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Abstract

Organizational Conflict, Reasons, Management Strategies and Results: The Case of Kuwait University

Prof. Mohammad Qasem Ahmad Al-Qaryuti
Public Administration Department-Faculty of Public Administration

This study investigated forms, causes, strategies, and the results of organizational conflict as viewed by the faculty members and administrative staff at Kuwait University. A survey method was used in conducting the research. A questionnaire was developed, administered and distributed onto a stratified convenient sample of faculty members and administrative staff at Kuwait University. The results showed organizational conflict at a medium level (3.42) on Likert five-point scale. In terms of conflict reasons, the study results showed positive correlations (.648**) at significant levels between conflict forms and reasons, and between conflict management strategies and results (.265**), and negative correlation (-.051) between conflict forms and results. Moreover, the results showed differences at significant levels in respondents' views towards various aspects of organizational conflict due to job, faculty affiliation, and years of experience, age group, and nationality but not due to gender.

Keywords: Organizational behavior, organizational conflict management, Kuwait University

Abstract

Motivating Language as a Mediator between Servant Leadership and Organizational Citizenship Behaviors and Commitment to the Leader “With Application on Food Retail Firms in Alexandria – Egypt”

Dr. Ghada Adel Atteya

Dr. Mostafa Salah El-Mokadem

Relying on social exchange theory and norm of reciprocity, the present study aimed at investigating the effect of servant leadership on subordinates' commitment to the leader, and organizational citizenship behaviors, either directly and indirectly through motivating language. Using the structural equation modeling on a sample of 493 employees, the results showed that servant leadership has positive effects on the subordinates' commitment to the leader and organizational citizenship behaviors, and that these effects depend on motivating language (as a mediator).

Keywords: Servant leadership, subordinates' commitment to the leader, organizational citizenship behaviors, motivating language

Abstract

The Role of Foreign Ownership in Reducing Earnings Management: Evidence from the Egyptian Stock Market

Dr. Ramadan Aref Ramadan Mahrous
Lecturer of Accounting-Faculty of Commerce
South Valley University- Egypt

The purpose of this study was to test the role of foreign ownership in reducing earnings management. The researcher relied on several variables of foreign ownership, degree of foreign ownership concentration, ownership of foreign institutional investors and ownership of Arab investors to reflect the ownership of foreigners in companies. The study was conducted on 128 companies of all non-financial sectors listed in the Egyptian Stock Exchange for the period from 2014 to 2016. They are divided into 75 companies fully owned by Egyptians and 53 companies jointly-owned by foreigners by using Linear Regression Analysis. The study found a statistically significant effect for foreign ownership on earnings management practices of companies listed in the Egyptian Stock Exchange. In addition, the study proved that at high levels of concentrated foreign ownership (more than 50%), foreign owners were able to limit earnings management, and Arab owners were more able than non-Arab owners in reducing earnings management.

Keywords: Earnings management, foreign ownership, degree of foreign ownership concentration, foreign institutional investor's ownership, Arab investors