

Table of Contents

Volume 14 Number 1**February 2023****HRIS Mediating Role the Relationship between TOE and Decision Making**

N. Samy, R. A. El Aziz, M. Tarek, M. Ismail.....1

**Factors Hindering the Adoption of the Customs Electronic Licensing System (CELS)
by Clearing and Forwarding Agents in Zambia**

C. P. Munafumpa, J. Phiri.....22

Using Part of Business Analytics for Learning and Working

T. Ouanhlee.....38