

Contents

215 Part I Competency-Based Education and Personalized Learning

216 The Impact of Competency-Based Learning and Digital
 217 Self-assessment on Facilitating Students’ Cognitive
 218 and Interpersonal Skills 3
 220 Yashu Kauffman and Douglas Kauffman

221 Keeping the HF/UX Curriculum Current with the Critical
 222 Decision Method 15
 224 Lisa Jo Elliott

225 Virtual Environments for Competency-Oriented Education
 226 and Training 23
 228 Thomas Alexander, Martin Westhoven and Jessica Conradi

229 Part II Commitment and Motivation in Management
 230 and Leadership

232 Delphic Maxims Based Applied Philosophy for Business
 233 and Governance Management 33
 235 Evangelos Markopoulos and Hannu Vanharanta

236 Commitment and Motivation in Professional Organization 47
 238 Johanna Koskialho, Jarno Einolander and Hannu Vanharanta

239 Master’s Students’ Commitment and Engagement
 240 in Their Course Behavior 59
 242 Jarno Einolander, Hannu Vanharanta and Ari Visa

243 Development of Students’ Commitment over Time—Case Study
 244 from a Finnish University of Technology 69
 246 Jarno Einolander and Hannu Vanharanta

248 Part III Human Resource Management

250 Skills and Human Engineering Issues at Task Design 81
251 Olivier Chator and Jean-Marc Salotti

252 The Role of Crowdfunding as a Business Model
253 in New Media Industry 87
255 Anna Szopa, Tadeusz Marek and Magdalena Fafrowicz

256 Leader Integrity and Employee Outcomes: Where
258 Do They Collide? 95
259 Kwasi Dartey-Baah and Reginald Arthur

260 Heterogeneity of Leadership Styles as Behavioral Units:
262 The Role of Personality in Searching for Leadership Profiles 109
263 Jolanta Babiak, Beata Bajcar and Czesław S. Nosal

264 A Study of the Current Status of Diversity Faultlines
266 in Japanese Work Organizations 123
267 Takumi Iwaasa, Naoto Shoji and Motoki Mizuno

268 A Segmented Abstraction Hierarchy Model for Business
270 Process Modeling 131
271 Arthur C. Jones

272 Intuitive Number Evaluation Is not Affected
273 by Information Processing Load 139
275 Zohar Rusou, Dan Zakay and Marius Usher

276 Part IV Education Research and Applications

278 Engagement in Social Learning: Detecting Engagement
280 in Online Communities of Practice 155
281 Enrica Pesare, Teresa Roselli and Veronica Rossano

282 Incorporating Human Factors in Course Design: Utility
283 of Wearable Technologies 163
285 Mohamed Ismail, Hamid Parsaei and Konstantinos Kakosimos

286 Usability Evaluation of a Leap Motion-Based
288 Educational Application 175
289 Arwa Al-Razooq, Bayan Boreggah, Laila Al-Qahtani
290 and Rabia Jafri

291 A Comparative Study on the Usability of Educational
292 Platforms Used by Instructors in the University
293 of the Philippines 191
295 Nicole Simon, Brent John Carbonera and Benette Custodio

296 A Preliminary Study of Using Avatars and Learning Companions
 297 for Junior High School Students in Enhancing Studying Chinese
 298 Classical Literature. 201
 300 Shao-Jui Hung and Shelley Shwu-Ching Young

301 Gaps Between Practice and Education of Architect—A Study
 302 of India 213
 304 Shweta Saxena, Sandeep Arora and Apurv Shrivastava

305 A Preliminary Study of Integrating an Action Role-Playing
 306 Game into an Ancient Prose 225
 308 Pin-Chun Fang and Shelley Shwu-Ching Yang

309 The Usage of Social Networking Sites for Education
 310 in the Higher Education Context 231
 312 Sasithon Yuwakosol

318 Part V Knowledge Creation for the Future

315 Knowledge Creation and Learning in a Sugarcane Industry
 316 in Veracruz, Mexico 247
 318 Francisco Hernandez Rosas, Katia Angelica Figueroa Rodriguez,
 319 Shida Henneberry and Benjamin Figueroa Sandoval

320 Different Roles in Leadership Styles in Modern Organization 257
 322 Tero Reunanen and Jaana Kaitonen

323 Path of Creativity in Entrepreneur: Basic Concept of Creative
 324 Economy Development 269
 326 Varit Intrama, Sammiti Sookbanjung, Kritchana Santawee
 327 and Phattira Teerasawad

328 Part VI Innovation Management and Leadership

330 Space for Company Democracy 281
 332 Evangelos Markopoulos and Hannu Vanharanta

338 Innovativeness Through Time Management 295
 335 Tero Reunanen, Riitta Windahl and Hannu Vanharanta

336 Integrated Service and Product Innovation on Life Cycle
 338 Business Co-evolution 307
 339 Vesa Salminen, Heikki Ruohomaa and Tapio Koivisto

340 Involvement of Accounting Firms in Companies' Innovation
 342 Process 321
 343 Yan Castonguay and Daniel Plamondon

345 Jewelry Packages: Some Interpolations on Design and Form 333
346 Silvia Rocha, Maria Benutti and Roberto Nascimento

347 Transformational Leadership: A Leap Towards
348 NPD Team’s Effectiveness 343
350 Syeda Asiya Zenab Kazmi, Marja Naaranoja, Juha Kytölä
351 and Jussi Kantola

352 Protecting Design: Leveraging Design for Robust Content
353 and Knowledge Transfer into Patents 355
355 Robert Watters and David Craib

356 Gender Bias in the Perception of Outstanding Leadership
357 in the Maritime Industry. 365
359 Bjørn Atahuallpa Bejar Fjærli, Salman Nazir and Kjell Ivar Øvergård

360 Part VII Human-Centered Learning Design

362 Scale and Spatial Resolution Guidelines for the Design
363 of Virtual Engineering Laboratories 379
365 Brian Sanders, Dennis Vincenzi and Yuzhong Shen

366 Improvement to the Usability of Hybrid Courses
367 in Degree Programs at URJC Online 389
369 Manuel Gertrudix-Barrio, Natalia Esteban, Mario Rajas
370 and Maria Redmon

371 An Analysis of Learner Experience with MOOCs in Mobile
372 and Desktop Learning Environment 399
374 Fisnik Dalipi, Ali Shariq Imran, Florim Idrizi
375 and Hesat Aliu

376 Part VIII Leadership Style

378 Path Model Analysis of Perceived Organizational Support,
379 Job Satisfaction and Turnover Intention: Study
380 on Indian Generation Y Employees 411
382 Soumi Rai

383 Charismatic Influence and Organizing Capability as Unique
384 Managerial Self-efficacies for Effective Small Firm Performance
385 in Developing Economy. 425
387 Mohammed-Aminu Sanda

388 Applying Decision Analysis to Human Factors in Decision Making
389 at Stanford University Medical Center 439
391 John Celona

392 Exploring Potential of Blue-collar Workers in the Information
 398 Manufacturing System 453
 395 Na Yu, Chang Zhang, Liming Shen and Siegfried Lewark

396 Global Challenges for the Universities and Managers
 398 Of the Higher Education Sector. 461
 399 Marcin Geryk

400 A Study of Satisfiers and Dissatisfiers for Japanese Students
 402 in Extracurricular Activities 471
 403 Yutaka Nakajima, Naoto Shoji, Takumi Iwaasa
 404 and Motoki Mizuno

406 Part IX Training, Organizational and Team Learning

408 Effective Use of Group Projects in Online Learning 481
 409 Robert Ekblaw

410 Transferring Tacit Knowledge in Process Control 491
 412 Anna-Lisa Osvalder and Anders Colmsjö

418 Approachability as a Prerequisite of Student Reflection 499
 415 Rosa Karnita, Andrée Woodcock, Simon Bell
 416 and Kollette Super

418 The Creativity in a Virtual World: A Pilot Study 509
 419 Siao-Wei Huang and Yu-Chen Hsu

420 Nurses Students’ Perception About Learning Online
 422 Using Social Networks 515
 423 A.S. Campos Filho, L.D. Castro, R.J.S. Moraes
 424 and A.S. Gomes

425 ICT Classroom LMSs: Examining the Various
 426 Components Affecting the Acceptance of College Students
 428 in the Use of Blackboard Systems 529
 429 Sara Jeza Alotaibi

430 Intelligence Training Research Exercise 15-1 539
 432 Meghan T. Berlingo, Lisa Tripp and Justin Wilson

438 Visual Cue Streams for Multimodal Dialogue Interaction 547
 435 Dimitris Koryzis, Christos V. Samaras, Eleni Makri, Vasilios Svolopoulos
 436 and Dimitris Spiliotopoulos

438 Virtual Reality Museum of Consumer Technologies 555
 439 Avinash Subramanian, Jaclyn Barnes, Naveena Vemulapalli
 440 and Sumeet Chhawri

441 A Study on Communication Activity and Social Skills
442 of Nursing Organization 567
444 Yuki Mizuno, Yasuyuki Yamada, Yasuyuki Hochi, Hideko Takahashi,
445 Naoto Shoji, Hideko Aida, Aya Okada and Motoki Mizuno

446 Part X Products and Value Networks in Management
448 and Leadership

449 Internet Marketing Strategy for Furniture Industry:
450 A Research Based Ergonomics Sofa. 577
452 Suriatini Ismail, Anis Amira Abdul Rahman,
453 Ahmad Rasdan Ismail, Khairul Azhar Mat Daud
454 and Nik Zulkarnaen Khidzir

455 The Design Service as an Improvement Tool of the International
456 Show of the Bobbin Lace from Peniche 587
458 Isabel Bieger, Cristina Carvalho and Gianni Montagna

460 “Wow-Factors” for Boosting Business 595
461 Tero Reunanen, Marcus Penttinen and Arndt Borgmeier

462 City Branding and the Way It Is Perceived in People’s Mind,
463 a Case Study of Milad Tower in Iran 607
465 Ashkan Bayat

466 Psychic Distance, Purchase Intention and Life Satisfaction.
468 An Analyzing of International Purchase Websites 615
469 Mauro José de Oliverira, Rodrigo Martins Baptista
470 and José Manuel Baptista Meireles de Sousa

471 Part XI Training Applications in Military and Operational
472 Environments

474 Interpretative Phenomenological Analysis for Military
476 Tactics Instruction 629
477 Michael W. Boyce, Deeja Cruz and Robert Sottolare

478 Exploring the Impact of Simulator Sickness
480 on the Virtual World Experience 641
481 Crystal S. Maraj, Karla A. Badillo-Urquiola, Sushunova G. Martinez,
482 Jonathan A. Stevens and Douglas B. Maxwell

483 Behavior Cue Detection Training: Understanding the Impact
485 of Simulator Sickness on Performance 651
486 Crystal S. Maraj, Karla A. Badillo-Urquiola, Stephanie J. Lackey
487 and Irwin L. Hudson

489 Part XII Game-Based Learning

490 Game-Based Evacuation Drill Inside Google Street View 661
492 Hiroyuki Mitsuhashi, Takehisa Inoue, Kenji Yamaguchi, Yasuichi Takechi,
493 Mari Morimoto, Kazuhisa Iwaka, Yasunori Kozuki and Masami Shihibori

495 Ergonomic Considerations of the Gaming Classroom 673
496 Katelyn Procci

498 Effective Game-Based Training at the Point of Need. 683
499 Erika Darling, James Benslay, Rick Osborne, Joe Clapis
500 and Rich Crutchfield

501 “How Good Is Good Enough?” Exploring Validation
502 for Serious Gaming in Air Traffic Control 693
504 Hayley J. Davison Reynolds, Rich DeLaura
505 and Brian Soulliard

506 Immersive Games and Expert-Novice Differences 705
508 Amanda J.H. Bond, Jay Brimstin and Angela Carpenter

510 Part XIII Organizational Learning and Performance Management

511 Change Agent Infrastructure (CHAI)—A Stakeholder
512 Analysis Tool for Ergonomics- and Work
513 Environment-Related Change Projects 721
515 Cecilia Berlin, Jonatan Berglund and Erik Lindskog

516 Improvement of Productivity and Employee Performance
518 Through an Efficient Human Resource Management Practices 733
519 Lerato Ngwenya and Clinton Aigbavboa

520 Organizational Communication: Discussion
522 of Pyramid Model Application in Shift Records 745
523 Edmara dos Santos Drigo and Salvador Ávila Filho

524 Human Factors for Development of Corporate
526 Internal Social Investments Portfolio 757
527 Aleksandr Kozlov and Anna Teslya

528 Job Satisfaction Level of Federal/Provincial/Semi
530 Government Officers of Pakistan 765
531 Rao Zeeshan Aziz, Umer Asgher and Tanveer Ahmed

532 Part XIV Learning Process and Higher Education

534 How Do Design Blended Learning Base on Authentic
535 Learning Theory to Enhance Pre-service Teachers’
536 Ability in Professional Practices of the Pre-service Teacher
538 and Instructor Point of View 777
539 Nuttaphong Kanchanachaya and Kanita Nitjarunkul

540 Social Sciences and Humanities Researcher Development
541 of a Higher Educational Institute in the Context
542 of Violent Conflict in Thailand’s Deep South Region 785
544 Kanita Nitjarunkul

545 Helping College Students to Manage Stress: A Human
546 Centered Smartphone Application for Stress Relief 795
548 Saad Almesalm, Lucas Stephane and Guy Boy

549 The Degree of Importance That Built Environment Postgraduate
550 Students Attaches to Specific Library Services:
552 A South Africa Higher Education Case Study 809
553 Katlane Seema and Clinton Aigbavboa

556 Part XV External Business Factors and Change Issues

556 Hierarchal Cabal Leadership in the Workplace 819
558 Stella Marie Rostkowski

559 Simulating the Outcomes of Contracts: A Visual Interface
560 Supporting Start-Up Financing 829
562 Daniela Alina Plewe and He Lee

563 The Effect of Social Rewards and Perceived Effectiveness
564 of e-Commerce Institutional Mechanisms on Intention
566 to Group Buying. 839
567 Margaret Meiling Luo and Sophea Chea

568 Tackling Barriers to the Inclusion of Disabled People
570 in the European Workplace Through Ergonomics 847
571 Louise Moody, Janet Saunders, Natasa Rebernik, Marjan Leber,
572 Andreja Čurin, Marzena Wójcik-Augustyniak
573 and Marek Szajczyk

576 Survey of Strategic Design for Public Transportation 857
576 Ashkan Bayat

578 Part XVI eLearning and Teaching Strategies

580 Language e-Learning and Music Appreciation 871
581 Leon Chong Wen Ngiam and Swee Lan See

582 Gaze-Based Real-Time Adaptivity and Adaptability
583 in an eLearning Environment: A Pre-release Insight 885
585 Holger Schmidt, Alexander Henka and Gottfried Zimmermann

586 Study on Practicing, Teaching and Sharing on Design
588 for Sustainability in China 897
589 Mingyue Lyu

590 Building a Disaster Recovery Framework for e-Learning
591 Environment Using Disaster Information
592 and Inter-cloud Computing 907
594 Satoshi Togawa and Kazuhide Kanenishi

595 Research and Implementation on Fitness Management System
596 for Hubei Province Public Servants 915
598 Qi Luo

599 Introduction to Education 3.0 Through the Use of Technological
600 Tools for the Teaching of Arts in Preschool 927
602 Luz Nery Janamejoy and Sanin Ortiz

603 Game-Based Learning: Analysis of Students’ Motivation,
605 Performance, and Drop Out in a Production Engineering Course 939
606 Elissa Danielle Silva, Marcelo Macedo, Clarissa Teixeira, Edgar Lanzer
607 and Álvaro Paz Graziani

608 Education for Sustainable Development 953
610 Anastasia Nasibulina

612 Get Me to the Dojo: An Experiential Learning Experience 961
613 Tina Sayer and James P. Foley

614 The Influence of Team Members’ Thinking Style
616 on the Collaborative Design Process 975
617 Guan-Ting Liu and Wenzhi Chen

618 Part XVII Organizational Behavior and Development

620 Leadership Focus in Modern Expert Organization 985
622 Tero Reunanen and Marko Junno

623 An Organizational Activity Framework for Effective Business
624 Practices Implementation in Research-Oriented Organizations
626 in Developing Economies. 999
627 Mohammed-Aminu Sanda

Degree of Agility with an Ontology Based Application	1013
Markku Salo, Evangelos Markopoulos, Hannu Vanharanta and Jussi Ilari Kantola	
Taking Tacit Knowledge Seriously in Strategy-as-Practice	1025
Dinesh Poudel	
Effective Corporate Communication: A Solution to Foster New Product Idea Generation Dynamics	1039
Syeda Asiya Zenab Kazmi, Marja Naaranoja, Juha Kytölä and Jussi Kantola	
A Manager's Means to Motivate Experts at Work	1053
Johanna Koskialho	
Digitalization and Big Data Supporting Responsible Business Co-evolution	1061
Vesa Salminen, Heikki Ruohomaa and Jussi Kantola	
Part XVIII Essential Management Skills	
Decisions	1077
Johanna Suarez, Juan David Parra and Susana Valencia	
Eficom, Game Designed for the Analysis of Effective and Efficient Communication Skills	1089
Miguel Rojas, Maria Rojas and Katerine Villamizar	
Levels of Trust in College Teachers	1097
Miguel David Rojas López, Ludym Jaimes Carrillo and Stefania Fernández García	
Human Resources and Organizational Behavior	1107
Miguel David Rojas López, Maria Elena Valencia Corrales and Samuel David Rojas Valencia	
Communication Patterns	1113
Miguel Rojas, Alexander Correa and Mariana Henao	
Part XIX Performance Management and Organizational Learning	
Human Factor Related Challenges of Marketing Construction Business Enterprise.	1129
Jonas Yanka, Clinton Aigbavboa and Wellington Thwala	
Sustaining LNG Business Through Engineering Professional Development Program	1141
Nugrahanto Widagdo	
Safety Management Tasks at Different Management Levels	1153
Sari Tappura, Anna-Maria Teperi and Jouni Kivistö-Rahnasto	

628 Making Relationships Matter: Director Interlocks
639 and Fortune 500 Performance, 1996–2007 1165
631 Mark Abdollahian, John Thomas, Zining Yang and Rita Chiang

632 Part XX Leadership Style and Management System

634 Contemporary Labour and Human Resources Management
636 as Seen by the Production Sector And The Judiciary Employees. 1179
637 Janusz Rymaniak

639 Leading Learning Schools 1191
640 Tibor Baráth

641 The Atypical Approach to the Development Process of Tertiary
642 Education 1205
644 Attila Mészáros Attila and Enikő Baróti

645 Parameters for Assessing a Building Project Within the Purview
646 of Constructability 1215
648 Apurv Shrivastava, Devarshi Chaurasia and Shweta Saxena

649 Human Resource Development Intervention Towards Community
650 Engagement: A Journey to Corporate Social Responsibility 1221
652 Roziana Shaari, Zainab Khalifah, Azizah Rajab
653 and Nor Amira Syairah Zulkarnain

654 Part XXI Gender and Leadership

656 Is the Sky the Limit?: Leadership and Socio-economic Development
657 of Women in the Maritime Sector in the Eastern
659 and Southern Africa 1235
660 Meenaksi Bhirugnath-Bhookhun and Momoko Kitada

661 Globalization Strategies and Higher Education.
662 A Dutch—Romanian Perspective 1245
664 Florentin Popescu

666 New Skills for Entrepreneurial Researchers 1257
667 Mirjam Leloux, Florentin Popescu and Andries Koops

668 Female Captains and Their Leadership: Human Factors
670 in the Shipping Industry 1271
671 Momoko Kitada

672 The Learning Organization in a Small Government Unit:
673 Case Study of the Center for Academic Services,
674 Srinakharinwirot University, Thailand 1281
676 Unchana Klentien and Weeranan Kamnungwut