparative Analysis of V4 Countries, Ukraine, and North Macedonia
	Dr. Matei Cernăianu Alice – Dalina	How the gig economy is changing the rules of the game for entrepreneurship?	Fatma Fidan, Kürşat Çapraz	Generation Z's perception of active age	Asst. Prof. Dr. Jasmina Troshanska, Christian Sweeney , Zoi Toutountzidou,Juliana Sergidou, Maria Panagi	Barriers to Independent Living for Young Adults with High-Functioning Autism in Europe
	Prof. Dr. Savica Dimitrieska , Assoc. Prof. Dr. Andrijana Bojadjevska Danevska	Rethinking the Marketing Function in the Age of Business Transformation	Mustafa Şahin	SKILL NEED IN THE PISHMANIYE INDUSTRY: DETERMINING THE SKILL NEEDS OF WORKERS WORKING IN THE PISHMANIYE FACTORY	Cătălin-Ionuț DRĂGAN, Antonius EFTENIOIU	DEINSTITUTIONALIZATION OF PEOPLE WITH DISABILITIES: PERCEPTIONS OF SPECIALISTS FROM LOCAL AND COUNTY SOCIAL SERVICES
	Sheniz Shain	Evolving Brand Perceptions And Promotion Strategies In The Digital Age: Consumer Insights And Future Trends	Assoc. Prof. Dr. Mehtap DEMİR, Barış AYDOĞDU	Occupational Health and Safety in CRTUaffiliated Unions	Fatime Ziberi, Andrijana Bojadjevska Danevska	The interplay between psychological autonomy and economic instability: Traditional and non-traditional mode of employment and its impact on psychological wellbeing
	Prof.Dr. Hasim Deari	Turkish Brands in North Macedonia; How coşuverse perceive them?	Zinnet Duygu Sarı	ARTIFICIAL INTELLIGENCE TRANSFORMATION IN PUBLIC ADMINISTRATION: OPPORTUNITIES, RISKS AND ETHICAL LIMITS	Assoc. Prof. Dr. Esra ÇIKMAZ,Eren ÖZPAY, FATMA GÖZEL	PROBLEMS OF WOMEN WORKING IN GAZIANTEP METROPOLITAN MUNICIPALITY: A SOLUTION-ORIENTED PERSPECTIVE
			Yağmur ALP	GLOBALIZATION AND THE TRANSFORMATION OF THE NATION STATE: A Public Administration Perspective	Bedri Hamza	Brain Drain in Kosovo and the Region: A Comparative Analysis and Alternative Perspectives
			Edanur Kanber	CRISIS MANAGEMENT IN PUBLIC ADMINISTRATION: A Comparison of the August 17 and February 6 Earthquakes		

The 13th InTraders Conference Online Sessions

Date	No	Author	Title	University	Country	Mode
Session 1 24 April 2025 9:00 10:00	78	Marinică Tiberiu Șchiopu	The Novel The Sea, The Sea by Iris Murdoch: Intertextuality, Metafiction and Fantastic	Romanian Language Institute, Romania University of Delhi, India	Romanian, India	Online
	39	Sobia Jamil	Adapting to Remote Work: Social and Flexible Arrangements for Work-Life Balance in the Private Sector	Jinnah University for Women, Karachi	Pakistan	Online
	41	Mehraj Hussain Para	The Interplay of Language and Identity: A Sociolinguistic Perspective	Maulana Azad College Of Arts, Science & Commerce, Rauza Bagh, Chhatrapati Sambhajinagar	India	Online
	54	Assoc. Prof. Dr. Namita Mishra, Assoc. Prof. Dr. Leena Jeneffa, Vanshika Tyagi	A study on the financial performance evaluation using DuPont analysis in a selected supermarket chain	I.T.S School of Management Mohan Nagar Delhi – NCR, Hindustan Institute of Technology and Science, Chennai, Nirvana Solutions	India	Online

Session 2 24 April 2025 10:00-11:00	55	Ameena Ali, Dr. Sobia Hassan, Maryam Gull	The Impact of Inclusive Leadership on Environmental Citizenship in Organizations: A Mediation Approach	Lahore College for Women University Lahore	Pakistan	Online
	56	Kiara Basmala Putri, Mutiara Eka Putri, & Pertiwi Utami	Analysis of Sharia Hotel Business Development Strategy in Indonesia	Sekolah Tinggi Ekonomi dan Bisnis Islam Lampung University	Indonesia	Online
	57	Sella Riga Cahyani, Umi Khulsum, Putri Allana Abdullah, & Ferliansyah Zais	Islamic Economic Review of Factors Influencing the Use of PayLater Platform and Generation Z Consumptive Behavior	Sekolah Tinggi Ekonomi dan Bisnis Islam Lampung University	Indonesia	Online
	58	Annida Fatah, Tauhidi, & Rianto	Islamic Business Ethics Review of Factors Influencing Prudence Accounting in Islamic Business	Sekolah Tinggi Ekonomi dan Bisnis Islam Lampung University	Indonesia	Online

Session 3 24 April 2025 11:00- 12:00	59	Daniel Armagatlie, Reza Ronaldo, Yaudil Hery	Behavioral Biases and Risk Perception in Takaful Decision-Making: Evidence from Southeast Asia and GCC Countries	Sekolah Tinggi Ekonomi dan Bisnis Islam Lampung University	Indonesia	Online
	60	Dewi Komala Sari, Reza Ronaldo, Yul Maulini	Empowering Islamic Finance: The Role of Sharia Insurance Education in Indonesia	Sekolah Tinggi Ekonomi dan Bisnis Islam Lampung University	Indonesia	Online
	61	Cindi Antika Gheffi, Reza Ronaldo, Tejo Waskito	Pedagogical Transformation of Takaful Education through Teacher Development Initiatives	Sekolah Tinggi Ekonomi dan Bisnis Islam Lampung University	Indonesia	Online
	62	Putri Selviana Anjani1, Madnasir2, Taufiqur Rahman3	ANALYSIS OF DETERMINANTS OF THE GENDER DEVELOPMENT INDEX IN 8 COUNTRIES OF THE ASEAN REGION FROM AN ISLAMIC ECONOMIC PERSPECTIVE (Panel Data Analysis for the Period 2013 - 2022)	Faculty of Islamic Economic and Business, Universitas Islam Negeri Raden Intan Lampung	Indonesia	Online

Session 4 24 April 2025 12:30- 13:30	77	Dr. Michaela Loredana Teodorescu	The Involvement and Transformation of the Romanian Judicial System in the Context of Digital Crime: A Sociological Approach to Legislative and Institutional Adaptation	Titu Maiorescu University	Romania	Online
	81	Ayça ÇELİK MERGEN, Prof. Dr. Meral UZUNOZ ALTAN	Factors Affecting Voters' Voting Behavior: A Literature Review	Yıldız Technical University	Türkiye	Online
	79	Wassila HAMZA REGUIG MOURO	Survival and Refuge in Ama Ata Aidoo's "Certain Winds from the South"	University of Tlemcen	Algeria	Online
	82	Omar RAHMOUN	Adaptation Studies: A Shift in Paradigms and Approaches	University of Tlemcen	Algeria	Online
	84	Irimi Arapi (Sylari)	Examining effects of lighting on reading skills in two elementary schools environment in Albania	University of Tirana	Albania	Online

Session 5 24 April 2025 13:30- 14:30	37	Nermin Sude Yılmaz	WOMEN'S PARTICIPATION IN THE LABOR MARKET IN TURKEY AND THE OBSTACLES FACED BY WOMEN IN THE LABOR FORCE PARTICIPATION	Sakarya University	Türkiye	Online
	38	Cansu Yörük	Atrificial Intelligence and Working Life	Sakarya University	Türkiye	Online
	83	Aslinur Mert	New Ways of Working: Transformation Brought by Digitalization	Sakarya University	Türkiye	Online
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	43	Ahammed Ishac Chmebirika Ebrahim	The Historical Trade Routes of the Malabar Region of India: A Gateway to Global Commerce	Sakarya University	Türkiye	Online
	44	Hina ZAHOR, Nasir Mustafa	The Digital Pulse: How Technology is Reshaping the Heart of Healthcare	Istanbul Gelişim University	Türkiye	Online
	45	Büşra Dolkun, Merve İçöz, Zekiye Turan	EFFECTS OF GENDER ROLES ON WOMEN'S HEALTH IN GYNECOLOGICAL CANCERS	Sakarya University	Türkiye	Online

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	47	SEDA EYGÜ	Artificial Intelligence Integration in Learning Management Systems: A Case Study of Erzincan Binali Yıldırım University	Atatürk University	Türkiye	Online
	52	Asst. Prof. Dr. Mehmet AYDIN	Is the Feldstein-Horioka Puzzle Valid in BRICS-T Countries? An Empirical Investigation on Capital Mobility	Sakarya University	Türkiye	Online
	48	Assoc. Prof. Dr. Hakan EYGÜ	Carbon Hysteresis in Turkey: Implications for Environmental Policies	Atatürk University	Türkiye	Online

Session 8 24 April 2025 16:30- 17:30	53	Asst. Prof. Dr. Tunahan DEĞİRMENÇİ	Revisiting the Role of Foreign Aid and Government Expenditure in Economic Growth: Evidence from EAC Countries through a Theoretical Perspective	Sakarya University	Türkiye	Online
	49	Assoc. Prof. Dr. Hakan EYGÜ	Is Unemployment Hysteria Valid in Turkey? Empirical Evidence from Unit Root Tests with Structural Breaks	Atatürk University	Türkiye	Online
	50	Assoc. Prof. Dr. Asena BOZTAŞ	Artificial Intelligence and International Trade: Global Transformation from the Perspective of Industry 4.0 and Society 5.0	Sakarya University of Applied Sciences	Türkiye	Online
	51	Assoc. Prof. Dr. Asena BOZTAŞ	Trade wars and the global supply chain: The Impact of Past and Present Economic Conflicts	Sakarya University of Applied Sciences	Türkiye	Online

Session 9 25 April 2025 09:00- 10:00	63	Nisrina Azizah ¹ , Budimansyah ² , Siska Yuli Anita ³	THE INFLUENCE OF REGIONAL REVENUE EXPENDITURE BUDGET REALIZATION (APBD), GENERAL ALLOCATION FUND (DAU), SPECIAL ALLOCATION FUND (DAK), ON ECONOMIC GROWTH IN LAMPUNG PROVINCE IN THE PERSPECTIVE OF ISLAMIC ECONOMICS	Faculty of Islamic Economic and Business, Universitas Islam Negeri Raden Intan Lampung	Indonesia	Online
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	65	Widia Delfi Fadhilah ¹ , Mardhiyah Hayati ² , Ersi Sisdianto ³	THE INFLUENCE OF INVESTMENT, INFLATION, AND EXPORTS ON FOREIGN EXCHANGE RESERVES IN ASIAN COUNTRIES IN 2018- 2022 IN THE PERSPECTIVE OF ISLAMIC ECONOMICS	Faculty of Islamic Economic and Business, Universitas Islam Negeri Raden Intan Lampung	Indonesia	Online
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Session 10 25 April 2025 10:00- 11:00	67	Indah Tamara Putri, Tulus Suryanto, Liya Ermawati	ANALYSIS OF FINANCIAL PERFORMANCE IN THE ACTIVITY MANAGEMENT UNIT OF THE COMMUNITY EMPOWERMENT MANAGEMENT FUND ON COMMUNITY WELFARE	Faculty of Islamic Economic and Business, Universitas Islam Negeri Raden Intan Lampung	Indonesia	Online
	68	Rendi Dinata, Evi Ekawati, Nur Wahyu Ningsih	THE EFFECT OF CARBON EMISSION DISCLOSURE ON COMPANY VALUE WITH MEDIA EXPOSURE AS A MODERATION VARIABLE (STUDY ON COMPANIES LISTED IN THE SRI KEHATI INDEX 2019-2022)	Faculty of Islamic Economic and Business, Universitas Islam Negeri Raden Intan Lampung	Indonesia	Online
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	70	Ulfa Syariatun Khasanah, Ahmad Zuliansyah, Mia Selvina	The Influence of Accounting Information System Quality, Leadership Style, and Work Motivation on Employee Performance in the Perspective of Maqashid Sharia (Study at AKA Medika Sribhawono Hospital, East Lampung)	Faculty of Islamic Economic and Business, Universitas Islam Negeri Raden Intan Lampung	Indonesia	Online

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	72	M.Jayakumar, Assoc. Prof. Dr. Leena Jenefa, Ashok Kumar S.	Artificial Intelligence in Digital Marketing platform	Vel Tech Rangarajan Dr Sagunthala, R&D Institute of Science and Technology , Avadi , Chennai,Hindustan Institute of Technology and Science, Padur , Chennai	India	Online
	73	Assoc. Prof. Dr. Leena Jenefa	The analysis of customer satisfaction factors which influence chatbot acceptance for Buying Behaviour	Hindustan Institute of Technology and Science, Padur , Chennai	India	Online
	75	M. Jayakumar	The Mobile Application and Its Global Impact	Vel Tech Rangarajan Dr.Sagunthala R&D Institute of Science and Technology, Chennai	India	Online

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	80	Maya Moalla	Is Growth Greener Yet in Turkiye?	KEMENTERIAN AGAMA UNIVERSITAS ISLAM NEGERI RADEN INTAN LAMPUNG FAKULTAS EKONOMI DAN BISNIS ISLAM	Indonesia	Online
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	42	Olubusayo Victor Fakuade, Tolulope V GBADAMOSI	ENHANCING RESEARCH AND LEARNING IN SOCIAL SCIENCE EDUCATION THROUGH INSTRUCTIONAL TECHNOLOGY: BEST PRACTICES AND EMERGING TRENDS	Kampala International University,University of Ibadan, Ibadan	Uganda, Nigeria	Online
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	99	Daiana-Elena DOBROIU	Smart Contracts and International Private Law: Challenges and Perspectives	Independent Researcher	Romania	Online

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	96	Andrés Soto-Bubert, Roberto Acevedo	Academic Excellence and Ethical Publishing in Chilean Higher Education. Challenges and Strategies for Sustainable Knowledge Generation	Faculty of Engineering. University of San Sebastian. Bellavista 7. 8420524. Santiago.	Chile	Online
	97	William Montes , Andrés Soto-Bubert , Sebastián López , Roberto Acevedo	Proposal Model for the categorization of academics in Higher Education Institutions	Universidad San Sebastián, Faculty of Engineering. Bellavista 7, Recoleta, 8420524, Región Metropolitana	Chile	Online
	98	Andrés Soto-Bubert , Renato Sepúlveda Almuna, Michael Hantke Domas, Roberto Mayorga Lorca , José Hipólito Zañartu, Bernardita del Rio, Roberto Acevedo	Chilean mining at the crossroads: challenges and strategies to lead the energy transition	Universidad San Sebastián, Facultad de Ingeniería. Universidad San Sebastian. Bellavista 7. 8420524. Santiago. Chile. (2) Andes Levers. Apoquindo 6410. Oficina 605. Las Condes. Santiago. Chile. (3) Facultad de Derecho y Ciencias Sociales. Universidad San Sebastian. Bellavista 7. 8420524. Santiago. Chile.	Chile	Online

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International Balkan University Skopje N. Macedonia 24-25 April 2025

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Collaboration with International Balkan University, North Macedonia, Biznesi College, Kosovo, The Faculty of Law and Economic Sciences of Tg-Jiu (FLES), Romania, Women in Science Network (RRGSH), North Macedonia and Sekolah Tinggi Ekonomi dan Bisnis Islam Lampung University, Indonesia

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2	Assoc. Prof. Dr. Besa Kadriu	Political Influence, Institutional Erosion, and Ethnic Disparities: The Case of North Macedonia's State Administration under EU Conditionality	South East European University	N. Macedonia	InPerson
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6	Ass.Prof.Dr. Kristina Velichkovska, Petar Mitic	Empowering Sustainable Growth Through Emerging Technologies In Serbia And North Macedonia	International Balkan University, Institute of Economic Sciences	N. Macedonia , Serbia	InPerson
7	Prof. Dr. Savica Dimitrieska , Assoc. Prof.Dr. Andrijana Bojadjevska Danevska	Rethinking the Marketing Function in the Age of Business Transformation	International Balkan University	N. Macedonia	InPerson

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The Relationship Between the Global Innovation Index (GII) and North Macedonia's Economic Performance

Snezana Bilic¹

Abstract

As a transitional economy on the path to European Union integration, North Macedonia faces structural challenges that delay its ability to foster and sustain innovation. One of the core objectives of the Sustainable Development Goals (SDGs) is to strengthen national capacities for innovation and research and development (R&D), essential for transforming economies into knowledge-based systems and ensuring sustainable, inclusive growth.

This paper examines the relationship between the Global Innovation Index (GII) and North Macedonia's economic performance, evaluating how innovation-related policies and practices have influenced macroeconomic indicators over the past decade. Focusing on key GII pillars—human capital and research, infrastructure, market sophistication, and knowledge and technology outputs—the study correlates these with GDP growth, foreign direct investment (FDI), and employment rates.

Findings suggest that while North Macedonia has made notable progress in digital infrastructure and entrepreneurship support, innovation inputs often exceed outputs, close-fitting a gap between investment and implementation.

The study highlights the need for a cohesive national innovation strategy, stronger institutional frameworks, and better alignment between education systems and labor market demands. It concludes with policy recommendations aimed at enhancing the innovation ecosystem, improving the conversion of innovative capacity into tangible economic outcomes, and accelerating the country's transition toward a competitive, knowledge-based economy.

Keywords: Global Innovation Index, North Macedonia, Economic Performance

JEL Code: O3

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Reflective Feedback And Portfolios: Student Perspectives On Ongoing Assessment

Igballe /Miftari-Fetishi²

Abstract

This paper discusses the importance of ongoing assessment within university leveled courses as a means of teaching, learning and reflective feedback. Participants in the case study are students of various departments enrolled in the Program development course. They are active participants in various activities along the course and take different roles alongside it; sometimes they are experts in planning, while at others they are the experts in teaching, they reflect on past experiences in order to balance theory and practice, they reflect on what they have accomplished and they learn to notice aims and goals in tasks. Portfolios as a means of ongoing assessment are normally used with younger aged learners, however, this case study will show the importance that portfolios had on the overall accomplishment skills of the students, namely, the study will explain the procedure of events and the students reflection on the process. It will also show the impact of self-assessment and self-reflection on different tasks and activities and how portfolios provide evidence of learning and progress not only for the teachers but for the learners as well. Challenges, limitations and further recommendations are also provided.

Keywords: ongoing assessment, reflection, portfolio, progress, practice etc.

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State Aid Recovery and MGA Risk: Navigating Successor Liability in Light of ECJ Case C-588/23

Marta Vejseli³

Abstract

The judgment of the European Court of Justice in Case C-588/23, delivered on 16 January 2025, represents a notable development in the jurisprudence surrounding the recovery of unlawful State aid. Central to the Court's reasoning is the reaffirmation of the principle that repayment obligations may, under certain conditions, extend beyond the original beneficiary to a successor undertaking. This is particularly relevant where core elements of the business—such as assets, workforce, and operational continuity—have been transferred in substance, even if not in form.

This paper situates the ruling within the broader legal framework of economic continuity, examining how the Court has built on prior case law, including *Germany v. Commission* (C-277/00), *Groupe Lactalis v. Commission* (T-121/15), and *Ryanair v. Commission* (T-123/09), to clarify the circumstances under which successors may be held liable. By analyzing the factual and legal tests applied—such as the preservation of economic activity, overlap in ownership or control, and transactional context—the study highlights the implications of the judgment for merger structuring, insolvency procedures, and public enforcement of competition rules.

The findings underscore the strategic importance of assessing legacy State aid exposure in the context of corporate acquisitions and reorganizations, particularly where distressed assets or privatizations are involved. This paper aims to contribute to a more practical understanding of successor liability and its impact on transactional risk within the internal market.

The findings underscore the strategic importance of assessing legacy State aid exposure in the context of corporate acquisitions and reorganizations, particularly where distressed assets or privatizations are involved. This paper aims to contribute to a more practical understanding of successor liability and its impact on transactional risk within the internal market.

Keywords: State Aid; M&A; Restructuring; Economic Continuity

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Evolving Brand Perceptions And Promotion Strategies In The Digital Age: Consumer Insights And Future Trends

Sheniz Shain⁴

Abstract

In this age's rapidly evolving market, understanding consumer perceptions of brands and their promotional strategies is crucial for businesses to remain relevant and engaging. This research explores consumer attitudes towards brands, the key factors influencing brand perception, and emerging trends in brand promotion. Based on survey data, the findings indicate that majority of consumers have positive perception of brands, with product/service quality being the most influential factor in brand evaluation. Social media is identified as the dominant channel for brand discovery, far surpassing traditional media. Additionally, the study highlights the growing importance of authenticity and transparency in brand communication, as consumers increasingly value ethical business practices and responsiveness. Personalized messaging and engaging content are preferred methods for brand communication, emphasizing the need for brands to foster stronger connections with their audiences. Looking ahead, consumers predict that artificial intelligence (AI), augmented reality (AR) and virtual reality (VR), will revolutionize brand promotion through hyper-personalized marketing and immersive experiences. Influencer marketing, however, remains a powerful tool, though concerns about its long-term credibility persist. Sustainability and ethical branding are also gaining traction, reflecting a shift towards more responsible and value-driven brand strategies. Overall, this study underlines the dynamic nature of brand perception and the necessity for businesses to adapt to emerging digital trends to maintain consumer engagement and trust.

Keywords: Brand Perception, Social Media Marketing, Consumer Behaviour, Brand Authenticity, Emerging Trends, AI in Marketing

JEL Code: M31, D12, M37

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Empowering Sustainable Growth Through Emerging Technologies In Serbia And North

Macedonia

Kristina Velichkovska⁵, Petar Mitic⁶

Abstract

This paper explores the impact of the emerging technologies such as artificial intelligence (AI), the Internet of Things (IoT), big data, 5G, and blockchain in the realization of sustainable economic growth in Serbia and North Macedonia. The aim of this paper is to identify the ways in which those technologies contribute to increasing productivity, improving efficiency, and making economic systems more resilient while promoting environmentally friendly development and social equity. The aim is to solve the very crucial problem that arises while incorporating modern technologies into economic processes, which is a broader goal of achieving Sustainable Development Goals (SDGs) in the region. This study uses a multi-method approach for the research methodology, combining observations from primary and secondary data. The primary data are gathered through a survey that observes the technology adoption by ICT professionals, policymakers, and other relevant stakeholders from both countries, while the secondary data is observed through models combining indicators on technology adoption, economic and social indicators, and sustainability metrics. Using descriptive and econometric analysis, this study identifies practical pathways for the integration of technology into these three dimensions of sustainable growth-economic resilience, environmental sustainability, and social equity, thus allowing decision-makers, businesses, and interested parties to design evidence-based strategies to harness the new technologies for sustainable development. This study offers recommendations for overcoming the barriers to technology acceptance and suggests the necessary actions that will help digital transformation to pave the way for a greener and more inclusive future for Serbia and North Macedonia.

Keywords: Emerging technologies, sustainable growth, AI, blockchain.

JEL Codes: O40, O44, O49

Rethinking the Marketing Function in the Age of Business Transformation

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Abstract

As businesses go through the process of digital transformation driven by digital innovation, all of the organizations' functions are undergoing radical changes. According to Statista (2024) businesses intensively invest in their digital transformation, expecting that this spending will reach \$3.9 trillion by 2027. As a result of conducted digital transformation of their businesses, approx. 63% of executives worldwide reported improved performance over the past two years (KPMG, 2023). In parallel, the traditional business units are evolving to integrate the application of advanced technologies, i.e. marketing, business operations, finance, legal or HR, which become increasingly reliant on data, automation, and digital tools in order to enhance efficiency, agility, and decision-making.

This research more specifically, focuses on how the marketing function is being reshaped, by shifting from having a creative and supportive role to a strategic driver of growth and innovation. This alignment between marketing and innovation captured by Milan Kundera in his statement that business has only two functions: marketing and innovation, can be understood that digital tools like AI, data analytics, machine learning and automation not only rationalize marketing processes but the same time enables personalized and data-driven customer experiences, that create competitive advantage. In this context, the McKinsey&Company Survey (2025) can be emphasized showing that 78% of organizations use AI in at least one business function, where the application of AI in the marketing and sales function has the highest value across different industries.

Therefore, this research aims to identify how marketing adapts to the changing and evolving expectations, roles, and competencies required of marketers in the digital age. By drawing on contemporary literature, industry data and global reports, the study highlights the shift toward a technology-driven marketing function, which requires a hybrid skillset among marketers and a strategic orientation of the marketing function aligned with digital business priorities.

Keywords: digital transformation, marketing function, digital tools in marketing

JEL Code: M31, O33

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**Empirical Analysis On The Effects Of Flat Tax Reform On Fiscal Revenues And
Economic Performance For The Case Of Republic Of North Macedonia
Luljeta Sadiku⁹**

Abstract

A well-structured tax system created by a sound tax policy and appropriate tax reforms is vital for a country's economy. An efficient tax system enables economic stability, social equity and sustainable development. Likewise, tax policy is essential and has a major impact on investment decisions, tax revenue collection and fiscal stability, whereas tax reforms are undertaken by the governments to support these objectives and adapt fiscal policies to changing economic conditions, improve the tax administration as well as reduce tax evasion. Thus, the main purpose of this study is to provide a comprehensive empirical analysis of the role of flat tax reform on tax revenue generation and economic performance of Republic of North Macedonia from 2000 – 2023 period. An econometric assessment is conducted based on Error Correction Method (ECM) to capture both, short run and long run relationships. The results imply that the tax reform from progressive to flat tax rate has positively affected the tax collection over the long run. Also, it was found a positive and significant relationship between real GDP and tax revenues, whereas not significant relationship between government budget balance and tax revenues, reflecting fiscal stability concerns.

Keywords: Tax reforms, tax collection, fiscal stability, economic performance, ECM.

JEL Codes: E6, H2, H3,

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Agile Management and Digital Innovation in Macedonian SMEs: A Strategic Pathway to Competitive Advantage

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Abstract

In an era characterized by rapid technological advancement and increasing market uncertainty, small and medium-sized enterprises (SMEs) in North Macedonia face significant challenges in maintaining competitiveness and raising sustainable growth. This study investigates the potential of agile management as a strategic approach to facilitate digital innovation and enhance organizational responsiveness within the Macedonian SME sector.

Using a secondary data analysis, the research creates insights from existing academic literature, government publications, international reports, and statistical databases such as Eurostat, the World Bank, and the OECD. The study critically examines the intersection between agile methodologies—characterized by flexibility, iterative processes, and customer-centric design—and the digital transformation landscape in Macedonian SMEs. The analysis exposes that while agile management offers substantial benefits in terms of accelerating innovation processes, improving adaptability, and aligning digital initiatives with market needs, its implementation within Macedonian SMEs remains limited. Key barriers identified include a lack of internal digital competencies, insufficient managerial awareness of agile frameworks, and insufficient institutional support.

The paper concludes by offering a set of evidence-based recommendations aimed at practitioners and policymakers. These include promotion managerial education on agile practices, investing in digital skills development, and designing supportive innovation ecosystems that can enable Macedonian SMEs to join the full potential of agile-driven digital transformation.

Keywords: Agile management, digital transformation, SMEs, innovation capability, North Macedonia, organizational adaptability

JEL Code: L26 – Entrepreneurship, O32 – Management of Technological Innovation and R&D

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Synergizing Data-driven Learning and Deep Processing to Strengthen EFL Learners'

Vocabulary Mastery and Retention

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Abstract

Vocabulary expansion remains a significant challenge for English learners who are enrolled in international universities where English is the medium of instruction. One of the key issues in vocabulary learning is retaining new words, particularly when one is confronted with a great influx of new terms, a common scenario in academic settings. In addition to retention, language learners also face the challenge of mastering the depth of new vocabulary, which requires lexical knowledge to extend far beyond mere recognition and ability to recall forms and pronunciation of words. This presentation explores two complementary approaches—Data-driven Learning (DDL) and Deep Processing—as well as highlights ways they can be synergized to foster a more long-term and comprehensive vocabulary learning experience. Drawing on data and findings from a recent experimental study conducted with a group of undergraduates, it provides a practical model in which the integration of the two approaches can be achieved, contributing to enhanced and lasting vocabulary learning among tertiary-level students.

Keywords: Vocabulary learning, Vocabulary retention, Lexical depth, Data-driven Learning, Deep Processing, University-level EFL students

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The Effect of Distance Learning on High School Students' Interest in Chemistry Course

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Abstract

In recent years, online learning has gained greater importance and popularity in the education system. The introduction of technology into the teaching process is interesting for new generations, especially in high schools. The purpose of this research is to determine how and to what extent online lectures on the subject of chemistry, which is an experimental content, have an impact on students in grades of 10, 11, and 12. Students who took the chemistry subject in English, which is not their native language, according to the results we received, as many as 75% of the students enjoyed the lessons held online, however, only 3% prefer online only, the rest are for hybrid or only with physical presence. Although most of the students surveyed showed good results at the end of the school year, the academic performance of students can be improved by using different platforms, computer programs related to chemistry and virtual laboratory experiments which can be used during online lessons. The greatest role belongs to Chemistry teachers on how they can introduce the course material or their experience on these new technological tools into their 21st century lessons.

Keywords: Distance learning, Chemistry; High school students; Virtual labs

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Laboratory Teaching Effective Method for Students of Faculty of Engineering

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Abstract

Laboratory teaching method is a key of quality teaching and learning in chemistry. In chemistry laboratory the students are able to observe and manipulate different chemical substances, equipment and materials to demonstrate certain aspects of the subject matter which has been learnt in class theoretical lectures. In this research, the innovative part is the method used for the introduction to the laboratory of engineering students, which is very important for the further work of the students in laboratory conditions. At the end of this lecture, for safety reasons, the students should remember and not forget the signs and rules that they should and should not do working during practical classes. The results of the lab entrance colloquium of the students showed a very good result, with the new method that was used in the teaching of safety signs, laboratory equipment and their application. The theoretical part covered with ICT tools and the demonstration of equipment on site in the laboratory, gave solid results in the further work in the laboratory and protection in the same environment.

Keywords: Lab teaching, Teaching method; University students; Education

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Exploring the role of female education and youth unemployment on GDP:Case of North

Macedonia

Edita Mustafa

Abstract

This paper explores the effects of female education attainment , youth unemployment, and economic growth in North Macedonia. Using regression analysis model, this study analyzes the effects of secondary and tertiary school enrollment rates, as well as female youth unemployment on the economic growth. The analysis uses data from World Bank ,covering the period from 2000 to 2023. The results suggest that tertiary education has a significant positive effect on economic growth , while higher youth unemployment among females is expected to harm economic growth. Based on these findings, the study proposes measures and policy recommendations aimed at reducing female youth unemployment and increasing access to tertiary education to achieve higher economic growth.

Keywords: Female education,economic growth, youth unemployment

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Growth Without Equity: Evidence of Non-Inclusive Economic Growth in the Balkans

Ivana Beciragic²⁰

Abstract

Facing ever-evolving economic insecurities that endanger the economic well-being of the whole world and focusing on what those implications mean for the Balkans, this paper aims to investigate the relationship between economic growth and poverty in this geographic region. The paper covers the period from 2006 to 2021 for the following countries: Albania, Bulgaria, Greece, Croatia, North Macedonia, Montenegro, Romania, Serbia, Slovenia, and Kosovo. The research explores whether economic growth in the region has been inclusive by estimating bidirectional panel regression models. The results show that GDP growth is associated with rising poverty. In the control model, when the variables' position is swapped, poverty seems to be also associated with rising economic growth. To test the directional predictive power, the Granger test was introduced. The results from the Granger causality test show that the trend in economic growth truly predicts the trend of poverty, while poverty does not Granger-cause GDP, suggesting that the relationship is unidirectional. The findings suggest the occurrence of non-inclusive growth in the Balkans, benefiting limited groups in society while leaving the poor on the margins of society. This type of growth indicates the exploitation of resources and labor, while state redistribution efforts fail to correct those market imperfections toward a more equal society. As this is expected to persist or exacerbate as we are at the brink of AI-driven transformation of markets and society, states must finally recognize the need for people-centered policies – such as reforms of the social protection systems, tax reforms, and rethink the growth models in post-transition economies.

Keywords: Inclusive Growth; Poverty; Granger Causality; Balkan Economies; Panel Data Analysis

JEL Code: O11; O15; C33; I32; P20

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Reforms in Public Administration Governance in the Era of Artificial Intelligence: A

Comparative Study of Kosovo and North Macedonia

Xhemazie Ibraimi²¹

Abstract

Artificial Intelligence (AI) is reshaping public administration across the globe, asking governments to reshape their governance systems to improve efficiency, transparency, and public service delivery. This study examines the importance of the AI-reforms play in transforming public administration governance in Kosovo and North Macedonia, examining the potentiality and challenges both countries possess in embracing AI technologies. The purpose of the study is to explore the influence of AI on public sector decision-making, administration, and accountability with comparative analysis in Kosovo and North Macedonia. The study seeks to investigate how AI reforms are being implemented, their effectiveness, and analyze similar challenges such as ethical concerns, data privacy, and the impact on employment. The research approach adopted is comparative in nature, with AI adoption and governance reforms within Kosovo and North Macedonia compared to one another. Comparative analysis is performed on the differing strategies and outcomes of AI public administration integration across both countries with similarities and disparities identified within their approaches. The findings prove that both Kosovo and North Macedonia have both come a long way in implementing AI in public administration, and service quality and administrative efficiency have shown significant improvement. But the usual problems of data protection issues, lack of digital infrastructure, and change resistance are still the big hindrances. The study concludes that although AI promises a lot to improve governance in both countries, successful implementation of AI reform depends on the strengthening of regulatory regimes, investments in digital capacities, and establishing public trust in AI technologies.

Keywords: Artificial Intelligence, Public Administration, Governance Reforms, Kosovo, North Macedonia

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Legal Considerations in E-Commerce

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Abstract

E-commerce, or electronic commerce, can be described as the process of trading products, services and resources over communications networks. It can also be regarded as the production, distribution, marketing, sale and delivery of goods and services by electronic means. E-commerce allows businesses and customers to transact business electronically and is a process of buying, selling, transferring or exchanging ownership of goods and services via computer networks. The rapid growth of e-commerce has revolutionized global trade, but it has also introduced complex legal challenges. E-commerce has become a significant and integral part of any economy across the globe.

This article will provide a close analysis of legal considerations in e-commerce, addressing important issues such as consumer protection, data privacy, cybersecurity, and contractual obligations. Will be presented the role of international and national regulatory frameworks, including the General Data Protection Regulation (GDPR)²⁴, consumer rights directives, and intellectual property laws, in shaping online business practices. By understanding and adopting this legal framework, companies can better protect themselves and their customers, while encouraging trust in the digital marketplace.

Keywords: E-commerce law, Consumer protection, Data privacy regulations, Cybersecurity in digital trade, Cross-border legal issues

JEL Classification : |K11, K12, K22, K24, K33, K34|

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²⁴ REGULATION (EU) 2016/679 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation), published in Official Journal of the European Union 4.5.2016.

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How the GIG economy is changing the rules of the game for entrepreneurship?

Matei Cernăianu Alice – Dalina²⁵

Abstract

The gig economy is transforming the global labor market by enabling short-term, flexible work arrangements through digital platforms. It includes freelance work, independent contracting, and on-demand services in industries such as transportation, delivery, and professional consulting. This model offers workers increased autonomy, diversified income opportunities, and lower barriers to entry. Businesses benefit from cost savings, access to a dynamic workforce, and operational flexibility. However, the gig economy also presents significant challenges, including job insecurity, lack of employee benefits, unpredictable income, and regulatory uncertainties.

Technological advancements, shifting workforce preferences, and economic changes continue to drive the expansion of the gig economy. While it provides opportunities for individuals seeking flexibility, it also raises concerns about worker rights, social protections, and long-term career stability. Governments and policymakers face the challenge of balancing labor rights with the economic benefits of this evolving work model.

This paper examines the key drivers, advantages, and drawbacks of the gig economy, as well as its implications for workers, businesses, and policymakers. It also explores potential regulatory approaches to ensure fair labor conditions while maintaining the flexibility that makes the gig economy attractive. As the future of work evolves, understanding and addressing these issues is crucial for sustainable economic growth.

Keywords: GIG economy, Cutting-edge technologies, Economic sectors, IT services sector

JEL classification: O33, O38, L86, L96.

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Prishtina High School EFL Students' Attitudes towards Information and Communication

Technologies in the EFL classroom

Bekim Emini²⁶

Abstract

The traditional classroom model has undergone significant changes with the advent of ICT. The way that students feel about using ICT in the classroom has a big impact on their overall EFL performance. Numerous studies on attitudes toward information and communication technologies (ICT) have been conducted regarding students' attitudes towards ICT. The attitudes of Prishtina high school EFL students toward ICTs have been the subject of relatively little investigation. This study sought to ascertain the attitudes of Prishtina high school EFL students regarding information and communication technologies in the EFL classroom, in keeping with the current trend of encouraging a wider use of ICT in EFL classrooms in Prishtina. The survey included 28 respondents (EFL students), from each of the 13 public high schools in Prishtina. The data source was a students' questionnaire. While the primary study was carried out in-person in public high schools in the capital of Kosovo, the questionnaire was piloted electronically. Version 20.0 of the SPSS software was used to evaluate the data collected through a questionnaire. The analysis of the data obtained from the questionnaire revealed that Prishtina EFL students have positive attitudes towards ICT in the EFL classroom.

Keywords: attitudes, Computer-assisted language learning, ICT, students

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Towards Inclusive Practices and Positive Behavior Support in Education and Social Work: A Comparative Analysis of V4 Countries, Ukraine, and North Macedonia

Teuta Ramadani Rasimi²⁷, Nataliia Zavarova²⁸, Lenka Zakova²⁹

Abstract

Inclusive education is a concept and way of life that modern society is striving to embrace, although some countries are more successful in this effort than others. For this purpose, as part of the Visegrad+ project "Towards Inclusive Practices and Positive Behavior Support in Education and Social Work," research was conducted among the Visegrad (V4) countries, Ukraine, and North Macedonia. The study aimed to investigate the best practice in inclusive education through desktop analysis and interviews with specialists in inclusive education, with a special emphasis on the use of applied behavior analysis (ABA). The results show that all these countries have adopted legislation regarding inclusion in primary education, though with limited implementation, and all of them offer studies at universities for specialists in inclusive education. In the V4 countries, a significant progress in establishing legal frameworks for ABA education and the profession of behavior analysts has been observed. However the same does not apply for North Macedonia, where the lacking legal framework has been limiting the quality and availability of behavioral support in inclusive education.

The research also confirmed the expected negative impact of the war in Ukraine on the education of behavior analysts. Interviews with professionals working in inclusive schools were a complementary part of the research methodology, highlighting the lack of accessibility to ABA education and the need to develop behavioral skills to address the challenging behavior of students.

This report identified gaps and needs in inclusive education implementing ABA, leading to the creation of an online training curriculum for school professionals.

Keywords: inclusive education, applied behavior analysis, project, curriculum, training

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**The Perspectives Of The Legal State In The Justice System Access To Justice ,The
Resultat Of The Problems And Needs For The Permission Of The Justice System ,Kosova
And Albania.**

Albana Jeminaj³⁰

Abstract

Perspectives in the legal state in the function of the justice system and the identification of the problems and needs for the permission of the justice system in Kosovo and Albania. The case of Kosovo and Albania is a clear example of the achievements of the legal state in Albania after years of the communist dictatorship. It has taken important steps towards justice reforms in Kosovo. On the other hand, it has experienced a difficult transition after the war. In Albania, the rule of law has a great influence in the world. When a country has a functional rule of law, it creates security and regional cooperation.

Keywords: The rule of law, Constitution, Basic laws, International conventions.

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The Green Economy of the Western Balkans: Challenges and Opportunities for Sustainable Development

Besime Ziberi³¹

Abstract

Transition to the green economy for the Western Balkans is both challenging and full of promise, considering the countries in the region's circumstance with fossil fuel dependence, ineffective regulation, and lack of investment in green infrastructure. Given the Western Balkans' predicament with regard to fossil fuel dependence, inefficient regulation, and a lack of investment in green infrastructure, the region's transition to a green economy is both challenging and full of promise. But increased policy alignment with the European Union (EU) and greening of the financial mechanisms offers the path towards sustainable economic growth. The study examines the connection between carbon emissions, environmental policies, and economic growth in six Western Balkan nations using an econometric panel data technique, fixed-effects, and random-effects estimation. Macroeconomic and environmental variables derived from World Bank Indicators are included in the data set, which spans the years 2000–2024. The models take into account how GDP, green legislation, and green foreign direct investment (FDI) affects both GDP growth and carbon emissions reduction. The Hausman test is used to determine the model selection. The evidence indicates that investments in renewable energy and green policy have a very strong negative effect on carbon emissions, while subsidies for fossil fuels continue to slow down efforts. The analysis further indicates the beneficial effect of EU-driven reforms on the acceleration of the green transition. With these findings in mind, the research presents significant policy recommendations, from phasing out the subsidization of fossil fuels to a surge in green financial instruments, and enhancing regulation enforcement mechanisms. These measures will make it possible for the Western Balkans to embrace a greener economic trajectory while being aligned with the EU climate policy targets.

Keywords: Green economy, sustainable development, Western Balkans, fixed-effects model, random-effects model, panel data analysis.

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Problems Of Women Working In Gaziantep Metropolitan Municipality: A Solution-Oriented Perspective

Esra ÇIKMAZ³², Eren ÖZPAY³³, Fatma GÖZEL³⁴

Abstract

After the Industrial Revolution, women, who were in a socially disadvantaged group, began to be employed in various areas in the business world. In today's world, despite the changing conditions and circumstances, women are present in every field, continue to exist and grow stronger. However, women who work in the same environment as men struggle with many problems and responsibilities outside of their work lives and have to maintain their positions. At this point, a solution-oriented perspective is of great importance to alleviate the difficulties women face in business life and create a more equitable working environment.

Within the scope of the research, a comprehensive literature review and document review were conducted on the problems faced by women who contribute to the workforce and hold managerial positions, regardless of the private and public sectors. Statistical data on the subject were used and these data were analyzed. The focus of the research is to identify the problems faced by women working in Gaziantep Metropolitan Municipality and to develop a solution-oriented approach to these problems. In this context, data analyses were carried out, qualitative methods were adopted in the research and the data were evaluated through the MAQDA statistical analysis program. As a result of the research, the problems faced by women were addressed in three main dimensions: social, economic and cultural. Supportive policies and practices should be strengthened against the problems faced by women working in Gaziantep Metropolitan Municipality in business life. Steps to be taken to improve working conditions, support career development and balance social responsibilities will make the presence of women in business life more sustainable.

Keywords: Women, Business life, Gaziantep, Metropolitan Municipality, Problems

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Barriers to Independent Living for Young Adults with High-Functioning Autism in

Europe

Jasmina/Troshanska³⁵, Christian Sweeney³⁶, Zoi Toutountzidou³⁷

Juliana Sergidou³⁸, Maria Panagi³⁹

Abstract

High-functioning autism refers to individuals with average or above-average intelligence who may face social, communication, executive functioning and sensory processing challenges.

People with high-functioning autism in Europe face significant barriers transitioning to independent living, as identified by the Erasmus+ project "Houses4Autism". Key challenges include mental health issues, poor financial literacy, sensory overload, and difficulties sharing spaces and responsibilities (Baldwin and Costley, 2016)

This article presents our study conducted across Cyprus, Denmark, Ireland, Italy and the Republic of North Macedonia as part of the Houses4Autism project (Nov. 2023-April 2024). We combined a literature review and an analysis of good practices that supported independent living among individuals with high-functioning autism with accessible surveys engaging directly with individuals with high-functioning autism and their families/caregivers. Combining primary and secondary research activities into an academic article comprehensively outlined the barriers these individuals face when attempting to live independently. Through this activity, we identified that the greatest barrier to their independent living was a lack of an accessible support system or opportunities that could empower, support and sustain their independent living. Such a support system, according to this research, should include support/training in: navigating complex public and social services required for independent living (healthcare system, financial services, etc.); managing stress, anxiety and mental health issues; managing finances; managing everyday home activities (cooking healthily, cleaning, household chores, etc.); enhancing and increasing social interactions through the development of social skills; organisational skills training; and understanding sensory issues/overload and how to manage and cope with these.

Keywords: High-Functioning Autism, Independent Living, Financial Management, Mental Health

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Application of Machine Learning Methods for Dropout Prediction in an Online Speed-Reading Course

İnanç Kabasakal⁴⁰

Abstract

Online speed-reading courses help to improve students' reading skills and help to track their reading efficiency, speed, and comprehension. Such systems keep logs to track user activity, which enables various opportunities to analyze and model user behaviors. As a popular problem in Educational Data Mining, dropout prediction is often accomplished through the application of prediction techniques on various types of user data. This study aims to predict student dropouts in an online speed-reading course and applies machine learning methods including Support Vector Machines, Logistic Regression, Random Forests, and Decision Trees to compare the predictive power of those methods in our case. The findings present accuracy, recall, and sensitivity scores to compare the predictive power of those used methods.

Keywords: Learning Analytics, Dropout Prediction, Machine Learning Methods, Speed Reading

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The Legal Protection of Victims of Gender-Based Violence Following the Ratification of the Istanbul Convention in North Macedonia

Fjolla Ejupi⁴¹

Besa Arifi⁴²

Abstract

This paper examines the legal protection of victims of gender-based violence in North Macedonia after ratifying the Istanbul Convention. It focuses on the legal reforms introduced to enhance victim protection and their implementation in the Macedonian context. The analysis covers the legal framework before and after ratification, evaluating changes in national legislation, including stricter laws and protective measures for victims.

In order to examine the legal protection of victims of gender-based violence in North Macedonia, a combination of legal, institutional, and statistical analyses will be applied. As for the legal analysis, we will examine the legal framework for the protection of victims of gender-based violence (the Penal Code and other laws stemming from the Convention, etc.). The institutional analysis will investigate the deficiencies and gaps faced by victims. Statistical analysis will be used to examine trends in reported cases of GBV after the ratification of the Convention, to assess the impact of legal reforms. Statistical analyses will be used from relevant institutions to reflect the situation of victims over a five-year period. These analyses will provide a comprehensive overview of the legal landscape and its impact on gender-based violence victims in North Macedonia. In conclusion, continued reforms, stronger inter-institutional cooperation, and increased public education are essential to improve the protection of victims of gender-based violence in North Macedonia.

Keywords: victims, gender-based violence, Istanbul Convention, North Macedonia.

JEL Code: K14 K38 K33 K36

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Artificial Intelligence Transformation In Public Administration: Opportunities, Risks, And Ethical Boundaries

Zinnet Duygu Sari⁴³

Abstract

In recent years, the rapid advancement of digitalization and artificial intelligence (AI) technologies has led to significant transformations in public administration. Public institutions are actively implementing these technologies to enhance and personalize citizen satisfaction by utilizing the potential offered by AI. The swift development of digitalization and AI has reshaped the delivery of public services, making them more accessible, efficient, cost-effective, and faster, thus influencing overall administrative processes.

The integration of AI technologies into public administration also brings along various challenges that must be addressed from ethical, legal, and social perspectives. This integration presents both opportunities and risks in terms of efficiency and transparency. This study aims to examine the transformation brought about by artificial intelligence in public administration and to evaluate the opportunities and risks associated with this transformation.

The central hypothesis of this study is that the integration of AI into public administration, when supported by appropriate oversight mechanisms, can strengthen the principles of accountability, sustainability, and transparency. In addition to discussing the use of AI in terms of service personalization, operational efficiency, and transformation of administrative processes, this study also addresses the necessity of data security and ethical oversight mechanisms. Based on the research conducted, AI is observed to contribute significantly to the development of a sustainable and high-quality understanding of governance in public services. However, this process must be supported by ethical oversight frameworks, transformation in human resources, and the enhancement of data infrastructure. In this context, the effective and ethical use of AI in public administration is considered achievable through the strengthening of regulatory mechanisms, improvement of data infrastructure, and transformation of human capital.

Keywords: Artificial intelligence, public administration, opportunities and risks.

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Turkish Brands in North Macedonia; How consumers perceive them?

Hasim Deari ⁴⁴

Abstract

The North Macedonian market is a market that has historically been filled with Turkish brands for decades. Year after year, the number of these brands has increased significantly in both food and non-food products. However, it is much more important to study consumer behavior towards Turkish brands in the North Macedonian market. The country's brands refer to the fact that countries can also serve as a brand. This phenomenon represents the state-owned brands that, as a concept, were born from the idea that the names of states resemble brand names and flags with their logos. The advantages of competitive countries in the countries brand origins are already recognized, the country of origin affects brands in creating competitive avenues versus competitors. In order to be relevant this research we have used both, qualitative and quantitative methods, respectively questionnaire as a tool for collecting primary data. This research for managers will have significant information regarding factors that are relevant in the context of Brand perception, on the other side researchers will have scientific information which variables should take as relevant factors for further research regarding this topic. Until now little scientific attention from researchers have had this topic in the North Macedonia

Keywords: Brands, Turkish Brands, Consumer Behavior, Perception

JEL Code: M31, M1, Z33, C1

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**The impact of test anxiety on university students' performance: A case study at the
University of Prishtina, English Department
Krenare Hoti⁴⁵**

Abstract

Testing has been recognized as a vital and enormously effective instrument to decide on students' performance at all levels of education, particularly at the university level, to evaluate their knowledge, accomplishments, and skills. Nonetheless, this evaluation method has proved to consist of various disadvantages and one of the main important ones to be considered is anxiety. Therefore, this study aims is to investigate the main causes of test anxiety, the relationship between test anxiety and students' performance as well as to provide some strategies on how to deal with and prevent test anxiety. The participants of this study are students of the English Department, University Of 'Hasan Prishtina'. This study implements a mixed methods approach consisting of qualitative and quantitative data. The results of the present study are relevant to all the students who tend to suffer from various forms and symptoms of test anxiety by showing the relationship between test anxiety and academic performance, as well as providing some ways that help to lower this negative impact.

Keywords: evaluation, test anxiety, university students, students' performance

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The Proper Way Of Writing Minutes When Verifying The Preventive Measures

REMUS IONESCU⁴⁶

Abstract

The disposition, and therefore the minute, constitute the part of the decision that is executed, so it must be clear, precise, without redundant, repetitive and useless mentions, carefully drafted, so that this procedural act does not transform in a completely wrong and harmful way into an ambiguous "document", which can neither be called a minute nor an disposition, since the minutes contain an imperative, decisive requirement, against which appeals are exercised.

Keywords: Minute, decision, conclusion, device, redundant, repetitive.

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Women's Participation In The Labor Market And Obstacles To Women's Participation In The Labor Force In Türkiye

Nermin Sude YILMAZ⁴⁷

Abstract

The main purpose of this research focuses on how the emotions, thoughts and behaviors that prevent women from participating in the workforce are shaped depending on factors such as age and marital status, and what the experiences of these women are. In the study, the participation of women in the Turkish labor market and the obstacles they face are discussed in detail. The research was created by random sampling method using a quantitative research model. Thus, 222 individuals over the age of 18 and under the age of 60, with varying characteristics such as different age groups, education levels, occupational groups, and residing in different geographical regions, were included in the sample. In the research, it was clearly observed that women are relegated to the background in business life and that they do not receive fair treatment. While young participants emphasized the difficulty of finding a job and personal preferences among the reasons why women do not participate in the workforce; Older participants stated that this situation was more related to family responsibilities. In addition, it is clear that women who wish to join the workforce but cannot benefit from this opportunity for various reasons demand support. In this context, it is of great importance to develop inclusive policies for women who do not participate in the workforce and to develop programs that will support the more active participation of these women in the workforce.

Keywords: Labor, Women, Gender, Discrimination

JEL Code: J710

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Abstract

This study examines the impacts of artificial intelligence (AI) technologies on the labor market, working conditions, and social policies from a social scientist's perspective. It has been emphasized that artificial intelligence increases productivity within organizations, but on the other hand, it may lead to job losses in sectors requiring low and medium skill automation. (Brynjolfsson & McAfee, 2017; Frey & Osborne, 2017). For this reason, new professions have emerged alongside artificial intelligence, replacing some jobs that require autonomous tasks. We can give examples of new job groups such as data science, algorithm auditing, and ethical consulting. However, in order to integrate into new job groups, skill transformation and the retraining of employees have become crucial. (Misican, 2020). It is now seen that there is a need for employees who not only know the job but also can use artificial intelligence. In human resources, AI applications are accelerating processes such as recruitment and performance evaluation; however, there is a risk of bias in algorithms, which can lead to ethical issues (Barocas & Selbst, 2016). Additionally, with the inclusion of artificial intelligence in decision-making processes, data-driven and collaborative leadership models are becoming more prevalent in organizational structures. (Långstedt, Spohr & Hellström, 2023). Looking at all the changes, it necessitates a reevaluation of social security systems and has brought forth policy proposals such as universal basic income (Standing, 2017; Acemoğlu & Restrepo, 2020). In conclusion, in order for the opportunities brought by AI to progress fairly, it is necessary for the government, private sector, and educational institutions to act together. (Brynjolfsson & McAfee, 2017; Acemoğlu & Restrepo, 2020).

Keywords: Artificial Intelligence, Employment, Automation, Working Conditions, Social Policy

JEL Codes: J24, J21, O33

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Adapting to Remote Work: Social and Flexible Arrangements for Work-Life Balance in the Private Sector

Sobia Jamil⁴⁹

Abstract

This study was conducted to learn about the adaptation to remote working by employees and employers in their businesses. This research objective primarily aims to investigate various flexible work arrangement options and effective work-life balance strategies to mitigate social consequences. Furthermore, the descriptive method has been employed in this study, and the instrument used to gather data is a researcher-constructed questionnaire. The random sampling techniques used for data gathering include remote workers, such as employees and employers. Data analysis through SPSS 24. Findings revealed that when it comes to remote working, private sector organizations place a strong emphasis on maintaining business operations. Our results suggest the opposite. Managers and staff are adjusting to the change quite nicely. Even in organizations without a history of remote work, programmers experience the same or better productivity, the focus has improved, meetings are more productive, and the future of remote work looks bright. This paper contributes to the existing body of knowledge. We examine the management of a large amount of unscheduled and involuntary remote work by managers and employees within an organization. In addition to being unexplored in science, we believe that there is a significant gap in the literature in this area that is important to practitioners and organizations.

Keywords: Remote Working, Flexible Work, Adapting to Rapid Change, Home-Based Work. Private Sector

JEL Codes: J24, O33, D23

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The Interplay of Language and Identity: A Sociolinguistic Perspective

Mehraj Hussain Para⁵⁰

Abstract

This paper examines the complex interaction between language and identity from a sociolinguistic perspective, emphasising that language is not just a tool for communication but also a fundamental component in building, expressing, and negotiating individual and collective identities. Grounded on theoretical frameworks including Social Identity Theory, Symbolic Interactionism, and poststructuralist approaches, the research shows how language and identity are mutually constitutive. It looks at multiple dimensions of identity—ethnicity, gender, class, and nationality—showcasing how language practices serve as marks of belonging, tools of resistance, and spaces for power struggles. The paper investigates language's role in nation-building and nationalism; while addressing the effects of globalisation, particularly the spread of English as a global lingua franca. The study explores the impact of language policies in educational settings, where linguistic choices have the potential to either empower or marginalize communities. Discussed are the intricacies of multilingualism, demonstrating how people use code-switching and hybrid linguistic practices to manage various identities. The paper too examines the evolving relationship between language and identity in the digital age, where online platforms create new opportunities for identity expression but also exacerbate digital inequalities. The paper provides educators, policymakers, and communities with sound theoretical insights and actionable strategies while advocating for culturally attuned practices that highlight the significance of language in forming identity. Ultimately, this research contributes to the broader sociolinguistic discourse by illuminating how language shapes human experiences in an ever more digital and interconnected world.

Keywords: Sociolinguistics, Linguistic Hegemony, Multilingualism, Cultural Resistance, Language Revitalization, Digital Age

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Enhancing Research And Learning In Social Science Education Through Instructional Technology: Best Practices And Emerging Trends

Olubusayo Victor Fakuade⁵¹, Tolulope V GBADAMOSI⁵²

Abstract

This study investigates the integration of instructional technology in social science education, emphasizing best practices, emerging trends, and their influence on research and learning outcomes. Grounded in the PICRAT theoretical framework, the study employed a quantitative research design using secondary data from institutional records and surveys conducted among 300 purposively selected students from higher education institutions in Kampala, Uganda. Data analysis involved descriptive statistics and regression techniques to examine relationships between demographic variables, technology usage patterns, and academic performance. Findings revealed higher instructional technology adoption among early-year students, attributed to enthusiasm and the structure of foundational courses. Conversely, advanced-level students showed reduced engagement due to limited access to research-specific tools. Gender representation significantly influenced content access and academic outcomes, with inclusive practices correlating with improved performance. Emerging trends including video-based learning, interactive forums, and certification were positively associated with learning outcomes, while passive approaches like content auditing showed limited effectiveness. The study concludes that while instructional technologies have transformative potential, their effectiveness hinges on interactive, inclusive, and context-sensitive implementation. It recommends the adoption of adaptive learning tools, gamification, and gender-responsive strategies to address diverse learner needs. Institutions should focus on aligning technology integration with learners' academic progression and fostering engagement across both traditional and online environments. These findings contribute to ongoing discourse on optimizing instructional technology for enhanced learning in social sciences and underscore the need for future research on barriers and contextual adaptations.

Keywords: Instructional Technology, Social Science Education, Emerging Trends, PICRAT Model, Learning Outcomes, Educational Equity

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The Digital Pulse: How Technology is Reshaping the Heart of Healthcare

Hina Zahoor⁵³, Nasir Mustafa⁵⁴

Abstract

The healthcare industry has undergone significant transformation through the rapid evolution of information and communication technology. This digital shift has created both opportunities and challenges for healthcare providers. While technology accelerates processes, enhances communication, and improves patient care, it also poses hurdles such as high implementation costs, the need for ongoing staff training, and concerns regarding data privacy and security. Additionally, the pace of innovation makes it difficult for healthcare professionals to stay current with technological and regulatory advancements.

Despite these challenges, the integration of technology in healthcare offers considerable benefits. Telemedicine improves access to care by enabling remote consultations and patient monitoring, particularly for underserved populations. Electronic health records (EHRs) streamline communication among healthcare professionals, reducing medical errors and improving continuity of care. Moreover, data-driven systems enhance decision-making and foster collaboration within multidisciplinary teams.

Digital tools further contribute to operational efficiency and patient safety through real-time monitoring, predictive analytics, and AI-powered diagnostics. These advancements facilitate faster and more precise medical interventions, ultimately improving patient outcomes and alleviating pressures on healthcare systems.

In conclusion, while barriers to digital transformation remain, its advantages significantly outweigh its limitations. Strategic implementation of healthcare technology holds the potential to reshape global healthcare by increasing accessibility, improving service delivery, and promoting equity.

Keywords: Healthcare Technology, Digital Transformation, Telemedicine, Electronic Health Records, Patient Care Improvement

JEL Code: I10

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Effects Of Gender Roles On Women's Health In Gynecological Cancers

Büşra DOLKUN⁵⁵ Merve İÇÖZ⁵⁶ Zekiye TURAN⁵⁷

Abstract

Purpose: The review was written to examine the effects of gender roles on gynecological cancers and to raise awareness.

Method: This study was carried out by examining and compiling the existing literature. The literature research was conducted by examining Pubmed, Google Scholar, Science Direct, Web Of Science and Cochrane databases. The keywords "gynecological cancer", "gender", "gender roles" and "women's health" were used in the searches. All studies published on the subject until February 2025 were examined.

Findings: Gender roles may lead women to risky behaviors that pave the way for the development of gynecological cancer. While fulfilling their gender roles (motherhood, housework, etc.), women may put their gynecological health on the back burner. This situation may delay women's participation in gynecological cancer screening processes. Additionally, studies show that women prioritize gender roles in their lives even during gynecological cancer treatment. The responsibilities imposed on women by gender roles can negatively affect women's reproductive and sexual health and quality of life during cancer processes.

Conclusion: The effects of gender roles on gynecological cancers should not be ignored in healthcare delivery. Especially in patriarchal societies, service provision and health care investments in gynecological cancers should be planned in the context of women's gender roles. Necessary training should be provided for this purpose and women should be empowered. While providing care, midwives must continue to care for women by considering their cultural structures.

Keywords: Gender, gynecological cancers, gender roles, women's health

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A Potential Risk Factor In Birth Stress And Fear: Obstetric Violence

Merve İÇÖZ⁵⁸, Büşra DOLKUN⁵⁹, Zekiye TURAN⁶⁰

Abstract

Objective: This study aimed to determine the effects of obstetric violence on birth stress and fear experienced by women in labor.

Methods: The literature search was conducted by examining Google Scholar, Cochrane, Pubmed, Web of Science, Science Direct, Medline databases. Studies conducted between 2015-2024 were included in the study. The keywords in Turkish were determined as “obstetric violence”, “birth”, “fear of birth”, “midwifery” and “stress”. In English; “obstetric violence”, “birth”, “delivery”, “labor”, “fear of birth”, “midwifery” and “stress”.

Results: Women who do not receive respectful care during childbirth may be more vulnerable to negative encounters within the health system. Such negative encounters can lead to a lack of trust in healthcare professionals, stress and fear of childbirth, and may lead women to avoid medical intervention altogether or avoid becoming pregnant. It has been concluded that women with reduced fear of childbirth have decreased labor pain, birth complications, labor duration, traumatic stress disorder, cesarean section rate, neonatal complications, postpartum psychological problems, strengthened mother-baby relationship and breastfeeding is positively affected.

Conclusion and Recommendations: This review showed that there can be serious consequences for women who experience obstetric violence, including fear of giving birth in the future, post-traumatic stress disorder (PTSD), anxiety and depression. The experience of traumatic birth may lead women to choose elective caesarean section (CS) for future births, potentially contributing to the high rate of CS worldwide. This topic can be included in training to prevent obstetric violence and improve the relationship between women and health professionals. Additionally, studies can be conducted to strengthen the counseling and communication skills of health professionals. It is thought that conducting various studies on the causes of obstetric violence and its role in fear of birth can guide the development of various application policies to prevent obstetric violence.

Keywords: Obstetric violence, birth, fear of birth, midwifery, stress

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Artificial Intelligence Integration in Learning Management Systems: A Case Study of

Erzincan Binali Yıldırım University

Seda EYGÜ⁶¹

Abstract

This study explores the usability of an Artificial Intelligence (AI)-supported Learning Management System (LMS) implemented at Erzincan Binali Yıldırım University (EBYU), the first of its kind in Turkey. The research focuses on how students perceive the system's usability, particularly in relation to demographic factors such as gender, age, and frequency of use. Utilizing the System Usability Scale (SUS), data were collected from 82 undergraduate students who had actively used the AI-enhanced features of the LMS for at least one semester. Findings indicate an above-average usability score ($M = 75.2$), with significant differences observed across gender and age groups. Female and younger students reported higher satisfaction levels, and more frequent use of the system correlated with greater perceived usability. These results suggest that EBYU's AI-supported LMS is both effective and user-friendly. The study highlights the importance of personalized training and technical support to maximize the benefits of AI integration in higher education environments.

Keywords: Artificial Intelligence, Learning Management Systems, Usability, System Usability Scale, Higher Education, Student Perceptions

JEL Codes: I21, I23, O33, C83

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Carbon Hysteresis in Turkey: Implications for Environmental Policies

Hakan EYGU⁶²

Abstract

This study aims to examine whether the carbon hysteresis hypothesis is valid in Turkey. As a significant global carbon emitter, Turkey has been developing policies to reduce carbon emissions and enhance environmental sustainability. In this context, the study analyzes the long-term behavior of carbon emissions and the presence of hysteresis using annual data from 1999 to 2023. The presence of carbon hysteresis was first examined using ADF and PP unit root tests to determine whether the series was stationary. The findings indicate that carbon emissions are not stationary at the level but become stationary after taking the first difference. This suggests that the carbon hysteresis hypothesis may be valid. However, since conventional unit root tests do not account for structural breaks, Lee and Strazicich (2013) single-break and Lee and Strazicich (2003) two-break unit root tests were applied to provide a more accurate analysis of the long-term dynamics of the series. The results reveal that the carbon emissions series exhibited structural breaks in 2005 and 2019. These breaks are associated with changes in Turkey's environmental regulations, global economic fluctuations, and shifts in environmental policies. According to the analysis, when structural breaks are considered, the carbon emissions series contains a unit root, confirming that the carbon hysteresis hypothesis is valid for Turkey. This finding indicates that shocks to carbon emissions have long-term persistent effects and that emissions do not naturally return to lower levels.

Keywords: Environmental pollution, Carbon hysteresis, Time Series, Unit Root with Structural Break

JEL Codes: C4, C22, Q15

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Is Unemployment Hysteria Valid in Turkey? Empirical Evidence from Unit Root Tests with Structural Breaks

Hakan EYGU⁶³

Abstract

The primary objective of this study is to assess the validity of the unemployment hysteresis hypothesis in Turkey and provide empirical evidence. Annual data on the unemployment rate for individuals aged 15 and over in Turkey from 1999 to 2023 are utilized. If the unemployment hysteresis hypothesis holds, a shock affecting the series is expected to have a lasting impact in the long run. To investigate the stationarity of the series, structural break unit root tests have been applied. The widely used Lagrange Multiplier (LM) type single-break test by Lee and Strazicich (2013) and the two-break test by Lee and Strazicich (2003) are employed. The identified break dates correspond to the 2001 and 2008 financial crises, which significantly disrupted Turkey's macroeconomic stability. The test results indicate that the unemployment series is stationary, with shocks having no permanent impact. Consequently, over the examined period, unemployment hysteresis is found to be invalid in Turkey, and economic shocks are shown to have only temporary effects on unemployment rates.

Keywords: Unemployment, Unemployment hysteresis, Time series, Unit root with structural break

JEL Code: C4, C5, C22

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Artificial Intelligence and International Trade: Global Transformation from the Perspective of Industry 4.0 and Society 5.0

Asena BOZTAŞ⁶⁴

Abstract

Artificial intelligence (AI) is playing a crucial role in reshaping global trade. The digitalisation process, accelerated by Industry 4.0, has led to the widespread use of artificial intelligence-based systems in production, logistics and supply chain management. Artificial intelligence solutions are being used in a wide range of areas, from personalised customer experiences to smart logistics and automated delivery processes on e-commerce platforms. However, this transformation is not only a technology-based innovation but is also evolving towards a human-centred commerce model from a Society 5.0 perspective. This study analyses the impact of artificial intelligence on global markets in the context of Industry 4.0 and Society 5.0. It first analyses the transformative role of AI in international trade processes, followed by its innovative applications in smart logistics, supply chain management and e-commerce. At the same time, digital inequality, data monopolisation and the impact of AI on the global economy are discussed. Finally, recommendations are made on how trade policy can be shaped by new technologies and how AI can be used effectively for sustainable trade.

Keywords: Artificial Intelligence (AI), International Trade, Industry 4.0, Society 5.0, Smart Logistics.

JEL Codes: F13, O33, L81

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Trade wars and the global supply chain: The Impact of Past and Present Economic Conflicts

Asena BOZTAŞ⁶⁵

Abstract

Throughout history, global trade has been shaped by political, economic and technological changes. Trade wars have emerged as a result of economic protectionist policies and have caused major fluctuations in the global trading system. This study examines the evolution of trade wars in the historical process and analyses their impact on the global supply chain using examples such as the current US-China rivalry.

The origins of trade wars can be traced back to the UK-China Opium Wars in the 19th century, the US Smoot-Hawley tariffs in the 20th century and the US-China trade tensions in the 21st century. As globalisation accelerates, the impact of trade wars is not only between two countries but also causes major disruptions in global supply chains. Particularly in the post-pandemic period, the increased vulnerability of supply chains has led to a resurgence of economic protectionism.

The study examines the historical background of trade wars, their impact on the global economic order and the ongoing trade tensions today, and analyses how the global supply chain has been reshaped. Through a literature review and data analysis, the study explores the implications of trade wars for economic policy and concludes the future.

Keywords: Trade wars, global supply chain, US-China trade war, globalisation, economic power struggle.

JEL Codes: F13, F51, F62

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Is the Feldstein-Horioka Puzzle Valid in BRICS-T Countries? An Empirical Investigation on Capital Mobility

Mehmet AYDIN⁶⁶

Abstract

The relationship between savings and investment plays a crucial role in shaping sustainable economic growth strategies of countries. The Feldstein-Horioka (1980) puzzle posits that the strength of this relationship depends on the degree of capital mobility across borders. According to this hypothesis, in economies with restricted capital flows, a strong correlation exists between domestic savings and investment, whereas in economies with high capital mobility, the relationship tends to weaken or disappear altogether. This study empirically investigates the Feldstein-Horioka hypothesis for BRICS-T countries (Brazil, Russia, India, China, South Africa, and Turkey) over the period 1989–2023 using panel data analysis methods. The empirical findings indicate that in all countries examined, domestic savings have a statistically significant and positive effect on investment. The findings of the panel confirm the presence of a long-term relationship between savings and investment across BRICS-T countries and reveal that approximately 69% of investments are financed by domestic savings. These results suggest that investments in BRICS-T countries are still largely reliant on domestic savings, underscoring the importance of policies aimed at increasing national saving rates to ensure sustainable economic growth. In this context, measures such as tax incentives for household savings, the promotion of financial literacy, and the diversification of saving instruments are recommended. Furthermore, deepening capital markets and improving the investment climate to attract more foreign direct and portfolio investment are identified as complementary policy areas for supporting long-run growth.

Keywords: Feldstein-Horioka, panel data, BRICS-T, savings, investment

JEL Code: C01, C23, E21, E22

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Revisiting the Role of Foreign Aid and Government Expenditure in Economic Growth:

Evidence from EAC Countries through a Theoretical Perspective

Tunahan DEĞİRMENCI⁶⁷

Abstract

This study investigates the long-run effects of foreign aid and government expenditure on economic growth in East African Community (EAC) countries. The theoretical framework is grounded in classical development models. The Harrod-Domar model suggests that economic growth depends on investment, which can be financed through government expenditure or external assistance. Similarly, the Keynesian approach argues that government expenditure if directed toward productive sectors can stimulate aggregate demand and drive economic expansion. Additionally, the Two-Gap model emphasizes that foreign aid can help developing countries close savings and foreign exchange gaps, enabling necessary public investments for growth. Based on this theoretical background, this study analyzes the effects of foreign aid and government expenditure on economic growth in the EAC between 2000 and 2021 using the Dynamic Common Correlated Effects (DCCE) estimator. The findings show that foreign aid has a positive effect on growth in Kenya, Uganda, and the EAC panel overall. Government expenditure, however, negatively impacts growth in Uganda and Tanzania but positively in Kenya. These results may reflect country-specific fiscal conditions. In Uganda and Tanzania, high recurrent expenditure limits the growth impact of government expenditure, as both countries face challenges in public financial management. In contrast, Kenya has focused on infrastructure investment, driving growth. The positive effect of foreign aid in Kenya and Uganda may stem from better aid coordination and stronger institutional capacity. Given the positive impact of foreign aid in the EAC panel, countries should prioritize improving aid management to ensure efficient allocation and foster sustainable growth.

Keywords: Foreign Aid, Government Expenditure, Economic Growth, Harrod-Domar

JEL Code: H5, E6, C1

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A study on the financial performance evaluation using DuPont analysis in a selected supermarket chain

Namita Mishra⁶⁸, Leena Jenefa⁶⁹, Vanshika Tyagi⁷⁰

Abstract

Each and every corporate analyses the financial performance to find out the strength and weakness. there are many techniques usually applied by the analyst to evaluate the financial performance. Ratio analysis widely used for analysing financial performance of the company. Different ratios have calculated for analysing different aspect of finance of the company such as liquidity group of ratios for knowing the liquidity position, Turnover groups to know different turnovers and so on and it takes time so ratio analysis has several inherent limitations. For improved and complete understanding of company's position DuPont analysis is used in corporate which shoes the effect through DuPont chart and graphs. In this analysis The ROE breaks into three part and the ratios are calculated to find the impact.it provides a prominent view on the profitability. The study focused on three aspects of the financial matrices and financial statement including cash flow of the company will be analysed to find out the Role and importance of DuPont in the financial performance of the corporate. This study is a case analysis on a supermarket and seven years data has been analysed to check the financial performance.

Keywords: DuPont analysis, Ratio analysis, ROE, net profit margin, equity multiplier, Asset turnover, Leverage and profitability.

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The Impact of Inclusive Leadership on Environmental Citizenship in Organizations: A

Mediation Approach

Ameena Ali⁷¹, Sobia Hassan⁷², Maryam Gull⁷³

Abstract

The banking industry has a substantial environmental impact because of its high resource use and carbon footprint. Despite banks' growing adoption of sustainability efforts, it is still difficult to guarantee that employees engage in environmentally friendly practices. Small daily actions by bank employees, like saving paper and reducing energy use seem trivial but in reality they can make a big difference. This study examines the employees' organizational citizenship behavior for the environment (OCBE), with the influence of inclusive leadership, using mediating variables, green work engagement and the perceived control behavior in the banking sector. Banking sector is one of the most promising sectors in Pakistan, which contributes to GDP as well as overall economic growth. Overall, 247 banking employees participated in this study and used the quantitative research approach to investigate the phenomenon. The questionnaires are collected using convenience sampling. Descriptive analysis is done through the IBM SPSS. The statistical analysis is done by using the smart PLS4. The findings indicate that the organizational citizenship behavior of employees for the environment is positively influenced by inclusive leadership, with perceived control behavior and green work engagement serving as mediators. This implies that workers are more interested and inclined to take part in organizational citizenship behavior of employees for environmental initiatives when they feel supported and included. Encouraging open communication and transparent employee involvement not only made the employees more conscious towards their daily practices but also further strengthens these positive behaviors. This study emphasizes how important leadership is to advancing sustainability in the banking sector. Banks can create a work climate that promotes OCBE practices by implementing an inclusive leadership style and enhancing green work engagement by giving the employees confidence that they can control their behaviors that are harmful to the environment.

Keywords: Planned behavior theory, Sustainability, Perceived Behavioral Control, Green Work Engagement, Inclusive Leadership, Organizational Citizenship Behavior for the environment

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Artificial Intelligence in Digital Marketing platform

M.Jayakumar⁷⁴ , Leena Jeneffa⁷⁵

Ashok Kumar S.⁷⁶

Abstract

AI on digital platforms improves a variety of areas, including user experience, content personalization, task automation, and business analytics. AI platforms use data collecting, natural language processing, and machine learning to build smarter and more efficient systems. The current study attempts to regulate the impact of AI on marketing and investigate how AI influences buying behavior in the e-commerce sector. The study investigated the influence of AI on customers' online purchase decisions, examining both positive and negative results. The study collects data from both primary and secondary sources, such as books, websites, newspapers, and journals.

Keywords: AI (Artificial Intelligence), Strategic Marketing, Online buying behaviour,

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The analysis of customer satisfaction factors which influence chatbot acceptance for

Buying Behaviour

Leena Jeneffa⁷⁷

Abstract

The chatbots serve as online customer representatives, providing rapid responses and interacting with clients using Natural Language Processing. The study attempts to identify consumer satisfaction characteristics that impact chatbot acceptability in Indonesia. A sample of 120 respondents is selected using the Exploratory Factor Analysis approach. The findings provide useful insight into four elements that influence how clients are satisfied while utilizing a chatbot. The research highlights key aspects that impact customer happiness and chatbot acceptability, providing valuable insights for enterprises looking to deploy chatbots.

Keywords: AI (Artificial Intelligence), Chatbot Customer Satisfaction Customer Service

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The Factors Affecting Employee Engagement

Agness N Msonda⁷⁸

Abstract

The Employee turnover has caused significant attrition rates across industries due to frequent job changes. In uncertain economic times, retaining and engaging employees can be challenging. HR experts worldwide are conducting surveys and research to identify the elements that impact employee engagement.

Employee involvement may be characterized in several ways. An engaged employee consistently generates outcomes, does not frequently change jobs, and serves as a brand ambassador.

Keywords: Engagement, Human Resource Strategies, Organisational Performance

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The Mobile Application and Its Global Impact

M. Jayakumar⁷⁹

Abstract

This study explores how mobile applications impact individuals, businesses, and society. Mobile applications are a growing problem in today's digital world. This article explores how individual mobile users interact with mobile applications and their popularity. We illustrate the impact of mobile applications on the business sector. This article presents statistical data on the influence of mobile applications in various regions of the world, both past and current. This study explores the ethical implications of mobile applications for society.

Keywords: Business consequence, Business promotion, Ethical views, Mobile application, social effect.

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Application of AI on Human Resource Management

K. Subaniya Sarah⁸⁰, M.Jayakumar⁸¹, Leena Jenefa⁸²

Abstract

The goal of this research is to investigate how AI technology may be implemented in the HRM sector based on previous studies. This study examines the application of artificial intelligence in human resource management using the six key characteristics of HRM theory. Design/technique/approach - For the literature review, this study uses a narrative methodology. We purposefully avoided using systematic methodology for the literature evaluation since it demands specific research questions that we feel are outside the scope of the study.

Keywords: AI, Human resource Management, Organisational Effectiveness

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The Involvement and Transformation of the Romanian Judicial System in the Context of Digital Crime: A Sociological Approach to Legislative and Institutional Adaptation

Michaela Loredana Teodorescu⁸³

Abstract

The digital revolution has brought about profound social transformations, making cybercrime one of the most complex and dynamic threats to both individual and collective security. The accelerated digitalization of economic, administrative, educational, and interpersonal interactions has created a new environment in which criminal behaviors emerge—difficult to predict and challenging to address using classical criminal law mechanism.

This paper explores the phenomenon of digital crime through an interdisciplinary lens, combining legal analysis with sociological insight. It begins with the premise that cybercrime can no longer be addressed solely within the traditional framework of criminal law, but requires a comprehensive understanding of the social, cultural, and economic contexts in which it arises. The study examines the relationship between technological advancement and deviant behaviors, the administrative and evidentiary challenges faced in judicial practice, and the increasing need for transnational cooperation to combat cybercrime networks.

Additionally, the paper highlights the urgent need for a deep reform of the Romanian judicial system. This includes the continuous training of magistrates in information technologies, the formation of multidisciplinary investigation teams, the alignment of national legislation with European directives, and the strengthening of international legal cooperation. Beyond these structural measures, the study underscores the value of a sociological approach in analyzing digital crime—particularly in understanding its impact on power structures, social norms, and collective perceptions of security and justice.

By integrating legal and sociological perspectives, this study contributes to the development of a theoretical and practical framework essential for effectively understanding and combating cybercrime in a world where the boundaries between physical and virtual spaces are increasingly blurred.

Keywords: Digital crime, Romanian Judicial System

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The Novel *The Sea, The Sea* by Iris Murdoch: Intertextuality, Metafiction and Fantastic

Marinică Tiberiu Șchiopu⁸⁴

Abstract

The essay analyses various intertextual figures and metafictional aspects of Iris Murdoch's novel *The Sea, The Sea*, published in 1978. This text can be considered, in nuce, a dialogue: on one hand, between fiction and philosophy, and on the other, between British and Tibetan cultures. In contemporary society, intercultural dialogue represents a significant means to transcend time and space, serving as a method of spiritual interference. This type of dialogue fosters harmony between identity and alterity. The concepts employed are linked to the theories of intertextuality, narratology, and cultural studies; the study aims to provide a holistic approach to the analysed novel. The analysis will examine three aspects (the intertextual, metafictional, and fantastic dimensions) of this novel through the lenses of intertextuality, hermeneutics, close reading, and comparative methods.

Keywords: interculturality, intertextuality, metafiction, narratology, philosophy.

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Survival and Refuge in Ama Ata Aidoo's "Certain Winds from the South"

Wassila HAMZA REGUIG MOURO⁸⁵

Abstract

Christina Ama Ata Aidoo's short story "Certain Winds from the South" (1969) is a story within a story. It highlights a Ghanaian Muslim community that suffered from colonisation and World War II, as was the case of the majority of African nations. This research tackles the major themes highlighted by Aidoo in her short story. The writer focuses on two female characters, M'ma Asana and her daughter Hawa, who end up having the same fate. In "Certain Winds from the South", characters face difficulties to survive altogether due to colonialism, World War II and post-colonial early issues. Male characters choose the "South" as a refuge, an escape, a place of hope for a better future for them and their families; a place where they would find a job to avoid the starvation of their families. On the other hand, the female characters, epitomized by the mother and her daughter, have to rely on themselves for their survival and the survival of their families, in the total absence of their husbands, who eventually never come back. The families in this community are dismantled and destroyed by colonialism. Yet, people still fight and try to find a way out. "Certain Winds from the South" is all about survival, refuge, hope and despair in this community.

Keywords: South, Survival, Refuge, Ama Ata Aidoo, Colonialism, World War II

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Is Growth Greener Yet in Türkiye?

Maya Moalla⁸⁶

Abstract

This study investigates the nexus between economic growth, and energy consumption in Türkiye utilizing the Autoregressive Distributed Lag (ARDL) approach. The variables were transformed into logarithmic form. The stationarity of the variables was confirmed using ADF and PP unit root tests, indicating that all series became stationary at first difference. The optimal lag length was determined as four based on all information criteria. Moreover, the bounds test confirms the existence of a long-run cointegration relationship among the analyzed variables. Furthermore, for model precision verification, we performed diagnostic assessments, namely, the Breusch-Godfrey serial correlation LM, the ARCH test, the Ramsey RESET, and CUSUM and CUSUM of squares, which demonstrated the stability of the dataset. Both GDP and energy consumption have a statistically significant positive effect on the ecological footprint in the short run, with energy consumption exerting the strongest impact. However, the long-run coefficients reveal that GDP does not exhibit a significant long-term effect, while energy consumption positively influences ecological degradation, underlining the pressing environmental costs of energy use in Türkiye and highlighting the importance of sustainable energy policy and environmental regulation in achieving ecological balance.

Keywords: Ecological footprint, Economic growth

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Factors Affecting Voters' Voting Behavior: A Literature Review

Ayça ÇELİK MERGEN⁸⁷ Meral UZUNOZ ALTAN⁸⁸

Abstract

This study presents a literature review on the factors that determine voters' voting behavior. The factors affecting voter decisions are discussed under three main headings: (1) voter-related factors, (2) candidate-related factors and (3) party-related factors. Voter-related factors include age, gender, education level, occupation, financial status, identity (ethnic, religious, political and social), level of voter participation, and level of political interest and knowledge. Candidate-related factors include the candidate's personal characteristics, the organizations he/she is a member of and his/her election promises. Party-related factors are examined through the party's program, its position in politics, its establishment date and temporal development. The factors listed are selected among the most discussed factors in the literature and each factor is analyzed in depth and supported by academic studies. The aim of this study is to bring together the factors affecting voting behavior of voters and to make sense of voter behavior. Voters' participation in voting changes national and international balances. Therefore, by identifying the factors that influence voters in the voting process and internalizing these factors, it is aimed to achieve a better position socially, politically and socially through voters, candidates and party members. The result of the study shows that the dynamics determining voter preferences are multidimensional and contextual. Therefore, discussing voter preferences based on a single factor may not yield rational results. This study is expected to provide guidance for political scientists, policy makers and electoral strategists but since each society has its own characteristics, it should be well analyzed which factors are more effective in voter behavior.

Keywords: Voting behavior, voter preferences, election factors, political parties, candidate image...

JEL Code: JEL D72

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Adaptation Studies: A Shift in Paradigms and Approaches

Omar RAHMOUN⁸⁹

Abstract

Adaptation, or the process of converting fictional, oral or historical narratives into the screen has been the center of a growing scholarly attention over the course of many decades. Writers, scholars and critics have been involved in an ongoing parlance about the aesthetic and cultural nature, pedagogical merits and qualities of films adapted from works written for other media. Adaptation Theory and Criticism had been dominated for a long time by the 'Chimera of Fidelity' which had 'inhibited and blurred adaptations study since its inception' (McFarlane 1996). However, the 'faithfulness' view has by and large faded, and light has been shed on more significant matters pertaining to the theoretical status and the analytical dimensions of adaptations. This shift can be described as a move from the fidelity discourse developed by George Bluestone to the more recent intertextual propositions of Thomas Leitch, Brian McFarlane and others. Accordingly, this paper touches upon adaptation criticism and its evolution with a focus on the different paradigms, models and also the biases that monopolised the film adaptation parlance.

Keywords: Adaptation studies, fidelity, intertextuality, paradigm, criticism

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Expectations Of Generation Z Regarding Working Hours

Zeynep Senanur SAHİN⁹⁰

Abstract

This study aims to understand the expectations of Generation Z regarding working hours and analyze the impact of these expectations on workplace practices. Generation Z typically consists of individuals born between 1999 and 2011, who have grown up in the digital age and are well-adapted to technology. Unlike previous generations, this cohort challenges traditional work models and rigid job arrangements, seeking a balance between work-life harmony and individual freedom.

Generation Z considers technology an integral part of their lives and expects to maintain these habits in their professional lives. The primary objective of this research is to comprehend this generation's tendencies toward flexible, remote, and personalized work models and to evaluate the implications of these tendencies on employer policies.

The research findings reveal that Generation Z is moving away from traditional fixed working hours and leaning toward flexible and remote work models. 82% of participants indicated that customizing working hours according to individual needs positively impacts job satisfaction. Furthermore, flexible work models support work-life balance and enhance employee motivation.

In conclusion, Generation Z individuals have fundamental expectations in the workplace, such as a search for meaning, individual freedom, and technological integration. Adopting work models that align with these demands will increase job satisfaction and productivity, providing a more sustainable work environment.

Keywords: Generation Z, Working Hours, Flexible Work, Work-Life Balance, Survey Research

JEL Code: J01, J11, J81, J11

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The Role of Government Policies in Shaping Leagile Supply Chain Management for Sustainable E-Commerce Growth: A Comprehensive Analysis of Last-Mile Delivery and Socio-Cultural Impacts

Sherbaz Khan⁹¹

Abstract

This study provides a comprehensive analysis of the role of government policies in shaping leagile supply chain management to support sustainable e-commerce growth in emerging economies. It focuses on last-mile delivery and the impact of socio-cultural factors on delivery outcomes. The purpose is to identify how elements such as delivery costs, time, modes, product variety, and facility technology interact with agile principles and are influenced by policy-level interventions. A survey-based quantitative methodology using convenience sampling was employed. Data were analyzed through Structural Equation Modelling (SEM), including validity checks using descriptive and discriminant validity. Despite limitations such as generalizability and sampling bias, the study provides robust evidence.

The findings indicate that agile supply chain practices significantly affect delivery cost, time, mode, and product variety, while some sociocultural and technological aspects showed limited impact. Government policy was found to moderate these relationships, particularly in infrastructure-constrained regions. The study recommends adopting localized, leagile strategies for enhanced supply chain performance. The originality lies in its context-specific focus on sociocultural dynamics and infrastructure challenges in last-mile logistics within emerging markets. The study contributes theoretical insight and practical recommendations for businesses to align delivery systems with customer expectations and policy frameworks.

Keywords: Last-mile delivery, socio-cultural factors, local infrastructure, leagile principles, supply chain management

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The interplay between psychological autonomy and economic instability: Traditional and non-traditional mode of employment and its impact on psychological wellbeing

Fatime Ziberi⁹², Andrijana Bojadjevska Danevska⁹³

Abstract

Driven by advancements in digital technologies, the digital platform economy currently is emerging as a transformative force in the global economic landscape, generating around USD 14.105 trillion in the regions of America, Europa, Asia-Pacific and Africa in 2023. The gig economy, as its vital component, leverages digital platforms to offer flexible work opportunities and work arrangements, where the platform workers engaged in non-traditional modes of employment, such as freelancers, gig workers, independent contractors, and project-based workers, rely heavily on digital platforms to find and manage their work. Within this evolving ecosystem, the gig economy has gained prominence for offering flexibility and psychological autonomy. Additionally, the global reach of digital platforms breaks down geographical barriers, enabling its workers to access opportunities worldwide. However, platform workers often face job insecurity and lack traditional employment benefits such as health insurance and retirement plans. Furthermore, the continuous advancements in technology require them to regularly update their skills to remain competitive, which reinforces the unpredictable nature of this work arrangement and could lead to stress and burnout. Given the importance of the platform workers as vital to the growing digital platform economy and the considerable job opportunities that it will create in the coming years (ILO, 2020; Chaudhary, 2020; Chakraborty, 2020) in developed and developing countries, especially for young people, it is of utmost concern to examine the relationship between employment type (non-traditional vs. traditional work) and individuals' psychological autonomy, economic stability, and psychological wellbeing, while also understanding the motivations behind choosing the non-traditional mode of work arrangement. This paper, indeed is investigating this relationship through regression analysis, utilizing the primary data derived from an online survey distributed in North Macedonia.

Keywords: digital platform economy, gig economy, platform based work, freelancer

JEL Code: D03, E24, J31

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Globalization And The Transformation Of The Nation State: A Public Administration Perspective

Yağmur ALP⁹⁴

Abstract

Globalization has radically changed the structure, functioning, economic borders and public administration models of the nation state. The aim of the study is to analyze the transformations in public administration caused by globalization in nation states through the concepts of governance and market-oriented reform arrangements and to analyze the changes that have occurred in the structure of public administration. Although Turkey is an example of a nation state, it investigates how nation states transform their sovereignty structure and functioning and their impact on public administration, how the centralized structure of the nation state takes shape within the new world order, and the effects of the emerging governance approach on the nation state through Turkey. In this context, the basic hypotheses of the research are as follows:

Globalization:

- It has weakened the centralized structure of nation states in the field of public administration.
- It has led to a transformation that encourages localization and governance.
- The pressure and control of nation states on public administration has decreased.
- International organizations and multinational corporations have become more effective in public administration processes.

The global world is changing rapidly and in terms of the subject we are dealing with depending on this change, understanding the effects of globalization on public administration and examining the transformation of nation states reveal the importance of the study. It also aims to contribute to understanding how Turkey's public administration reforms overlap with global mechanisms or in which ways they differ.

In the rapidly changing global world due to technology, this process, as a dynamic shaping nation states, is changing the functions of public administration and has been seen to highlight a new understanding of governance. In this context, concepts such as downsizing the state, public-private sector collaborations, governance and localization play a decisive role in this process. It has been found that public administration reforms carried out in Turkey should be evaluated together with the transformation brought by globalization, and that there is a need to develop effective and efficient policies.

Keywords: Globalization, nation state, public administration, governance

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Crisis Management In Public Administration: A Comparison Of The August 17 And February 6 Earthquakes

Edanur KANBER⁹⁵

Abstract

Crisis management in public administration aims to effectively handle unexpected situations and ensure the continuity of public services. The concept is a strategic process that aims to ensure effective intervention against events that have occurred or may occur in a crisis and to minimize the effects that the crisis may create. In crisis management, situations such as natural disasters, economic crises, epidemics, terrorist acts and political instability necessitate effective crisis management in public administration. The aim of this study is to examine the crisis management practices of the public in Türkiye through the examples of August 17 and February 6 and to evaluate the strategies implemented in crisis situations. In this context, how the legal regulations that have been implemented in Türkiye's crisis management approach over time have affected crisis intervention mechanisms will be discussed. The study seeks answers to the following basic research questions: Why is crisis management important in public administration and what are its basic components? How have crisis management processes been shaped in Turkey and how have they evolved over time? What structural-institutional improvements are necessary to increase Turkey's crisis management capacity? The hypothesis to be tested within the scope of the study is that effective crisis management strategies increase the continuity of public services and the trust of the society.

As a result, crisis management is not limited to the measures taken only during the crisis, but is a process that requires long-term strategic planning. In the existing literature, crisis management is addressed at a theoretical level and with single events. This study, on the other hand, makes a holistic contribution to the literature by comparatively examining two major and different crisis examples. Expected results at the end of the study: The strengths and weaknesses of crisis management in Turkey will be analyzed and suggestions will be presented to policy makers; In addition to pre-crisis planning and risk estimation processes, a proactive public administration model will be proposed in practice instead of reactive public administration, with emphasis on the moment of crisis.

Keywords: Crisis Management, Crisis, Public Administration

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Corporate Culture In Herman Melville's Bartleby The Scrivener

Sezen Ismail ⁹⁶

Abstract

Herman Melville's 1856 short story *Bartleby, the Scrivener*, reflects on corporate society in relation to the development of capitalism in America during the 19th century. Melville mirrors the concepts of isolation, passive resistance, and the effects of mechanized work alienation through the cold and rigid setting a Wall Street law office's. Bartleby can be seen fiercely resisting the oppression of office life with his "I would prefer not to" refrain. The narrator, a lawyer who is efficient, submissive, and chronically compliant, exemplifies the erosion of compassion and support in the corporate system by participating in and witnessing the spectacle. Bartleby is not just a critique of modern capitalism; his plight brings forth considerations about workplace ethics, emotional and mental stress incurred by repetitive tasks, and modern emotional laden workspaces. Through Melville's story, we are called to reflect on the issue of becoming morally blind concerning the cost to human beings behind the institutional frameworks governing needs surrendering.

Keywords: corporate culture, Bartleby, passive resistance, office.

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Pedagogical Aspects of Podcasts in EFL Classrooms: A Qualitative Analysis of Teachers' Perceptions and Attitudes

Afrim Aliti⁹⁷, Ardian Deari⁹⁸

Abstract

The integration of Information and Communication Technology (ICT) tools within educational environments has gained significant attention in recent decades. In particular, English as a Foreign Language (EFL) classrooms have recognized the importance of leveraging digital learning and teaching tools for their potential to enhance interactivity and learning outcomes. Among these tools, podcasts have proven highly effective in facilitating advanced language acquisition by improving listening comprehension and speaking skills and promoting autonomous learning. However, despite these advantages, the integration of podcasts into formal educational settings is notably inconsistent, specifically in developing regions like North Macedonia. Even though the country's National ICT Strategy aims at improving digital skills and digitizing the infrastructure, effective integration of digital learning tools like podcasts is crucial to realizing these objectives. This paper critically examines the role of podcasts in formal settings of EFL instruction by exploring the perceptions and attitudes of teachers towards their effectiveness. Accordingly, a qualitative approach is employed, combining credible secondary research with data from publicly available podcasts/interviews with experts. Using thematic analysis, the study identifies that podcasts enable teachers to provide authentic language exposure and foster autonomous learning, leading to improved language learning outcomes as compared to traditional methods. While their inconsistent adoption is largely due to technological constraints, insufficient teachers' training and inadequate curricular support, this study highlights that teachers view podcasts as highly adaptable and easy to integrate, even in resource-constrained settings, making them an effective tool for EFL context. Consequently, this research contributes to the existing literature on digital pedagogy, offering specific recommendations for integrating podcast-based learning into North Macedonia's educational system, and thus, supporting the successful implementation of its National ICT Strategy.

Keywords: EFL classrooms, Podcasts, Podcasts-based Learning, Language learning, Teacher Perceptions, Attitudes, Learner Autonomy, Digital Pedagogy, North Macedonia, ICT Integration

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Literature Review On The Internationalization Of Universities That Form Higher Education Institutions

Yücel TOPRAK⁹⁹, Hatice SARIALTIN¹⁰⁰

Abstract

In today's life, the definition of internationalization is that individuals, institutions operating in various fields, companies and universities that constitute higher education institutions continue their activities in the international arena by exceeding national borders. The internationalization of universities occurs when they operate in an international dimension in the fields of education, research and development activities and services. Student, academic and administrative staff exchange programs, international project collaborations, and foreign language-based education constitute important steps in the internationalization of universities.

Universities can increase the level of education through student and academic exchange programs in different countries. It provides positive discrimination in terms of universities reaching the top ranks and recognition in international rankings. Collaborations, projects and academic activities that universities will carry out with their international stakeholders accelerate the knowledge production processes. International students make positive contributions to the institution and the country's economy.

The aim of this study is to examine the postgraduate studies conducted in the field of internationalization of universities; to reveal the internationalization process in universities, the difficulties encountered and the suggested solutions. In line with this purpose, the study was designed as a limited literature review covering open access postgraduate theses completed on the internationalization of universities operating in Türkiye. As a result of this study, it is aimed to suggest strategies that should be implemented against the difficulties experienced in the internationalization processes of our universities, which are representatives of our country in the fields of higher education, education and science.

Keywords: Higher education, university, internationalization.

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Academic Excellence and Ethical Publishing in Chilean Higher Education: Challenges and Strategies for Sustainable Knowledge Generation

Sebastián López, Andrés Soto-Bubert, William Montes

Marco Alsina, Roberto Acevedo¹⁰¹

Abstract

Higher education institutions face increasing pressure to produce original research that is published in national and international journals and aligned with their strategic plans and accreditation requirements. The National Accreditation Commission (CNA) oversees an institutional accreditation system that requires compliance with various academic and financial indicators. At the same time, the National Agency for Research and Development (ANID) offers funding opportunities for researchers and graduates, allowing the realization of projects that generate doctoral theses, articles, and patents within disciplines defined by the Government and the relevant academic bodies of the country. Accreditation, granted for a maximum of seven years, is considered a direct indicator of academic excellence, and non-accredited institutions may be excluded from the higher education system, affecting teachers, students, and administrative staff.

To meet these requirements, universities have had to establish an evaluation framework to measure the capacity of their members, especially in generating original research and academic publications. However, this approach has led to sustained growth in the number of scientific publications, albeit with adverse effects. Limited resources and the obligation to publish in greater numbers have led to problems affecting the quality of research and to harmful phenomena, such as the increase in the retraction of scientific articles or the proliferation of so-called predatory scientific journals driven by commercial interests rather than academic rigor.

This reflects a wider problem underlying an evaluation system that prioritizes the quantity of publications over their quality in an increasingly competitive and resource-intensive environment. This study examines whether the methods and metrics used to assess the quality of academic publications are adequate to ensure their alignment with national priorities and the principles of an academy oriented towards excellence. It also explores alternative publishing channels, such as articles in congresses (proceedings),

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contrasting them with traditional publications in indexed journals. Proceedings articles are evaluated not only in terms of their academic merit but also in terms of their industrial relevance and impact on applied research and publications in scientific journals. In addition, it is questioned whether journals indexed and classified into quartiles should be the only means of evaluation or the most valuable one for measuring scientific production.

The study proposes a values-based framework that promotes meaningful academic progress, ensuring its alignment with local needs and promoting substantial contributions to national development. The importance of reviewing current methods for evaluating the quality of publications is also stressed, considering alternative forms of dissemination such as technical reports, technical regulations, and other documents that represent a direct contribution to society by establishing technical guidelines that often must be followed in a legal manner.

The results of this study highlight the need to revise current methods for evaluating the quality of scientific publications, which give excessive priority to indexed journals and quartile classification. Although these mechanisms have established standards within academic production, it is essential to consider other forms of knowledge dissemination that also generate a significant impact on society. In this regard, documents such as technical reports, technical standards, and other specialized publications play a crucial role in providing guidelines applicable in industrial, regulatory, and public policy contexts. These documents not only constitute a valuable source of knowledge but also mark technical guidelines that, in many cases, must be followed in a mandatory manner within legal and regulatory frameworks. Therefore, it is essential to move towards a system of evaluation of scientific production that equitably values both traditional publications and those with a direct impact on society. This will foster research that is more aligned with the needs of the country, promoting more inclusive, applied, and problem-oriented academic development.

Keywords: Academic Excellence, Higher Education, Publishing Ethics, Institutional Accreditation, Research Management.

Academic Excellence and Ethical Publishing in Chilean Higher Education. Challenges and Strategies for Sustainable Knowledge Generation

Andrés Soto-Bubert¹, Roberto Acevedo¹⁰²

Abstract

This paper examines the challenges facing higher education institutions in order to evaluate academic performance, focusing its analysis on research, teaching, and links with the environment. The academic body develops cutting-edge research and publishes its findings in recognized journals, contributing to training professionals capable of solving technical problems and generating a positive impact on society; however, there are other dimensions such as teaching, The relationship with the company, the career path, the hierarchy and the management of academic staff to be considered. This approach not only responds to the expectations of the productive sector but also seeks to create a framework for continuous improvement in educational quality and meeting the demands of today's academic context.

The proposed model must be analysed critically and rigorously, considering that it is a 7 qualitative model, which must be optimized with representative databases, using a quantitative model to prioritize and evaluate academic performance. The variables to be measured and their relative importance need to be clearly established to establish more objective and fair evaluation metrics.

Keywords: Academic Performance Evaluation, Higher Education, Research-Teaching Nexus, University-Industry Collaboration, Qualitative and Quantitative Models

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Proposal Model for the categorization of academics in Higher Education Institutions

William Montes, Andrés Soto-Bubert,

Sebastián López 1, Roberto Acevedo¹⁰³

Abstract

The Chilean higher education system has experienced a significant expansion in its scientific production, driven by institutional accreditation requirements and pressures to publish in high-impact indexed journals. This phenomenon has boosted quantitative productivity, but it has also generated side effects, such as a decrease in the quality of research, an increase in retractions and the proliferation of predatory journals. The present study, based on a quantitative and descriptive-correlational methodology, critically analyzes the current criteria of academic evaluation in Chile, highlighting the excessive reliance on metrics such as impact factor, quartiles and the number of publications in Web of Science (WOS) and Scopus. Through a rigorous bibliometric analysis, the lack of recognition to alternative formats of scientific dissemination, such as technical reports, guide books or articles in congresses is evidenced. It is proposed to revalue these formats given their pedagogical relevance and industrial applicability, promoting a more holistic assessment of academic work that incorporates the social, teaching and ethical impact of publications. The paper advocates a “K modes” model, which is able to evaluate categorical variables, in order to achieve a balanced evaluation that recognizes the diversity of academic contributions, promote ethics in publishing and enhance the generation of knowledge aligned with the needs of the country.

Keywords: Chilean higher education, Scientific production, Academic evaluation, Bibliometric analysis, Impact factor, Research quality, Publication metrics

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Chilean Mining At The Crossroads: Challenges And Strategies To Lead The Energy Transition¹⁰⁴

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Michael Hantke Domas¹⁰⁷, Roberto Mayorga Lorca¹⁰⁸

José Hipólito Zañartu¹⁰⁹, Bernardita del Rio¹¹⁰

Roberto Acevedo¹¹¹

Abstract

Chile, a global leader in copper and lithium, faces growing international competition and domestic challenges that threaten its strategic position in the mining industry. This study looks at investment opportunities, the policies needed to drive sustainable development, and the challenges that the country must overcome to maintain its leadership in a world in transition towards a green economy.

The report analyzes the status and prospects of Chilean mining in a global context marked by the energy transition. With projections indicating a 70% increase in copper demand by 2030 and sustained growth in the lithium market, Chile has a historic opportunity to consolidate its position as a key supplier of critical minerals. Problems such as bureaucracy, legal uncertainty, and lack of new investment threaten its leadership.

The study highlights the need for a new regulatory framework to ensure legal stability, encourage foreign investment, and promote sustainable mining practices. It also addresses the urgency of implementing innovative technologies and moving towards cleaner mining. In an environment of increasing competition, where countries like Argentina and Peru emerge as direct rivals, Chile must take strategic steps to not be left behind. This analysis provides an integral view of public policies, global trends, and areas for improvement that can ensure the role of Chile as a mining leader on the international stage.

Keywords: Chilean Mining, Copper demand, Lithium production, Investment Challenges, Energy Transition.

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Analysis of Sharia Hotel Business Development Strategy in Indonesia

Kiara Basmala Putri¹¹², Mutiara Eka Putri¹¹³

Pertiwi Utami¹¹⁴

Abstract

The Sharia hotel business in Indonesia has a large potential to maintain social capital and various other positive impacts on the economy. The potential of this Sharia hotel is supported by the interest of the community who need Sharia-based hotel services. However, the fact is that the development of Sharia hotels in getting customers is still far compared to conventional hotels because of their wider marketing networks. This study investigates strategies that can be carried out by Sharia hotels to improve their business performance. Specifically, the literature study used focuses on the factors that influence customer decisions to Sharia hotels. The findings revealed that four factors including brand image, halal awareness, promotion management, and Sharia compliance were found in many existing works of literature to influence the decision-making of visitors to use Sharia Hotels. This means that these factors can support the development of sharia hotels in the future. It is very important to build a strategic model for developing Sharia hotels based on the company's external and internal environment. Brand image and halal awareness as external factors make the customer experience more meaningful and attract more new customers. Meanwhile, promotion management in building relationships with customers and Sharia compliance as internal factors can support better corporate governance so that it can compete with conventional hotels.

Keywords: Sharia Hotel, Indonesia, Company Performance, Business Strategy

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Islamic Economic Review of Factors Influencing the Use of PayLater Platform and Generation Z Consumptive Behavior

Sella Riga Cahyani¹¹⁵, Umi Khulsum¹¹⁶

Putri Allana Abdullah¹¹⁷, Ferliansyah Zais¹¹⁸

Abstract

The use of pay-later platforms continues to increase throughout the year and almost the majority are Generation Z (Gen Z). One of the main causes is the consumptive lifestyle of online shopping which has become a trend for later users. Low Islamic financial literacy worsens the situation. As a result, many of them are trapped in a cycle of debt which hurts their mental health. The qualitative method used aims to collect important information about the factors that influence the use of pay-later platforms and consumer behavior from the perspective of Gen Z as well as the Islamic economic view of the phenomenon. The research location is in Wayharong Village, Air Naningan District, Tanggamus Regency, Lampung Province. Five factors were found, namely installment payments for purchasing certain goods, promotional appeal, fulfilling lifestyles, attractive advertisements, and following their idols. From an Islamic economic perspective, it reveals two pros and cons regarding the two themes. The use of pay later in economic activities is permitted if it does not contain usury elements and is already labeled as sharia or supervised by the National Sharia Council (DSN) of the Indonesian Ulema Council (MUI). While the cons are because of the additional costs or late fines required in advance. The use of the pa-later platform to fulfill the consumptive lifestyle of Gen Z is strictly prohibited. Because the purpose of its use is not based on fulfilling needs based on Islamic economic principles.

Keywords: Islamic Economy, Pay-later, Consumption Behavior, Generation Z

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Islamic Business Ethics Review of Factors Influencing Prudence Accounting in Islamic Business

Annida Fatah¹¹⁹, Tauhidi¹²⁰, Rianto¹²¹

Abstract

This study investigates the factors that influence prudence accounting in Sharia business using a literature study. The study of Islamic business ethics was conducted to obtain in-depth information on the relationship between the factors found and the principles of prudence accounting. The findings revealed that there are many factors found to influence prudence accounting such as financial distress, political cost, profitability, bondholders-shareholders conflict, and ownership. However, not a few studies have shown no significant influence such as tax incentives, bond ratings, audit committees, bonus plans, and leverage. These factors are largely determined by how the business managerial party carries out its functions properly or not. Islamic business ethics regulates all forms of behavior and actions in Sharia business so that they function as they should, starting from how to obtain business capital to the implementation of responsible operations. Likewise, the factors that influence prudence accounting. It can be concluded that Islamic business ethics support the positive impacts carried out by Sharia business actors in implementing prudence accounting. The positive impact in question is the impact of implementing behavior and actions that are by Islamic principles in business, including implementing the principle of prudence. Factors that implement Islamic business ethics are expected to have a positive impact on business, society, and the environment.

Keywords: Islamic Business Ethics, Accounting Prudence, Sharia Business

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Behavioral Biases and Risk Perception in Takaful Decision-Making: Evidence from Southeast Asia and GCC Countries

Daniel Armagatlie¹²², Reza Ronaldo¹²³, Yaudil Hery¹²⁴

Abstract

This study investigates the influence of behavioral biases, particularly overconfidence, herding behavior, and loss aversion, on risk perception and decision-making in Takaful operations. As a Shariah-compliant alternative to conventional insurance, Takaful is founded on principles of cooperation and ethical risk-sharing. However, despite these religious and ethical foundations, cognitive limitations among stakeholders may distort judgment and compromise optimal decision outcomes. Drawing on behavioral finance theories, particularly Prospect Theory, this research employs a mixed-methods approach that combines a cross-sectional survey of 312 Takaful stakeholders across Malaysia, Indonesia, and selected GCC countries with expert interviews to provide qualitative insights. Structural Equation Modeling (SEM) is utilized to examine direct and indirect effects among constructs. The findings reveal that all three behavioral biases significantly impact decision-making, with risk perception acting as a mediating variable. Specifically, overconfidence reduces risk sensitivity, herding behavior fosters non-rational conformity, and loss aversion discourages participation in investment-linked Takaful products. These results highlight the importance of integrating behavioral risk management into the operational, regulatory, and communication strategies of Takaful institutions. This study contributes to the Islamic finance literature by contextualizing behavioral biases within a Shariah-compliant framework and advancing the theoretical understanding of risk perception in ethical finance. Practical recommendations include behavioral literacy training, simplification of product disclosures, and the development of enhanced regulatory frameworks. The study also suggests future research avenues in longitudinal and cross-cultural behavioral analysis within Islamic insurance systems.

Keywords: Behavioral Biases, Risk Perception, Takaful, Decision-Making, Overconfidence, Loss Aversion, Islamic Insurance

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Empowering Islamic Finance: The Role of Sharia Insurance Education in Indonesia

Dewi Komala Sari¹²⁵, Reza Ronaldo¹²⁶, Yul Maulini¹²⁷

Abstract

This study examines the importance of Sharia insurance (takaful) education in fostering the development of the Islamic economy in Indonesia. Despite the country's significant Muslim population and increasing development in Islamic finance, the penetration of Sharia insurance remains remarkably low. The primary cause of this underperformance lies in limited financial literacy, especially concerning Sharia-compliant financial instruments. Using a qualitative-descriptive approach and an extensive literature review spanning 2020-2024, this research investigates how financial education, both formal and informal, influences public awareness, trust, and the adoption of Sharia-compliant insurance products. Findings indicate that comprehensive and targeted educational interventions significantly enhance individuals' understanding of takaful, which in turn improves participation and supports broader goals of financial inclusion. Furthermore, Sharia insurance plays a crucial role in providing ethical risk management solutions, supporting economic resilience, and aligning with the principles of Islamic socio-economic justice. The study recommends integrating Sharia insurance education into national financial literacy programs, utilizing community-based learning models, and utilizing digital platforms for broader outreach. By investing in education, Indonesia can unlock the full potential of its Islamic financial ecosystem and establish a more inclusive, sustainable, and value-driven economy grounded in Sharia principles.

Keywords: Sharia insurance, takaful, Islamic finance, financial literacy, insurance inclusion, Indonesia, Islamic economy

JEL Codes: G22, I25, D14, O16, Z12

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Pedagogical Transformation of Takaful Education through Teacher Development

Initiatives

Cindi Antika Gheffi¹²⁸, Reza Ronaldo¹²⁹, Tejo Waskito¹³⁰

Abstract

This study critically investigates the pedagogical and professional competence of Islamic Economics teachers in delivering takaful (Islamic insurance) education at Islamic schools in Indonesia. In the context of a growing Islamic financial industry, integrating takaful literacy into educational curricula is imperative to prepare students with relevant knowledge and ethical values aligned with Sharia principles. Despite this urgency, empirical observations suggest that teachers' competence remains inadequate, particularly in terms of content mastery and the application of innovative instructional strategies. Utilizing a qualitative-descriptive research design, this study employed a case study approach involving in-depth interviews, classroom observations, and document analysis at selected Islamic schools in Lampung Province. The findings reveal several key challenges, including limited access to professional development, inadequate clinical supervision, underutilization of digital technologies, and insufficient support for the curriculum. Nonetheless, factors such as high intrinsic motivation among teachers and increasing student interest in Islamic finance offer promising opportunities for pedagogical advancement. This study proposes an integrative strategy to enhance teacher competence, comprising continuous professional training, expert-led clinical supervision, collaborative teacher learning communities, and the systematic integration of digital learning tools. The proposed model is expected to improve the effectiveness of takaful education, thereby strengthening students' Islamic financial literacy and contributing to the development of human capital in the Sharia economic sector.

Keywords: Teacher Competency, Islamic Economics Education, Islamic Insurance (Takaful), Teaching Strategy, Islamic School.

JEL Codes: I21, I28, G22, Z12, A29

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Analysis Of Determinants Of The Gender Development Index In 8 Countries Of The Asean Region From An Islamic Economic Perspective (Panel Data Analysis For The Period 2013 - 2022)

Putri Selviana Anjani¹³¹, Madnasir¹³², Taufiqur Rahman¹³³

Abstract

Gender development is needed to improve the quality of existing human resources by paying attention to justice in providing rights and opportunities. In the Gender Development Index in 8 ASEAN Countries, it can be seen that every year in the 2013-2022 period there are fluctuations, this indicates that gender development in these countries is not yet optimal and stable. For this reason, improvements in gender development are needed by paying attention to the determinants of the Gender Development Index. The formulation of the problem in this research is whether life expectancy, Mean years of schooling, per capita expenditure, and labor force participation rate can influence the gender development index either partially or jointly and how from an Islamic economic perspective. The research method used is a panel data analysis method with a quantitative research approach using secondary data in the 2013-2022 period sourced from websites and annual reports of related agencies.

Overall, the results of the panel data regression analysis using the random effect model can be concluded that together life expectancy, Mean years of schooling, per capita expenditure, and labor force participation rate have a significant positive effect on the gender development index. Partially, life expectancy has an insignificant positive effect on the gender development index. Mean years of schooling and per capita expenditure have a significant positive effect on the gender development index. The level of labor force participation has a significant negative effect on the gender development index. In an Islamic economic perspective, humans have the right and obligation to fulfill life's needs as an activity of worship. And in every effort to fulfill it, you must always apply the principles of equality in Islam, especially in gender equality. In Islam, a caliph on earth is not designated as only one gender. This means that Islam does not differentiate between men and women in getting business opportunities.

Keywords: Gender Development Index, Life Expectancy, Mean Years of Schooling, Per Capita Expenditure, TPAK

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The Influence Of Regional Revenue Expenditure Budget Realization (Apbd), General Allocation Fund (Dau), Special Allocation Fund (Dak), On Economic Growth In Lampung Province In The Perspective Of Islamic Economics (Panel Data Analysis of 13 Regencies and 2 Cities in Lampung Province in 2018-2023)

Nisrina Azizah, Budimansyah, Siska Yuli Anita¹³⁴

Abstract

Economic growth is an indicator of successful development in an economy. The progress of an economy is determined by the amount of growth indicated by changes in national output. Lampung Province's economic growth is ranked 14th out of 38 provinces in Indonesia in 2023. Judging from the geographical situation of Lampung Province, it is a traffic gateway for economic activities between Java and Sumatra which has the potential to become a distribution node for national goods and services. Lampung Province should be able to take advantage of its strategic position as a connecting gateway between Java and Sumatra to encourage more significant economic growth. However, the reality shows that Lampung Province's economic growth is still relatively behind compared to other provinces. The formulation of the problem in this research is how the realization of APBD, DAU, DAK affects economic growth in Lampung Province from an Islamic economic perspective.

This research uses a quantitative type of research with a descriptive approach using panel data with a fixed effect model approach. The population in this study is data from economic growth contained in the BPS of Lampung Province. The sampling technique in this research is purposive sampling technique. So we obtained a sample size of 90 annual data from 2018-2023. The samples taken were APBD, DAU, DAK and Economic Growth. This research uses multiple linear regression analysis methods using the Eviews version 13 computer program.

The research results show that the APBD, DAU and DAK variables simultaneously influence economic growth in Lampung Province. Partially, the APBD variable has a negative and insignificant effect. Meanwhile, the DAU and DAK variables have a positive and insignificant effect on economic growth.

Keywords: APBD, DAU, DAK, Economic Growth

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**The Effect Of Coffee Commodity Exports, Inflation And Regional Expenditure On Gross
Regional Domestic Product (Gdp) Of Lampung Province In The Perspective Of Islamic
Economy, 2014-2021**

Arnova Witiar Nidah , Ruslan Abdul Ghofur , Yusuf Bahtiar¹³⁵

Abstract

This research is a quantitative research using documentation and literature data collection techniques using secondary data from publication data from BPS Lampung Province with a population in the form of GRDP data, coffee exports, inflation and regional spending and a sample of 8 years (2014-2021). The results of this study indicate that: 1) Exports of coffee commodities have a positive and insignificant relationship to the GRDP of Lampung province in 2014-2021. 2) Inflation has a negative and significant effect on the GDP of Lampung province in 2014-2021. 3). Regional spending has a positive and significant effect on the GRDP of Lampung province in 2014-2021. 4). Based on the results of the Simultaneous Test, it shows that exports of coffee commodities, inflation and regional expenditures together have a significant effect on the Gross Regional Domestic Product (GRDP) of Lampung province in 2014 -2021. In an Islamic economic perspective, GRDP will affect tax revenues by increasing waqf, zakat and alms tax revenues and other income will have a good impact because increasing regional revenue is expected to increase welfare and economic growth.

Keywords : GRDP, Exports, Inflation, Regional Expenditures

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The Influence Of Investment, Inflation, And Exports On Foreign Exchange Reserves In Asian Countries In 2018-2022 In The Perspective Of Islamic Economics

Widia Delfi Fadhilah, Mardhiyah Hayati, Ersi Sisdianto¹³⁶

Abstract

Foreign exchange reserves are a means of payment in international trade in the form of foreign exchange managed by the central bank. Foreign exchange reserves in several developing countries in the Asian region have increased every year but investment, inflation, and exports have fluctuated, so it is necessary to conduct more in-depth research on the effect of investment, inflation, and exports on foreign exchange reserves in four developing countries in Asia. This study aims to determine how investment, inflation and exports simultaneously and partially affect the foreign exchange reserves of Asian countries. The research method used is quantitative panel data analysis with area sampling technique (Cluster Sampling). The results of this study indicate that the investment variable has a positive and significant effect, the inflation variable has a negative and significant effect, and the export variable has a positive and significant effect on foreign exchange reserves. Investment, inflation, and exports simultaneously affect foreign exchange reserves with a probability of 0.00051. In Islam, maintaining the stability of foreign exchange reserves needs to be considered because Tasarruf alImam "ala Ra "iyyah Manutun bi al-Mashlahah (every government action related to the people is always related to their benefit).

Keywords: Investment, inflation, foreign exchange reserves, and exports

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**The Influence Of Population Size And Gross Regional Domestic Product (Grdp) On The
Original Regional Income Of Bandar Lampung City From An Islamic Economics
Perspective In 2014-2023**

Helma Rozalsa Absar¹³⁷, Muhammad Kurniawan¹³⁸

Gustika Nurmalia¹³⁹

Abstract

Original Regional Income (PAD) serves as the main source of finance and is used as an indicator to assess the region's ability to manage autonomy. The greater the contribution of PAD to the total regional revenue, the lower the region's dependence on central government assistance. This study aims to analyze the influence of population size and Gross Regional Domestic Product (GRDP) on the Original Regional Income (PAD) of Bandar Lampung City from an Islamic Economics perspective. The analytical method used is multiple linear regression Ordinary Least Square (OLS) for the years 2014-2023. The results of the study show that, partially, the population variable does not have a significant effect on the Original Regional Income of Bandar Lampung City for the years 2014-2023, while the GRDP variable has a positive and significant effect on the Original Regional Income of Bandar Lampung City for the same period. Simultaneously, both the population size and GRDP have an influence on the Original Regional Income of Bandar Lampung City for the years 2014-2023. From an Islamic economics perspective, PAD focuses on community welfare, social justice, and responsible resource management. With the principles of Sharia, PAD is expected to contribute to sustainable economic development that includes all layers of society.

Keywords: Population size, GRDP, and PAD

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Analysis Of Financial Performance In The Activity Management Unit Of The Community Empowerment Management Fund On Community Welfare

Indah Tamara Putri¹⁴⁰, Tulus Suryanto¹⁴¹, Liya Ermawati¹⁴²

Abstract

The Activity Management Unit is a unit that carries out business activities in the form of savings and loan services which aim to empower rural communities independently in order to alleviate community poverty. This research aims to analyze the financial performance of the Community Empowerment Trust Fund Activity Management Unit on Community Welfare in Banjar Agung District, Tulang Bawang Regency. And to analyze the Financial Performance of the Community Empowerment Trust Fund Activity Management Unit on Community Welfare in Banjar Agung District, Tulang Bawang Regency from an Islamic Perspective. This research was Mixed Method research. Research that combines quantitative and qualitative research. The population in this study consisted of 25 groups. The sample used was 25 respondents. The sampling technique used was the simple random sampling method. Data collection techniques use questionnaires, interviews and documentation. Based on the research findings, it can be concluded that the health of the UPK, Banjar Agung District, Tulang Bawang Regency in 2022 is "fairly healthy" with a health score of 64.58. Apart from that, based on the SPSS test results, hypothesis testing can be seen that $\text{sig} < 0.05$ ($0.000 < 0.05$), so it can be concluded that the financial performance variable in the Activity Management Unit of The Community Empowerment Trust Fund (UPK-DAPM) has an effect on community welfare. Utilization of funds in villages in realizing development and community empowerment within the framework of Islamic economic development is not only material development, but spiritual and moral aspects play a very important role, moral and spiritual development must be integrated with economic development. This is what is later called in the Qur'an Tazkiyah Annafs.

Keywords: Activity Management Unit, Community Empowerment Trust Fund, Community Welfare

The Effect Of Carbon Emission Disclosure On Company Value With Media Exposure As

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A Moderation Variable (Study On Companies Listed In The Sri Kehati Index 2019-2022)

Rendi Dinata¹⁴³, Evi Ekawati¹⁴⁴, Nur Wahyu Ningsih¹⁴⁵

Abstract

Company value is a company's performance that is reflected through stock prices, formed by capital market demand and supply and reflects the public's assessment of the company's performance. Good corporate values are a reflection of the right policies that have been set by management so that they can build market trust in the company. This study aims to determine the effect of carbon emission disclosure on company value with media exposure as a moderation variable, which is listed in the Sri Kehati Index in 2019-2022. This study uses a type of quantitative research. The type of data used is secondary data obtained from company data that reports annual reports and sustainability reports of companies listed in the Sri Kehati index in 2019-2022. The data collection technique in this study uses Moderated Regression Analysis (MRA) analysis using IBM Statistic version 26 tools. The results of the study show that the disclosure of carbon emissions has no effect on the value. The variable of media exposure is not able to moderate the relationship between carbon emission disclosure and company value. In the Islamic perspective of Allah SWT. It has ordered that companies can carry out environmental and social responsibilities for their operational activities. This is contained in the Qur'an surah Ar-Rum verse 41 which prohibits companies from damaging the environment and carrying out social responsibility.

Keywords: Carbon Emission Disclosure. Company Values, Media Exposure

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The Effect Of Human Resource Quality, Information Technology, And Management Accounting Systems On Managerial Performance With Environmental Uncertainty As A Moderating Variable (Survei On Pengelolaan Keuangan Dan Aset Daerah (Bpkad) Of Bandar Lampung City)

Refitia Triana Oktavia¹⁴⁶, Evi Ekawati¹⁴⁷

Muhammad iqbal¹⁴⁸

Abstract

Acting Governor of West Sulawesi Akmal Malik expressed his appreciation for the recommendations of the West Sulawesi DPRD. The recommendations concern the realization of the performance of Regional Apparatus Organizations (OPD) which is not optimal and the many urgent programs which have not been achieved. This was expressed by Akmal Malik when attending the Plenary Meeting to present the recommendations of the West Sulawesi DPRD regarding the Accountability Report (LKPD) of the Governor of West Sulawesi for Fiscal Year 2022 at the Temporary Office of the West Sulawesi DPRD. This research aims to determine the influence of Human Resource Quality, Information Technology, and Management Accounting Systems on Managerial Performance which is moderated by the Uncertainty of the Study Environment at BPKAD Bandar Lampung City.

The method used in this research is a quantitative method, the type of data in this research is primary data sourced from employees in the accounting and asset management sector with a sample size of 50 people at BPKAD Bandar Lampung City. This research uses SEM PLS analysis with the Smart PLS version 4 data processing tool.

Based on the results of the tests that have been carried out, the results of this research show that the Quality of Human Resources has no effect on Managerial Performance, furthermore Information Technology has no effect on Managerial Performance, and the Management Accounting System has a positive effect on Managerial Performance. For the moderating effect of Environmental Uncertainty there is no influence on the Quality of Human Resources, Information Technology, and Management Accounting Systems on Managerial Performance.

Keywords: Quality of Human Resources, Information Technology, Management Accounting System Managerial Performance, and Environmental Uncertainty.

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The Influence of Accounting Information System Quality, Leadership Style, and Work Motivation on Employee Performance in the Perspective of Maqashid Sharia (Study at AKA Medika Sribhawono Hospital, East Lampung)

Ulfa Syariatun Khasanah¹⁴⁹, Ahmad Zuliansyah¹⁵⁰

Mia Selvina¹⁵¹

Abstract

This study aims to find out the current performance condition in AKA Medika Hospital Employees with the title The Influence of Accounting Information System Quality, Leadership Style and Work Motivation on Employee Performance in AKA Medika Hospital Employees.

This research is aquantitative research. The type of data used is primary data with data collection techniques by distributing questionnaires. Sampling was carried out using the saturated sampling method. This study used a sample of 32 respondents. The data analysis method used in this study is Partial Least Square (PLS)-SEM using the SmartPLS 3.0 data analysis tool.

The results of this study show that the quality of accounting information systems and leadership styles have a positive and significant effect on employee performance. Meanwhile, work motivation is stated to have a negative and significant effect on employee performance.

Keywords: Quality of Accounting Information Systems, Leadership Style, Work Motivation, Employee Performance, and Sharia Maqashid

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Literature Review Of Active Ageing

Fatma FİDAN¹⁵²

Kürşat ÇAPRAZ¹⁵³

Abstract

This is a literature review of studies conducted on active aging for individuals aged 65+ according to the World Health Organization's active ageing definition, along with the extension of human life. The study aims to classify studies conducted for the specified age group, the examined age subgroups, analysis methods and outputs in terms of social policy tools. The study examined doctoral theses that are open access in the Turkish Higher Education Center Thesis Center. In the study, until 2025, 24 PhD completed open access thesis. their fields; sociology, home economics, urbanism and regional planning, public administration, geography, architecture, labor economics and industrial relations, public health, social work, health management. Thus, it needs to be classified into groups; economy, sociology, health, public administration and architecture. Social policy tools are welfare state, distribution of income policy, health policy, education policy, social aid policy, and family policy. When social policy instruments and classified doctoral theses were compared, it was revealed that there were no studies on education and social assistance.

Keywords: Active ageing, WHO

JEL Code: J14

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Occupational Health And Safety In The Context Of Unions Affiliated With Disk

Barış AYDOĞDU, Mehtap DEMİR¹⁵⁴

Abstract

The historical evolution of industrialization has led to significant transformations in production processes. As this progression moved from manual labor to automation and eventually to digitalization, the understanding of occupational health and safety (OHS) also underwent major changes. Integrating digital technologies, artificial intelligence, and smart systems into production has accelerated workflows but introduced new risk areas within the working environment. Historically, trade unions have played a critical role in preventing occupational accidents and diseases and remain fundamental actors in protecting workers' rights and promoting safety measures.

The unionization process in Türkiye began in the late Ottoman period and was shaped by various legal regulations during the Republican era. During this period, the labor movement had a direct impact on OHS developments. Notably, DISK (Confederation of Progressive Trade Unions of Türkiye) and its affiliated unions have garnered attention through their OHS-related initiatives, the inclusion of specific provisions in collective labor agreements, and institutional arrangements at workplaces.

This study explores the approaches of DISK-affiliated unions to occupational health and safety, their operational practices, and their historical contributions. It aims to highlight the determining influence of unionization in the development of OHS standards.

Keywords: OHS, Unions, DISK, Legislation.

JEL Code: JEL28, JEL51, JEL80.

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New Ways of Working: Transformation Brought by Digitalization

Aslinur Mert¹⁵⁵

Abstract

The present paper investigates the integration of technological innovations into organizational processes, with a specific focus on the lived experiences of both individuals and institutions. It further explores the implications of evolving work models in the contemporary employment landscape. Remote work enables employees to execute their professional responsibilities without physical presence in the workplace, primarily through digital communication and collaboration platforms. Flexible arrangements, in turn, grant greater autonomy over work schedules and locations, offering a personalized structure. Hybrid work merges remote and on-site practices, while the gig economy allows for income generation through freelance or contract-based engagements. Based on secondary data, this inquiry highlights the dual nature of digital transformation. On one hand, it introduces clear advantages—such as geographic flexibility, increased autonomy, and responsiveness to individual preferences. On the other, it presents notable psychosocial challenges. Blurred work-life boundaries, constant digital connectivity, and heightened accessibility can exacerbate stress, burnout, and social isolation. Moreover, weakened team dynamics, communication inefficiencies, and reduced interpersonal interaction may adversely affect employee satisfaction and organizational commitment. At the institutional level, challenges include coordination difficulties, exclusion from decision-making, and disruptions in leadership mechanisms. Nevertheless, interventions like digital upskilling, social engagement programs, and psychosocial support structures may ease the transition. Consequently, the formulation of effective strategies and supportive workplace policies is essential to protect employee well-being and sustain organizational productivity in the face of ongoing digital transformation.

Keywords: Digitalization, Work Life, Flexible Work Models, Individual and Organizational Dimensions

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A Systematic Review: AI And Learning Of EFL

Hakan Aydoğan¹⁵⁶

Önder ŞANLI¹⁵⁷

Abstract

The teaching and learning processes are changing significantly as a result of the growing use of artificial intelligence technology in the classroom. Artificial intelligence technologies also are accordingly providing a significant transformation in the field of education. While traditional teaching models generally offer the same methods to all students, artificial intelligence-supported systems offer personalized educational experiences in line with individual learning speeds and needs. The learning platforms with artificial intelligence support offer immediate feedback, enabling students to identify and fix their mistakes promptly. The study is a review article and examines the integration of artificial intelligence into educational processes, the opportunities it offers, and its possible limitations. According to the findings of the research, artificial intelligence-supported learning environments support individual learning processes by offering customized content to students and accelerate the learning process by providing instant feedback through feedback mechanisms. It is seen that AI applications used in education reduce the workload of teachers and contribute to the development of more effective learning strategies. However, factors such as decreased teacher-student interaction, data privacy and ethical concerns, and inequalities in access to technology are among the elements that need to be taken into consideration in the development of artificial intelligence-supported education systems. The results of the study also reveal that artificial intelligence should be evaluated as a tool to support teachers in education and the necessary competencies should be acquired in order for these systems to be used effectively in the future.

Keywords: Artificial Intelligence in Education, English Learning, Personalised Learning

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Deinstitutionalization Of People With Disabilities: Perceptions Of Specialists From Local And County Social Services

Cătălin-Ionuț DRĂGAN¹⁵⁸, Antonius EFTENOIU¹⁵⁹

Abstract

In post-communist Romania, the deinstitutionalization process for adults with disabilities has faced significant challenges despite successive reforms in the social services sector. This study analyzes the accelerated public policy of deinstitutionalization, initiated as a result of international commitments made by the government and subsequently transposed into national legislation. Although these reforms aimed primarily at community integration for individuals in residential care, over three decades later, the number of institutionalized beneficiaries remains high. This indicates systemic difficulties in transferring services from the county level to the local level, as well as in reconfiguring adequate community support. Deinstitutionalization is a complex process, impacting not only the direct beneficiaries but also the staff of residential centers and community social services.

The study employs a qualitative methodology based on information gathered from three focus groups, with participants being specialists from county and local social services. The analysis seeks to capture their perceptions regarding the challenges and opportunities posed by this accelerated public policy, with a focus on ways to expedite reforms and ensure a sustainable transition. The study's conclusions highlight the need to strengthen community infrastructure and develop a support network tailored to beneficiaries' needs to ensure the success of the deinstitutionalization process.

Keywords: deinstitutionalization, people with disabilities, public policy, community development, local social service networks, perceptions

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Skill Need In The Pishmaniye Industry: Determining The Skill Needs Of Workers

Working In The Pishmaniye Factory

Mustafa ŞAHİN¹⁶⁰

Abstract

This study examines the historical development and production processes of the local dessert of Kocaeli, Pişmaniye. Sectoral development and especially the need for labor skills have been analyzed. The effect of the transition of Pişmaniye from traditional production methods to industrial production on the quality of the labor force in the sector and the labor skill gap have been revealed. The supply of qualified labor force and the skill gap in the labor market are gaining importance as increasing problems in the Pişmaniye sector as in different sectors.

The research was conducted in the “Buşah Pişmaniye” enterprise operating in İzmit. The research model was created as an exploratory one. Qualitative research methods were used in the research and a semi-structured interview form was used as the data collection tool.

The research was conducted on 38 employees in the enterprise. Face-to-face interviews lasting 30 minutes were conducted with each employee.

The following findings were obtained in the research; Pişmaniye production is a traditional craft that requires manual labor and mastery. The education and skill level of the labor force is low. There is a lack of qualified labor force and insufficient skills in the sector. There are relatively low wages and difficult working conditions. The perception of profession and professionalization of employees is low. The results of the study offer the following suggestions for the sustainability and competitiveness of the phyllo pastry sector: Integrating developing technology into the production process along with traditional production methods. Investing in R&D activities to develop new products that meet consumer demands. Consumer preferences are diversifying from traditional phyllo pastry varieties to gluten-free and differently flavored products. In this context, research on consumer preferences is needed. Strengthening the promotion of the sector and increasing export potential. For the development of the sector, vocational training programs need to be published, R&D investments need to be increased and promotional activities need to be strengthened. Developing innovative methods in vocational training, implementing the learning outcomes approach and quality assurance. Implementing new working models for changing technology and working conditions.

Keywords: Skill gap, HR

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Smart Contracts and International Private Law: Challenges and Perspectives

Daiana-Elena DOBROIU

Abstract

The rapid evolution of blockchain technology has transformed the way private law relationships are created and executed, with smart contracts emerging as one of its most innovative applications. A smart contract, defined as a self-executing digital agreement coded on a blockchain, raises fundamental legal questions regarding its recognition, enforcement, and validity in cross-border transactions.

This article examines the interaction between smart contracts and international private law, focusing on challenges related to the determination of applicable law, jurisdiction, and recognition of automated obligations. Methodologically, the research adopts a comparative approach, analyzing European Union regulations, the UNIDROIT Principles, and selected national legislative initiatives. The findings reveal a lack of uniformity in the treatment of smart contracts, generating uncertainty in areas such as consumer protection, contractual autonomy, and dispute resolution. At the same time, international legal instruments demonstrate an increasing tendency to accommodate technological innovations by emphasizing functional equivalence between digital and traditional contracts. The study concludes that harmonized legal standards and clearer conflict-of-law rules are essential to foster trust in smart contracts and to ensure legal certainty in global digital markets.

JELClassification:K12,K33,K41

Keywords: Smart contracts, International private law, Blockchain, Cross-border transactions, Conflict of laws

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