This journal exists both to inform and inspire. These abstracts are summaries of dissertations that represent years of accumulated knowledge and effort by the students who author them, standing as monuments of individual learning and scholarship. These abstracts exist also as a consequence of the contributions and support of the authors’ families, teachers, friends, communities, and study volunteers. The authors’ appreciation is often reflected in their dedications and acknowledgements, which can be as inspirational in their own way as the abstracts themselves.

Many readers of this journal have written to SAS requesting copies of the full dissertations represented here. Our department does not distribute copies of the dissertations, but they will eventually appear on ProQuest. It takes approximately 90 days for ProQuest to process the dissertation - so if the dissertation is not already there, search in ProQuest every month or so and eventually it should appear.

Congratulations to those represented here who have completed their doctoral journey, and may they guide the way for those who seek to follow.

Contact Information
If you would like your dissertation posted in the Dissertation Abstract Journal, please email your request to:
Jacob.Harris@phoenix.edu
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Anastasia Metros, Ph.D - Higher Education
Lawrence Dembo Sekajipo

Dissertation Title A QUANTITATIVE STUDY OF THE ROLE OF CORPORATIONS IN MANAGING CORPORATE SOCIAL RESPONSIBILITY

Abstract

The controversy surrounding corporate social responsibility (CSR) is based on two opposing viewpoints, namely the view that business must not only maximize shareholder value but also respond to social issues and the view that businesses have a social responsibility to society and must fulfill that responsibility. There are missing arguments for CSR motives and management in the discussion of CSR determinants from business policy makers’ perspectives. The present study attempts to fill the gap in the CSR literature by providing analysis of the factors that contribute to the role of corporations in managing CSR. This quantitative, correlational study allowed for the distribution of survey questionnaires to selected industrial and nonindustrial corporations within the Tampa Bay, FL, area so that the impact of the independent variables on a corporation's role in managing CSR could be reported. The purpose of the study was to examine the possible relationship between CSR (the dependent variable) and corporate size, corporate structure or span of control, and nature of the corporation (independent variables) and their effect on the role of corporations in managing CSR. Results of the study have implications for consumers, corporate policy makers, and community policy makers. It is suggested that the results of the present study could assist in enabling leaders to understand the role of corporation leadership in managing CSR. Future qualitative studies using interview questions could be designed to probe the feelings, opinions, and experiences of participants to determine whether there are similarities related to the findings of this study.

Dedication

This research would not have been possible without the unflinching support and understanding of my wife, Korlu-Kou Sekajipo, children, Lawrence Dembo, Jr., Wilfred Michael, Tanneh Lydia, Dawyen Lance, Imari Jlaoh; and grandchildren, Alexandra Laurene, Ava M., Blamo Amarius, Abigail Jumundeh, and Lawrence Dembo, III (LD). I also dedicate this research to all my brothers and sisters of the Sekajipo clan for their support. To all of you I owe a debt of gratitude, for I would not have conducted this research without your support and sacrifices.

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Eric Gemmil

Dissertation Title ANALYSIS OF A MANAGER’S LEADERSHIP STYLE AND READINESS FOR CHANGE

Abstract
The purpose of this quantitative study was to determine the level of readiness for change in transactional, transformational, and passive-avoidant leadership styles. Specifically, a cross-sectional research design was used to examine and compare the level of readiness for change in transactional, transformational, and passive-avoidant leadership styles. Readiness for change was measured by the Readiness for Change Questionnaire (RFCQ) and the Multifactor Leadership Questionnaire (MLQ) measured the leadership styles. All 187 managers of the Oregon State Police were solicited to participate in the study by answering the survey questions; however, 103 participated for a response rate of 55%. The primary outcomes of the current study were that (1) the readiness for change levels of transformational, transactional, and passive-avoidant leadership styles did not match the hypothesized value (i.e. 3.00); (2) a manager’s leadership style was not indicative of his or her level of readiness for change; and (3) a manager’s level of trust in top management was not correlated to his or her acceptance of change. The research conducted in the study contributed to extant literature regarding the association between leadership styles and organizational change, and the effect of organizational change on leaders.

Dedication
This dissertation and all the lessons that the journey embodied are dedicated to my family. First, I could not have completed the dissertation without my wife, whose support, encouragement, patience, and endless sacrifice inspired me to put forth my very best effort and finish the project. It is my hope that my dissertation experience will enrich my son’s life in many tacit and tangible ways, as his willingness to share my attention enabled me to devote scarce time to this dissertation. I credit my mother, brother, and sisters with shaping my character and instilling a drive to overcome challenges, which helped me to persevere during the most difficult aspects of the dissertation process. To my nephews and nieces, I hope that my example of perseverance and dedication to improving myself for the benefit of others provides an example of the value diligence and hard work.

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Aaron Micah Wester
Dissertation Title READERS’ TRUST, SOCIO-DEMOGRAPHIC, AND ACUITY INFLUENCES IN CITIZEN JOURNALISM CREDIBILITY FOR DISRUPTED ONLINE NEWSPAPERS

Abstract
The purpose of this quantitative research study was to evaluate and determine if significant associations and linear correlations exist between reader socio-demographics, levels of trust and affinity in online citizen writer news story article content, brand loyalty, and acuity in newspaper organizations transitioning from print to online in a heterogeneous population. Descriptive and inferential statistics for dependent and independent variables were analyzed through t tests, Pearson r correlation coefficients, cross tabulation, Pearson Chi-Square, analysis of variance (ANOVA), multivariate analysis of variance (MANOVA), and factor analysis. Data results showed significant relationships for each of the five hypotheses between variables of readers' socio-demographics and level of trust, socio-demographics and acuity, readers' level of trust and level of desire, readers' news brand loyalty and engagement, and readers' engagement and types of online news article content. A post evaluation of observed multivariate associations was conducted through a multivariate analysis of variance (MANOVA) and factor analysis.
Dedication
This dissertation is dedicated to my amazing family and friends. Without their encouragement and support, I would never have accomplished my educational goals. My wonderful and lovely wife challenges me to better myself on a daily basis; to be the best 'hubbie' that I can be, and ensures that I am given the flexibility and time required to focus on my studies. My sons and daughter continually remind me of the importance to step up and set the example as a positive role model in their lives, to provide comfort and security, and show them through example that anything is possible through faith, virtue, knowledge, patience, brotherly kindness, godliness, charity, humility, and diligence. My mom taught me to look beyond, to be passionate, and to never back down from a good challenge. My dad taught me the values of endurance, long-suffering, perseverance, hard work, and to stand up with my head held high for my beliefs. My brother, Doug, taught me to share, loosen up, relax, and the strength of brotherhood bonds. Dr. Ellis and Beverly Miner, Dr. Marylynn and Dr. Brad A'Guirre taught me the virtue of humility, the value of a life-long education, the strength that comes through commitment, and the importance of eternal families. They also took me under their wing when I needed it the most, for which I am eternally grateful. My friends taught me the value of enduring friendships, no matter what. Special thanks to Brian D'Asaro and Leroy Simmons for enduring with me through my doctoral challenges from beginning to end. Finally, Bill Watterson, through his inspiring comics, Calvin & Hobbes, taught me it's not about the final destination, but instead it's about the magical moments encountered along the journey on that quirky path we call 'life' that makes all the difference in the world.

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Natasha Tuletta
Dissertation Title THE IMPACT OF FEMALE LEADERS VERSUS MALE LEADERS AND ORGANIZATIONAL BIASES TOWARD WOMEN

Abstract
Due to organizational biases and discrimination, working women around the world historically have been and still are constantly denied active senior leadership positions. This problem is far reaching since it also negatively impacts organizations, internal and external business stakeholders, governments, and societies. The purpose of this qualitative case study was to explore the lived-work experiences and perceptions of 15 women executive participants employed in different organizations and industries in Nassau, Bahamas. This approach produced possible solutions to combat organizational discrimination toward women subordinates and female executives and to identify possible hidden variables that further contribute to the continuance of bias against these individuals. This approach was also implemented to derive further information that can be useful in demonstrating that gender bias is still an ongoing problem. Most of the participants worked at different organizations and within different industries. This variety helped to provide diversified data because each of the women's lived-work experiences differed, even though some of them might have worked in similar or in the same environments. Data gathered in this study can be beneficial to female and male leaders, female and male subordinates, scholars, members of academia, public and private organizations, global governments, and local and global institutions so that developed and undeveloped nations can further understand that biases in the workplace among women subordinates and female executives are unethical and should not be tolerated because, indeed, biases create negative influences on organizations and the countries in which they do business.

Dedication
This dissertation is dedicated to my three children whom I love very much and whose love has further given me confidence to pursue and obtain my doctoral degree: Emma, Lorenzo, and Fabrizia Tuletta. My darling children, thank you for your love, many hugs, and kind words of encouragement, which have lifted my spirits when I needed it most. Thanks also for
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Annmarie Monica Edwards
Dissertation Title A QUANTITATIVE QUASI-EXPERIMENTAL RETROSPECTIVE STUDY OF MICROENTERPRISE DEVELOPMENT PROGRAMS AND LOW-INCOME FEMALE MICROENTREPRENEURS

Abstract
Limited empirical evidence exists to support the role of microenterprise development programs (MDPs) in reducing poverty among low-income female microentrepreneurs in the form of access to credit, training, and education. The purpose of this quantitative quasi-experimental retrospective study using archival data was to determine if a statistical significant difference exists between the percentages of two groups of low-to-moderate household income female FY clients from rural and urban communities in the northeastern states who received one-on-one technical assistance (Group A) compared to those
individuals who received group-based training (Group B) from community development financial institutions’ (CDFI) MDPs. Female FY clients is defined as low-income individuals who are recipients of one or more of CDFIs services from urban and rural areas in the US during a financial year (Community Development Financial Institution Data Project, 2007). FY 2006 - 2007 is defined as financial year used to report income earned during a 12-month period. The dependent variables were percentages of female FY clients served with low-to-moderate household income, percentages of female microentrepreneurs served with low-to-moderate income, and full-time equivalent jobs created by microenterprises and business units with financing outstanding to the CDFI in FY 2006–2007. The independent variables of this study were individuals who received group-based training compared to individuals who received one-on-one technical assistance from CDFI, urban versus rural areas, and time (FY 2006–FY 2007). The population consisted of 128 CDFI records on low-income female microentrepreneurs from financial institutions that serviced urban and rural communities in the northeastern US (Connecticut, Maine, Maryland, New York, Pennsylvania, Rhode Island, and Virginia). The statistical measurement included Pearson R correlation coefficient r = 0.05, one analysis of variance, a dependent sample t test as well as two independent sample t tests showed a mixed result. The data analysis revealed a difference existed among the variable for percentage of female entrepreneurs served with low-to-moderate income in urban areas, percentage of female entrepreneurs served with low-to-moderate income in rural areas (F (1, 211) = 40.79, p = .001, partial n2 = 0.16 and a partially difference existed in change in income by geographical location FY 2006 (U = 7,375.00, z = -4.50, p < .001). The findings revealed that the microenterprise field needs to continue to evaluate MDPs in order to show growth and its effectiveness in serving the needs of low-income female microentrepreneurs who face barriers in starting and maintaining a microbusiness.

Dedication

This dissertation is dedicated to God for selecting me to carry this torch to make a difference in the world. I feel honored to be a flame bearer to continue this journey many before me have taken and to pass it on to others who are waiting. This dissertation is specially dedicated to my deceased mother Stephanie Hyacinth Turner and my deceased paternal grandmother Sitira Young who have ignited the beam in my life to spread knowledge to different communities in the world. I am honored to have in my life these people who have established a solid foundation for me. This dissertation is also dedicated to all the poor women in the world who bear the burden of their family. Help is on the way. A special dedication to my personal guide who have encouraged and motivated me during my lowest time. Thanks for your guidance. Finally, this dissertation is specially dedicated to all the people who have to start over several times before reaching their goals. This dissertation is a testament that the person who pursues his or her goal will ultimately complete it. Stay strong to all those who are still struggling there is a light at the end of the tunnel. God bless you all!

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Wanda R. Conyers Price

Dissertation Title THE IMPACT OF WORK-AND-LIFE BALANCE ON PRODUCTIVITY AS PERCEIVED BY WOMEN

Abstract

Stress-related disorders resulting from work–family conflict account for billions of dollars in lost revenue for employers. Women experience work–family conflict more than their male colleagues do. Analysts predict a rise in negative experiences related to work and family conflict because of the constant increased number of women in the workforce and
the multiple roles women must fulfill. Understanding the impact of work-and-life balance on the psychological and physical health of female employees and their ability to perform is compulsory to enrich corporate cultures that value their workforce and expect to maintain an acceptable level of productivity. The current mixed-methods research included an exploration of the perceptions professional women hold regarding their ability to successfully manage activities across multiple domains and remain productive. The study included the use of an electronic survey to collect data and involved the analysis of responses from participants across a number of industries and occupations representing a wide range of ages. The results of the analysis indicated the ability to balance work and family life affected productivity. Differences existed in responses based on age and occupation.

Dedication
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Lokukankanamge Jagath Anil Peiris
Dissertation Title PERCEPTIONS AMONG INSTITUTIONAL BUYERS IN ENGLAND AND ITALY FOR BRANDED CERAMIC DINNERWARE MANUFACTURED OFFSHORE

Abstract
Outsourcing of manufacturing operations has become common with the globalization of the economy. Many companies are taking advantage of the lower costs of production in countries with emerging economies. Reputed brands of ceramic dinnerware have been under increased pressure to outsource their production in order to survive in the market. The risk of losing the brand image because of outsourcing has made many reputed ceramic dinnerware producers not to outsource, while the branded manufacturers who already outsource may not wish to disclose their outsourcing activities. The market perceptions among institutional buyers of ceramic dinnerware in England and Italy for outsourced ceramic dinnerware of branded manufacturers were studied using a purposely selected sample of 14 participants. A qualitative phenomenological design was used for the study and themes extracted to understand the market perceptions of the participants. The findings of the study showed that positive market perceptions can be created for outsourced ceramic dinnerware of branded manufacturers through price acceptability, quality acceptability, product range acceptability, and brand image. A model was developed to explain how positive market perceptions can be created when products are outsourced.

Dedication
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Christina A. Varghese

Dissertation Title TEACHERS’ AND ADMINISTRATORS’ PERCEPTIONS OF IMPROVING TEACHER RETENTION

Abstract
Teacher retention continues to be an ongoing problem. This qualitative phenomenological study uses participant interviews and open-ended questionnaire responses to explore teachers’ and administrators’ perceptions and experiences to determine which elements New York City public schools can incorporate to help improve teacher retention in New York City public schools. These factors can enable districts and schools to identify measures unique to their locale. Participant interviews and questionnaire responses from one administrator and three teachers from each school studied provided data for this study. QSR NVivo 8 software coded and analyzed questions to gauge patterns and themes in the study. Six themes emerged from the study: (a) middle schools can improve teacher retention by providing professional developments for the teachers; (b) districts should also ensure professional developments are provided to teachers to improve teacher retention in schools; (c) administrative leadership factors are influential in alleviating teacher dissatisfaction; (d) teacher retention is impaired by dissatisfaction with the school system or administration, and stress from workload, students, and parents; (e) teachers who intend to leave the school are vocal or honest about considering resigning from their positions; (f) support from administrators, colleagues, and students’ parents is essential in maintaining teacher retention in schools.

Dedication
I dedicate this work to those who aspire to inspire. I also dedicate this study to my family and friends who supported me during this academic undertaking. Finally, I dedicate this work to the highly professional teachers and administrators in participating schools, and specifically to those individuals who spent their valuable time to participate in this study.

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Michelle Lee Manganaro

Dissertation Title LEADERSHIP IN MASSACHUSETTS EARLY EDUCATION SCHOOLS: PERCEPTIONS OF LEADER ATTRIBUTES IN PRACTICE
Abstract
The purpose of the current exploratory research was to identify, examine, and describe perceived leadership qualifications and performance attributes at childcare centers in Massachusetts. Of the 52 towns where schools were invited, study participants represented 34 towns. Hypothesis analyses revealed disparities among the leader qualifications and confirmed that the intellectual variances were evident. Each of the outcome variables reported in the Human Resources performance category resulted in the widest variance among directors and the teaching staff. While results did not correlate director qualifications with particular areas of leadership strength, the results did show an array of noteworthy weight proportions for each performance area. In general, the directors reported higher ratings when compared to the subordinate ratings. The directors in the current study articulated a need for greater support and subordinates indicated a need for a sense of worth. The findings give theoretical support to emotional intelligence scenarios appearing in the workplace. The results suggest that the industry should consider future research involving emotional intelligence, human resources, and motivational issues.

Dedication
I dedicate this dissertation to my loving parents, Jack and Karen Manganaro, and to my three supportive sisters, Pam Erickson, Jacqui Yoke, and Karen Sillari. The tapestry of these relationships led to the ultimate research inquiries. Most notably, I devote this study to the moral fiber of my young sons: Joshua L. Stratton, Brentyn J. Stratton, and Nathaniel M. Stratton. Their young and boundless capacity to play, love, and learn directly motivated and directed each doctoral stride. The combined strengths of our family will lead to many future achievements.

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Abdullah A. Al-Ahmari
Dissertation Title TOWARD EFFECTIVE INFORMATION BASED DECISION-MAKING PROCESSES IN MAJOR ARABIAN GULF COMPANIES USING A GROUNDED THEORY

Abstract
Thirty executives representing major corporations within 6 Arabian Gulf regions participated to address the problems created when mental shortcuts are used to make decision and when decision support systems are used to process information. Participants were asked 30 questions on how they use decision support systems, interact with subordinates in decision making, and what enables or prevents good decision making. Best practices in decision making based on decision support systems were shared. Grounded theory qualitative research was used to analyze the content to ground leadership theory from the interrelationship of the categories. The findings indicated the core phenomenon for effective decision making using decision support systems centers on data accuracy and leadership, and the importance of the decision maker, data owner, technology reliability, and 5 prominent leadership behaviors. The categories formed a model showing how executive leaders make decisions with 4 elements occurring simultaneously that guide and influence the understanding of being a responsible leader. Strategies emerged that interrelate with decision making and leadership theories.

Dedication
First, I thank Allah for the many blessings he has given me and the abilities he has granted me. He wanted me to take this educational journey which has been very rewarding. I dedicate this work to my father and mother for their prayers and support throughout my life. I also dedicate this work to my life journey companion, my wife, and our four loving children—Ali, Abdulkarim, Saeed, and Abdulrahman. All of you have helped me to find my way and to embrace the beauty of a life with a great purpose. I dedicate this work to my brothers and sisters and all of my relatives and friends who have supported me with their inspiring comments. Lastly, I dedicate this work to all those who read and use its knowledge. I share with you all the spirit behind my work and its passionate commitment.

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Baljit Kaur Dhaliwal

**Dissertation Title** A STUDY OF THE RELATIONSHIP BETWEEN LEADERSHIP STYLES AND CULTURAL INTELLIGENCE AMONG SCHOOL LEADERS

**Abstract**

The specific problem was leaders often lack leadership skills and styles compatible with cultural intelligence, resulting in less effective performance within culturally diverse education settings. The quantitative correlational study involved a survey of the education managers and teachers in the public schools in western Canada. The purpose of the study was to examine and measure the leadership styles and cultural intelligence of education managers and teachers in public schools in western Canada. The research questions in the current study were used to determine whether a significant relationship existed between the four leadership styles transformational, transactional, contingent-reward, and laissez-faire, and the cultural intelligence of education managers and teachers. Simple linear regression analyses were conducted; the analyses showed sufficient evidence existed to reject the null hypotheses for the four research questions. Both transformational and transactional leadership styles had p-levels < 0.05 for all the cultural intelligence variables included, indicating a significant relationship. Contingent-reward leadership had p-levels of < 0.05 for all cultural intelligence variables included except behavioral CQ. Laissez-faire leadership had p-levels of < 0.05 for all the cultural intelligence variables included except cognitive CQ. The results of the simple linear regression analyses conducted were consistent with the results of the Pearson correlation analysis conducted.

**Dedication**

My son, Nathan Arjun Dhaliwal, provided love, understanding, and assistance for the completion of this dissertation. The writing of this dedication came when my mother, Mohinder Kaur Dhaliwal, passed away. She continues to be an influential part of my work. Her credence and love was constant. I am earnestly appreciative for my father, Paul Singh Dhaliwal, because of the sacrifices he made in his life to make my life’s journey possible.

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A special appreciation goes to family and friends who touched my life, and without always realizing it, provided guidance.
Abstract
The purpose of this qualitative method with a phenomenological research design study was to explore novice nurses’ perceptions of workforce readiness provided by an associate degreed registered nurse (ADN) Nursing Program in metropolitan Denver, Colorado. A phenomenological design was used to understand confidence, competence, and the desire to remain in the profession, as perceived by recent graduate nurses. The study used a modified van Kaam method by Moustakas (1994). Fifteen novice associate degree-prepared nurses, interviewed by telephone, were the study subjects. The study purpose was to determine if novice nurses reported classroom or clinical settings as the greatest preparation. They defined expectations they perceived of the nursing program preparation for responsibilities and tasks required of them as nurses. The study results determined that in this study sample, clinical experiences provided the greatest perception of preparedness. This study revealed themes of participants’ perceptions of their nursing program that pertained to the contribution of confidence, competence, and intent to remain in the profession. A model for nursing education reform was developed from these themes. Education may require reform to meet current needs of health care and the anticipated continuing nursing shortage. Nursing education curriculum leaders are responsible for program design that prepares students for their role in the nursing profession immediately after graduation.

Dedication
This dissertation is dedicated with much love to my grandson, Nathan Poldervaart, who provided much support and understanding throughout the years that Mamma would still have time for him—although limited at the time—and that greater things are to come. I am sorry for all those missed soccer, basketball, and lacrosse games and the trips to the cabin; but I am blessed with the practices I was able to attend. Without the love and encouragement from my son and daughter-in-law, Christopher and Jill Poldervaart, the trials and trepidations of this journey may not have been overcome. I am especially grateful to my son, Christopher, for his help in the ever-changing world of computers that allowed continuation of this journey to fruition. This dissertation is also dedicated to my family and friends who have supported me with their love and encouragement during my journey through to the final dissertation. I also dedicate this work posthumously to the love of my life my husband, Chris Poldervaart, who unwittingly inspired my direction and course in realizing my calling and passion as a nurse.

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Please forgive me if I inadvertently have omitted someone, but you know who you are and what you have done to keep me focused on this dissertation journey. Please know that I appreciated your support and understanding when I was unavailable because I had school.
In spite of enormous investment and remarkable advancement in information system technology (IST) corporations, human integration remains the dominant factor in their success. While 10% of the failure can be attributed to technique failures, 90% are due to human issues. The purpose of this qualitative phenomenological study was to capture the lived experiences of 25 employees in their different midsize corporations in southern California. Moustakas’ modified van Kaam methodology assisted in the analysis of data collection in the study. The data and analysis indicated the following themes necessitating organizational success during IS rapid change and implementation: (a) healthy working environment, (b) effective communication, (c) alleviate resistance to change, (d) assimilation, (e) minimizing stress, (f) knowledge sharing, (g) effective leadership, (h) empowerment, (i) risks taking, and (j) means of communications and collaborations. Several of the emergent themes corresponded with research on leadership, organizational and system theories perceived such as (a) strategic planning, (b) training and honing skills, and (c) motivating innovation.

Dedication
I dedicate this study to my loving wife Maha who has supported me energetically throughout my journey. She has patiently stood beside me through the long hours, made sure she was involved, and provided the encouragement that was desperately needed to continue my educational endeavors. I also dedicate this study to my children for their enthusiasm and everlasting support.

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Emilia Militza Basualdo
Dissertation Title THE EFFECTS OF INTERNAL MARKETING ON SIX SIGMA PERCEPTION

Abstract
Corporations must produce high quality products and services at lower cost to meet customers changing demands. Approximately 70% of the change initiatives to improve products and services in corporations, such as Six Sigma, fail to produce the planned benefits (Higgs & Rowland, 2005). To study ways corporations can improve change initiative results, the qualitative grounded theory case study researched the effects of internal marketing on Six Sigma perception. The study consisted of 20 interviews of employees from Brazil, Mexico, and Panama, who previously received an internal marketing campaign. The primary research questions are: How does internal marketing affect employee perceptions and willingness to employ Six Sigma? As a grounded theory study, a second research question is what theory emerges from the data? The participants were asked four primary questions on the perception of the internal marketing campaign and Six Sigma. The findings indicate the core phenomena in the organization finding value in Six Sigma. The causal conditions are linked to employees interested in improvement and the strategy was the organization finding the use of stories worthwhile. The outcome was Six Sigma and storytelling contributing to employee satisfaction. The study generated a new theory to explain the effects of internal marketing on the perception of Six Sigma.

Dedication
In memory of my parents, Dr. and Mrs. Jose Basualdo, whose lifelong loving support and encouragement for seeking new learning still inspires me.

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There is a story about two shoe salesmen who are sent to a Pacific island with instructions to report back by telegram. One salesman goes to the north of the island, the other to the south.

The first telegram, dispatched from the north, reads "Bad News. The natives don't wear shoes". The second telegram, sent from the south end of the island, reads "Good News! The natives don't wear shoes". ~ Author unknown
I would like to thank the University of Phoenix faculty and classmates for letting me gain a new perspective of the opportunities in front of us.

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Frances J. Johnson  
Dissertation Title AUTOMOBILE WORKERS: A PHENOMENOLOGICAL STUDY OF PERCEPTION OF JOB LOSS ON FAMILY RELATIONSHIPS

Abstract  
This qualitative phenomenological study explored former automobile manufacturing workers’ perceptions on job loss and its influence on family relationships. Twenty former workers from automobile manufacturing plants in Kansas and Missouri were interviewed for the study. The workers were selected because of the automobile manufacturing industry’s prevalence in news media reports during the 2007 and ongoing national economic recession. There is limited research using qualitative methods to explore coping methods in the home environment following a life-altering event, such as job loss. Research has shown that emotional support from family members and extended family is vital for a successful outcome in the job loss adjustment period. The purpose of this study was to gain insight into this phenomenon from a social context. A modified van Kaam method of research analysis was used. Four core themes emerged from the research which emphasizes the importance of support during challenging periods: (a) family relationships exploration and maintenance, (b) economic status protection and barriers to successful outcomes, (c) psychological issues’ related to potential barriers, and (d) other coping mechanisms for strengthening resiliency. Significance of this study to leadership is the identification of employee perceptions of job loss, outsourcing, and psychological stress that supports factors influencing the need for organizational leadership involvement related to family relationships, finances, and psychological stress during job loss adjustment periods. Study results also extracted suggestions for future research. Organizational leaders should examine the impact that organizational policies have on workers experiencing the job loss phenomenon and implement effective incentive plans to enhance successful outcomes.

Dedication  
Pursuing the lofty goal of earning a doctorate requires the unwavering support of many individuals due to the demands on personal time and numerous sacrifices for an extended period. My loved ones also demonstrated understanding and encouragement that provided multiple infusions of positive energy to help me stay focused. As the first person in my family to earn a doctorate degree, this milestone means so much to so many individuals. My children Michael and Courtney, extended family, friends, colleagues, and teachers have provided assistance in shaping my vision and remaining steadfast and patient when I was doubtful of fulfilling my aspirations.

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Zohra Merabet

Dissertation Title PUBLIC PARTICIPATION IN DECISIONS AFFECTING EGYPT’S WATER SECTOR: AN ANALYSIS OF DISTRICT MANAGER LEADERSHIP

Abstract
The purpose of this descriptive qualitative study was to explore the leadership practices and behaviors of a sample of 11 Egyptian Integrated Water Management District (IWMD) managerial staff in bringing about, at the service delivery level, the participation of farmers in the decision-making process over the planning and use of the district water resources. Semi-structured interviews were the main research tool to capture the personal experiences and perceptions of a purposive sample of managerial staff from four IWMDs in the governorate (a provincial-level jurisdiction) of Fayoum, Egypt. The results of the study point to the wide range of definitions of participatory water management held by managers as well as to the diversity of criteria used by managers for decisions regarding farmers’ participation in water resources planning and management. The findings highlight commonalities that contribute to an emerging pattern of public decision making in the context of Egyptian water resources administration and indicate the feasibility of developing a modified Effective Decision Making Model (EDM) from an EDM developed for public managers in the United States. Recommendations include a number of measures, including carrying out further research and leadership skills development, to improve the strategic organizational alignment within the Ministry of Water Resources and Irrigation and to contribute to a more effective implementation of Egyptian national water sector reform.

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Jill Holmstrom

Dissertation Title EXPLORING NURSING STUDENTS’ PERCEPTIONS OF TEAM-BASED LEARNING AS AN INSTRUCTIONAL APPROACH

Abstract
The purpose of this qualitative, exploratory multiple case study was to explore how junior and senior baccalaureate nursing students at a Midwestern liberal arts college perceived Team-based learning (TBL) to benefit them in learning new concepts, applying new concepts to the clinical setting, and developing critical-thinking skills. Data were collected through 20 individual interviews, observations of four nursing classes, and two focus groups. Data analysis showed that nursing students perceive TBL as beneficial for learning new course content as long as the professor has introduced the topic first. Data analysis also showed that nursing students perceive TBL as beneficial for helping transfer new knowledge to the
clinical setting. Finally, data analysis showed that nursing students also perceived TBL as beneficial for supporting them in thinking critically. Although junior nursing students perceived TBL as a beneficial teaching and learning strategy, juniors were less likely than seniors to perceive the benefits of TBL in helping them to learn new concepts, apply new concepts to the clinical setting, and develop critical-thinking skills. This difference may be due to the junior students’ limited exposure to TBL and the clinical setting, as compared to seniors. No differences were found between the perceptions of male and female nursing students in terms of how TBL benefitted them in learning new concepts, applying new concepts to the clinical setting, and developing critical-thinking skills.

Dedication
This dissertation is dedicated to nurse educators around the world who strive to help nursing education grow as an evidence-based practice. As nursing education continues to evolve as quickly as the nursing field itself, nurse educators need to strive to find effective and evidence-based methods for educating future nurses. We are all in this together, and together we can continue to educate the highest quality nurses this world has ever seen.

This dissertation is also dedicated to my family, starting with my parents. Mom and Dad, you gave me every opportunity in life to succeed and whenever I felt like giving up, you have always been there to keep me going. To my dear husband, Ken, your love and support was essential throughout this process. And to my children, Mari and Bret, thank you for all of your understanding the last 4 years. Never forget the value of education.

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Johnny D. Magwood
Dissertation Title MERGERS AND ACQUISITIONS: THE ROLE OF CORPORATE EXECUTIVES’ RELATIONSHIPS WITH STAKEHOLDERS

Abstract
The purpose of the study was to examine the conscious experiences of corporate executives that were successful in consummating a corporate merger and acquisition (M&A). The foundation of the research was to determine how and what executive-stakeholder relationships supported effective M&A closure. A qualitative phenomenological research method was applied as a means to gather corporate executives’ experiences with stakeholders before, during, and after a successful M&A. The investigation consisted of eight semi-structured questions to extract corporate executives’ perceptions and lived experiences relative to how successful corporate M&As resulted from constructive internal and external stakeholder relationships. Twenty two individual executives were interviewed. Key thematic research discoveries revealed that officers who demonstrate care and support for regional and local community programs and initiatives are typically viewed favorably by stakeholders. Long before executives consider pursuing a corporate M&A, responsible executive teams should assess their reputation within the local and regional communities; review their historical and present philanthropic engagement; determine the soundness of their relationships with political and regulatory entities; and review their environmental stewardship. Consistently and effectively managing political and legislative relationships benefited M&A outcome. Presenting a demeanor of sharing, environmental stewardship and a notable level of humility caused stakeholders and opinion leaders to embrace M&A announcements and activities. Leaders who practiced both leadership styles stated there were times and conditions, throughout the M&A process, when resistance and constraints required them to shift personal values and character and resort to a transactional leadership mode. In either leadership situation, corporate officers followed similar behavioral paths for successful M&As. Research findings clearly suggested
that M&A consummations are fostered by optimal executive-stakeholder relationships.

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Dorothy Farrel
Dissertation Title MEASURING EFFECTIVENESS IN NONPROFIT ORGANIZATIONS: FISCAL, PROGRAMMATIC, LEADERSHIP, AND COMMUNITY RESPONSIBILITIES

Abstract
In an increasingly competitive nonprofit sector, the ability to determine organizational effectiveness is essential. The experiences of 30 nonprofit stakeholders representing executive directors, board members, and community donors in throughout the Metropolitan Phoenix Area were explored. A qualitative case study with semi-structured face-to-face interviews focused on the definitions of nonprofit effectiveness. Major themes extracted from the interviews were: outcome measures of nonprofit organizations, fiscal measurements for the nonprofit organization, programming measures of nonprofit organizations, leadership measurements of organizational effectiveness, community accountability of nonprofit organizational effectiveness, impact of organization stakeholders, and ranking of effective measures for nonprofit organizations. Analysis of the study results elicited recommendations for nonprofit leaders and future research.

Dedication
I would like to dedicate this work to my children, John, Braxton, Colin, and Seneca who gave up limitless hours of my attention, never lost faith in me, and always encouraged me to finish my homework

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