



TAKE 2022

HOSTED BY  
UNIVERSIDADE PORTUCALENSE INFANTE D. HENRIQUE  
PORTO, PORTUGAL



UNIVERSIDADE  
PORTUCALENSE

JULY 6TH – 8TH 2022



## FINAL PROGRAMME

ALL TIMES GMT+ 1 Lisbon time – one hour less than Central Europe

| <b>Wednesday, 6 July 2022</b> |                       |
|-------------------------------|-----------------------|
| <b>8:30</b>                   | Opening Session       |
| <b>9:00</b>                   | Keynote Speech        |
| <b>10:00</b>                  | Coffee Break          |
| <b>10:30</b>                  | Parallel Sessions     |
| <b>12:00</b>                  | Gallery of Art        |
| <b>13:00</b>                  | Lunch Break           |
| <b>14:00</b>                  | Keynote Speech        |
| <b>15:00</b>                  | Parallel Sessions     |
| <b>16:30</b>                  | Coffee Break          |
| <b>17:00</b>                  | Parallel Sessions     |
| <b>18:00</b>                  | End of Conference Day |

| <b>Thursday, 7 July 2022</b> |   |
|------------------------------|---|
| <b>9:00</b>                  | Keynote Speech                              |
| <b>10:00</b>                 | Coffee Break                                |
| <b>10:30</b>                 | Parallel Sessions                           |
| <b>12:00</b>                 | Workshop on Conferences Organization        |
| <b>13:00</b>                 | Lunch Break                                 |
| <b>14:00</b>                 | Keynote Speech                              |
| <b>15:00</b>                 | Parallel Sessions                           |
| <b>16:30</b>                 | Coffee Break                                |
| <b>17:00</b>                 | Parallel Sessions                           |
| <b>18:00</b>                 | Close of Work                               |
| <b>19:00</b>                 | Gala Dinner - Pousada do Freixo             |
| <b>Friday, 8 July 2022</b>   |   |
| <b>9:00</b>                  | Keynote Speaker                             |
| <b>10:00</b>                 | Poster Session / Coffee Break               |
| <b>10:30</b>                 | Parallel Sessions                           |
| <b>12:00</b>                 | The Future of Knowledge - Roundtable        |
| <b>13:00</b>                 | Final remarks and presentation of TAKE 2023 |
| <b>13:30</b>                 | Close of Conference                         |

**Wednesday, 6 July 2022**

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|--------------|--|---|--|--|
| <b>8:30</b>  | <b>Opening Ceremony</b>  | Carla Lobo – Local Organizer<br>Luís Pacheco –REMIT Universidade Portucalense Research Center<br>Susana Oliveira – Local Organizer<br>Eduardo Tomé – TAKE Organization                    |  |  |
| <b>9:00</b>  | <b>Keynote Speech (Online)</b><br>André Matos<br>Universidade Portucalense   | Diplomats and entrepreneurs: friends or foes?   |  |  |
| <b>10:00</b> | <b>Coffee Break</b>  |   |  |  |
| <b>10:30</b> | <b>Human Resources Session Chair: Carla Lobo</b>   | <b>Innovation and Entrepreneurship Session Chair: Susanne Durst</b>   | <b>Covid Economy Session Chair: Eduardo Tomé</b>   | <b>Knowledge Management (Online) Session Chair: Gaby Neumann</b>   |
| <b>10:30</b> | Kesiena Ebenade and Okey Okonkwo<br>Multi-Level Impact of Digital Continuous Professional Development Log on Workplace Learning                        | Monika Klimontowicz<br>The impact of banks innovative capability on their ESG behaviour   | Mateja Brozović, Nikolina Dečman and Ivana Pavić<br>Going concern in times of COVID-19 pandemic – case of large companies in Croatia   | José Maria Viedma<br>Creating wealth in the 4 <sup>th</sup> Industrial Revolution. Theoretical foundations and practical implications. |
| <b>11:00</b> | Bassou El Mansour,<br>Dissemination of Data on Practices in HRD /HRM As stated by Professionals over a Period of 10 years                              | Carla Santos Pereira<br>Mónica Azevedo<br>Carla Azevedo Lobo<br>Natércia Durão<br>Innovation and internationalisation - Is there a connection with entry modes and destination countries? | Peter Sharp<br>The Changed Nature of Learning in Universities in the Covid-19 Knowledge Society  | Manfred Bornemann<br>Delivering on ISO 30401 - Intellectual Capital Statement made in Germany as a remedy                              |
| <b>11:30</b> | Joanna Malecka<br>Dominik Czerkowski<br>Jorg Vila Biglieri<br>Do sheltered workplaces still fit into sustainability policy? - Polish market case study | Marius Ungerer<br>Anton Schlechter<br>The relationship between leadership, management innovation and organisational performance   | Luis Murillo González, Marcelino Sánchez Rivero and María Cristina Rodríguez Rangel<br>"ANALYSIS OF ONLINE REPUTATION FOR THE MAIN NATURAL SPACES IN EXTREMADURA, SPAIN" BEFORE AND DURING COVID-19 PANDEMIC | Aldona Dereń and Jan Skonieczny<br>Strategic management of information in an organization based on Big data technologies               |
| <b>12:00</b> | Round Table: Gallery of Art (Online)   | Peter Sharp<br>Blazenka Knezevic  |  |  |
| <b>13:00</b> | <b>Lunch break</b>   |   |  |  |

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| <b>14:00</b> | <b>Keynote Speech</b><br>Beverly Dawn Metcalfe<br>Liverpool John Moores,<br>UK, ESA Lebanon<br>(Online)   | Women, Empowerment and the SDGs: Paths for Knowledge Upgrading?   |  |  |
| <b>15:00</b> | <b>Education</b><br><b>Chair Person: Florian Kragulj</b>  | <b>Technology</b><br><b>Chair Person: Joanna Malecka</b>  | <b>PhD Colloquium</b><br><i>Chair: Julee Hafner and William Hafner</i> | <b>Economy (Online) Chair Person: Luís Pacheco</b>   |
| <b>15:00</b> | Sanja Sever Mališ, Ana Novak and Ivana Barišić<br>Professional accountants' skills in accounting education: a review of recent university students' perception  | Decebal Dumitrescu and Marta Cristina Suci<br>The use of a teleological model in the implementation of a new technology       | PhD colloquium   | Silvia Trifonova Atanas Atanassov<br>DOES BULGARIA MEET THE NOMINAL CRITERIA FOR JOINING THE EURO AREA?                          |
| <b>15:30</b> | Blazanka Knezevic, Iwona Olejnik, Magdalena Stefańska, Pavel Kotyza,<br>A perspective of senior consumers on need for education in promoting sustainable consumer behaviour and reduction of food waste | Carla Santos Pereira Natércia Durão<br>Fernando Moreira<br>Digital Transformation in Portuguese internationalized enterprises | PhD colloquium   | Santanukumar Ghosh<br>SK NASIRUDDIN<br>Sustainability Practices in Agriculture and International Trade: A Study of 193 countries |
| <b>16:00</b> | Heidrun Bichler Ripfel<br>" New continuing vocational education degrees in higher vocational education in the field of green economy  | Ivan Strugar<br>Danijela Ferjanić<br>Hodak<br>Can ICT technology improve tourist satisfaction - Case of Croatia               | PhD colloquium   | Tiago Santos<br>Efficiency analysis of the Banking Sector in Cape Vert   |
| <b>16:30</b> | <b>Coffee Break</b>   |   |  |  |
| <b>17:00</b> | <b>Education:</b><br><b>Chair Person Constantin Bratianu</b>  | <b>Technology:</b><br><b>Chair person: Susana Oliveira</b>  | <b>PhD Colloquium</b><br><i>Chair: Julee Hafner and Brian Hafner</i>   | <b>Sustainable Development (Online) Chair Person Radwan Kharabsheh</b>   |
| <b>17:00</b> | Gerald Schneikart and Walter Mayrhofer<br>Learning by doing: Measuring the efficiency and efficacy of competence  | Susanne Durst, Elena Dominguez and Samuel Foli<br>Hey KIBS, are you managing your knowledge? Findings                         | PhD colloquium   | Qais Aslam<br>State of School Education in Pakistan and Implementation of SDGs   |

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|              | development by hands-on training in skill-intensive disciplines  | from a systematic literature review  |                |   |
| <b>17:30</b> | Rashed Isam Ashqar<br>Julio Lobao<br>Does Religion Influence the Household Finance? Evidence from Europe | Alexandra Fernandes<br>Unpredictability context research for Operations Management – Ground Handling applied study | PhD colloquium | Olya Verkhohlyad Gary N. McLean Applying Theories of Power and Human Capital to Socioeconomic Development Research: How to Reduce Strain on National Healthcare and Social Systems and Promote Sustainable National Development |
| <b>18:00</b> | <b>Close of Conference Day.<br/>Night out in Porto</b>   |  |                |   |

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|--------------|---|--|--|--|
| <b>9:00</b>  | <b>Keynote Speaker</b><br>Julee Hafner  | <b>Unlearning social isolation: What you need to know –The impact on human communication and interaction</b>   |  |  |
| <b>10:00</b> | <b>Coffee Break</b>   |  |  |  |
| <b>10:30</b> | <b>Sustainable Development:</b><br><b>Chair Person : Rosário Cabrita</b>  | <b>Human Resource Management:</b><br><b>Chair Person- Natércia Durão</b>   | <b>Knowledge Management;</b><br><b>Chair Person:</b><br><b>Maria do Rosário Cabrita</b>  | <b>Higher Education</b><br><b>Chair Person:</b><br><b>Cidália Oliveira (Online)</b>  |
| <b>10:30</b> | Ivana Pavić, Lajoš Žager and Ivana Mamić Sačer<br>The awareness of supreme audit institutions regarding their role in sustainable development | Laura Boehme<br>Darlene Russ-Eft<br>John Rovens<br>Andrew Rovens<br>In the Eyes of the Beholder: HR Managers Stereotyping when Assessing Front-Line Managers | Radwan Kharabsheh<br>Knowledge sharing and conflict: The mediating effect of trust and workplace spirituality.   | Chulatep Senivongse<br>University-as-a-Service: A Business Model of the Future Times   |
| <b>11:00</b> | Catia Godinho<br>Simulation exercises as a way to learn skills in disaster management   | Katarzyna.Tracz-Krupa<br>Sylwia Przytuła<br>Anna Bruska<br>Gender differences in expectations towards international study mobility                           | Daniel Mandel<br>Gandrita, Ana Gandrita and Diana Costa<br>Scenario Planning for a Post-pandemic era in Small Businesses: A Dynamic Capability Perspective | Karen Trem<br>Addressing the gap between knowledge and practice: preparing final year Human Resource Management Students to think like practitioners |
| <b>11:30</b> | Ana Dinis and Patrícia Gomes<br>Local policies and tax incentives for green buildings toward environmental sustainability                     | Daniela Dimitrov<br>Susan Slocum<br>Perceptions of Hospitality and Tourism (HAT)<br>Academics About Their Workplace  | Susana Oliveira<br>Carla Lobo<br>Nayra Martins<br>Knowledge an internationalization: the role of practical wisdom  | Wenfang Liu<br>Gary Mc Lean<br>A Literature Review of Dialogic Feedback in Higher Education  |
| <b>12:00</b> | Workshop How to do Conferences in Post Covid-19 Era?<br>Facilitated by Manfred Bornemann (Online)   |  |  |  |
| <b>13:00</b> | <b>Lunch Break</b>  |  |  |  |
| <b>14:00</b> | <b>Keynote Speaker</b><br><b>Richard Zerbe</b><br><b>University of Washington (Online)</b>  | <b>Vertical Status Seeking and Social Unrest</b>   |  |  |
| <b>15:00</b> | <b>Small and Medium Enterprises: Monica Azevedo</b>   | <b>HRM</b><br><b>Chair Person:</b><br><b>Katarzyna.Tracz-Krupa</b>   | <b>HRD:</b><br><b>Chair Person</b><br><b>Darlene Russ-Eft</b>  | <b>Developing Countries</b><br><b>Nayra Martins (Online)</b>   |
| <b>15:00</b> | Vera Pinto Tawfiq Rkibi<br>The extension of the offered services and customer categories: the case of the Certified Accountants               | Jorge Caldeira<br>Tawfiq Rkibi<br>Research guidelines for real-time Delphi studies in management   | João Farinha<br>“A leader's delegation of authority to subordinates is a powerful motivation for decision-making.”   | Philip Sisson and Thomas Mazzuchi<br>Findings from a systems approach investigation into the Knowledge Management domain                             |

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|--------------|--|--|---|---|
| <b>15:30</b> | : Nayra Martins Carla Lobo<br>Susana Oliveira The Portuguese SME's managers perception of the importance of digitization in the internationalization process | Andrej Bregar<br>Decision Support for Industry 5.0   | Clemens Kerschbaum and Adrian Repolust<br>Methods of Inquiry into Aesthetics in an Organizational Context   | Gary Mc Lean<br>Aitana González<br>Ortiz deZárate<br>Hatturlottu<br>Lingappa<br>Quesada<br>Pallarès<br>Faculty Training Transfer in Karnataka, India                    |
| <b>16:00</b> | Gaby Neumann How human centred digitalization changes the logistics work environment   | Nayra Martins<br>Cidália Oliveira<br>Margarida Rodrigues<br>Ana Pinto Borges<br>Rui Silva<br>The role of leadership on job satisfaction  | Petra Patruti<br>Alexandra Zbucea<br>Metaverse, the future of the fashion brands marketing communication  | Santi Gopal<br>Maji and<br>Prachi Lohia<br>Impacts of ESG Performance on Firm Performance in India: A Comparative Study between Manufacturing Sector and Service Sector |
| <b>16:30</b> | <b>Coffee Break</b>  |  |   |   |
| <b>17:00</b> | <b>Strategic Sectors</b><br>Chair Person: Heidrun Bichler Ripfel   | <b>HRM</b><br>Chair Person: João Farinha   | <b>HRD:</b><br>Chair Person<br>Monika Klimontowicz  | <b>SMEs:</b><br>Fernando Moreira  |
| <b>17:00</b> | Rui Murta, Fernando F. Gonçalves and Pedro Mello<br>Open banking - Strategic vision for the Portuguese market  | Danielle Dimitrov<br>Brandon Soltwisch<br>Investigating the Effect of Individualistic and Collectivistic Cultural Values on Maximizing and Satisficing Entrepreneurial Decision-Making | Madeleine Block<br>Control through fear - exemplified by the Corona pandemic and the Ukraine conflict   | Eduardo Tomé<br>Political parties versus football clubs – An insight into the Portuguese society  |
| <b>17:30</b> | Marisa Canastra Digital Marketing in Portuguese Restaurants.   | Oswaldo Peuyadi<br>Knowledge Management as a strategic support of the Resource Based View: An approach to organizations through sustainable financing                                  | Sarra Ben Farah, Nabil Amara and Rémy Lambert<br>What do we know about the knowledge gap between researchers and farmers? A systematic review of the literature | Ricardo Perpétuo e Gabriel Pestana<br>Talent Model in SMEs.   |
| <b>18:00</b> | <b>Close of Conference Work day</b>  |  |   |   |
| <b>19:00</b> | <b>Gala Dinner</b>   |  |   |   |

**Friday 8<sup>th</sup> July 2022**

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|--------------|---|--|---|--|--|
| <b>9:00</b>  | <b>Keynote Speaker Satish Pandey Pandit Deendayal Petroleum University (PDU) Gujarat, India (Online)</b>  | <b>Stress in Organizations during Covid-19 times.</b>  |   |  |  |
| <b>10:00</b> | Coffee Break / Poster Session   |  |   |  |  |
|              | Charles Mondal, Adilkhan Kussainov and Robert B. Mellor Modelling UK data shows the number of client firms needed to support a Science Park and the distance between Parks with similar and non-similar theme | Dagmar Cagaňová, Natália Horňáková, Ľubica Znamenáková, Filip Majtán, Alexandra Blažeková<br>Experience with GEP Development with Focus on Work-Life Balance within H2020 CALIPER and Erasmus+ DWEL Projects |   |  |  |
| <b>10:30</b> | <b>Economics<br/>Chair Person:<br/>Rosário Cabrita</b>  | <b>Strategic Sectors<br/>Chair Person:<br/>Daniela Dimitrov</b>  | <b>Competitiveness<br/>Carla Lobo</b>   | <b>Knowledge Management and Intellectual Capital<br/>Susana Oliveira</b>   | <b>Covid-19: Luara Parra(Online)</b>   |
| <b>10:30</b> | Audrey Jamal<br>Community wealth building in peripherial/mid-sized cities. Strategies to generate economies in place post COVID.  | Ana Rep, Nikolina Dečman and Katarina Žager<br>Trends in financial reporting disclosures – impact of entity size   | Eduardo Tomé<br>Literature Review on the ESF  | Florian Kragul<br>Ann-Kathrin Krainer<br>When Size Matters: Digital Transformation from the Perspective of Austrian SMEs | Katarzyna Chałubińska-Jentkiewicz, The right to privacy of the individual in post-Covid times    |
| <b>11:00</b> | Ana Dinis, Liliana Pereira, Anália Carvalho, Daniela Costa and Rita Gigante<br>Green taxation of company car expenses: the case of autonomous taxation in Portugal  | Tiago Nascimento e Gabriel Pestana<br>Preventive Monitoring and Diagnosis Model: Pathway to Efficiency in Healthcare”  | Carlos Vilela Mota<br>The importance of teaching tourism at higher level, for development of tourist industry in Portugal | Eliana Mendes<br>Model of Sustainability Management for aircraft sector  | Urszula Soler<br>The World of New, Virtual Trends – Central Europe Societies Touched by Covid-19 |



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| <b>11:30</b> | Luara Parra<br>Nayra Martins<br>Carla Lobo<br>Susana Oliveira<br>Internationalisation -<br>where are the main<br>obstacles? |  | Pedro Martins<br>João Farinha<br>The Application<br>of Data Science to<br>the Recruitment<br>Process | Constantin<br>Bratianu and<br>Ruxandra<br>Bejinaru<br>A semantic<br>analysis of<br>knowledge<br>dynamics<br>within<br>knowledge<br>managemen<br>t | Anna Makuch,<br>Internationali<br>zation of<br>universities after<br>the pandemic - new<br>trends, selected<br>aspects |
| <b>12:00</b> | Round Table on the Future of Knowledge (Online):<br>Constantin Bratianu, Florian Kragulj, Susanne Durst, Eduardo Tomé       |  |  |   |  |
| <b>13:00</b> | Final Remarks and Presentation of TAKE 2023 (Online)  |  |  |   |  |
| <b>13:30</b> | Close of Conference (Online)  |  |  |   |  |