

Academic and Industrial  
Research in Business, Management  
and Social Sciences  
(AIBMS-OCT-2016)



**Dubai, UAE**

**October 21st-22nd, 2016**



**Akademika Nusa Internasional**  
Association of Social Sciences and Humanities  
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# ***CONFERENCE BOOK OF ABSTRACT PROCEEDINGS***

## ***ANISSH***

Akademika Nusa Internasional Association for Social Sciences & Humanities

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# **Book of Abstracts Proceedings**

**1st International Conference on Academic and Industrial Research in  
Business, Management and Social Sciences (AIBMS)**

Dubai, UAE  
October 21-22, 2016  
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Proceedings of the International Conference on International Conference on Academic and Industrial Research in Business, Management and Social Sciences (AIBMS)

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*1st International Conference on  
Academic and Industrial Research in Business,  
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**Venue:Flora Grand Hotel Diera Dubai UAE**

**Conference Theme:** Encourage scientific information exchange  
between researchers, developers, students, and practitioners  
working all around the world.

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## CONFERENCE TRACKS

- Social and Community Studies
- Arts
- Humanities
- Civic and Political Studies
- Cultural & Global Studies
- Environmental Studies
- Organizational Studies
- Educational and Communication Studies
- Economics, Finance & Accounting
- Business and Management Studies

## CONFERENCE CHAIR MESSAGE

### **Dr. Sukri Palutturi**

“International Conference of Akademika Nusa Internasional Association of Social Sciences and Humanities” is a platform that thrives to support the worldwide scholarly community to analyze the role played by the multidisciplinary innovations for the betterment of human societies. It also encourages academicians, practitioners, scientists, and scholars from various disciplines to come together and share their ideas about how they can make all the disciplines interact in an innovative way and to sort out the way to minimize the effect of challenges faced by the society. All the research work presented in this conference is truly exceptional, promising, and effective. These researches are designed to target the challenges that are faced by various sub-domains of the social sciences and applied sciences.

I would like to thank our honorable scientific and review committee for giving their precious time to the review process covering the papers presented in this conference. I am also highly obliged to the participants for being a part of our efforts to promote knowledge sharing and learning. We as scholars make an integral part of the leading educated class of the society that is responsible for benefitting the society with their knowledge. Let’s get over all sorts of discrimination and take a look at the wider picture. Let’s work together for the welfare of humanity for making the world a harmonious place to live and making it flourish in every aspect. Stay blessed.

Thank you.

Dr. Sukri Palutturi

Conference Chair

Email: [conference.chair@anissh.com](mailto:conference.chair@anissh.com)

## CONFERENCE SECHDULE

**ANISSH-2016**

**Venue:Flora Grand Hotel Diera Dubai UAE**

**Time: Registration & Kit Distribution (8:30 - 9:30 am)**

**Day: Friday**

**Date: October 21, 2016**

**Venue: Room 1**

09:30 am - 9:40 am	Introduction of Participants
09:40 am - 09:50 am	Inauguration and Opening address
09:50 am - 10:00 am	Grand Networking Session

**Tea/Coffee Break (10:00 am- 10:30 am)**

**DAY 01 Friday (October 21, 2016)**

**First Presentation Session (10:30 am - 12:00 pm)**

**Venue: Room 1**

**Session Chair: Dr Sukri Plauttri**

**Track A: Social and Community Studies**

<b>Presenter Name</b>	<b>Manuscript Title</b>	<b>Paper ID</b>
Assem Kaidarova, Dautov Aset	The State Youth Policy of the Republic of Kazakhstan in the Sphere of Labor	AIBMS-106-ANI106

**Track B: Business and Management Studies**

Dr. Sanad A. Alajmi	Organizational Climate and its Relationship to Job Satisfaction in Kuwaiti Industrial Companies	AIBMS-106-ANI104
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**Lunch Break: (12:00-01:00pm) (Ending Note 01:00 to 02:00 pm)**

## **Conference Day 02 (October 22, 2016)**

Second day of conference will be specified for touristy. Relevant expenses are borne by Individual him/herself.



*International conference on Academic and Industrial Research  
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***TRACK A***

***BUSINESS AND MANAGEMENT STUDIES***



## **Organizational Climate and its Relationship to Job Satisfaction in Kuwaiti Industrial Companies**

Dr. Sanad A. Alajmi\*

Public Authority for Industry, Kuwait

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**Keywords:** Organizational Climate, Job Satisfaction, Kuwait

The purpose of this study is to explore organizational climate as a predictor of job satisfaction of employees from Kuwaiti industrial companies. A total of 350 copies of questionnaires were administered to six selected industrial companies, but a total of 293 questionnaires were returned fully and appropriately filled. The results indicate that there is a significant positive relationship between organizational climate and job satisfaction among employees in these companies. The findings indicate that organizational climate explains 46.7% of the variations that occur in job satisfaction. The most important dimension affecting job satisfaction are Leadership and Performance Evaluation, which together explain 50.9% of the variations that occur in job satisfaction. The study concludes with limitations and future research suggestions to enhance organizational climate in public and private organizations in Kuwait.



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***TRACK B***

***SOCIAL AND COMMUNITY STUDIES***

## **The State Youth Policy of the Republic of Kazakhstan in the Sphere of Labor**

<sup>1\*</sup>Assem Kaidarova <sup>2</sup>Dautov Aset  
Scientific-Research Center Youth, Kazakhstan  
Corresponding Email: assem07@mail.ru

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**Keywords:** Youth Policy, Labor, Social Groups, Social Stratification

This article analyzes the youth policy of Kazakhstan in the sphere of labor. This article discusses the problems and aspects of the implementation of employment policy. Also actual issue is mechanism of formation of the labor culture, values and its features. These principles, should guide the government in the forming of the labor culture. This article discusses current modernization processes and problems of social stratification of youth in the period of economic crisis and the threat of extremism and terrorism. Therefore xenophobia and extremism, absence of civil stand, development of deviant subcultures have become distinctive features of the modern society. The authors came to the conclusion that these features exert negative influence on the stability and security of the country and particular social groups. The article analyses the demerits of the youth policy, and discusses objective factors restraining the implementation of the state youth policy in Kazakhstan.

## ***UP COMING EVENTS***

You can find the details regarding our upcoming events by following below:

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# Vision

Our vision is to establish sustainable research and academic hub for future generations.



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**AIBMS-2016**

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