

**16TH ANNUAL SCIENTIFIC BALTIC BUSINESS MANAGEMENT CONFERENCE**  
**“IN SEARCH OF A WAY OUT OF THE MULTICRISIS: CHALLENGES AND OPPORTUNITIES”**  
**Parallel Scientific Sessions 3<sup>rd</sup> June 2023 (Virtual mode)**

<b>I SESSION: Alternative financial markets and financial management</b>		
<b>MODERATORS: Assit. Prof. Aivars Spilbergs (BA School of Business and Finance), Prof. Andrejs Čirjevskis (RISEBA)</b>		
11:30-11:50	<b>Levan Elashvili</b>	DIVIDEND POLICY: A BIBLIOMETRIC ANALYSIS
11:50-12:10	<b>Andrejs Limanskis</b>	SHARED ECONOMY BUSINESS MODEL IN LATVIA: OPPORTUNITIES AND CHALLENGES
12:10-12:30	<b>Jekaterina Novicka, Jūlija Saveljeva</b>	XBRL AS A DIGITAL REPORTING FORMAT FOR ORGANISATIONS: EUROPEAN EXPERIENCE AND TRENDS
12:30-12:50	<b>Natalia Konovalova</b>	APPROACHES TO CREDIT RISK ASSESSMENT: EVIDENCE FROM LATVIA
12:50-13:10	<b>Jekaterina Kuzmina</b>	DOES SUSTAINABILITY PROVIDE FINANCIAL RETURN?
13:10-13:30	<b>Ivīta Faituša</b>	DIGITAL CHALLENGES FOR ACCOUNTANTS LATVIA CASE
13:30-13:50	<b>Viktor Pavlikha, Yelyzaveta Verkhovodova, Ágnes Lublóy</b>	CROWDFUNDING A VICTORY: SUCCESS FACTORS OF HUMANITARIAN AND MILITARY DONATION PROJECTS IN THE SUPPORT OF UKRAINE
13:50-14:10	<b>Break</b>	
<b>II SESSION: Business decision-making and strategic management</b>		
<b>MODERATORS: Prof. Andrejs Čirjevskis (RISEBA), Assit. Prof. Aivars Spilbergs (BA School of Business and Finance)</b>		
14:10-14:30	<b>Tim Colberg</b>	MEASURING ORGANISATIONAL RESILIENCE: COMBINING STRATEGIC AND OPERATIONAL RESILIENCE
14:30-14:50	<b>Kristian Schlosser, Aivars Spilbergs, Tatjana Volkova</b>	THE EFFECT OF AMBIDEXTROUS STRATEGIC LEADERSHIP ON CREATING SOCIAL- AND BUSINESS RESULTS IN AMBIGUOUS MARKETS
14:50-15:10	<b>Margarita Sakoviča, Eduards Aksjonenko</b>	IMPORTANCE OF OPEN-PLAN OFFICE WORK ARRANGEMENT WHEN BUILDING RESILIENT ORGANIZATION
15:10-15:30	<b>Valerija Kozlova, Anatolijs Prohorovs</b>	THE FUTURE OF THE FAMILY BUSINESS. ENTREPRENEUR'S INTENTIONS REGARDING THE INVOLVEMENT OF THEIR CHILDREN IN BUSINESS.
15:30-15:50	<b>Andrejs Čirjevskis</b>	PREDICTING EXPLICIT AND VALUING TACIT SYNERGIES OF INTERNATIONAL COLLABORATIVE DEALS: FROM RESOURCE-BASED VIEW AND REAL OPTIONS PERSPECTIVE
15:50-16:10	<b>Diana Araja</b>	ORGANISATION AS A MISSING ELEMENT IN THE HEALTHCARE SYSTEM'S BUILDING BLOCKS
15:50-16:00	<b>Summary</b>	

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III SESSION: Opportunities for collaboration and partnerships across sectors: Business, government, and academia		
MODERATORS: Assoc. Prof. Emil Velinov (Skoda Auto University; RISEBA), Assit. Prof. Marius Schonberger (University Kaiserslautern, Germany)		
11:30-11:50	<b>Inga Uvarova, Dzintra Atstāja, Tatjana Volkova, Iveta Ozoliņa-Ozola</b>	THE ROLE OF OPEN INNOVATION IN IMPLEMENTING CIRCULAR ECONOMY PRINCIPLES IN BUSINESSES: CASE OF LATVIA
11:50-12:10	<b>Jans Kevišs-Petuško</b>	UNVEILING HORIZONTAL MISMATCH IN LATVIA: EXAMINING CHALLENGES AND PROSPECTS FOR ENHANCED SOCIAL AND ECONOMIC DEVELOPMENT
12:10-12:30	<b>Emil Velinov, Tiit Elenurm</b>	STUDENTS' CULTURAL INTELLIGENCE IMPACT ON GLOBAL VIRTUAL TEAMS' ENGAGEMENT IN EXPERIENTIAL LEARNING
12:30-12:50	<b>Emil Velinov, Vasko Vassilev</b>	PERFORMANCE MANAGEMENT AND SUSTAINABLE DEVELOPMENT OF SERBIAN RAILWAYS
12:50-13:10	<b>Patricio Torres Luque</b>	COHERENCE BETWEEN INDUCED AND AUTONOMOUS SOURCES OF INFORMATION FOR THE CHILEAN NATION BRAND: IMPLICATIONS FOR TOURISM AND BUSINESS
13:10-13:30	<b>Break</b>	
IV Session: Business in Digital Era		
MODERATORS: Assit. Prof. Marius Schonberger (University Kaiserslautern, Germany), Assoc. Prof. Emil Velinov (Skoda Auto University; RISEBA)		
13:30-13:50	<b>Anatolijs Prohorovs and Levs Fainglozs</b>	EVALUATION OF THE POSSIBILITY OF SOLVING PRACTICAL BUSINESS TASKS USING CHATGPT
13:50-14:10	<b>Irina Serbinenko and Iveta Ludviga</b>	ORGANIZATIONAL CITIZENSHIP BEHAVIOUR: EVOLUTION OF THE CONCEPT IN SCOPE OF INDUSTRY 4.0
14:10-14:30	<b>Marius Schönberger</b>	ARTIFICIAL INTELLIGENCE FOR SMALL AND MEDIUM-SIZED ENTERPRISES: IDENTIFYING KEY APPLICATIONS AND CHALLENGES
14:30-14:50	<b>Daniel Ndula Tatung</b>	A SURVEY OF CONSUMER E-READINESS IN CAMEROON.
14:50-15:10	<b>Daniel Ndula Tatung</b>	SOLUTIONS TO AFRICA'S E-COMMERCE BARRIERS
15:10-15:30	<b>Jan Conrad and Nicolas Sand</b>	BEYOND CHATGBT: ON-PREMISES DEPLOYMENT OF DATA-SECURE CHATBOTS
15:30-15:50	<b>Summary</b>	

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V SESSION: Sustainable mindset, social and corporate responsibility		
MODERATORS: Prof. Inese Mavlutova (BA School of Business and Finance), Assit. Prof. Julija Jacquemod (RISEBA)		
11:30-11:50	<b>Anna Kvelde</b>	THE PROMOTION OF SUSTAINABLE TEAM PERFORMANCE IN EDUCATIONAL INSTITUTION
11:50-12:10	<b>Muhammad Ramzan Ali</b>	THE PATHWAYS TO ACHIEVE ENVIRONMENTAL SUSTAINABILITY THROUGH GREEN HRM PRACTICES: MEDIATION OF EMPLOYEE GREEN BEHAVIOUR
12:10-12:30	<b>Dilge Bengu Ozcoskun</b>	MULTI-CRISIS BETWEEN TURKEY-GREECE AND THEIR IMPACT ON SOCIETY, ECONOMY, AND THE ENVIRONMENT
VI SESSION: Human resources management in times of multi-crisis		
MODERATORS: Assit. Prof. Julija Jacquemod (RISEBA), Prof. Inese Mavlutova (BA School of Business and Finance)		
12:30-12:50	<b>Liga Barone</b>	VALUE-BASED HEALTHCARE PRINCIPLES IN REHABILITATION SERVICES FOR MAINTAINING THE WORKABILITY OF UNCERTAIN CIRCUMSTANCES IN LATVIA
12:50-13:10	<b>Sanita Leimane, Iveta Ludviga</b>	GAMIFICATION IN HUMAN RESOURCE MANAGEMENT PROCESSES AND IT'S IMPACT ON THE EMPLOYEE
13:10-13:30	<b>Anna Vorončuka, Nellija Titova, Inesa Voroncuka, Valerijs Dombrovskis</b>	HUMAN RESOURCE MANAGEMENT IN THE SPORT INDUSTRY
13:30-13:50	<b>Break</b>	
13:50-14:10	<b>Viktorija Mihalcuka</b>	THE EMERGING FIELD OF SPORTS SUPERVISION AS AN APPROACH TO REFLECTIVE LEARNING AND ITS EXTENSION TO NOVEL TECHNICAL AFFORDANCES SUCH AS VIRTUAL REALITY
14:10-14:30	<b>Edgars Joksts-Bogdanovs</b>	ENSURING A WORK-LIFE BALANCE BY MITTIGATION CONFLICTS BETWEEN THE ORGANISATION AND THE EMPLOYEE'S FAMILY
14:30-14:50	<b>Mhd Samer Sbahi Shahin</b>	A SYSTEMATIC REVIEW OF LEADING LITERATURE ON PRODUCTIVITY IN WORK-FROM-HOME SETTINGS
14:50-15:10	<b>Kirathimo Muruga</b>	FACTORS IMPACTING JOB PERFORMANCE OF DUAL PRACTICE MEDICAL PRACTITIONERS IN PUBLIC HOSPITALS IN KENYA
15:10-15:30	<b>Jelena Maksimenko, Inguna Leibus</b>	SELF-EMPLOYMENT AS A FORM OF EMPLOYMENT DURING THE CRISIS
15:30-16:50	<b>Summary</b>	