

ISSN: 2328-4862 Volume 12, Number 4, December 2024



Journal of Human Resource and Sustainability Studies



ISSN: 2328-4862



<https://www.scirp.org/journal/jhrss>

Journal Editorial Board

ISSN Print: 2328-4862 ISSN Online: 2328-4870

<https://www.scirp.org/journal/jhrss/>

Editorial Board

Dr. Ayman Batisha	Cairo University, Egypt
Prof. Olivier Boiral	Université Laval, Canada
Dr. Alan Hoi-Shou Chan	City University of Hong Kong, China
Dr. Irene Hau-Siu Chow	Hang Seng Management College, China
Dr. Stefan Cristian Gherghina	Bucharest University of Economic Studies, Romania
Dr. Vasillii Erokhin	Harbin Engineering University, Russia
Dr. Sanae Hanine	Settat-Hassan Premier University, Morocco
Dr. Inaki Heras-Saizarbitoria	The University of the Basque Country UPV/EHU, Spain
Dr. Hatem Jemmali	Manouba University, Tunisia
Dr. Céline Louche	Vlerick Business School, Belgium
Prof. Bahgat M. Abdel-Maksoud	University of Assiut, Egypt
Prof. Emeritus Ehud Menipaz	Ben Gurion University, Israel
Dr. Denis Morin	Université du Québec à Montréal, Canada
Dr. Douglas W. S. Renwick	University of Sheffield, UK
Dr. Jayendira Sankar	AMA International University Bahrain, Bahrain
Dr. Mohmmmed Muslim Sheikh	Maharaja Ganga Singh University, India
Prof. Peter Stokes	University of Chester Business School, UK
Dr. Mohammad Taleghani	Islamic Azad University (Rasht Branch), Iran
Prof. James Robert Terborg	University of Oregon, USA
Prof. Nguyen Ngoc Thang	Vietnam National University, Vietnam

Table of Contents

Volume 12 Number 4

December 2024

Decolonizing Colonization through Peace Education Curriculum in Cameroon Universities for Sustainable Development

F. Ebot-Ashu..... 701

Human Resources Management (HRM) and Performance in Burundian Hospitals: Case of the Prince Louis Rwagasore Clinic “CPLR”, the Prince Regent Charles Hospital “HPRC”, Kamenge University Hospital Center “CHUK”

L. Midende, A. A. Ndedi, I. J. Bizimana..... 732

Heat Economics: How to Reduce Worker Productivity Losses?

Y. F. Wang, G. Toor..... 752

Investigating the Effect of Diversity on Innovation Performance: An Empirical Research on the Relationship between Career, Education, and Age Diversity of Start-Up Founders and Business Growth

D. Kanama, S. Ito, S. Muranaka, T. Watanabe..... 764

Leveraging Business Intelligence for Strategic Decision Making: Analyzing Its Impact on MTN Nigeria’s Organizational Performance

D. U. Mmeje, A. A. Hur-Yagba, R. I. Rauf 780

The Estimating of Public Service Delivery Using Fuzzy Base

S.-O. Bayaraa, K. Batjargal, T. Ser-Od..... 803

Conceptual Framework for Growth Strategies of Self-Initiated Expatriates in the Global Workforce

O. Yussuf..... 811

Conceptual Framework for Exploring the Challenges and Opportunities of Self-Initiative Expatriate Mindsets in the Modern World

O. Yussuf..... 827

Evaluating Education System “INPUTS” as a Key Interaction for Quality: Case of Greece

G. Vlassopoulos, G. A. Karikas, E. Papageorgiou, I. Psaromiligkos, N. Giannouli, P. Vlassopoulou, P. Karkalousos.... 844

The Impact of Population Aging Trends on Mongolia’s Pension Insurance Fund

A.-E. Dashjamts, S.-O. Bayaraa, U. Budjav..... 878

Journal of Human Resource and Sustainability Studies (JHRSS)

Journal Information

SUBSCRIPTIONS

The *Journal of Human Resource and Sustainability Studies* (Online at Scientific Research Publishing, <https://www.scirp.org/>) is published quarterly by Scientific Research Publishing, Inc., USA.

Subscription rates:

Print: \$69 per issue.

To subscribe, please contact Journals Subscriptions Department, E-mail: sub@scirp.org

SERVICES

Advertisements

Advertisement Sales Department, E-mail: service@scirp.org

Reprints (minimum quantity 100 copies)

Reprints Co-ordinator, Scientific Research Publishing, Inc., USA.

E-mail: sub@scirp.org

COPYRIGHT

Copyright and reuse rights for the front matter of the journal:

Copyright © 2024 by Scientific Research Publishing Inc.

This work is licensed under the Creative Commons Attribution International License (CC BY).

<http://creativecommons.org/licenses/by/4.0/>

Copyright for individual papers of the journal:

Copyright © 2024 by author(s) and Scientific Research Publishing Inc.

Reuse rights for individual papers:

Note: At SCIRP authors can choose between CC BY and CC BY-NC. Please consult each paper for its reuse rights.

Disclaimer of liability

Statements and opinions expressed in the articles and communications are those of the individual contributors and not the statements and opinion of Scientific Research Publishing, Inc. We assume no responsibility or liability for any damage or injury to persons or property arising out of the use of any materials, instructions, methods or ideas contained herein. We expressly disclaim any implied warranties of merchantability or fitness for a particular purpose. If expert assistance is required, the services of a competent professional person should be sought.

PRODUCTION INFORMATION

For manuscripts that have been accepted for publication, please contact:

E-mail: jhrss@scirp.org



Call for Papers

Journal of Human Resource and Sustainability Studies

ISSN Print: 2328-4862 ISSN Online: 2328-4870

<https://www.scirp.org/journal/jhrss/>

Journal of Human Resource and Sustainability Studies (JHRSS) is an international journal dedicated to the latest advancements related to topics of human resource, work, and ecological sustainability. The aim of this journal is to provide an outlet for researchers interested to human resource, employment, and management issues.

Subject Coverage

All manuscripts must be prepared in English, and are peer-reviewed with double-blind process. The journal expects empirical, either quantitative or qualitative, or conceptual research, and publishes original papers focusing on the following but not limited topics:

- Corporate Social Responsibility
- Educational Environment
- Environmental Behavior
- Environmental Governance
- Environmental Health
- Environmental Management
- Environmental Psychology
- Ethics in Environmental Issues
- Greening Business
- Human Resources Management
- ISO 14001 Certification
- Sustainable Development
- Talent, Human Capital Development and Sustainability

We are also interested in: 1) Short reports—2-5 page papers where an author can either present an idea with theoretical background but has not yet completed the research needed for a complete paper or preliminary data; 2) Book reviews—Comments and critiques.

Website and E-Mail

<https://www.scirp.org/journal/jhrss>

Email: jhrss@scirp.org