



THE UNIVERSITY
OF THE
WEST INDIES

Editor: Ornella Mattoo

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By: Satesh Sookhai



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In a testament to the Department of Management Studies' commitment to academic excellence and global engagement, a group of postgraduate students recently participated in the esteemed Academy of Latin American Business and Sustainability Studies (ALBUS) annual conference. Masters graduate students; Daniel Floyd, Kalitri Dwarika, Jenna-Leigh Metivier (online) and PhD students Satesh Sookhai and Denise Julian accompanied Dr. Meena Rambocas on the trip.

The three-day event, held from November 7th to 9th, 2023, in the vibrant city of Santo Domingo, Dominican Republic, provided a platform for scholars and researchers from Latin American countries to converge, share insights, and foster collaborative learning.

The ALBUS conference, a highlight on the academic calendar, is an annual gathering that traditionally takes place during the first week of November. Open to both seasoned researchers and research students, it offers a unique opportunity to delve into the latest developments in business and sustainability studies. This year was no exception, as our postgraduate students immersed themselves in a wealth of presentations delivered by esteemed academics from various Latin American nations.

During the conference, our department proudly witnessed the recognition of two outstanding students for their exceptional contributions. Satesh Sookhai, demonstrating his prowess in advancing research, clinched the prestigious Best Doctoral Student Paper Award (Work in Progress). His work not only showcased intellectual rigor but also provided valuable insights into ongoing doctoral research within the field of Small Businesses Human Resource Management.



Satesh Sookhai, PhD Student
UWI, Best Doctoral Student
Paper Award, ALBUS 2023

Denise Julian, another shining star in our department, was recently recognized with the Best Doctoral Student Presentation Award. Her exceptional ability to convey her research findings in a captivating and persuasive way had a profound impact on both the audience and the judging panel. This accolade is a testament to her commitment to excellence in both content and delivery, as well as her valuable contribution to the field of Marketing.



Denise Julian, PhD Candidate, UWI- Best Doctoral Student Presentation Award, ALBUS 2023

As we celebrate the success of Satesh Sookhai and Denise Julian, it's essential to acknowledge the collective effort of the Department of Management Studies in fostering a dynamic learning environment. Our unwavering commitment to providing students with opportunities to engage with the global academic community is reflected in the triumphs at the ALBUS 2023 conference.

ALBUS Conference 2023, Santo Domingo, Dominican Republic



In the future, we anticipate more opportunities for our students to shine on the international stage, contributing meaningfully to the advancement of knowledge in the field of Management Studies.

DEPARTMENT OF MANAGEMENT STUDIES AT UWI RESEARCH FESTIVAL

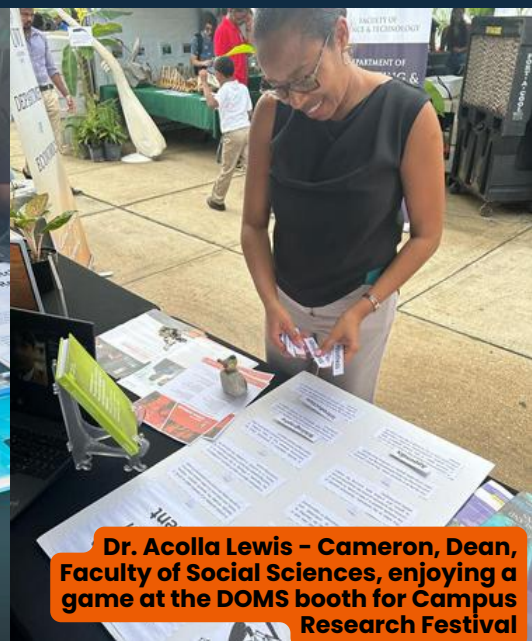
By: Ornella Mattoo

The University of the West Indies organized its Research Festival and Principal's Research Award on November 21st and 22nd, 2023. The festival featured presentations from students and lecturers across various faculties, showcasing their latest published research.

One particularly popular attraction was the DOMS interactive booth, which showcased our research programs, exhibited books published by our staff, and offered enjoyable games for attendees.

The Department was amazed by the exceptional talent and diversity of its students and lecturers who participated in the event. We extend our heartfelt appreciation for their hard work and for highlighting the impressive research emanating from within the Department.

Here are some noteworthy highlights of the event:



Dr. Acolla Lewis - Cameron, Dean, Faculty of Social Sciences, enjoying a game at the DOMS booth for Campus Research Festival



- Professor Rajendra Ramlogan, Professor in Business law presented on the Arduous Journey for Environmental Justice: Trinidad & Tobago A Mirror of the Challenges Confronting the Developing World and further showcased his extensive research on the Emerging Issues of the Viability of Legal Mechanisms Available to Caribbean Countries to Force Action on Climate Change and Its Existential. Consequences

- Dr. Syed Shah, Lecturer in Marketing, presented on the Role of Induced and Organic Social Media Videos in Selection of International Travel Destination through EEG Techniques: Generation Z Travellers of Emerging Market.



Satesh Sookhai, a doctoral candidate, presented his research on *"The Relationship between Rewards and Motivations on Job Performance within Small Businesses: The Mediating Role of Job Satisfaction and Moderating Role of Organizational Justice."*

Prior studies have demonstrated that financial and non-financial rewards have a significant impact on employee motivation, but there is a scarcity of research on this topic in small business settings.

Mr. Sookhai's research focused on this issue by exploring the relationship between rewards and employee motivation in small businesses while considering the moderating effect of workplace stress.

Using a quantitative approach, 120 online surveys were administered to small businesses, and the data collected was analyzed using multiple regression analysis.

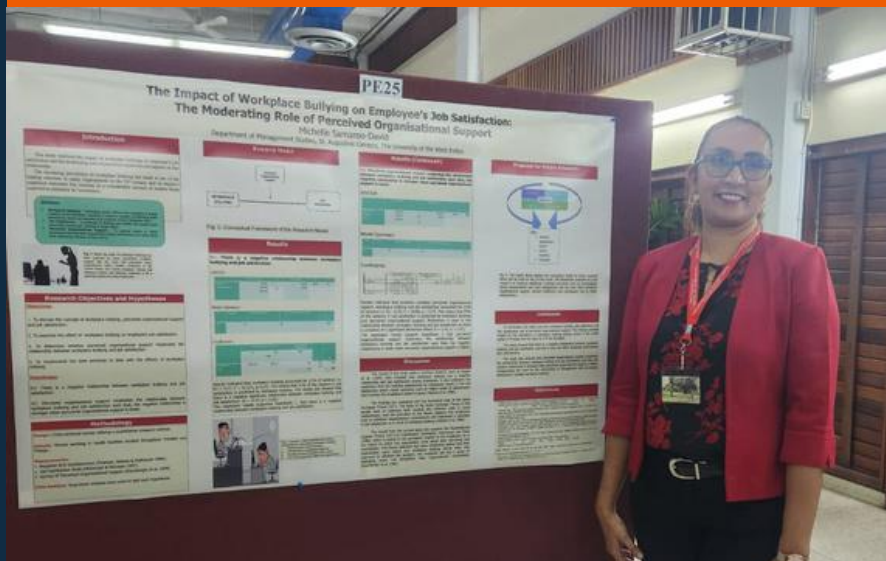
The findings revealed that non-financial rewards had a positive correlation with employee motivation, while financial rewards did not have a significant impact. In addition, workplace stress was found to have no influence on the relationship between rewards and employee motivation.



Mr. Satesh Sookhai, PhD Student, DOMS

Mrs. Michelle Samaroo-David, a PhD student, at the DOMS presented her research on the impact of workplace bullying on employee job satisfaction and the moderating role of perceived organizational support. Her study employed a cross-sectional research design and analyzed data from a sample of 113 nurses in the Health Sectors of Trinidad & Tobago using regression analysis.

Her findings illustrate that there is a negative relationship between workplace bullying and job satisfaction. Additionally, her research indicates that perceived organizational support moderates the relationship between workplace bullying and job satisfaction. Specifically, the negative relationship is stronger when perceived organizational support is lower.



Mrs. Michelle Samaroo-David, PhD Student, DOMS





THE HONOURABLE DR. NYAN GADSBY- DOLLY, MINISTER OF EDUCATION, ENJOYING A GAME AT THE DOMS BOOTH



UWI TOURISM SOCIETY: A JOURNEY OF GROWTH AND IMPACT

In 2016, a visionary group of undergraduate International Tourism Management Students inaugurated the UWI Tourism Society. Initially conceived as a bridge connecting tourism students with industry stakeholders, the society has since evolved into a dynamic community open to students from various fields who share a passion for exploring and understanding the intricacies of the local, regional, and international tourism sector.



Throughout the past semester, the society has actively participated in a myriad of events, playing a pivotal role in engaging and educating both students and the broader UWI community. The journey commenced at the start of the academic year when the society's executives warmly welcomed first-year students at the annual Guild Fest, hosted by the UWI Guild of Students. This initial interaction set the tone for a semester filled with impactful initiatives.

A core objective of the UWI Tourism Society is the promotion of sustainable tourism. In alignment with this mission, the society collaborated with Hiker Spirits for International Coastline Cleanup Day. On the 16th of September, members joined forces at Balandra Beach, dedicating their day to cleaning and preserving this natural treasure.



The event not only contributed to environmental stewardship but also fostered a sense of responsibility among the participants towards sustainable tourism practices.

Another standout initiative was the society's hosting of a World Tourism Day booth at the UWI Student Activity Center in collaboration with the UWI Guild of Students National Affairs Committee. Held on the 27th of September, this event invited students from across the St Augustine campus to participate in activities designed to test their knowledge of local tourism sites and destinations within Trinidad and Tobago. The engaging activities were complemented by generous giveaways from sponsors, delightful Holiday Snacks, and delectable treats from Charles Chocolates.

Looking ahead to the upcoming semester, the UWI Tourism Society is poised to elevate its impact by fostering partnerships with local tour groups and tourism associations. This strategic move aims to further promote and celebrate the beauty of local tourism. For those eager to join this vibrant community, the society is accessible on all major social media platforms, providing a virtual space for like-minded individuals to connect and stay updated on upcoming events, initiatives, and opportunities.



As the UWI Tourism Society continues to grow and make waves, it remains a beacon of inspiration for students interested in exploring the multifaceted world of tourism while actively contributing to sustainable and responsible tourism practices.

WOMEN IN AVIATION INTERNATIONAL (WAI) SCHOLARSHIPS AWARDED TO FOUR MSC. AVIATION MANAGEMENT STUDENTS

The Department of Management Studies, UWI St. Augustine proudly celebrates the exceptional achievements of Jamie Enightoola, Ola Hinkson, Sophia Howell, and Khadysha Collins in receiving scholarships from Women in Aviation International (WAI). Notably, WAI stands as the world's leading organization committed to elevating women's participation across the entire spectrum of aviation and aerospace.

WAI awarded a total of \$20,000 USD in scholarships, dividing the endowment into four partial scholarships, each valued at \$5,000 USD per student. This outstanding contribution not only acknowledges the accomplishments of these students, but also highlights WAI's proactive stance in addressing the persistent challenges in the aviation and aerospace industry.

The industry sees a meager proportion of women holding positions in most aviation professions, with the figure being less than 20%. WAI's unwavering efforts signify a significant step forward in promoting inclusivity and diversity in the industry. For over six decades, the aviation and aerospace industry has lagged in incorporating women. However, these scholarships represent a ray of hope and progress in fostering a more diverse and inclusive future for the industry.



KHADYSHA COLLINS

Khadysha Collins is a dedicated Health Safety Security and Environment (HSSE) Officer at the Trinidad and Tobago Civil Aviation Authority (TTCAA). Her academic background includes a BSc. in Environmental Science and Sustainable Technology (Special) (honours) and a MSc. in Urban and Regional Planning from the UWI, St. Augustine campus. Her passion for aviation and travel was further solidified when she joined the TTCAA, and she remains committed to utilizing her expertise to enhance sustainable practices and safety within the industry. The Women In Aviation International Scholarship has been a significant validation of her chosen career path, providing her with the opportunity to pursue a MSc. in Aviation Management at the UWI. Through this program, she plans to deepen her knowledge, network with industry practitioners, and continue to pursue her passion.

Ola Hinkson is presently pursuing her MSc. in Aviation Management program at the University of the West Indies, St. Augustine Campus. Her aviation career began as a Cabin Attendant with Caribbean Airlines, where she served for 16 years, before transitioning to the role of First Officer. She is immensely grateful for the scholarship opportunity that has enabled her to advance her education and career in the Aviation and Aerospace Industry. Her aim is to leverage her experiences to inspire and motivate younger generations pursuing similar paths. She extends her heartfelt appreciation to Women in Aviation International for their investment in her future.



KHADYSHA COLLINS



JAMIE ENIGHTOOLA

Jamie Enightoola presently holds the position of Station Manager at Amerijet International Airlines c/o Amerijet Caribbean Express in Port of Spain, Trinidad & Tobago. Being the first woman in this male-dominated industry, was no easy feat. Currently pursuing an MSc. in Aviation Management from UWI, St. Augustine, Jamie holds a BSc. in Business Management and a Masters in Business Administration (MBA). The WAI scholarship she received is a testament to her commitment to the aviation industry, her outstanding academic achievements, and her professional and ethical conduct. Although her financial needs have been met, the WAI scholarship has significantly contributed to her academic success.

Sophia Howell is humbled to accept the Women in Aviation Scholarship 2023, as it has been a vital resource in supporting her academic pursuits in Aviation Management (MSc.) at the UWI St. Augustine Campus. Moving to Trinidad to pursue her studies posed financial constraints, but the scholarship from Women in Aviation played a pivotal role in making her aspirations a reality. As a dedicated tour guide at the Flight Training Institute in Barbados, Sophia is passionate about educating young minds on aviation. The MSc program has expanded her understanding of the industry, equipping her with insights that she can leverage to benefit others. Sophia recognizes the importance of Aviation Management for Barbados, given its reliance on travel and tourism. This journey has been transformative, introducing her to brilliant individuals and inspiring her to make a meaningful contribution to the region.



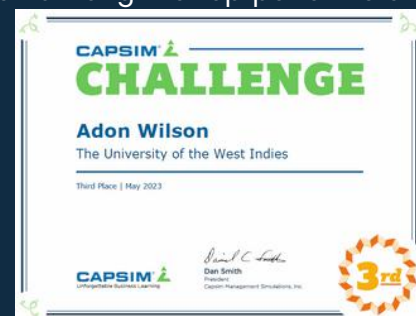
SOPHIA HOWELL

CAPSTONE BUSINESS SIMULATION SPRING (CAPSIM) CHALLENGE

By: Ansaar Ali

The University of the West Indies, St. Augustine, proudly announces the exceptional achievement of Adon Wilson, a student at the institution, in the Capsim Global Challenge Business Simulation. Besting nearly a thousand participants, Wilson secured an impressive third place, firmly establishing himself among the top performers in this highly competitive event.

The Capsim Global Challenge Business Simulation is an annual event that tests the skills and acumen of aspiring business leaders from around the world. Wilson's outstanding performance is a testament to his dedication, strategic thinking, and exceptional business acumen. This accomplishment also adds to the legacy of excellence at UWI St. Augustine, which has placed in the top five in the competition three times in the past decade.



In addition to Wilson's achievement, two other UWI students, Leonardo Lalchan and Shaniah Heeralal, placed 13th and 14th, respectively. While participating in the challenge, students repeat a classroom assignment in their own time, gaining valuable experience running virtual companies through complex market dynamics while maintaining enthusiasm for improvement. Wilson noted that the best part of the competition was recovering from a misstep in the first round and still placing third in the high-pressure environment. He first experienced the Capstone Business Simulation in Mr. Simon Fraser's class.

Mr. Fraser commented, "This is my only class in 22 years of teaching where students ask to do more at the end of the semester; they are always asking for extra rounds. The Challenge lets them scratch that itch. If they do well, their participation is a real differentiator in interview sessions. There is nothing like being able to say they placed in the top percentile of a global management competition."



Mr. Simon Fraser,
Lecturer in Information
Systems,
E-commerce and Business
Strategy

The bi-annual Capsim Challenge is open to all students who have completed a Capsim Simulation in their course in the last 12 months. The Spring 2023 Challenge attracted students from universities in Australia, Canada, China, Egypt, England, India, Hong Kong, Indonesia, Israel, Malaysia, Mexico, South Korea, Thailand, Trinidad and Tobago, Turkey, and the United States. Mr. Fraser further added that, "To place in the top ten for a third time in less than a decade shows that the Department of Management Studies at UWI Trinidad is punching above its weight class."



DIVERSIFICATION AND INCLUSION: A MODERN DAY TERM OR A WAY OF LIFE?

By: Alicia Lalite

Globalization and technological advancements have revolutionized the way in which businesses around the World function and operate. Within the contemporary business landscape, trade barriers, immigration, laws, technology, and even transportation of goods and services, amongst other areas, have been experiencing radical changes to keep up with the demands of a borderless world. This increasing interconnectivity has shed light on the increasing need for a diverse and inclusive society. For instance, the United Nations General Council has been promoting an internationally diverse and inclusive global society. This has resulted in various institutions around the globe placing greater emphasis on promoting diversity and inclusion as well as equity and equality. The University of the West Indies is one such academic institution that has answered this call and has been engaging in different ways to attain and maintain such standards.

Within the University, the Department of Management Studies continues to attract and promote a diverse and inclusive student body where students with many challenges from all different walks of life have an opportunity to realize their academic goals. Further, this Department has been leading the way where differently-abled students are presented with opportunities to lecture and assist with other academic duties.

This strategy enables the student body to be exposed to engaging with individuals who are differently-abled, which better prepares them for the modern day workplace. As a result of these efforts, students are sensitized to the importance and benefits of having inclusive Human Resource Management policies and procedures implemented in the workplace.

As steps are being taken to promote such inclusivity in a general sense, one area that continues to pose a challenge is accessibility via technology through online platforms. With continuous technological advancements, upgrades and more stringent security measures are necessary to keep up with the rapid changes occurring to networks and websites. However, there continues to be a call for such upgrades and security measures to be guided by end-user 'accessibility'. Consideration should be given to the end user's technological abilities and limitations, where online platforms are easily accessible, and the interface is user friendly to all. According to Verna Myers, "Diversity is being invited to the party. Inclusion is being asked to dance".

DOMS Evening of Excellence Highlights

MOST OUTSTANDING STUDENTS Department of Management Studies

BSc Management Studies Major and recipient of the Dr. George Wadinambiaratchi Prize for the student with the highest GPA in the Department

Amanda Samaroo

BSc Accounting (Special)

Huda Ali
Sherrel Joseph

BSc Banking and Finance (Special)

Lauren Ramoutar

BSc Human Resource Management (Special)

Melissa Katwaroo

BSc Insurance and Risk Management (Special)

Morgan Sabga

BSc International Tourism
Management (Special)

Danah Persad

BSc Leadership and Management (Special)

Vivek Sookdeo

BSc Management Studies (Special)

Christopher Williams

BSc Marketing (Special)

Dominique Martin

BSc Sports Management (Special)

Ilanthe Mendoza



Congratulations!

ASK A STUDENT

Question: What is the importance of Management?

"Management orchestrates chaos into symphony, guiding teams through complexity. It's the compass in the corporate wilderness, transforming potential into prowess. In its alchemy, leadership ignites the dormant spark of success, weaving a narrative where every decision resonates—a saga where strategy dances with execution, crafting a legacy that echoes through time."

Shineik Hamilton, Banking and Finance (special), Second Year



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