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doctoral thesis dissertation from the year 2015 in the subject business economics investment and finance grade great distinction ugsm monarch business school switzerland accounting and finance course doctor of philosophy in finance language english abstract the dissertation examined earnings management and corporate governance governance practices of the firms that are listed on the floor of the nigerian stock exchange the researcher investigated the published financial statements of all the listed companies across all the sectors of the exchange using empirical quantitative research methods all the variables of earnings management were extracted from the published annual financial statements and directors annual reports through content analysis the paper further explored all the variables of corporate governance as published by the directors in the annual reports in the financial statements and through a face to face recorded interviews of the members of the board of directors the members of the audit committees and the heads of internal audit functions in the listed public companies the study documented that companies that are listed on the nigerian stock exchange are involved in both the upward and downward earnings management practices this findings cut across all the sectors and categorization of the companies on the nigerian stock exchange the research thus recommended the need for better oversight by the board of directors the audit committee and the market regulators mainly the security and exchange commission and the nigerian stock exchange the findings of the research on corporate governance is mixed in certain sectors evidence of strong corporate governance are documented as reflected in the quality of board members the quality of the deliberations at the board meetings the independence of the board the independence of the audit committee and the independence and effectiveness of the head of the internal audit function measured by the reporting line of the holder of this role in some sectors the ingredients of strong corporate governance were missing thus suggesting a need for a more stricter regime of corporate governance to be implemented in these corporations

throughout the book theoretical foundations necessary for understanding electronic commerce ec are presented ranging from consumer behavior to the economic theory of competition furthermore this book presents the most current topics relating to ec as described by a diversified team of experts in a variety of fields including a senior vice president of an e commerce related company the authors provide website resources numerous exercises and

extensive references to supplement the theoretical presentations at the end of each chapter a list of online resources with links to the websites is also provided additionally extensive vivid examples from large corporations small businesses from different industries and services governments and nonprofit agencies from all over the world make concepts come alive in electronic commerce these examples which were collected by both academicians and practitioners show the reader the capabilities of ec its cost and justification and the innovative ways corporations are using ec in their operations in this edition previous editions published by pearson prentice hall the authors bring forth the latest trends in e commerce including social businesses social networking social collaboration innovations and mobility

patient blood management pbm is an innovative clinical concept that aims to reduce the need for allogenic blood transfusions cut health care costs and avert or correct the risk factors related to blood transfusion thus minimizing the rate of side effects and complications this comprehensive hands on volume offers a three point approach for the implementation of pbm to improve patient outcome focusing on how to prevent or treat anemia reduce blood loss and increase anemia tolerance the book also goes beyond preoperative pbm with detailed accounts of coagulation disorder management and the administration of coagulation products and platelet concentrates special features presents a clear three pillar strategy for the application of pbm diagnosis and treatment of anemia reduction of peri interventional blood loss and optimization of the tolerance to anemia in the everyday clinical setting covers issues such as pbm during surgery requirements for modern transfusion medicine ordering blood products the role of pre anesthesia clinics benchmarking processes and potential implications of pbm in the public health sector overview of research in pbm including landmark studies and current clinical trials boxes in each chapter highlighting key information core statements and summaries a multidisciplinary and international team of contributors experienced in pbm patient blood management is a guide for clinicians and residents whose patients are at risk for anemia coagulation disorders or severe blood loss anesthesiologists surgeons and specialists involved in the use of blood and blood products can use the book for quick reference or to learn more about a leading edge concept for optimizing patient safety and improving outcome

master s thesis from the year 2014 in the subject business economics business management corporate governance grade a course master of science in project management language english abstract this study evaluates the effect of leadership styles of project managers in project performance in software industry of punjab pakistan full leadership model was selected to make comparison of the effects of three leadership styles transformational transactional laissez fair of project managers in project performance so software industry was focused in this research after comprehensive literature review on the related topic in the hypothesized model a questionnaire was developed and its validity was checked by the pilot survey first a sample of two hundred and fifteen first level managers directly working under project managers like software architects principal software engineers developers programmers quality assurance personals in software industry was selected by using simple random sampling and the response rate was seventy two percent the analysis was completed by using descriptive analysis correlation analysis and multiple regression analysis by spss 16 finally conclusion and recommendations are suggested the study concludes that transformational leadership of project manager has significant effect in project performance and its two construct charisma chm and inspiration ins are proved significant and this study also provides significant practical implications of the results for the project managers working in software houses of pakistan that they can enhance the performance of their projects by learning and exhibiting transformational leadership style as according to pakistani working environment of software houses this leadership style is proved effective further areas for future research and implications are also highlighted in this thesis

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