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# **Discovering the Relationships between Organizational Food Culture and Individual Food Habits: Using MLM as An Example in Taiwan**

Chien-An Lin

National Kaohsiung University of Hospitality and Tourism, Taiwan

## **Abstract**

Many studies have indicated that an individual's health could be influenced by the person's food habit because of certain external factors, such as occupational factors or environmental factors. With such academic evidences, there should be some connections between these external factors and food habit. Furthermore, a recent empirical study points out that organizational culture influences person's behavior. Given that, the relations between organizational culture and individual food habits even culture should be further discussed, and has become the interest of this study. The purpose of this study is to explore the underlying dimensions of organizational food culture and their effects on individual food habits. By reviewing certain academic literatures, a theoretical construct of organizational food culture were first proposed. Using the distributors in one of popular MLM companies in Taiwan as the samples, the data were collected and examined by Reliability and Validity Analysis, Pearson Correlation Analysis, Exploratory Factory Analysis, and Confirmatory Factor Analysis via applying Structural Equation Modeling. Then the empirical construct was suggested to examine the relations between organizational food culture and individual food habits. The results of aforementioned analyses confirm the existence of the underlying dimensions "organizational food function", "time", and "hierarchy", and revealed that only time and hierarchy were found positively and significantly related to

individual food habits. This study provided contributions to the current literature, and several implications for further study.

**Keywords:** organizational food culture, food habit, organizational food function, time, hierarchy

# A Review of Small Business Innovation

Ruchi Podyal

University of Mumbai, India

## Abstract

The aim of this study was to review the research carried out on small business innovation. Various databases were searched for keywords 'small businesses + innovation', and 'business + innovation'. The search yielded 1345 papers and out of these 15 were selected for a review. Studies show that small businesses provide the most conducive environment for innovation and entrepreneurship. These may not necessarily be fostered by the knowledge and resources available to large companies. Innovation and entrepreneurship require commitment and close cooperation between company members, conditions which are often present in small and micro businesses. The findings from the studies reviewed show that as far as policy is concerned, policies which aim to stimulate young and innovative firms are different from the policies which subsidize small businesses. Studies show that in micro firms, skilled labour is very important for innovation. In case the small businesses are linked to domestically owned multinational enterprises, the innovation capacity gets increased. Studies show that if small businesses are associated with participation in international trade and exports, their capacity for innovation increases further. Studies also show that there is no statistically significant evidence that proximity to metropolitan areas or presence in a specialized cluster increases the innovativeness of the firm.

**Keywords:** Small Business, Innovation, Factors, Review

# **A Review of Technical and Vocational Education in Saudi Arabia**

Mohammed Alasri

King Abdulaziz University, Saudi Arabia

## **Abstract**

The aim of this study was to review the research carried out on the status of technical and vocational education in Saudi Arabia. Various databases were searched for keywords ‘vocational education + Saudi Arabia’, ‘technical education + Saudi Arabia’, and ‘technical and vocational education + Saudi Arabia’. The search yielded 1641 papers and out of these 15 were selected for a review. The studies on technical and vocational education showed that there is a perception among private sector employers in the Kingdom of Saudi Arabia that technical education fails to offer Saudi students vocational training which is sufficient to teach them the level of skills as well as the attitude to work which the employers actually require and expect of their employees. The Saudi government has made efforts to improve the quality of vocational education available in the country. The policy of Saudization, in force for a few years now, is fostering the employment of Saudi workers as compared to expatriates. But there still exists a skills gap and this perceived skills gap is centered on three factors – work ethics, specialized knowledge and generic skills. studies have shown that the main factors which affect women’s employment in private sector in Saudi Arabia, as perceived by managers, were those associated with the structure of technical and vocational education in the Kingdom of Saudi Arabia, rather than factors such as preferences of women or societal pressures.

**Keywords:** Vocational, Technical Education, Saudi Arabia, Review