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# RJooiSA, T

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Transactions on .....

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Research Journal of the ooi Senior Academy,  
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## **CURRENT MIGRATION PATTERNS IN THE SOUTH CAUCASUS**

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### **ABSTRACT**

*This article is a study that investigates the socioeconomic factors affecting the migration process in the South Caucasus (SC) countries using a secondary data compiled by the Caucasus Research Resource Centers (CRRC) during its 2006 data initiative. The authors applied descriptive statistical techniques as well as logistic regression models to find out key characteristics of migrants and the migration patterns in the SC. The study confirms that the fundamentals of the cultural and historical heritage, shared by the three SC countries, influence the migration processes in the region. Specifically, economic motives are the key reasons for migration in the SC. These countries, however, took rather distinct paths in some of the aspects of migration, especially the destination countries, and willingness to migrate if the condition in the country does not improve within 3 years. For example in Armenia, being a head of the household increased the odds of migrating by 66.43%. However, for Azerbaijan and Georgia, the odds were decreased by 54.33% and 53.15%, respectively.*

### **INTRODUCTION**

There are many articles and papers published on migration in the South Caucasus (SC), but none of the papers suggested the measurement of the importance of the factors affecting willingness to migrate. This was the reason why the authors decided to introduce a model to explain the rationale behind the migration process in SC. The primary goal of this investigation was to have an in-depth study of the similarities and differences in the migration processes in the region. If given adequate attention, the reasons and process of migration can lead to specific action plans to resolve the issues concerning the population outflow from SC countries. People living in these countries share many socio-cultural values. This makes the authors assume that there would be significant migration similarities between these countries. On the other hand, the differences in politics, military, and economic integration strategies of the SC countries have created the major differences in some aspects of migration. This study uses statistical techniques including logistic regression models to explain and find out the similarities and differences. It would be recommended that the policy makers should consider the findings of this work in designing and targeting their programs aimed at assisting migrants and their families.

### **LITERATURE REVIEW**

There are very little literature available that describe the migration patterns in the SC countries, but there are many sources that can be found to explain the phenomena of migration. One of the earliest migration theories was explained by Ernst Ravenstein 1876, who proposed idea of push-pull factors in

This is the end of this paper.....

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## **GENDER ASPECT OF THE PENSION SYSTEM IN THE REPUBLIC OF ARMENIA: SITUATION, ISSUES AND PROSPECTS**

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and  
Department of State University of Economy  
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### **ABSTRACT**

*This paper presents the study of gender issues within the pension system in the Republic of Armenia. The findings of the study, relating to the Gender Aspects Pension System, minimum social guarantees, the burden coefficient, “women’s employment” spheres, Shadow economy, social payments, social insurance payment, social insurance, economic activities, underemployment, unemployment, labor market, labor resources, pension means, the pension system compensation coefficient, accumulative system, pension insurance system, women’s average wage (salary) which constitutes 59.2% of that of men, are discussed in the paper. The study shows that the majority of women are for the most part employed part-time or for fewer hours than men in a regular workday. In conclusion the study points to the fact demonstrated by secondary data that there is a perceived sex-based gender discrimination resulting in gender inequality in the pension system.*

### **INTRODUCTION**

Within the Republic of Armenia (RoA) the majority of its aged population is women. On the average women live longer than men but often have smaller lifetime incomes, contributing to the fact that poverty among the old is concentrated among very old women. Therefore it is essential to take into account the impact of gender in pension system design and reform as these measures are supposed to safeguard the living standards for the elderly. Pension systems and their reforms may have dissimilar impacts on men and women due to their differing employment histories and demographics, which may be offset or exacerbated by particular design features in the systems. As such, this study examines alternative social security systems, their disproportional impact on men and women, and the key policy choices that determine gender outcomes.

Throughout the world there exist numerous variants on social security systems, all of which have impact on women. In some cases benefits are closely tied to work and contributions, while in other cases the connection is little if any. Certain systems include benefits targeted toward poverty prevention, whereas in other systems they are intended to replace wages, including high wages. In yet other examples, generous benefits are provided to surviving spouses who have not worked in the marketplace, as opposed to systems where survivors’ benefits are meager and women are expected to finance their own benefits as workers. The impact of two types of social security systems, traditional benefit plans that are publicly-managed and pay-as-you-go versus newer multi-pillar systems that are partially pay-as-you-go and partially funded, are compared. The features, which are particularly designed, that will make each type of system more beneficial to women, as well as the impact the features will have on the broader economy are analyzed.

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## **THE STATE OF LABOR LEGISLATION AND INSTITUTIONS IN ARMENIA: THE RESULTS OF A SURVEY AMONG EXPERTS AND COMPANIES**

Iskuhi Mkrtychyan, Assistant fellow of the ooi Academy  
and  
Luiza Jilavyan  
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### **ABSTRACT**

This paper presents a study of the experts and company opinions on the status of labor code and legislation in Armenia. The study included interviews and paper surveys. It was clear from the results of the study that there are variations in the Armenian labor legislations with shortcomings. There was the conclusion that the current labor code needs to be amended.

### **INTRODUCTION**

Labor policy, from the perspective of the policy, should be based on a modern free-market and not on “protection from market-driven forces.” A labor policy should use, to the maximum extent possible, a market-oriented solution to its problems that mobilizes the initiative of individual citizens and self-organization as opposed to government-driven and top-down solutions. In order to achieve this condition, the labor legislation reform is a key to transforming labor relations. It should become an integral part of the transition to an efficient economic system. The reform of basic labor laws can contribute to:

- . reduction of long-term unemployment;
- . gradual formalization of all labor relations;
- . higher flexibility of labor relations and increased adaptability to changes in economic conditions;
- . raising compliance rate of personal income and social taxes contributed to social funds;
- . reduction of industrial trauma and occupational diseases;
- . improvement of the real protection of basic labor and social rights of the employee;
- . raising labor productivity;
- . reduction of barriers to investment and business that inhibit economic growth; and
- . general reduction of social tensions and the transfer of labor conflicts to legal channels.

The current Labor Code of the Republic of Armenia (RA) was developed taking into consideration the experience of Eastern Europe and the former Soviet Union. The previous Labor Code was passed in 1972 and became outdated after RA independence in 1991, but unfortunately until 2002-2003 the Code had only minor changes and became increasingly anachronistic.

The labor law, as inherited from Armenia’s communist past, had a negative impact on the labor market and the development of labor relations in three main areas:

- . It was overburdened with a huge volume of guarantees and allowances to the employee, laying the burden for these mandates on the employer;
- . It was highly inflexible on issues of employment and dismissal; and
- . Labor laws and Labor Code were not “open act” laws, meaning the role of normative acts was extremely high and dominated by bureaucratic processes.

**This is the end of this paper.....**

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## HISTOPATHOLOGICAL STUDIES OF CARDIAC LESIONS AFTER LONG TERM ADMINISTRATION OF METHAMPHETAMINE IN HIGH DOSAGE

Mohammed Nasimul Islam, Lai Chin Ting, Jesmine Khan, Al-Jashamy K, Farini Moh Sobri  
and

Hasnan Jaafar

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### ABSTRACT

*To clarify the effect of Methamphetamine (MA) on myocardium, fifty six male Wister rats aged four weeks were divided equally into MA, Methamphetamine withdrawal (MW), Placebo (P) and Control (C) group. MA group were injected daily with 5 mg/kg body weight of MA HCl in normal saline daily for 12 weeks. MW were injected with MA HCl for 12 weeks with the extra withdrawal period of 2, 4, 8 and 12 weeks respectively; P group were injected with normal saline only, while C group did not receive any injection. The body weight was monitored in all rats. At the end of 12 weeks, the rats from MA, P and C groups were sacrificed and the hearts were collected. The MW group were sacrificed after their respective withdrawal period of 2, 4, 8 and 12 weeks. Collected hearts were studied for cardiac lesions under light microscopy using routine H&E and Masson's trichrome stain as well as using immuno-histochemistry. Microscopic examination of the myocardium of the rats that was administered with MA showed loss of nuclei in some myocytes, indicating cell deaths or necrosis. However, the examination also revealed that there are cell regeneration after certain period of withdrawal and the process of healing were increasing with time. This suggests that given a suitable period of withdrawal, a chronic user of MA could be reversed and regains a normal healthy life. Further investigation such as electron microscopy could help in confirming such findings and also necessary to look for more evidence that is exclusive for chronic MA abuse to assist a forensic pathologist to distinguish the cause of death compared with other kinds of drugs of abuse.*

### INTRODUCTION

Amphetamine-type stimulants (ATS) refer to a group of drugs whose principal members include amphetamine and MA. The use of ATS is a global and growing phenomenon and in recent years it has been widespread all over the regions. Over the past decade, abuse of amphetamine-type stimulants (ATS) has penetrated its way into the mainstream culture in many countries, mainly targeting the younger people in particular for its cheaper price and the easy availability of manufacturing recipe.

These psychoactive drugs can have an effect or combinations on the receptor binding, degradation, synthesis, release, packaging or reuptake of the neurotransmitter of the neuron system. These ATS commonly target the presynaptic receptors but the postsynaptic receptor can also be affected. The effect of MA in this case could be observed that it increases the release of DA spontaneously in the neuron [1]. Therefore, a small amount of MA can produce behavioural changes such as euphoria, increased alertness, paranoia, decreased appetite and increased physical activity. Other central nervous system effects include athetosis, irritability, extreme nervousness, insomnia, confusion, tremors, anxiety, aggression, incessant talking, hyperthermia, and convulsions. Hyperthermia and convulsions sometimes can result in death[2]. In cardiovascular system, it can produce chest pain and hypertension which can result in cardiovascular collapse. In addition, MA causes accelerated heartbeat, elevated blood pressure. It can also cause irreversible damage to blood vessels in the brain [3].

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## LEAVE METHAMPHETAMINE TO BE ALIVE

Mohammed Nasimul Islam, Arthur Kong Sn Molh, Jesmine Khan  
and  
Hasnan Jaafar  
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### ABSTRACT

*In order to clarify the effect of acute and high dose of methamphetamine (MA) twenty two male Wistar rats aged six weeks were divided into MA, Placebo (P) and Control (C) group. Ten rats of MA group were injected with 50mg/kg body weight of MA HCl in normal saline, six rats of P group were injected with normal saline only, while six rats of C group did not receive any. Five MA group rats died within four hours of injection and their hearts were collected immediately. Remaining five MA group rats were sacrificed two days after injection. P and C groups were sacrificed at similar intervals. Collected hearts were studied for cardiac lesions under light microscopy using H&E and Masson trichrome staining and anti-myosin antibody. Microscopic examination of the myocardium of the rats that died on the first day of injection showed loss of nuclei in some myocytes, indicating cell deaths. Some areas in the sub-endocardium region showed internalization and enlargement of myocyte nuclei, consistent with regeneration of cells. There were very few foci of necrosis observed in these samples. The heart samples from the rats those survived two days after injection showed foci of infiltration of macrophage-like cells that were later revealed to be regenerating myocytes. There were also spindle-like fibroblasts, macrophages and a few leucocytes found within these foci. The overall appearance of the myocardium does not indicate any inflammatory response, and the expected signs of necrosis were not observed. These results suggest a need to re-evaluate the toxic and lethal dosages of MA for use in animals experiment. Cause of death was suspected to be due to failure of other major organs from acute administration of MA. Death occurred within a time period where significant changes due to necrosis may not be evident in the myocardium.*

### INTRODUCTION

The use of MA along with other “designer” drugs have seen a dramatic increase beginning from the 1990s, as more drug abusers seek cheaper, more potent alternatives to the “traditional” stimulants such as cocaine [1–3]. The stimulant and euphoric effect of MA is similar to cocaine, bringing about similar behaviour in animal experiments of MA and cocaine. MA in the form of hydrochloride crystals are volatile and smokeable, bringing an immediate euphoria that lasts longer than cocaine [1, 4]. Cardiovascular symptoms related to MA toxicity include chest pain, palpitations, dyspnoea, hypertension, tachycardia, atrial and ventricular arrhythmias, and myocardial ischaemia [1, 4–9]. MA abusers often go through a repeated pattern of frequent drug administrations (binge) followed by a period of abstinence. This pattern of chronic MA abuse can significantly alter cardiovascular function and cardiovascular reflex function and produce serious cardiac pathology [10]. However, tachyphylaxis occurs with MA abuse, with long-term abusers being able to tolerate higher doses with fewer symptoms. MA has been known to cause death at an ingested dose as low as 1.5 mg per kg body weight, while long-time abusers developing drug tolerance may use as much as 5,000 to 15,000 mg per day [1]. MA sold in the streets is usually mixed with other stimulants such as cocaine, phenylpropanolamine hydrochloride, D-amphetamine, ephedrine, or pseudoephedrine, and also with other adulterants such as caffeine and baking soda [1]. Given the pattern of MA abuse, previous studies

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**Hasnan Jaafar** is currently an associate professor and Head of Pathology department, School of Medical Sciences , Universiti Sains Malaysia . He received his MD in 1996 from University of Malaya , Kuala Lumpur. His main research interests are in the field of histopathology, breast and brain tumor carcinogenesis embryonic neural stem cells. He is a member of the college of Pathologist , Academy of Medicine Malaysia and European Association for Cancer Research.

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## THE EFFECT OF MICROWAVE SINTERING ON THE MECHANICAL AND STRUCTURAL PROPERTIES OF PEWTER ALLOY

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and

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University of Waikato, NEW ZEALAND

### ABSTRACT

*97%Sn 2%Cu 1%Sb (pewter) alloys were examined to determine the effect of green density, sintering time and sintering temperature on the mechanical and structural properties of the conventional and microwave sintered compacts. Two compaction loads; 30kN and 40kN were used to produce the samples with different green densities. Eight different time-temperature combinations were used for each heat treatment. Samples with a higher green density resulted in a higher sintered density and higher hardness. Longer sintering time and higher sintering temperatures resulted in higher densities, larger grain size and higher hardness for both sintering methods. However, the microwave sintered samples in general have finer microstructures, higher densities and higher hardness compared to the conventional sintered samples in a much shorter duration. Better mechanical and structural properties were achieved by microwave sintering in 15 minutes compared to 120 minutes by conventional sintering.*

### INTRODUCTION

Microwave sintering is a method of heating that involves energy conversion, which is different from the conventional sintering that concerns energy transfer. In microwave sintering, the heat is generated internally within the material instead of originating from external sources. In the process of microwave heating, the materials absorb microwave energy themselves and then transform it into heat within the sample volume [Sorescu et al. 2007, pg 410]. The energy is directly transferred to the material through the interaction of electromagnetic waves with molecules leading to heating [Ebadzadeh and Valefi 2007, pg 1]. Microwave sintering is much more uniform at a higher heating rate. This results in a reduction of processing time and energy consumption.

Microwave heating is a function of the material being processed, and there is almost 100% conversion of electromagnetic energy into heat, largely within the sample itself, unlike conventional heating where there are significant thermal energy losses [Agrawal 1998, pg 480]. While it is well recognized that bulk metals are opaque to microwaves and good reflectors, metallic materials in powder form are very good absorbers of microwaves and can be heated very rapidly since unsintered alloys will couple in a microwave field very efficiently and effectively to produce highly sintered bodies [Agrawal 1998, pg 483].

#### Background.

Since 1984, the Materials Research Institute at The Pennsylvania State University has been a pioneer institution in the microwave processing of a whole range of ceramics, composites, and metallic materials. The 1980s saw successes in sintering and synthesizing many traditional ceramics such as alumina, zirconia, ZnO, hydroxyapatite, silica, etc [Agrawal 2005, pg 37].

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**Authors:**

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## **THE PROCESS OF GETTING AN ALUMINUM ANTI-FRICTIONAL CASTING ALLOY THAT CAN WORK UNDER THE LIGHT AND MIDDLE LOADING, AND THE FORMATION OF ITS STRUCTURE AND PROPERTIES**

S.G. Aghbalyan, A.H. Zakaryan, A.A.Petrosyan, S.A. Hovhanisyan  
State Engineering University of Armenia, Yerevan, ARMENIA.

### **ABSTRACT**

*This paper presents experiments and analysis of the creation aluminum anti-frictional alloy. It is demonstrated in the experiments that the creation of anti-frictional alloy can work under light and middle loading and dry friction conditions, where molybdenum disulfide is used as a solid lubricant. The creation worked until 5kg loading and  $V=1,25\text{m/s}$  speeds, when  $f=0,075\dots 0,09$  and  $I=3\dots 4,5\text{mkm/km}$ .*

### **INTRODUCTION**

Present engineering development depends on the creation of materials that can work under different loads and speeds, at high and low temperatures, in chemical aggressive mediums, and also at limited and dry friction conditions. Therefore, the creation of durable materials that have high specific strength and low friction coefficient is now considered to be an important and urgent problem. There is a great demand for materials, especially in the aircraft, machine building, food, textile and paper industries that can work under the dry conditions, have high specific strength, heat conductivity, and corrosion resistance. Aluminum based alloys are very important. Durable aluminum alloys are made by both powder metallurgical and casting technologies. But not all aluminum alloys can be made using the powder metallurgical process. The main problem is that the aluminum is a very active element and its powder is covered by an oxide film and can contain more than 20%  $\text{Al}_2\text{O}_3$ . The oxide films prevent metallic contact. Thus, it becomes very difficult to produce inter-metallic phases with the required properties. The oxide film also reduces the durability of alloy. In antifriction alloys, the lubrication quotient of solid lubricant (C,  $\text{MoS}_2$  etc.) is not fully known. As a result, the casting process was chosen for the creation of the aluminum alloy.

### **BACKGROUND**

During the creation of the alloy, the friction coefficient and wearing ability were chosen as the primary indexes. External loading, speed of slide, temperature, medium, etc. were observed as secondary factors. The area of friction will wear well if the value of the friction coefficient is not high. That is, there are conditions, which maximally reduce the forces between friction surfaces. In this case, the wearing will appear only as a consequence of wear—that is, the potential of the material will only be discovered after a series of practical tests.

Let's consider a material with three-phase structure, which can provide the minimal value of friction coefficient and high wearing resistance under strain (P.1.). In this case the external load is taken by third phase (P.1.a)), which has maximum hardness, under the influence of which the particles of the first phase (matrix) will be deformed followed by the second phase (P.1.b)). The friction forces will effect the second phase causing the formation of secondary structures, according to the rule of positive gradient of mechanical properties. The structural model of three phase material: a) before, b) after, c)

This is the end of this paper.....

**Authors:**

**Suren G. Aghbalyan**, is a Professor Pro-rector of State Engineering University of Armenia (SUA). He holds a Ph.D. in Material Science Problem Institute of Ukraine, with concentration in investigations of obtaining tools from powder high-speed steels. He holds Dr. Sc., in Yerevan Polytechnic Institute of Armenia, with concentration in investigations of theoretic and technologic basis of structures and properties forming of powder materials in case of extrusion. His current research areas include development of the new heat treatment technology using polymer quenchant instead of oils, acceleration of forming and structure formation, heat treatment technologies both for traditional and powder metallurgical structural, tool steels, antifriction and composite materials.

**A.H. Zakaryan**

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**S.A. Hovhanisyan**

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*Factors Contributing To Students' Cross-cultural Adaptation: Testing A Dynamic Model*

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By Juan Du & Meng Fan



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A Peer-reviewed Refereed Multidiscipline Research Journal

## FACTORS CONTRIBUTING TO STUDENTS' CROSS-CULTURAL ADAPTATION: TESTING A DYNAMIC MODEL

Juan Du

and

Meng Fan

Hong Kong Baptist University, Hong Kong, CHINA.

### ABSTRACT

*This paper presents a study of the adaptation of mainland Chinese students to Hong Kong culture. The study was based on the psychological model of cognitive-affect-behavior process. In the research of the study, cultural awareness, cultural empathy, social interaction and academic integration were emphasized in testing the model. The study constructed cross-cultural awareness as a cognitive variable in predicting cross-cultural adaptation and it was supported by empirical data. The empirical data consist of the results of a survey of 376 postgraduates from three universities in Hong Kong. The results from the study confirmed the crucial role of academic integration in cross-cultural adaptation of postgraduate students. Mass media was used to moderate the research, and the relevance of the usage was supported by the findings of the study.*

### INTRODUCTION

The relationship between Hong Kong and Mainland China is a unique one. They share the same cultural heritage. However, their differences are glaring. Hong Kong is a place where eastern and western cultures coexist. China, in contrast, is a developing socialist state and one of the few existing Communist-governed countries in the world. Hong Kong and mainland Chinese possess distinct social identities, different education and college system as well as official language. Due to the major differences mentioned above, Hong Kong and mainland Chinese do not seem to communicate with each other more easily than Hong Kong Chinese and Westerners.

In this study, the adaptation of mainland Chinese students to Hong Kong culture was investigated based on the psychological model of cognitive-affect-behavior process. This research emphasized the cultural awareness, which represented the cognitive part, cultural empathy referred to as affective part and social interaction on behalf of behavior part. Mass media was used to moderate the research. The authors divided the behavior part into two dimensions: social interaction and academic integration.

### THEORETICAL FRAMEWORK

#### **Dynamic of Cross-Cultural Adaptation Process.**

The term cross-cultural adaptation broadly referred to the process that people go through when trying to adjust to the differences they encountered in new cultural environments, thus becoming better suited for dealing with the extent challenges encountered in unfamiliar environments (Kim, 1990). Kim (1990) proposed a theoretical framework in which, cross-cultural adaptation is influenced by an immigrant's cognitive, affective and behavior competence. Cui et al. (1997) formulated two equation models based on the cognitive- affect - behavior framework, and suggested communication competence, cultural empathy and social interaction as core predictors of cross-cultural adaptation. The findings were significant in that they provided empirical support for this integrative theoretical model.

**This is the end of this paper.....**

**Authors:**

***Juan Du*** is a Research and Teaching Assistant, and a PHD Student at Hong Kong Baptist University, Hong Kong, China.

***Meng Fan*** is a Research and Teaching Assistant, and an M. phil Student at Hong Kong Baptist University, Hong Kong, China.

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A Peer-reviewed Refereed Multidisciplinary Research Journal

**AUTHOR'S GUIDE FOR PREPARING A HIGHER TIER JOURNAL PAPER  
(THE FORMAT OF THE MANUSCRIPT OF A HIGHER TIER JOURNAL PAPER)**

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<University Name, Country>

<and>

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**ABSTRACT**

*The abstract should summarize the content of the paper. Try to keep the abstract under 200 words. Do not have references or displayed equations in the abstract. Your manuscript should fit on a 8.5" x 11 (or A4) paper. It is imperative that the margins and style described below be adhered to carefully. Please keep in mind that the manuscript you prepare will be electronically uploaded from the source and printed as received. Readability of the paper is of paramount importance. Use indirect sentences in your writing. Report your research in past tense since you have already done the research. A paper submitted which does not comply with this Journal Publication Format will be rejected or recommended for publication in the Proceedings of the Conference. By the way, the ooi Senior Academy Journal is a higher tier journal than the ooi Junior Academy Journal.*

*This abstract section is typed using Times New Roman font size 12 point italic. It is even justified.*

**1. INTRODUCTION**

The length of an acceptable paper is 4 to 14 single-spaced pages. There is a limit of 14 pages for each paper in the Journal. At most, 4 additional pages can be included, provided the fee of US\$ 25.00 per extra page is submitted with the Author's registration. Also, complete the Copyright Transfer form and fax it to the conference headquarters. The conference headquarters' contact information is as follows:

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5. Text: Use Microsoft Word, size 12 points Times New Roman.
6. Abstract should not be more than 200 words; Literature review not more than one page.
7. The whole paper absolutely should not be less than 4 pages and more than 14 pages including tables, figures, footnote, acknowledgement and references.
8. Majority of the referenced articles in your paper should not be older than 5 years. Using articles within the last year is a plus!!!
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10. All footnotes must be placed just before the CONCLUSIONS section.
11. A paper that has not been previously published is preferred; or it may contain not more than 50% of your previously published work.
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All equations must be typed in black. They should be numbered consecutively throughout the text. Equation numbers should be enclosed in parentheses and flushed right. Equations should be referred to as Eq. (X) in the text where X is the equation number. In multiple-line equations, the number should be given on the last line.

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One major cause of rejection of a paper is poor readability of the paper. You are advised to use Grammar checker in the Tools menu in MS-Word to check your paper. Make sure that the Flesch Reading Ease index of the Readability statistics is more than 28 for a technical paper (i. e. a paper with formulae, equations, statistics, tables and graphics) and more than 40 for a non-technical paper.

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If the article that you submitted does not meet the standard of the Journal requirements, it will be recommended for publication in the Proceedings of the Conference.

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Cornell, B., & Shapiro, A. C. (1987). Corporate stockholders and corporate finance. *Financial Management*, 16, 5-14.

Dudley, S., Dudley, L., Clark, F., & Payne, S. (1995). New directions for the business curriculum. *Journal of Education for Business*, 70(5), 305-300.

Ivari, J. (1991). A Paradigmatic Analysis of Contemporary Schools of IS Development. *European Journal of Information systems*, , 1(4), 249-272.

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