

## Addis Ababa University Mba Research Papers

This book uses an open, explorative approach to deal with the different aspects of gender discrimination and gender empowerment policies, as well as their impact on economic development and capacity-building in several African countries. It uses primary and secondary data to present the argument that, without the full input of women, sustainable development will not be achieved in many African countries. This book is the first text written by knowledgeable gender issue experts that understand the culture of, and lived and conducted research in, Africa. It provides many examples of the relationships between gender and economic development around the African continent, highlighting different processes and practices. As such, the contributors here illustrate the impact of weak gender policies, and the ability to adequately develop female capacity building that could lead to wide-spread sustainable economic growth in Africa. They also explore a wide range of new dimensions and variables that are commonly ignored by other text books on gender equality. The book will help graduate, undergraduate students and other readers to understand women's policies in the past, present, and future by analysing and illustrating cultural, political and socio-historical contexts which have shaped women's role in the economic and sustainable development of Africa.

Organizational strategies in the public sector are constantly changing and growing. In order for organizations to remain successful and competitive, they must ensure that the stream of knowledge is managed effectively. Building a Competitive Public Sector with Knowledge Management Strategy explores different practices and theories of knowledge management, providing an efficient way of sustaining knowledge to improve organizational learning and enhance company performance. By intelligently analyzing current research, this publication is beneficial to managers, practitioners, and researchers interested in increasing their knowledge management strategies in the public sector. This book focuses on management challenges in different types of companies, ranging from small to large, from private to public and from service to manufacturing in the African context. With empirical data from countries as diverse as Rwanda, Kenya and Ethiopia, it discusses the increasing economic importance of the African continent, covering relevant topics on sustainability and environmental issues, exports, logistics, HR issues, innovation and financial reporting. Through different conceptual insights and empirical case studies, the research presented serves as a useful resource for academics, students, and policy-makers interested in in-depth studies on management challenges in Africa.

Over the past three decades, African countries have been reforming their public sector with a view to improving efficiency, effectiveness, accountability and transparency as part of efforts to improve the delivery of public services. Reform actions have included privatisation, public/private partnerships, commercialisation and adoption of private sector approaches in managing public organisations. This book, put together by OSSREA, reviews measures by African countries in that regard, the extent to which the measures have achieved their intended results, as well as the factors behind the failure to achieve those results, where this was the case.

What happens when digital innovation meets migration? Roaming Africa considers how we understand modern-day mobility in Africa, where age-old routes strengthen the resilience of people roaming the continent for livelihoods and security, assisted by mobile communication. Digital mobility expands connectivity around the world, and also in Africa. In this book, the authors show that mobility, resilience and social protection in the digital age are closely related. Each chapter takes a close look at the migration dynamics in a specific context, using social theory as a lens. This book adopts a critical perspective on approaches in which migration is regarded merely as a hazard. Edited by

distinguished scholars from Africa and Europe, this volume, the second in a four-part series *Connected and Mobile: Migration and Human Trafficking in Africa*, compiles chapters from a diverse group of young and upcoming scholars, making an important contribution to the literature on migration studies, digital science, social protection and governance.

Although the world's poorest inhabited continent, Africa has recently shown signs of being a source of economic growth in the coming decades, with increased foreign investment - notably from China - and huge growth in GDP from a number of African states. In contrast to the heaving weight of books focusing on business opportunities in Asia, Eastern Europe and Latin America, Africa has been poorly served by academic publishing. This compendium of scholarship offers cutting-edge knowledge relating to business in Africa. The objectives of this collection include: To shed new light on the socio-cultural and historical underpinnings of business practice in Africa and their implications for promoting entrepreneurship and business behaviour in the region To consider the important constraints on business activities in Africa, and the emerging 'best practice' for redressing their real and potential impacts To facilitate a better understanding of contemporary business practice in Africa through the application of relevant theories and models, including emergent ones. The *Routledge Companion to Business in Africa* is a comprehensive reference resource that provides the perfect platform for embarking on research and study into Africa from the business perspective.

### Contextualizing Entrepreneurship in Emerging Economies and Developing Countries

How are professors paid? Can the "best and brightest" be attracted to the academic profession? With universities facing international competition, which countries compensate their academics best, and which ones lag behind? *Paying the Professoriate* examines these questions and provides key insights and recommendations into the current state of the academic profession worldwide. *Paying the Professoriate* is the first comparative analysis of global faculty salaries, remuneration, and terms of employment. Offering an in-depth international comparison of academic salaries in twenty-eight countries across public, private, research, and non-research universities, chapter authors shed light on the conditions and expectations that shape the modern academic profession. The top researchers on the academic profession worldwide analyze common themes, trends, and the impact of these matters on academic quality and research productivity. In a world where higher education capacity is a key driver of national innovation and prosperity, and nations seek to fast-track their economic growth through expansion of higher education systems, policy makers and administrators increasingly seek answers about what actions they should be taking. *Paying the Professoriate* provides a much needed resource, illuminating the key issues and offering recommendations.

A critical, global counterpoint to more western-centric texts that will appeal to critical leadership scholars, those teaching leadership from a critical perspective and those teaching leadership with an international focus. Split into two parts; its first part presents the local and regional variations in leadership from across the globe, with each of the twenty individual authors presenting the histories, cultures, tensions and social changes that shape the practice of everyday leadership in their respective region. Regions and countries included are: the Arab Middle East, Argentina, ASEAN, Australia, Brazil, China, Democratic Republic of Congo, Ethiopia, France, Germany, India, Japan, Mexico, Poland, Russia, Scandinavia, South Africa, Turkey, UK, USA. In the second part, the editors then critically analyse these chapters and identify the key themes and specific issues, enabling the reader to challenge their own leadership perceptions and move beyond the normative, uncritical approach to leadership. Suitable reading for leadership students, researchers and practitioners looking to enhance their knowledge of global leadership.

As governments around the world seek new and more effective methods of organizing their administrations, electronic government plays an increasingly more important role in governmental success. However, due to hindrances in financial and communication resources, these advantages are often overlooked. *E-Government Success Factors and Measures: Theories, Concepts, and Methodologies* investigates successful e-government initiatives in a modern technological environment, exploring both benefits and challenges due to various technical, organizational, social, and contextual factors. The book provides academics and professionals with concepts, theories, and current research in the arena of e-government, enabling readers to develop a broader understanding of the measures inherent in successful e-governments on a global scale. This book is part of the *Advances in Electronic Government, Digital Divide, and Regional Development* series collection. This volume explores convergence and divergence in the governance of higher education systems from a global and comparative perspective.

It is now widely recognized that in regions like Africa, for economic and other reasons, the public sector has had to disengage and divest from many areas of the economy and allow private enterprise, especially scalable start-ups and new ventures, to enter and flourish if economic development and employment are to grow. There is, however, a training and education gap since entrepreneurship is rarely taught formally at African universities and, when it is, it is often approached from a Western perspective which may not be appropriate given that African environments are significantly different from most Western ones in terms of economic infrastructure and political considerations. This book allows readers to understand the African entrepreneurial context by guiding them through the principal stages in the life of a new venture, and offers approaches, both Western and indigenous, that can inform their entrepreneurial actions. It concludes by examining some specialized topics, including female, youth, and social entrepreneurship, as well as real estate and technology. Exercises throughout the book will enable readers to evaluate their motivations and preparedness for entrepreneurship and learn how to communicate a new venture's key features to potential stakeholders. By focusing on the distinctive features of entrepreneurship in the African context, and taking a conversational tone, this is an informative and practical text that will be useful for students of *Global Entrepreneurship and Business* as well as actual and prospective entrepreneurs in the private, non-profit, and public sectors.

This book offers a contemporary review of talent retention from the viewpoint of human resource management and industrial/organisational psychology. With a practical and relevant perspective it enriches critical knowledge and insight in the psychology of talent retention. It offers interpretation of difficult factors facing organisations such as the conceptualisation of talent, the forecasting of talent demand and supply, external and internal factors that influence talent attraction, development and retention, the alignment between talent management and business strategy. Also covered is the implementation of human resource practices and strategies in response to the needs of different organisational contexts and workforce characteristics. The chapter contributions will not only enrich knowledge and insight in the complex phenomenon of talent retention, but also advance new original ways of thinking and researching this critically important area of inquiry. The book is intended for graduate students and researchers as an overview of the topic of talent retention, practitioners will also find it informative.

*Women's Entrepreneurship and Culture* Socio-cultural Context, Traditional Family Roles and Self-determination Edward Elgar Publishing

*Towards an African Peace and Security Regime: Continental embeddedness, transnational linkages, strategic relevance* provides an informed and critical reflection on the adequacy of the emerging African Peace and Security Architecture (APSA) to the medium- and long-term challenges and opportunities of conflict prevention, management and resolution in Africa. Complementary to the editors' *Africa's New Peace and Security Architecture: Implementing norms, institutionalising solutions* (Ashgate 2010), this volume revolves around three main

areas of focus: the continental 'embeddedness' of norms, values and processes required for the gradual coming into shape of the African peace and security regime; its transnational linkages as well as the wider collective security environment; and the empirical analysis of the connections between the continental level and the regional economic communities with case-studies on ECOWAS, SADC and COMESA. This proceedings volume presents new methods and applications in applied economics with special interest in advanced cross-section data estimation methodology. Featuring select contributions from the 2019 International Conference on Applied Economics (ICOAE 2019) held in Milan, Italy, this book explores areas such as applied macroeconomics, applied microeconomics, applied financial economics, applied international economics, applied agricultural economics, applied marketing and applied managerial economics. International Conference on Applied Economics (ICOAE) is an annual conference that started in 2008, designed to bring together economists from different fields of applied economic research, in order to share methods and ideas. Applied economics is a rapidly growing field of economics that combines economic theory with econometrics, to analyze economic problems of the real world, usually with economic policy interest. In addition, there is growing interest in the field of applied economics for cross-section data estimation methods, tests and techniques. This volume makes a contribution in the field of applied economic research by presenting the most current research. Featuring country specific studies, this book is of interest to academics, students, researchers, practitioners, and policy makers in applied economics, econometrics and economic policy. This volume brings together selected articles published in University World News (UWN) and International Higher Education (IHE) between 2011 and 2016. Researchers, policy makers, and practitioners alike further the development of higher education as a field of study through public and ongoing conversations. It is news, analysis, and commentary publications like UWN and IHE that facilitate this dialogue and keep pace with the most up-to-date developments in the field. Together, the articles included in this volume—alongside the section introductions—offer a rich and relevant picture of the dynamic state of higher education globally. While both publications are freely available online, this book provides a thematically coherent selection of articles, offering an accessible and analytic perspective on the pressing concerns of contemporary higher education.

Women's entrepreneurship is an effective way to combat poverty, hunger and disease, to stimulate sustainable business practices, and to promote gender equality. Yet, deeply engrained cultural norms often prescribe gender-specific roles and behaviors that severely constrain the opportunities for women's entrepreneurial activities. This excellent new volume of work from the Diana Group explores this paradox.

Meaningful discussion about intercountry adoption (the adoption of a child from one country by a family from another country) necessitates an understanding of a complex range of issues. These issues intersect at multiple levels and processes, span geographic and political boundaries, and emerge from radically different cultural beliefs and systems. The result is a myriad of benefits and costs that are both global and deeply personal in scope. This edited volume introduces this complexity an ...

This book provides insights into the evolving debate regarding the mobilization of domestic resources and the crucial role

that financial development can and should play in this regard, exploring aspects of the financial development–domestic resource mobilization nexus, including country case studies.

Forest degradation as a result of logging, shifting cultivation, agriculture and urban development is a major issue throughout the tropics. It leads to loss in soil fertility, water resources and biodiversity, as well as contributes to climate change. Efforts are therefore required to try to minimize further degradation and restore tropical forests in a sustainable way. This is the first research-based book to examine this problem in East Africa. The specific focus is on the forests of Ethiopia, Tanzania and Uganda, but the lessons learned are shown to be applicable to neighbouring countries and others in the tropics. A wide range of forest types are covered, from dry Miombo forest and afro-montane forests, to forest-savannah mosaics and wet forest types. Current management practices are assessed and examples of good practice presented. The role of local people is also emphasized. The authors describe improved management and restoration through silviculture, plantation forestry and agroforestry, leading to improvements in timber production, biodiversity conservation and the livelihoods of local people.

Esports have attracted considerable attention over the past few years and become an industry that is projected to continue to increase rapidly. Intersecting with the esports industry are organizations and businesses that develop and support the esports game experience. Included is the entrepreneurial spirit of gamers, who are interested in creating their own career paths through capturing and posting gaming micro-assists on different public venues that are driven by advertising dollars, invitational competition monetary winnings, and other forms of marketing their expertise for financial gain. All these organizations and industries form satellites of career opportunities as well as opportunities for research and enhanced forward-leaning study. Such career opportunities can be explicitly addressed within the structure of university degree and micro-credential certificate programs, some of which have begun to offer esports-directed degrees, but most of which have not yet moved from esports clubs into a recognition of the business and industry monetization of esports. The Handbook of Research on Pathways and Opportunities Into the Business of Esports addresses the intersection of esports gaming and the business and industry of esports, rather than an exploration of the video games themselves. It is the supporting and intersecting industry driven by esports and the vast opportunities this brings that are the foci of this book. Covering topics including digital learning, esports marketing curriculum, and gaming culture, this text is essential for business professionals, industry analysts, entrepreneurs, managers, coaches, marketers, advertisers, brand managers, university and college administrators, faculty and researchers, students, professors, and academicians. Despite increasing reports across the globe on renewable development and maintenance, little is known regarding what strategies are required for improved economic growth and prosperity in Africa. Improving an understanding of the

methods for promoting growth through reusable resource development and administration is a vital topic of research to consider in assisting the continent's development. The Handbook of Research on Sustainable Development and Governance Strategies for Economic Growth in Africa provides emerging research on the strategies required to promote growth in Africa as well as the implications and issues of the expansion of prosperity. While highlighting sustainable education, pastoral development pathways, and the public-sector role, readers will learn about the history of sustainable development and governmental approaches to improving Africa's economy. This publication is a vital resource for policy makers, research institutions, academics, researchers, and advanced-level students seeking current research on the theories and applications of development in societal and legal institutions.

Building an effective, inclusive, and accountable public administration has become a major point of attention for policymakers and academics in Ethiopia who want to realise sustainable development. This first handbook on Ethiopian Public Administration is written by Ethiopian academics and practitioner-academics and builds on PhD studies and conference papers, including studies presented at the meetings of the Ethiopian Public Administration Association (EPAA), established in 2016. Public Administration in Ethiopia presents a wide range of timely issues in four thematic parts: Governance, Human Resources, Performance and Quality, and Governance of Policies. Each of the individual chapters in this volume contributes in a different way to the overarching research questions: How can we describe and explain the contexts, the processes and the results of the post-1990 politico-administrative reforms in Ethiopia? And what are the implications for sustainable development? This book is essential for students, practitioners, and theorists interested in public administration, public policy, and sustainable development. Moreover, the volume is a valuable stepping stone for PA teaching and PA research in Ethiopia.

This volume explores the meaning of the Paris Climate Agreement 2015 for business; it analyses its challenges and implications, and establishes required actions by the private sector in order to address climate change. We include contributions from diverse locations and disciplines on the challenges this poses for businesses across the globe.

As an emerging global phenomenon, Islamic economics and the financial system has expanded exponentially in recent decades. Many components of the industry are still unknown, but hopefully, the lack of awareness will soon be stilled. The Handbook of Research on Theory and Practice of Global Islamic Finance provides emerging research on the latest global Islamic economic practices. The content within this publication examines risk management, economic justice, and stock market analysis. It is designed for financiers, banking professionals, economists, policymakers, researchers, academicians, and students interested in ideas centered on the development and practice of Islamic finance.

Technology is changing the way we integrate work and family life today. In an age in which information technology has brought the promise of autonomy and control by allowing asynchronous communications; in which work systems have enabled people to work from various times

and in various locations; and in which work and non-work boundaries have as a result been blurred, the work and family interface needs to be reconsidered. This collection is the result of a careful selection of articles presented at the Sixth International Conference for Work and Family organized by the International Center for Work and Family at IESE Business School, Spain. It has a clear focus on technology, managers, globalization, and gender, and contributions analyse the state of affairs in Africa, the Middle East, Asia, Europe, and North America. The chapters here offer innovative approaches to how technology, globalization, managers and gender issues are affecting the dynamics of work and family balance around the world. As such, the book will help practitioners and academics to make better decisions, to stay up to date on current developments, and to think critically about these fascinating and complex topics.

Since the financial and food price crises of 2007, market instability has been a topic of major concern to agricultural economists and policy professionals. This volume provides an overview of the key issues surrounding food prices volatility, focusing primarily on drivers, long-term implications of volatility and its impacts on food chains and consumers. The book explores which factors and drivers are volatility-increasing and which others are price level-increasing, and whether these two distinctive effects can be identified and measured. It considers the extent to which increasing instability affects agents in the value chain, as well as the actual impacts on the most vulnerable households in the EU and in selected developing countries. It also analyses which policies are more effective to avert and mitigate the effects of instability.

Developed from the work of the European-based ULYSSES project, the book synthesises the most recent literature on the topic and presents the views of practitioners, businesses, NGOs and farmers' organizations. It draws policy responses and recommendations for policy makers at both European and on international levels.

This book contributes to a broadened theorisation of journalism by exploring the intricacies of African journalism and its connections with the material realities that underpin the profession on the continent. It pulls together theoretically driven studies that collectively deploy a wide range of evidence to shed some light on newsmaking cultures in Africa – the everyday routines, defining epistemologies, as well as ethical dilemmas. The volume digs beneath the standardised and universalised veneer of professionalism to unpack routine practices and normative trends shaped by local factors, including the structural conditions of deprivation, entrenched political instability (and interference), pervasive neo-patrimonial governance systems, and the influences of technological developments. These varied and complex circumstances are shown to profoundly shape the foundations of journalism in Africa, resulting in routine practices that are both normatively distinct and equally in tune with (imported) Western journalistic cultures. The book thus broadly points to the dialectical nature of news production and the inconsistent and contradictory relationships that characterise news production cultures in Africa.

Recent authoritative evidence suggests that an estimated 200 million children under five fail to achieve their developmental potential due to factors including poor health and nutrition and the lack of stable high quality care. A significant number of the world's children today lack the basic rights to health, development and protection. In light of such statistics, early childhood services for young children have expanded around the world. The SAGE Handbook of Early Childhood Policy draws critical attention to policy in Early Childhood Education and Care (ECEC) its relationship to service provision and its impact on the lives of children and families. The perspectives of leading academics and researchers from Europe, North America, South America, Africa, Australasia and Asia have been arranged around five key themes: Part 1: The Relationship Between Research, Policy And Practice: Country Case Studies Part 2: Equitable Early Childhood Services: Intervention to Improve Children's Life Chances Part 3: Extending Practice: The Role of Early Childhood Services In Family Support Part 4: Participation, Rights and Diversity Part 5: Future Directions for Early Childhood Policy This handbook is essential reading for practitioners, stakeholders

and others committed to working within early years services to achieve an awareness of policy and its implications for services and practice. Through a global series of case studies, this pioneering book delves into refugee entrepreneurship - a major economic, political and social issue emerging as a top priority. Stories from Australia, Germany, Pakistan and many other countries, highlight the obstacles facing refugees as they try to integrate and set up businesses in their new countries. Engaging contributions set the stage for a cross-analysis of the particularities and limitations faced by refugee entrepreneurs, culminating in an extended discussion about the future implications of refugee entrepreneurship for theory, policy and practice. This interdisciplinary book explores the motivations and drivers of refugee entrepreneurship, making it an insightful read not only for those engaged in entrepreneurship, but also for those interested in migration studies from a variety of academic disciplines.

This collection investigates various issues of investment and credit that are of importance to any developing economy. It uses micro- and macro-economic data from Ethiopia to analyse such topics as determinants of foreign direct investment, of bank credit and trade credit, microfinance and poverty reduction, and rural credit issues. The book applies sophisticated, state-of-the-art statistical techniques to analyse the data and derive policy recommendations. To the extent that the Ethiopian economy shares many features and policy issues with other developing economies, the text will be of interest to academics working in the field of development economics, and also to policy makers and policy analysts in developing countries and in development agencies throughout the world.

Critical thinking is an essential skill for learners and teachers alike. Therefore, it is essential that educators be given practical strategies for improving their critical thinking skills as well as methods to effectively provide critical thinking skills to their students. The Handbook of Research on Critical Thinking and Teacher Education Pedagogy examines and explains how new strategies, methods, and techniques in critical thinking can be applied to classroom practice and professional development to improve teaching and learning in teacher education and make critical thinking a tangible objective in instruction. This critical scholarly publication helps to shift and advance the debate on how critical thinking should be taught and offers insights into the significance of critical thinking and its effective integration as a cornerstone of the educational system. Highlighting topics such as early childhood education, curriculum, and STEM education, this book is designed for teachers/instructors, instructional designers, education professionals, administrators, policymakers, researchers, and academicians.

Afro-Nordic Landscapes: Equality and Race in Northern Europe challenges a view of Nordic societies as homogeneously white, and as human rights champions that are so progressive that even the concept of race is deemed irrelevant to their societies. The book places African Diasporas, race and legacies of imperialism squarely in a Nordic context. How has a nation as peripheral as Iceland been shaped by an identity of being white? How do Black Norwegians challenge racially conscribed views of Norwegian nationhood? What does the history of jazz in Denmark say about the relation between its national identity and race? What is it like to be a mixed-race black Swedish woman? How have African Diasporans in Finland navigated issues of race and belonging? And what does the widespread denial of everyday racism in Nordic societies mean to Afro-Nordics? This text is a must read for anyone interested in issues of race in the Nordic region and Europe writ large. As Paul Gilroy writes in his foreword, it is a book that "should be studied with care and profit inside the Nordic countries and also outside them by the broader international readership that has been established around the study of racism and 'critical race theory'."

Higher education in post-apartheid South Africa was always likely to attract academic interest, and yet there remains a dearth of research on creating teaching and learning spaces suitable for students from diverse backgrounds. Using examples from higher education institutions across the Southern African Developing Community (SADC) region, this volume explores the ways teaching and learning spaces are being

used to advance the transformation agenda of higher education in these regions, and provides concrete recommendations for the future. The book is sure to appeal to academics from a variety of disciplines - from African, African American and ethnic studies to education and sociology. It will be of particular interest to teacher trainers, administrators and policy-makers working in higher education, and anyone else with a stake in managing cultural diversity in education.

Lauded as a driver of economic growth, entrepreneurship and small business ventures have become increasingly attractive to countries looking to boost employment rates, productivity, and innovation. The manifestation of entrepreneurship varies from country to country, and what works for one may not work for the next. *Comparative Case Studies on Entrepreneurship in Developed and Developing Countries* presents the challenges and opportunities that entrepreneurs in different countries face at various developmental stages. Through in-depth studies, this premier reference work seeks to provide examples of successful applications of an elusive concept that has helped many countries move up the developmental ladder, a topic relevant to researchers and academicians working in social and behavioral sciences, economists, and business professionals.

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