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Ease of Doing Business and Foreign Direct Investment Inflows

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Abstract

The aim of this study was to review the relationship between Ease of Doing Business (EDB) and Foreign Direct Investment (FDI) Inflows. Various databases were searched for keywords ‘ease of doing business + foreign direct investments’, ‘ease of doing business + Asia + FDI inflows’, and ‘ease of doing business + Africa + FDI’. The search yielded 2667 papers and out of these 25 were selected for a review. These studies were also shortlisted as per the year of publication. The review found that the Ease of Doing Business is a ranking system generated by the World Bank, which is very important when included in an empirical FDI model. The selected studies discussed about how the relationship between EDB and FDI inflows is important for middle income countries but not for poorer nations of the world such as the Sub Saharan African region or the OECD countries. Particularly for Sub Saharan African countries and Asian nations, two factors – registering property and trading across borders – were found to be linked to FDI. The findings of this review have implications for the private sector, multinational organizations as well as governments across the world. One of the limitations of the study was that some of the research studies reviewed were limited only to Sub Saharan Africa and Asian nations.

An Exploratory Research into Motherhood and Self Employment of Women

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Abstract

The aim of this study was to review the relationship between motherhood and the self-employment of women. Various databases were searched for keywords 'self-employment + motherhood', 'self-employment + women + children', and 'self-employment + mothers'. The search yielded 2895 papers and out of these 25 were selected for a review. These studies were also shortlisted as per the year of publication. The review found that motherhood poses many challenges for women including requiring them to leave their chosen career or change their job responsibilities. The selected studies discussed about women who had a child at the time of self-employment entry and how they have higher incomes, higher revenues and more employees in their firms. The findings of this review identified that flexibility is a major factor that pulls college-educated mothers into self-employment. The findings revealed that these mothers have fewer child care options, especially when these women are migrants to another country. Self-employed mothers away from home countries work fewer hours as compared to self-employed mothers residing in their own countries. As per the findings, many self-employed women in countries such as Australia do not have enough savings for their retirement. They do not even have an actual retirement plan. The review also revealed that most countries lack regulation which requires mandatory contributions into a personal pension fund or superannuation by small business owners.

A Study of Diversity Management Practices in India

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Abstract

The aim of this study was to review diversity management practices in India. Various databases were searched for keywords 'diversity management + India', 'diversity management practices + India', and 'diversity management + Indian business'. The results were shortlisted as per the year of publication and a few of the studies were selected for a review. The review found that employees, irrespective of their diversity backgrounds, positively acknowledged diversity and diversity management. The review of research studies identified that differences in employee perception regarding valuing diversity practices employed, were based on their diversity backgrounds. The study also identified that diversity management practices need to be viewed from a holistic and systemic perspective in order to guarantee sustainability and to ensure benefits at company level. One of the limitations of the review was that a lot of studies used were self-report surveys and hence, could contain common method bias.

Keywords: Diversity Management, India, Review