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06. Management

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01. Business Administration

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01.06.01 The Demand-side Dynamics of within-industry Variation in Entrepreneurial Entry

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We exploit the observed variation in demand-side structural characteristics across and within the independent geographic sub-markets of an industry to simulate spatial and temporal variation in demand-side entry conditions during the later stages of demand growth phase of an industry's life-cycle. The variation in outward shift of demand curve – due to increase in market-size and average individual consumption – across and within the geographic sub-markets of a growing industry characterized by increasing fragmentation of demand explains the observed cross-sectional and temporal variation in rate and pattern of de novo entry. We test our hypotheses by employing a unique unbalanced panel data on market entry in the US Long-distance telecommunications services industry at the level of each independent geographical sub-market during 1990-1996. We find that the increasing fragmentation of growing demand provides opportunities for entry thereby resulting in increase in the (a) number of firms, (b) y-o-y increase in number of firms, and (c) probability of de novo entry and number of de novo entrants. These effects persist after controlling for the effect of (a) market-size, (b) the state in which the particular geographical sub-market exists, (c) the market structure and competitive intensity in that particular sub-market, and (d) the attractiveness of the market.

01.06.02 Best Practices for Not-for-Profit Thrift Shops

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Finding the best practices to provide profit-driven organizations with information that is critical to their development and growth is not a new venue for research. Most studies focus on developing future strategies, planning actions, and measuring performances, but there is no mention of such strategies and actions for not-for-profit (NFP) organizations. The majority of these organizations run their thrift stores in an informal manner and subsequently does not have a thorough strategy. This research draws upon mostly primary sources including articles, academic journals, and research data and statistics. Some of the concerns regarding NFP’s existing practices are poor customer service, a lack of visual merchandising, and poor management of employees with developmentally challenged. Recommendations are made on the most efficient ways regarding management and marketing practices for NFP organizations to better themselves as “businesses” and as philanthropic organizations.
Objective of the study: In this study, when investigating temporary employees, we sought to examine the relationships between new employee development (NED) practices, role stressors, and work-related attitudes. Hypothesized Relationships: It was hypothesized that NED practices would be negatively related to role stressor variables and that role stressor variables are related to employee work-related attitudes. Found at both the client organization and temporary agency Details of the Study: Data were collected from temporary employees across the U.S.; Survey was developed using various well tested measures and sent to temporary employees. Findings: The more NED practices are used, the lower the levels of both role conflict and role ambiguity. This in turn leads to higher levels of organizational commitment and job satisfaction and, ultimately less turnover intention.