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Gender Effects of Interpersonal Workplace Harassment9

Patti Meglich

The phenomenon of interpersonal workplace harassment (IWH) has recently begun to emerge as a growing stream of literature. Researchers have investigated various aspects including the frequency of its occurrence and the specific negative acts committed. However, gender effects with respect to experiencing or committing interpersonal workplace harassment are little known or understood. The present study examined gender differences regarding the exposure to and commission of IWH behaviors. While I found no gender differences in aggregate, female respondents experienced and committed a greater number of person-focused IWH behaviors than did male respondents. Because harassment can lead to claims of employment discrimination, it is important to understand this phenomenon from a gender perspective and to alert organizations to the potential for litigation or employee complaints of illegal sex discrimination.

A Capital Budgeting Approach to Foreign Direct Investment.....24

Kara Boatman

Much of the controversy surrounding foreign direct investment (FDI) centers on its growth impacts in developing countries. This paper contributes to the existing literature by introducing a new framework within which to examine the impact of FDI on economic growth. Specifically, FDI is viewed as a prospective host country investment that must be evaluated based on a discounted stream of costs and benefits. This framework explicitly considers host country alternatives to inbound FDI as well as the timing of cost and benefit flows. The host country “selects” FDI only if it represents the best use of its resources. The framework generates testable predictions about which types of FDI will generate the highest growth “returns” in particular circumstances, and supports the results of earlier work that suggests that FDI is only beneficial under certain conditions.

Overview of Research and Practices in Information Sharing34 for Enterprise Resource Planning

Jihong Zeng, Chengxiu Tang

In recent years, the use of multiple data sources for enterprise resource planning and decision making have become increasingly important. Information sharing among organizations can help achieve important public benefits such as increased productivity, improved policy-making, and integrated public services. This paper reviews uses of multiple data sources for enterprise resource planning and decision making. It identifies current research and practical experiences in the use of multiple data sources to support performance measurement, strategic planning, and inter-organizational business processes. A series of cases are examined, and the benefits, issues, methods, and results of efforts that involve the integration of different data sources in the same organization and across multiple organizations are also identified and compared. The purpose of this paper is to take the first steps towards the development of a methodology for integrating multiple data sources.

A Comparison of the Coefficient of Predictive Power,44 the Coefficient of Determination and AIC for Linear Regression

Francis A. Méndez Mediavilla, Frank Landram, Vivek Shah

This paper describes the development and relevance of the coefficient of prediction, P^2 . The coefficient of prediction is independent from the quality of fit. This paper shows evidence of the gain in accuracy and precision in the estimate of the quality of prediction when using P^2 .

Demographic Structure and the Financial Markets 56

Malek Lashgari

A state of uncertainty prevails about the likely course of the financial markets as a result of an unprecedented rise in the number of people approaching retirement. This is because a heavy and persistent sale of financial assets by the aging baby boomers has a potential to exert a downward pressure on financial assets prices. If that happens, the financial wealth of the retirees and those approaching retirement would decline. Furthermore, the decline in the young labor force could lead to a slower economic growth. The concern is based on the works of numerous scholars who have examined likely changes in risk aversion together with preference for liquidity among the elderly during 2015-2025. Meanwhile, the relative proportion of the population within the age of 40-64 that has consistently accounted for substantial holdings of common stock has remained quite stable during the past 30 years and it is projected to remain the same within the next three decades. The relative stability of this population group is important since it has shown a positive correlation with changes in stock prices. Other studies show that people in the age group above 65 years of age tend to maintain a good portion of their common stock investments. Although the empirical results are somewhat inconclusive, it appears that a slight decline, perhaps about one percent, in annual total returns on common stock may occur as a result of liquidity needs of the retiring baby boomers.

Dividend Policy and Stock Price Volatility: 71

Evidence from Bangladesh

Afzalur Rashid, A. Z. M. Anisur Rahman

Corporate dividend policy is mysterious and one of the puzzles in corporate finance. This study seeks to examine the relationship between dividend policy and stock price volatility. By using the cross-sectional regression analysis after controlling for earning volatility, payout ratio, debt, firm size and growth in assets, this paper identifies that there is an evidence of positive, but non-significant relationship between stock price volatility and dividend yield. An important implication of this study is that, the share price reaction to the earnings announcement is not similar to that of other developed countries. Therefore, the managers may not employ the dividend policy to influence their stock's risk. The influence of stock price risk through dividend may be also ambiguous due to the inefficient capital market in Bangladesh. This paper contributes to the reducing the dearth of studies on dividend and stock price volatility in emerging economies.

The Role of Architecture in Enterprise Processes 82

Charles W. Butler

This paper defines a strategy for implementing enterprise architecture for an IT operational model that supports both internal and external business partners. It introduces enterprise process architecture as a baseline for transferring current practices into an integrated process blueprint. The transition approach and recommended steps to move from the current disparate architecture to the envisioned integrated environment are provided including a proposed enterprise process architecture blueprint as reference model that represents integrated processes. A short-term approach to jump-start implementation of enterprise architecture is also provided. This approach includes a roadmap for merging and integrating key methodology elements such as project, development, and test management into a broader process framework.