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Pandemics and a new age of reason

The Covid pandemic which should be a wake up call to all of us, is the theme of this issue. Rather than being a sudden surprise this pandemic is a direct culmination of human activity over the past 100 years where an endless global focus on wealth and power, to the detriment of people, the environment, and particularly the cruelly treated animals from which zoonoses pass to humans has threatened the viability of all life on earth.

We have a moral and a health imperative to totally change our obscene behaviour.

The biggest deterrent to survivability of all is the appalling lack of proper leadership in the world.

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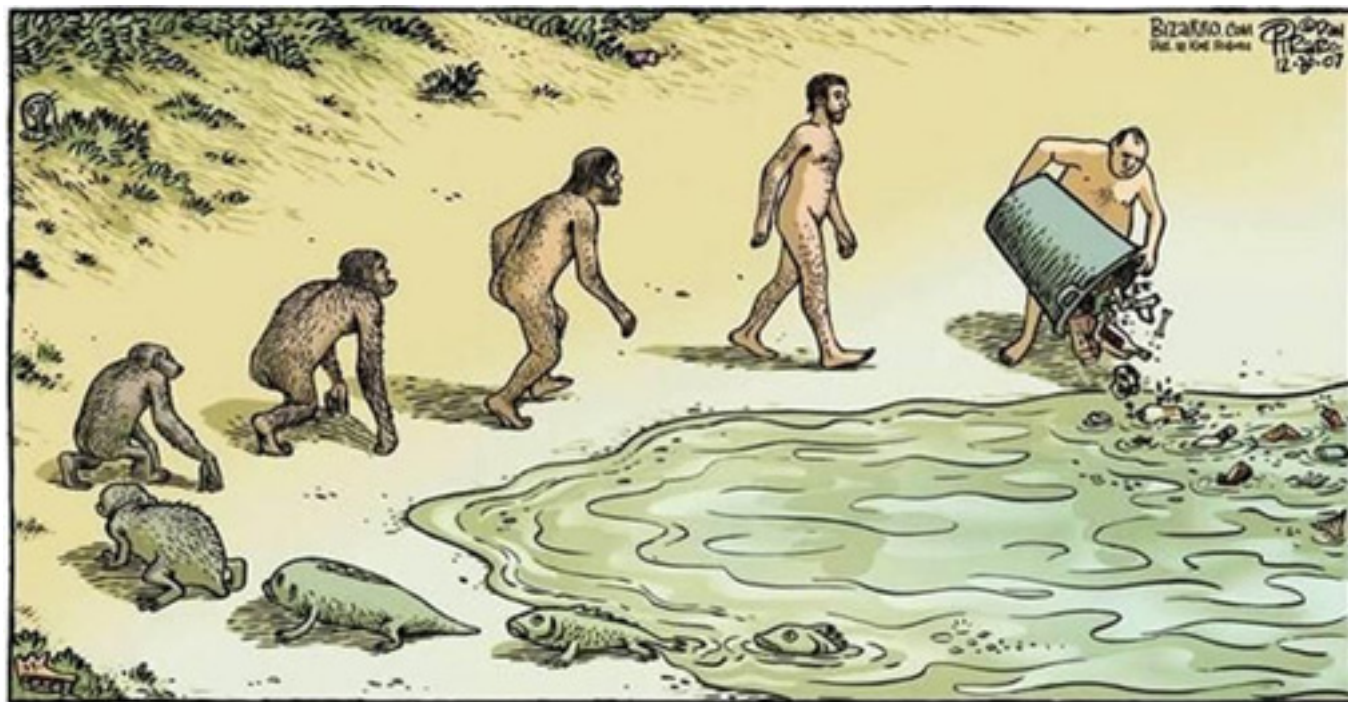
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From the Editor Economic recovery and economic security after Covid-19: Time to rethink capitalism and global inequity

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It is a gross understatement to say the world at the advent of the Covid-19 outbreak was in a sad and sorry state. The world's wealth was in the hands of the 1% with many of the 99% living in subsistence or extreme poverty and the people and their planet are being abused by both politicians and multinationals. Many people of the world are also living in cruel and brutal dictatorships under the fists of the same thieves.

Maybe this is a good time to throw out all the old primitive values and habits and make sure our planet and people's lives and human society is restored and even contemplate the promise that was once before us when we crawled out of the primeval seas and stood blinking in the fresh air and sunlight. At this last minute to midnight in our evolutionary struggle it is time human society and the planet was restored to how it could have and should have been.

It is not difficult to see that the current world is run mostly by primitive brutes who cannot see past their greed and their own pathetic personal ambitions and twisted priorities – all want to be King of the garbage heap that they have turned this once beautiful and viable planet into.

Covid-19, a direct consequence of human barbarity has brought about collapse of national businesses and economies BUT the lesson it provides can bring us back to a

better situation for all. We all need to produce and manufacture as much as we can locally (which is the only environmentally sound approach and one that also provides employment, dignity, security and autonomy and negates the need for earth destroying high fuel load transportation costs, slave labour and polluting industries). It means we do not have to rely on the big dirty climate destroying exporters who have failed to honour the Paris Climate agreement and that have generated our problems in the first place. These same poor planetary citizens exploit and mistreat animals as if they are yet another planetary commodity for them to use and abuse for personal wealth creation and have brought this virus on us. They care no more for the preservation of human and animal life than they do for the land, sea and air. It is almost unbelievable that we live in a world of such stupidity but of course they own the mass media and the propaganda machines as well and try to normalise this abomination they have created and rule with terror and threat of destitution.

The two biggest economies, the US and China are the world's two biggest polluters - you hardly need to be a scientist to understand that, and the reason they are producing their rubbish cheaply enough to foist upon us is simply because they create it with exploitative and filthy practices, that is they do not care enough about standards or anything else on the planet to do things properly.

Time for consumers to use the only power they have and boycott all products from them in favour of something much better. Cheaper has never meant better - cheaper just means substandard work or workers not being paid appropriately or destruction of finite resources in the process. Cheaper ends up being the most expensive as regards the life of everyone and everything else. The big two and their would be cronies are not going to change. Humanity needs to totally reject their products in favour of those produced in their own nation and preferably use recycling of their own waste which comes from the throwaway cheap

consumables foisted upon them by predatory marketers and neo-colonialists.

The paradox of the global garment trade is a good example and has been the subject of many articles and much research. On one hand it has the ability to lift national economies (e.g. Bangladesh) while not properly recompensing workers or providing safe working places for them. From the point of view of the workers however, usually women from very poor areas, a slave wage is often better than no wage and it does offer the same women some independence and dignity, albeit within an environment where their dignity or safety is not a priority at all. The garment trade can also be seen as a false economy or an unnecessary luxury market as it caters to human wants - as opposed to human needs. We certainly do not have a global garment shortage. Land given to growing cotton or grazing sheep for wool to be made into under-valued (globally affordable) products could be used to provide food for those humans who do not have access to sufficient for their needs. And as the garment trade lifts the economy in countries like Bangladesh, they also sow the seeds of its destruction as the global companies look to even poorer countries for their outwork to maintain their extremely lowly paid workforces. These low paid workforces artificially lower the price of the garments for sale, perpetuating the supply of goods at low prices and this perpetuates their close to slavery conditions and thus allows the continuation of the cycle. (Living in a material world Lesley Pocock Editorial MEJB 2014).

The earth is groaning under the filth that fills its skies, its land and its oceans. Other life forms are either dying out or producing viruses and bacteria and disease from the places they are enslaved, tortured and massacred in their millions..

Covid was produced by extreme violence and cruelty against animals be they the remaining few survivors in "nature" or the deliberately abused, infected, injected so called food resource animals living in concentration camps, again, mostly in China and the US but also in all countries including my own. Again they are killed and tortured not just for meat or eggs or body parts or bodily fluids, but also for trinkets and furs for the vain and vacuous.

Something had to give and perhaps Covid -19 with its possible longterm, mass deaths will hopefully put an end to the stench of unsuitable human activity.

Capitalism

So the putrifaction of our world has had these plagues visited upon us, dictatorships have robbed everyone and unbridled capitalism is reaching its pathetic and predictable end.

Rule and government by the criminal classes abounds and while the young care about their future and the destruction of our once fair planet many of the older and weary have given up trying.

So where do we all stand. The basis of capitalism is ever increasing business demand and ever increasing consumer demand - all this on a planet of finite resources and one that

buckles under the senseless demands of the greedy, of human activity. **Creating obscene wealth does not require a brain, it requires callous disregard of all else.** Capitalism has seen us dig all the minerals, gas, oil and coal out of the ground so one man can sell it all in his own lifetime. Even during this pandemic when we have the chance to have wisdom thrust upon us, governments are still seeing this ridiculous state of affairs as the basis of an economic recovery plan. Very short term thinking indeed.

There is a mad scramble to now sell as much oil and coal as possible as it may become the pariah of future thinking generations who want a viable planet to live on. No-one has given thought of course to the idea that maybe some future generation will have a necessary and valid need for coal or oil or even a way to use it which does not destroy planets but no-one alive now will be alive then so what do the current capitalists care.

The endpoint of most of these resources is the manufacture of NON-ESSENTIAL goods. This represents great capitalism as once we have them we no longer need them and are looking for something else for the parasitic marketers to sell us. Many people do have discretion and intelligence but they are not the customers sought by the marketers who these days thanks to the personal data gleaned on all humans they can pick the 'easily influenced'; by their online activity, hence a perpetual market of the feeble minded, the vacuous and the vain. The focus is on things that they buy as fads or toys or fashion. They are the most favoured product sales as they generate endless demand. Once computers and ICT were the great promise for equity of education, information, medical care and a range of measures that provide a better life for all. **Now they are the capitalists' special weapons of mass indoctrination and tools of espionage.**

Capitalism creates this problem for the next generations- and even now it is obvious the raw materials squandered on junk today will need to be mined from the garbage heaps of the current generations. They will HAVE to be mined from there in the future.

So capitalism is NOT and never has been good business apart from for the capitalists. In capitalist countries (and dictatorships - which is capitalism for one) most people go without (people's needs are not the focus) and the rich and greedy get richer and greedier. Apart from for the 1% capitalism doesn't work - rather it has robbed us all multifold. It is based on the fact that human society is dog eat dog and every man must fight for himself. It is not the device of civilisation, rather it is the opposite It has brought humanity to its knees..

The positive news

Economies are collapsing during this current pandemic which has seen some countries resort toward a Keynesian style of economics that can help a country keep going as LONG AS it has the resources it needs within the country to provide basic human needs. That is, you buy locally and pay people with money the governments or banks release or print and this keeps people paid so they can buy the locally produced goods. Of course at the end of the cycle the local



Plastic ducks floating around in the Great Pacific Ocean Garbage Heap

currency may drop substantially on the world markets but if they are no longer buying from overseas, why would they even care. Certainly there are deficiencies of one kind or another in most nations that will need to be traded but the great bulk of international trade from these huge economies is basically the sale of rubbish.

One is reminded that in 1992, a shipping crate containing **28,000 plastic ducks** was lost at sea when it fell overboard on its way from Hong Kong to the United States. All those plastic ducks were washed overboard on a cargo ship and did just what plastic ducks do - 'float around'.

While they made a cute story and some great pictures they mostly ended up in the Great Pacific Ocean Garbage Heap along with the rest of the totally unnecessary plastic that kills birds, fish and other marine life. Not one of those ducks had any proper value nor were they needed.

It only becomes difficult if a country relies on an outside source in an unfair balance of trade. Now is the time to look at making each country both self-sufficient and have longterm economic security of growing enough food and by manufacturing all the basic requirements for human existence. Free trade was designed by capitalists and has just let the pigs into the global trough.

Once we have learned to go without during Covid we can better be selective about buying plastic ducks and the products of countries that attempt to take over and dominate the small economies of the world and who contribute to the destruction of the planet and species and who hold human life generally in little regard.

Of course global inequity and non-dictatorial governments are held sway to the monetary aspirations of those who make political donations, and own the press and who bribe politicians. The immediate need is to get rid of this global riff raff, the militias and crooked associates, out of any position where they can do even more damage than they have already done

This post pandemic period may provide us with the only great opportunity to get human existence back on track. This is our greatest chance, perhaps our only and last chance.

This is all very obvious to every sane and decent person and it has been encouraging to see people around the world writing on just these topics. I highlight a few, following.

World Bank: The COVID-19 pandemic has spread with alarming speed, infecting millions and bringing economic activity to a near-standstill as countries imposed tight restrictions on movement to halt the spread of the virus. As the health and human toll grows, the economic damage is already evident and represents the largest economic shock the world has experienced in decades.

The World Economic Forum COVID Action Platform

- The World Economic Forum's latest Chief Economists Outlook asks 40 chief economists for their views on the post-pandemic recovery.
- It identifies three key emerging challenges facing governments and business leaders.
- The crisis has made inequality worse – but it also provides unique opportunities to address it.

We need to broaden the set of targets we use to define success as we rebuild the global economy after the pandemic.

The report identifies three key emerging challenges facing governments and business leaders as the world enters the recovery phase. These are: retooling economic policy to reduce inequality and improve social mobility; identifying new sources of economic growth; and aligning on new targets for economic performance.

We're at a unique moment to tackle inequality

Inequality has accelerated in recent years as the gains from technological change and global integration have not been evenly distributed. COVID-19 has reinforced some of these patterns since it had a disproportionate impact on the most vulnerable. How the financial burden is shared in the future will be critical.

But for all the chaos it's caused, the pandemic has opened a window of opportunity. As the Chief Economists Outlook says, the hiatus imposed by the crisis has created a unique moment to introduce far-reaching systemic change to prevent inequality spiralling further out of control.

This will involve governments monitoring inequality alongside other targets, upgrading social protection measures to safeguard against future shocks, and helping to develop socio-economic mobility in the new economy. A slight majority of the chief economists surveyed see some form of unconditional basic benefits – such as Universal Basic Income – forming part of the policy toolkit after the crisis.

Supply chain disruption could hamper developing economies

The pandemic has added to existing uncertainty in international trade caused by factors like trade disputes and tensions over technology standards. And while reductions in the trade of physical goods due to lockdowns may be temporary, developing economies could suffer if firms take action to increase resilience in their supply chains by bringing critical parts back home or sourcing from several countries in parallel.

A move towards greater self-sufficiency as multinationals could do long-term damage to trading ties between high- and low-income countries. It remains to be seen, the report says, if businesses will be ready to give up efficiency for resilience. But uncertainty about the pandemic, geopolitical tensions and climate change-related events could cause more supply chain disruptions.

With the right action, new growth markets could emerge

The crisis is also expected to impact innovation, another key driver of long-term economic progress next to global integration.

Innovation is critical to overcoming the impacts of the pandemic and addressing inequality and the climate crisis. But it could suffer as economic contraction threatens research and development resources.

Governments can put economic progress on the right track with robust innovation and investment strategies, but this will require a deep transformation across all sectors. It will only be possible if public and private organizations work together and governments get actively involved in reshaping existing sectors and building new markets.

These new frontier markets – which range from green energy and the circular economy to health, education and care – could have a transformative impact on economies and societies, the report says.

JEAN SALDANHA is director of the European Network on Debt and Development.

The world after the first wave of COVID-19 must be more inclusive, resilient, and sustainable. Today, we live in a world in which inequality between and within countries has grown as a result of businesses' race to the bottom and working poverty among a vast portion of the global workforce.

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The global order was in flux well before the COVID-19 crisis. Coronavirus has accelerated three of the key geopolitical trends that will shape our next world order... which will await us on the other side of this pandemic.

The first trend is deglobalization; the logistic difficulties brought to light by the current crisis are already pointing to a shift away from global just-in-time supply chains. Yet as economic difficulties mount, the inevitable growth of nationalism and "my nation first" politics will push companies to localize business operations that favor national and regional supply chains.

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Differentials in Income Satisfaction among the Industrial Workers at Rajshahi City in Bangladesh

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Abstract

Employees' satisfaction is important both for the sake of individuals themselves and also for employers for whom happy staff should be considered as productive staff. Although many variables are supposed to be influential over job satisfaction, in this study the influence of income satisfaction has been studied. It is more common in Bangladesh that ever increasing pressures to sustain, in the context of growing need, have pushed people to engage in income generating activities. The option for people to make choices and to claim rights to decent employment has remained elusive in the context of survival and hence has been subjected to injustices and dispossession. Lower pay means higher dissatisfaction of the employees. The study also indicates that the income satisfaction of the employees largely varies according to their socio-economic backdrops. The results of this study could serve as eye-openers to the policy makers, management, employee unions, and the society at large in creating of policies and programmes that can improve the income satisfaction of the employees in the industrial sector in Bangladesh.

Key words: Income satisfaction, job satisfaction, industrial sector, logistic regression analysis, Bangladesh.

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Introduction

Bangladesh is one of the densely populated countries of the world where labour or human resources is available. So, labour is unusually cheap here. By taking this cheap labour as an opportunity, the industrialists are more likely to exploit this cheap labour. They are making profit only for them by providing lower pay to their employees and it creates an unsatisfactory situation for them. It is true that, for a businessman, profit is the ultimate goal and motivation but profiteering is destructive to human beings. Employees are the heart of an industry/organization. With the increase of changes in the corporate world, the industry/organization needs to address employees' satisfaction (Aydogdu and Asikgil, 2011). This employees' satisfaction largely depends on their income from their job. Studies have shown that the job satisfaction of employees is mainly influenced by the level of his/her income (Ismail et al. 2011; Takei et al., 2009; Jones and Sloane, 2007; Bender and Heywood, 2006; Oshagbemi, 2000).

It is a matter of fact that, income satisfaction of the employees is essential for their job satisfaction, which leads to higher industrial/organizational productivity. Job satisfaction is the most widely researched job attitude and among the most extensively researched subjects in Industrial/Organizational Psychology (Judge and Church, 2000). However, workers in industrial sectors who were less well-paid were the most unhappy with their earnings compared with their workload. The pleasure from pay satisfaction is also an important thing that is linked to some administrative outcomes and success. For example, some evidence proposes that dissatisfaction with pay can lead employees to decreased job satisfaction, decreased interest in working, and decreases the learning level of employees, motivation and performance, and increased absenteeism and turnover, and more pay-related grievances (Chaudhry et al., 2011). Therefore, both management theorists and practitioners are concerned with methods for improving job satisfaction, because greater job satisfaction equates to a better quality of life, better health, and potentially greater performance and productivity.

Bangladesh is one of the developing countries in the world where the industry sector is the main economic driver after the agriculture sector. A lion's share of its population is engaged in this industrial sector. Additionally, the contribution of industry sector to GDP is increasing in Bangladesh which has been estimated at 32.42 percent in 2016-17 while 31.54 percent in 2015-16 (Bangladesh Economic Review, 2017). The industrial sector is playing a double role for the country. One, the country earned more foreign currency by exporting these industrial products and the other is this sector is providing job opportunities to its large population. However the industrial sector is a rising sector in the country; it cannot handle the job satisfaction of their employees. Employees' think that they are paid less compared to their workload. As a matter of fact income satisfaction of the employees is widely related to the industrial satisfaction in terms of output and productivity. Their thinking of income dissatisfaction varies according to their socio-demographic characteristics. Thus, an attempt is made in this study to focus the differentials in income satisfaction of the employees in three industries in Rajshahi city, Bangladesh. It is believed that, the analytical results of this research may be helpful to the policy makers, planners and researchers in developing suitable programmes addressing the case of income satisfaction in industrial sectors throughout the country.

Methods and Materials

This study is mainly based on primary data. The study sample comprises 414 respondents from three industries of which 80.1 percent are male and 19.9 percent are female. The inclusion criteria were the respondents who were paid salary from the industry per month. The study followed a cross-sectional design where, data were collected by direct interviews. The respondents were selected by simple random sampling and in proportion to the total monthly paid salaried respondents, which accounted for 60 percent during the period between January and March, 2015. This percentage of the data is considered more than sufficient to represent the minimum data sampling. Information from different books, publications, research studies, journals, articles and websites are also used to complete this study. The primary data for this study were collected from three industries located in Rajshahi city under Rajshahi district of Bangladesh. The first step was to contact human resource departments of each of the industries. A meeting with the human resource department was arranged and the purpose, general outline, methods and details of this study were explained. Then the interviews were carried out.

The data were edited, compiled, processed and analyzed by using SPSS 16.0 programme. We have performed univariate classification analysis, that is, percentage distribution in order to observe the socio-demographic characteristics of the respondents. Also, bivariate classification analysis (cross-tabulation) is used to investigate the association of socio-demographic characteristics with the income satisfaction of the employees. Finally, a multivariate technique named as logistic regression analysis is used for determining the impact of socio-demographic factors on income satisfaction of the employees in the industrial sector.

Results and Discussion

Socio-Demographic Backdrops of the Respondents

There are a number of characteristics of the respondents which are subject matter of the analysis. Some of them are shown in Table 1.

It is observed that the majority of the respondents belong to the age group 40-49 years (31.7 percent) followed by 26.9 percent in the age group 30-39 years and 22.8 percent aged less than 30 years. Also, 18.7 percent of the respondents are aged 50 years and more (Table 1). The average age of the respondents is 38.5 years. All the industries under study are more physical labour oriented industry where gender inequality is very common. It is found that, 8 of every 10 respondents are male. As a populous country, 82.5 percent of the respondent's under study have their household size in between 4 to 6 persons. Additionally, the average household size of the respondents is 4.8 (Table 1). Most of the respondents (91.8 percent) are married and the remaining are in other categories that include unmarried (6.2 percent) while 1.9 percent are divorced/separated and widow/widowed. Considering educational status of the respondents, the majority of the respondents (61.9 percent) are secondary or less educated. Only a small portion of the respondents (12.2 percent) have secondary and higher education. The clear picture about educational status is found by showing the average years of schooling where the average years of schooling was only 5.9 years. This result is an indication of a less educated employee based industry and also physical labour based. However, purposeful education enables the individuals to understand and to study the real life situation and to develop an opportunity for creating confidence in the minds of the younger generation, and provide a strong base for rational and value oriented and nation-building progress (Myers and Harbison, 1965; Mingat and Tan, 1986). It is found that most of the respondents (93.5 percent) received training regarding their assigned work with the help of other experienced employees. Regarding job security, 56.6 percent of respondents feel job insecurity. However, 43.4 percent feel job security but this security only depends on their belief that they are experienced and skilled so that the industry never bound them to leave their job. Considering income, most of the respondents have a great objection to the poor salary structure provided by the industry but, do not want to focus on it due to the restrictions of the authority. It is found that 8 of every 10 respondents are not satisfied with their income from the industry. Although, nearly 20 percent of respondents are satisfied with their income, in most cases, their satisfaction is based on the truth "something is better than nothing" (Table 1).

Association of Respondents' Characteristics with Income Satisfaction

Life and livelihood status of an employee is largely influenced by their income satisfaction. It is also fundamental for the productivity of any organization. It is believed that employees' opinion about the organizations they work for is very important and their performance depends on their satisfaction with their work (Uyargil, 2010). Table 2 represents the association of different variables of the respondents with their income satisfaction. It is found that different levels of the respondent's

Table 1: Socio-demographic Characteristics of the Respondents

Variables	Frequency	Percentage
Age Composition		
< 30 years	95	22.8
30-39 years	112	26.9
40-49 years	132	31.7
50+ years	78	18.7
Average age	38.5	
Sex Composition		
Male	334	80.1
Female	83	19.9
Household (HH) Size		
1- 3	42	10.1
4 – 6	334	82.5
7+	31	7.4
Average HH Size	4.8	
Marital status		
Married	383	91.8
Unmarried	26	6.2
Others	8	1.9
Educational status		
Primary incomplete.	108	25.9
Secondary incomplete.	258	61.9
Secondary to higher	51	12.2
Average years of schooling	5.9	
Having training		
Yes	390	93.5
No	27	6.5
Job security		
Yes	181	43.4
No	236	56.6
Satisfaction of income		
Yes	83	19.9
No	334	80.1

Table 2: Association of Respondents' Characteristics with Income Satisfaction

Variables	Satisfied with income		Total
	No	Yes	
Age (in years)			
< 30	72 (75.8)	23 (24.2)	95 (100)
30-39	91 (81.2)	21 (18.8)	112 (100)
40-49	114 (86.4)	18 (13.6)	132 (100)
50+	57 (73.1)	21 (26.9)	78 (100)
Total	334 (80.1)	83 (19.9)	417 (100)
	$\chi^2 = 6.86$; d.f. = 3; p = 0.076		
Sex			
Male	282 (84.4)	52 (15.6)	334 (100)
Female	52 (62.7)	31 (37.3)	83 (100)
Total	334 (80.1)	83 (19.9)	417 (100)
	$\chi^2 = 19.78$; d.f. = 1; p = < 0.001		
Household size			
1-3	28 (66.7)	14 (33.3)	42 (100)
4-6	281 (81.7)	63 (18.3)	334 (100)
7+	25 (80.6)	6 (19.4)	31 (100)
Total	334 (80.1)	83 (19.9)	417 (100)
	$\chi^2 = 5.30$; d.f. = 2; p = 0.071		
Marital status			
Married	317 (82.8)	66 (17.2)	383 (100)
Unmarried	14 (53.8)	12 (46.2)	26 (100)
Others	3 (37.5)	5 (62.5)	8 (100)
Total	334 (80.1)	83 (19.9)	417 (100)
	$\chi^2 = 22.05$; d.f. = 2; p = < 0.001		
Level of education			
Primary incomplete	81 (75.0)	27 (25.0)	108 (100)
Secondary incomplete	226 (87.6)	32 (12.4)	258 (100)
Secondary and higher	27 (52.9)	24 (47.1)	51 (100)
Total	334 (80.1)	83 (19.9)	417 (100)
	$\chi^2 = 34.45$; d.f. = 2; p = < 0.001		
Have training			
No	192 (81.7)	43 (18.3)	235 (100)
Yes	142 (78.0)	40 (22.0)	182 (100)
Total	334 (80.1)	83 (19.9)	417 (100)
	$\chi^2 = 0.87$; d.f. = 1; p = 0.35		
Job security			
No	179 (75.8)	57 (24.2)	236 (100)
Yes	155 (85.6)	26 (14.4)	181 (100)
Total	334 (80.1)	83 (19.9)	417 (100)
	$\chi^2 = 6.16$; d.f. = 1; p = 0.013		

age are strongly associated with their income satisfaction ($p < 0.001$). It is observed that, 8 of every ten respondents are not satisfied with their income. In recent times, high inflation rate creates price hike of essential commodities, making it difficult to maintain a minimum standard of life especially for those with no or fixed income. The possible reason for which they are not satisfied with their income might be that, their income is not adjusted with the higher inflation rate in the recent year. Considering respondent's age, the majority of the respondents (86.4 percent) in the age group 40-49 years are not satisfied with their income. However, 26.9 percent of the respondents aged 50 years and above are satisfied with their income. They are satisfied in the sense that, they can earn some money at this stage of life and are able to participate in the maintenance of their family.

In Bangladeshi society, female work is still limited and home oriented. Earning some money is a joyous matter to them. It is reflected in the results that, females (37.3 percent) are more satisfied with their income than their male counterparts (15.6 percent) and their differences are statistically significant ($p < 0.001$). Additionally, 84.4 percent of the male respondents are not satisfied with their income whereas, it is 62.7 percent for females (Table 2). Although women generally have poorer working conditions than men (lower salaries, less promotion opportunities, lower job security), on average, they tend to be more satisfied with work (Hakim 1991, Curtice 1993, Clark 1997). It is observed that, respondents having household size 4 and more are not satisfied with their income. The majority of the respondents (81.7 percent) having household size 4-6 are not satisfied with their income whereas, 33.3 percent of the respondents having a comparatively lower household size (1-3) are satisfied with their income. One of the key findings here is that, the percentage of the respondents who are satisfied with their income is decreasing as their household size is increasing. Furthermore, the association between the household size and income satisfaction of the respondents is significant ($p = 0.071$). The highest percentages of the respondents who are married are not satisfied with their income (82.8 percent) compared to the other marital status categories. This may be due to the maintenance of their family. The difference between the different levels of marital status and income satisfaction is statistically significant ($p < 0.001$).

Level of education is also significantly associated with the satisfaction with income of the employees ($p < 0.001$). Respondents with secondary incomplete education contain higher percentages (87.6 percent), who are not satisfied with their income. The percentage of the respondents, who are satisfied with their income is higher (47.1 percent) are secondary and higher educated. It is also observed that, the percentage of the respondents, who are satisfied with their income, is increasing with the increase of their education level (Table 2). One possible reason that might be responsible for that is respondents with higher level of education hold higher positions with higher income than the lower educated respondents. Table 2 also demonstrated that trained employees are more satisfied with their income than those who are not. The association of income satisfaction with the respondents having training or not is not statistically significant ($p = 0.350$). Job security of the respondents is also significantly associated with their income satisfaction ($p = 0.013$). The highest percent-

age of the respondents with job security is not satisfied with their income (85.6 percent) whereas, among the respondents, who are satisfied with their income, the majority of them have no job security.

Results of Logistic Regression Approach on Income Satisfaction of the Respondents

We apply logistic regression technique to estimate the effects of selected independent variables among the respondents on their income satisfaction. Here, respondents' income satisfaction is considered as the dependent variable which is dichotomized by assessing '1' if the respondents were satisfied with their income and '0' otherwise. The explanatory variables considered in the model are as follows: respondent's age, sex, household size, marital status, level of education, training and job security. The logistic regression technique can be used not only to identify the risk factors but also predict the probability of success. The technique expresses a qualitative dependent variable as a function of several independent variables, both qualitative and quantitative.

Income satisfaction of the respondents is largely influenced by their age as it is observed from Table 4. Respondents aged 50 years and above are 3.15 times significantly (positive) and more likely to be satisfied with their income than those who are less than 30 years old (reference category). Additionally, respondents aged 30-39 years and 40-49 years are 99 percent and 92 percent more likely to be satisfied with their income than the reference category respectively (Table 4). More specifically, it is observed that, respondents with higher age level are more preferable to the dependent variable than their younger counterparts. Sex of the respondents also exerts the significant effect on the dependent variable. It is found that female respondents are 3.73 times more likely to be satisfied with their income than the reference category. Household size of the respondents also has a positive effect on their income satisfaction. It is observed that respondents with households size 4-6 and 7 and above are 25 percent and 32 percent less likely to be satisfied with their income than the reference category respectively. Like household size, respondent's marital status also exerts the significant effect on their income satisfaction as well. Respondents with other marital status category (i.e. unmarried, divorced/separated and widow/widower) are 6.00 times significantly (positive) and more likely to be satisfied with their income than those who are married (reference category).

Level of education of the respondents also has significant effect (positive) on their income satisfaction. Respondents with secondary and higher education are significantly (positive) 5.69 times more likely to be satisfied with their income. Respondents, having training are not significant but 58 percent are more likely to be satisfied with their income than those who have not, i.e. the reference category. Job security has demonstrated a significant effect on income satisfaction. It is found that respondents having job security are 68 percent significantly (negative) but less likely to be satisfied with their income than the reference category (Table 4). The result is quite similar to the previous study conducted by Clark that job satisfaction is "higher for women, older workers, and those with lower levels of education" (Clark, 1996).

Table 3: Some Selected Variables and their Categories

Name of Variables		Categories
Dependent	Independent	
Income satisfaction of the employees; '1' if the respondents are satisfied with their income and '0' otherwise	Age	1 = Less than 30 years 2 = 30 – 39 years 3 = 40-49 years 4 = 50 + years
	Sex	1 = Male 2 = Female
	Household size	1 = 1-3 2 = 4-6 3 = 7+
	Marital status	1 = Married 2 = Others
	Level of education	1 = Primary incomplete 2 = Secondary incomplete 3 = Secondary and higher
	Having training	1 = Yes 0 = No
	Have job security	1 = Yes 0 = No

Table 4: Results of Logistic Regression Analysis on Income Satisfaction of the Respondents

Variables	Income satisfaction of the employees	
	ERC	OR
Age of the respondents		
< 30 years [®]	-	1.00
30-39 years	0.69*	1.99
40-49 years	0.65	1.92
50+ years	1.15**	3.15
Sex of the respondents		
Male [®]	-	1.00
Female	1.32***	3.73
Household size		
1-3 [®]	-	1.00
4-6	-0.29	0.75
7+	-0.38*	0.68
Marital status		
Married [®]	-	1.00
Others	1.79**	6.00
Education status		
Primary incomplete [®]	-	1.00
Secondary incomplete	-0.41	0.66
Secondary and higher	1.74***	5.69
Have training		
No [®]	-	1.00
Yes	0.46	1.58
Have job security		
No [®]	-	1.00
Yes	-1.2***	0.32
Constant	-2.1***	0.12

Notes: ERC = Estimated Regression Coefficient;

OR = Odds Ratios;

[®] = Reference Category;

Coefficient significant at least 10 percent level is shown in bold type; and

Level of significance: ***p<0.01; **p<0.05; *p<0.10

Conclusions

Bangladesh is on the path to development over the last few decades and industrial sectors play an accelerating role in that development. This sector largely depends on human labor. As a densely populated country, in Bangladesh a large number of workers are appointed with low cost compared with other countries. But several times this sector has been troubled due to workers' unrest. Workers strike against their industry owners to get a minimum salary so that they can maintain a normal life. Studies have shown that low wage is the key reason for workers' agitation (Azad, 2014). Some studies have shown that job satisfaction is influenced by the level of income (Oshagbemi, 2000; Bender and Heywood, 2006; Jones and Sloane, 2007). It is evident that employee job satisfaction can improve service quality and increase employee satisfaction. If a worker is happy with the salary he is earning he is more likely to perform to his potential. It is more common that a person earning a high salary feels motivated to do a good job, because he wants to please his employer to retain his position. His salary brings him a feeling of security, allows him to feel accomplished and gives him a high status ranking that he enjoys. The analysis of this study shows that the income satisfaction of the respondents are significantly associated and influenced by various socio-economic characteristics. Among the socio-economic groups characterized by lower income satisfaction are lower age, men, married and higher household size. However, some socio-economic characteristics of the employees are significantly and more likely to have them be satisfied with their income than their reference category but the reason behind their satisfaction is "something is better than nothing".

Income dissatisfaction causes workers to become unhappy with their jobs and they sometimes quit, which can be costly both to employees and employers. It is not only for the individual growth but also to overcome organizational and national progress. Often people are motivated by money. Generally, a worker doesn't simply view his salary as a dollar amount but he sees it as the value his employer places on him as a worker. The level of appreciation he feels can have a direct impact on his overall performance. The authorities must take utmost good care of all parties involved for the right balance between worker's demand and industries return. Under these circumstances, results of this study will be more helpful for the owner of the industry, policy makers, civil society organizations, researchers and last but not least for the government for redrawing new policies in order to satisfy their employees. Bangladesh, despite having witnessed some progress in the development of its human resources over the last two decades, is still facing multiple challenges of enactments, enforcements, and violations of workers' rights. Rights and wages, often the fruits of hard fought bargaining, are also perceived to be part of the problem in the current orthodox thinking. In mainstream analysis all too often workers are asked to bear the brunt of the costs of adjustment, in terms of soaring unemployment and plummeting wages, even when the labour market is not the core of the problem facing the industries as well as the country.

Limitations and Direction of Future Research

One of the major limitations of this research was the small sample size. Another limitation is only three industries at Rajshahi

City of Bangladesh were included in this study; the variables used in establishing the relationships in the study are only limited to income. Therefore, future research can be conducted in other industries using additional variables which might have not been employed in this study.

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The innovator's dilemma

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Abstract

The Innovator's Dilemma describes both the processes through which disruptive technologies supplant older technologies and the powerful forces within well-managed companies that make them unlikely to develop those technologies themselves. In this review we present various discussions in regard to the innovation dilemma. In addition we discuss some of the principles whereby companies can become more effective at developing for themselves the new technologies that are going to capture their markets in the future.

Key words: innovation, new technologies

Introduction

If you pay close attention to any industry driven by innovation, you'll notice a distinct pattern: A founder has a problem that no good solution exists for. They develop an innovative product or service, and they start a company to sell it to others. Soon they want to maximize profits, so they hire managers to do two things: sell more and reduce costs.

Then an employee has a radical idea for a completely different type of solution. It's not the solution customers are asking for, and it's more expensive to produce than the current one, so the manager now has a dilemma. Do they approve the new solution, betting that this is the direction of the industry, or do they kill the project to protect profits?

Well, in companies that are profit focused, the answer is simple: they kill the project. You see, the manager was hired to hit certain profit targets. If they miss their targets they lose face with upper management, their reputation is damaged, their bonuses are denied, and often they will lose their job. To prevent these unpleasanties, every decision a manager makes is tied to profits. Who they hire, who they promote, what KPIs get measured and what projects they approve. Needless to say, a disruptive solution that customers are not asking for, which costs more to produce will almost always get cancelled.

Dropping ' the project usually results in the employee leaving the company to spin off a startup selling the new solution. While they don't have the resources or recognition of the larger company, the solution is so innovative that customers are happy to pay a premium. Soon enough the startup now dominates the market, the original company is out of business, and the new startup turned big corporation begins to focus on maximizing profits.

Some innovative companies are different, such as Apple. Their core value was, "make great products" not "make higher profits". Steve Jobs instilled those values into the people he worked with, and in the company culture. That has allowed Apple to overcome the innovators dilemma, innovating year after year, and banking billions in the process.

In *The Innovator's Dilemma*, book Professor Clayton Christensen asks the question: Why do well-managed companies fail? He concludes that they often fail because the very management practices that have allowed them to become industry leaders also make it extremely difficult for them to develop the disruptive technologies that ultimately steal away their markets.

Well-managed companies are excellent at developing the sustaining technologies that improve the performance of their products in the ways that matter to their customers. This is because their management practices are biased toward:

- Listening to customers,
- Investing aggressively in technologies that give those customers what they say they want
- Seeking higher margins, and
- Targeting larger markets rather than smaller ones.

Disruptive technologies, however, are distinctly different from sustaining technologies. Disruptive technologies change the value proposition in a market. When they first appear, they almost always offer lower performance in terms of the attributes that mainstream customers care about. In computer disk drives, for example, disruptive technologies have always had less capacity than the old technologies. But disruptive technologies have other attributes that a few fringe (generally new) customers value. They are typically cheaper, smaller, simpler and frequently more convenient to use. Therefore, they open new markets. Further, because with experience and sufficient investment, the developers of disruptive technologies will always improve their products' performance, and they eventually are able to take over the older markets. This is because they are able to deliver sufficient performance on the old attributes, and they add some new ones.

The Innovator's Dilemma describes both the processes through which disruptive technologies supplant older technologies and the powerful forces within well-managed companies that make them unlikely to develop those technologies themselves. Prof. Christensen offers a framework of four Principles of Disruptive Technology to explain why the management practices that are the most productive for exploiting existing technologies are anti-productive when it comes to developing disruptive ones. And, finally, he suggests ways that managers can harness these principles so that their companies can become more effective at developing for themselves the new technologies that are going to capture their markets in the future.

Principles of Disruptive Technology

#1 Companies Depend on Customers and Investors for Resources

In order to survive, companies must provide customers and investors with the products, services and profits that they require. The highest performing companies, therefore, have well-developed systems for killing ideas that their customers don't want. As a result, these companies find it very difficult to invest adequate resources in disruptive technologies - lower margin opportunities that their customers don't want - until their customers want them. And by then, it is too late.

#2 Small Markets Don't Solve the Growth Needs of Large Companies

To maintain their share prices and create internal opportunities for their employees, successful companies need to grow. It isn't necessary that they increase their growth rates, but they must maintain them. And as they get larger, they need increasing amounts of new revenue just to maintain the same growth rate. Therefore, it becomes progressively more difficult for them to enter the newer, smaller markets that are destined to become the large markets of the future. To maintain their growth rates, they must focus on large markets.

#3 Markets That Don't Exist Can't Be Analyzed

Sound market research and good planning followed by execution according to plan are the hallmarks of good management. But, companies whose investment processes demand quantification of market size and financial returns before they can enter a market get paralyzed when faced with disruptive technologies because they demand data on markets that don't yet exist.

#4 Technology Supply May Not Equal Market Demand

Although disruptive technologies can initially be used only in small markets, they eventually become competitive in mainstream markets. This is because the pace of technological progress often exceeds the rate of improvement that mainstream customers want or can absorb. As a result, the products that are currently in the mainstream eventually will overshoot the performance that mainstream markets demand, while the disruptive technologies that underperform relative to customer expectations in the mainstream market today, may become directly competitive tomorrow. Once two or more products are offering adequate performance, customers will find other criteria for choosing. These criteria tend to move toward reliability, convenience and price, all of which are areas in which the newer technologies often have advantages.

A big mistake that managers make in dealing with new technologies is that they try to fight or overcome the Principles of Disruptive Technology. Applying the traditional management practices that lead to success with sustaining technologies always leads to failure with disruptive technologies, says Prof. Christensen. The more productive route, which often leads to success, he says, is to understand the natural laws that apply to disruptive technologies and to use them to create new markets and new products. Only by recognizing the dynamics of how disruptive technologies develop, can managers respond effectively to the opportunities that they present. Specifically he advises managers faced with disruptive technologies to:

- 1 -- Give responsibility for disruptive technologies to organizations whose customers need them so that resources will flow to them.
- 2 -- Set up a separate organization small enough to get excited by small gains.
- 3 -- Plan for failure. Don't bet all your resources on being right the first time. Think of your initial efforts at commercializing a disruptive technology as learning opportunities. Make revisions as you gather data.

4 -- Don't count on breakthroughs. Move ahead early and find the market for the current attributes of the technology. You will find it outside the current mainstream market. You will also find that the attributes that make disruptive technologies unattractive to mainstream markets are the attributes on which the new markets will be built.

The Innovator's Dilemma and the Future of Silicon Valley

Silicon Valley, the center of the high-tech industry, has become the biggest industrial cluster in the U.S., followed by the banking industry on Wall Street, the automobile industry in Detroit, and the entertainment cluster in Hollywood. As a successful model, Silicon Valley faces competitors and imitators from all over the U.S., from Washington, DC to Seattle, Washington, from Austin, Texas to Boston, Massachusetts. Can the Valley keep its leading position in the future?

More than anywhere else, the economy in Silicon Valley is driven by continuous innovations. Firms in the Valley compete fiercely by introducing innovations rather than cutting prices. It has been recognized that Silicon Valley has the ability to reinvent itself over time. This ability is not only an important determinant in the Valley's past success but also the key to whether it will remain a big success in the future.

Professor Christensen (1997) at Harvard B-school wrote a national bestseller that popularized his concept of "innovator's dilemma." The book investigates why successful big companies are often defeated by new comers and lose their market dominance. While it is clear that the author is addressing to managers in successful companies, regional economists can learn a lot from his insightful analysis.

Following Christensen (1997), we emphasize the distinction between sustaining innovations and disruptive innovations in this article. Disruptive innovations refer to those big technological or organizational breakthroughs that revolutionize the business in a big market or the whole industry. A region reluctant to accommodate disruptive innovations is more likely to lag behind in Schumpeterian competition (competition by innovation). The author argue that big successful firms face the "innovator's dilemma": their success in the existing market tends to prevent them from implementing or adopting disruptive innovations. Startup firms targeting at a niche or an emerging market are most likely to adopt and promote disruptive innovations. He believes that Silicon Valley was able to reinvent itself in the past mainly because it provided a relatively favorable environment for the formation of new firms. Likewise, the future of Silicon Valley will be determined by its birth rate of new firms. The higher rate at which the Valley generates new firms, the more likely it will catch the next wave and reinvent itself around the next big thing.

The Innovator's Dilemma

Christensen (1997) writes about the failure of companies to stay atop their industries when they confront certain types of market and technological changes. As the author emphasizes, "[the book is] not about the failure of simply any company, but of good companies - the kinds that many managers have admired and tried to emulate, the companies known for their abilities to innovate and execute." His conclusion is that

successful companies often fail because of the very management practices that have allowed them to become industry leaders. Those practices make it extremely difficult for them to develop or adopt the disruptive technologies that ultimately steal away their markets. It is a dilemma because companies fail for the same reason they succeeded. This is, in spirit, similar to Schumpeter's famous thesis that capitalism will fail because of its success. While there has not been any concrete case to prove Schumpeter's theory, numerous failures of great companies have exemplified Christensen's dilemma.

Take the computer industry as an example. IBM once dominated the mainframe market but lagged behind for years in the minicomputer market, although the latter is technologically simpler than mainframes. Digital Equipment Corporation (DEC) pioneered in the minicomputer market, closely followed by Data General, Hewlett-Packard, Nixdorf, Prime and Wang. However, each of those missed the emergence of the desktop personal computer market. In this case, it was another new comer Apple Computer that took the lead. When Apple brought its portable PC to the market, however, it was already six years behind Compaq. Similarly, the workstation market was created by some other rookie players at the time, namely, Apollo, Silicon Graphics and Sun.

A similar story is found in the hard-disk-drive industry, the example that Christensen has referred to again and again (Christensen, 1997). In that industry, "no single disk-drive manufacturer has been able to dominate the industry for more than a few years. A series of companies have entered the business and risen to prominence, only to be toppled by newcomers who pursued technologies that at first did not meet the needs of mainstream customers. As a result, not one of the independent disk-drive companies that existed in 1976 survives today." (Bower and Christensen, 1995)

Why do disruptive technologies cause great firms to fail? Christensen (1997) argues that great companies are managed in the way that makes them excellent at developing or adopting sustaining innovations and hence succeed. However, the same set of practices make them miss disruptive innovations and hence fail.

1. Successful firms listen to their customers and invest aggressively in technologies that give those customers what they say they want. This helps those firms to attain their market dominance. However, at the same time, this practice prevents them from getting the right information about disruptive innovations. A firm's current customers will naturally demand a product that performs better than the one they are buying. A disruptive technology usually represents a very different product that does not provide better performance but only adds more dimensions to the existing product. For example, laptop notebooks are not as powerful as desktop PCs; a 3.5-inch disk drive does not have more capacity than a 5.25-inch disk drive. For this reason, firms trying hard to serve their current customers fail to see the importance of disruptive innovations.

2. Successful firms seek high margins and target large markets rather than small ones. However, disruptive innovations usually fit into a niche market or a market that does not exist at all for the time being. Moreover, disruptive innovations, although they have a bright future, usually bring little or no profit in the short term. When Steve Jobs and Steve Wozniak brought

forward their Apple I to the market in 1976, only 200 units were sold to hobbyists and few people took it seriously. They were lucky enough for not losing money, not to mention collecting big profits. Inevitably, a giant like IBM with an annual profit of millions would and should ignore it at the early stage until the potential of the PC was fully recognized. In fact, IBM's stand-alone PC division later did successfully grab a substantial piece of the pie in the emerging PC market, which is rather an exception in the world of Innovator's dilemma. It is worth noting that many great firms missed disruptive innovations not because they did not have the technology, but because they were too eager to seek something big. Seagate Technology once was a great success in the disk drive industry, whose revenue grew to more than \$700 million dollars in six years since its inception. It was the pioneer and a big player in the 5-inch hard-disk-drive market. Seagate had developed their own 3.5-inch disk drive but had chosen to put it on the shelf, because it could not bring the big profit they expected from a new product. In the end, Seagate became only a minor supplier of 3.5-inch disk drive when that market boomed.

Christensen may have been indulging himself too much in the paradoxical observation that great firms fail for the reasons they succeeded. He neglects some inherent problems with big firms that may be crucial in accounting for their failures to catch disruptive innovations.

3. Disruptive innovations usually bring a new product that will compete with the current well-marketed product, or a new organization that will turn the existing corporate structure upside down. Over the past two decades, perhaps there has been no high-tech firm as successful as Microsoft. It is common knowledge that Microsoft's recent success is built around its dominant operating system Windows. Is Microsoft an innovative firm? Sure, it is. But all their innovations are sustaining in the sense that they enhance Microsoft's Windows and its software based on it. Any platform-independent technology such as Internet protocols and Java software protocols will be disruptive to Microsoft. If Microsoft develops those technologies, it is committing suicide and choosing to be reborn. It is Microsoft's right rather than wrong decisions to show little enthusiasm to Internet at its early stage and to fight against Sun Microsystems for its Java. Microsoft's huge market share prohibits itself from developing disruptive technologies and competing with itself. Its destiny is to be dethroned by other firms with disruptive innovations.

The telecommunication industry tells a long story about AT&T's hostility to disruptive innovations. No one has doubted that AT&T, in its early years, was doing a great job of improving the efficiency and effectiveness of the Bell system, which transfers voice communication over long distances through copper lines. Research on radar during World War II made breakthroughs in microwave transmission. To AT&T's Bell system; the microwave technology is a radical and more efficient alternative that employs tall towers with antennas to relay microwave messages. Although AT&T was working on its own microwave system, it took its time in spreading the technology over the mass market. At the same time, AT&T lobbied Federal Communications Commission (FCC) to keep other microwave innovators out of the transmission market. It took a new comer Microwave Communications, Inc. (better known as MCI now) a

long fight against AT&T to finally get FCC's authorization to provide long distance service in 1971. Yet history repeated itself when there came the cellular phone. The birth of the cell phone technology traces back to AT&T's Bell Labs, but AT&T again failed to make the cellular business. It was Seattle's Craig McCaw who created America's first nationwide commercial wireless network. Ironically, AT&T bought McCaw's network in 1993, which becomes today's AT&T Wireless (Norton, 2001).

Another example is that Barnes & Noble failed to pioneer in on-line books and music retailing. Again, it is a "right" decision, because if Barnes & Noble had opened that market, it would be competing with its own physical stores. Nowadays both Barnes & Noble and Borders have their own on-line store, which is only a defensive measure against Amazon.com. One feature of the high-tech industry is that the first mover usually enjoys a big advantage over followers. Barnes & Noble has spent a lot of money advertising its own on-line bookstore, but is still trailing Amazon from far behind.

4. Another reason that great firms often missed disruptive innovations is that it is often too risky to pursue those innovations. The triumph of disruptive innovations usually hinges on an emerging market. It is easy to recognize an emerging market ex post, but not ex ante. In the late 1970s, who could anticipate the prevalence of personal computers today? A disruptive innovation, never tested on the market, has a much higher chance of ending up as a failed project. Even legendary venture capitalists in Silicon Valley have to live with the cruel reality that one in every three of their investments produces a total write-off. Few established firms are willing to face dead programs so frequently. So they choose to avoid such projects. For this reason, new startups are most suitable for experimenting disruptive innovations, because they are usually backed by venture capitals or banks, institutions that have better ways to neutralize risks. Think about it, the successes of Netscape and Yahoo had covered how much loss incurred by hundreds of dead startups in Silicon Valley?

Conclusion

Following Schumpeter, we perceive the economy, especially the high-tech industry, as an evolutionary process driven by innovations and entrepreneurship. In light of the "innovator's dilemma," we recognize that successful big firms are excellent at developing and adopting sustaining innovations, but are likely to ignore disruptive innovations. Moreover, disruptive innovations are extremely important to a specialized regional economy because those innovations bring radical and fundamental changes to an industry. We argue that the success of Silicon Valley in the past is achieved by its generations of startups that have not missed any wave of disruptive innovations. We also believe that the future of Silicon Valley hinges on its birth rate of startups and hence suggest policies in favor of the formation of new firms.

It is particularly worth noting that disruptive innovations are hard to identify ex ante. Professor Christensen and his partner launched a mutual fund in 2000. Based on Christensen's theory, they select stocks of companies that are considered as disruptive. The fund, which was called the "Disruptive Growth Fund," was closed before its first birthday with 64% of its value lost. It is a vivid example that nobody but the market decides

which technology is able to cause disruption. Nobody can pick winners. If a regional economy such as Silicon Valley wants to win the game on the market, it has to have more players. That is, to encourage the creation of new firms.

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The post Covid world: architecture, internal spaces, public spaces and streetscapes

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Abstract

This short review looks at the architectural needs of the post Covid-19 world; new design requirements and how they will affect the way we work, the way we live and how we participate in recreational activities.

Key words: Covid-19, architecture, design, internal spaces, public spaces, streetscapes.

Background

The Covid pandemic has seen lockdowns around the world in an attempt to stop the spread of contagion. It has also found our health infrastructure severely lacking in terms of accommodating the huge volume of patients. Thus we have seen the use of hospital ships, tents and the commandeering of large public buildings to house the sick.

In many countries it has also become a matter of public policy to even out the spread of contagion to allow current medical infrastructure and equipment to meet the needs of patients over the long term.

Without a huge change in human thinking to ensure this never happens again, (which will take a huge variety of political and social reforms, proper care of our planet and others species and standards we have never met) then the functioning authorities are going to have to plan for our 21st century plagues as never before.

Even if the world develops the intellect, enlightenment and commitment to end these man-made plagues they will come about more often in the current unsanitary condition of an over populated planet and it will take a long time to restore health to both human habitats and natural habitats.

This will have an immediate effect on architecture, internal spaces and public spaces.

Currently the open spaces which were designed for free movement have already become places of social separation with their restrictions and dotted lines and methods to keep people apart rather than bring them together. Indoor gathering spaces have mostly been closed and places such as mosques and churches that were designed to bring people together have also closed.

Currently the open spaces which were designed for free movement have already become places of social separation with their restrictions and dotted lines and methods to keep people apart rather than bring them together. Indoor gathering spaces have mostly been closed and places such as mosques and churches that were designed to bring people together have also closed.

We may see, from a design perspective, architecture that can be readily made to fit multiple purposes and multiple situations as required. We may for example, see, from the design perspective, an ability to make a normal hospital patient room more flexible to increase capacity or be easily converted into an ICU.

Inner spaces and public places

During the Covid-19 pandemic access to the wider world has become restricted and confinement to the inner world and inner space is now de rigueur and often mandated.

The push to overcome the sickness of crowded cities has been to move people outside the city and its buildings and workplaces and inside their domestic dwellings. Being kept inside the home may become a regular feature of domestic life and working life of people living in the post pandemic world. In many ways however the pandemic was caused by the city and city life and the needs of the city and its crowded malls and market places which were once the places to escape to.

The pandemic will require architects and city planners to reevaluate their life's work, and what it might mean to design for a world when it comes to how we gather in and use large public spaces, like airports, hotels, hospitals, shopping centres, and offices.

In the past, drainage, sewage and closed sanitation systems were the response to earlier communicable disease such as cholera and the bubonic plague as was the piping of fresh clean water into cities and homes.

New building or the pre-existing buildings will require a new healthy living approach. We may even go back to enclosed work spaces and away from the general open plan aspects of work spaces that have been introduced over the past decades. Of course separate spaces are less maneuverable and will take up a larger footprint.

Factors such as air conditioning and air flow, people flow, sanitary surfaces and door handles, will play their part as may the staggering of work hours to keep office inhabitation down to as few workers at a particular time, as possible.

More automation will be incorporated into architectural design such as auto-opening doors, voice-activated elevators, phone or hands free swipe card room entry, and automated light switches and temperature controls. We may even have inbuilt health security features such as temperature screening of people entering or even some form of UV disinfecting and automated facilities in washrooms and toilets. Architects and designers will increasingly call on antibacterial fabrics and finishes, including those that already exist and many other options will now be developed.

We have the technological/ICT capacity to allow people to work from home but more will be required to allow the move to working from home to meet all aspects of an office space, including meetings and to facilitate the human interactions that lead to intellectual discussion and innovation in the pre Covid office situation.

Working from home saves pollution, city congestion and traveling costs and time. This may see a transition in the cities to allow in more nature and open spaces. Of course the risk is that both cities and suburbs become a homogenous, large, low level commercial and light industrial space.

This is also true of public spaces whose sole aim to date have been to bring people together in an attractive and welcoming atmosphere, In the time of pandemics this is the antithesis to societal needs. Certainly parks and gardens and beaches will exist but Covid-19 has seen these become an infection source as everyone wants to visit en masse. New design of public spaces and gardens may include more walking paths to keep people moving and less space to sit and stay.

With people confined at home, the domestic architecture also comes into play and we need to look at the future uses and needs of the domestic environment other than the 'dormitory suburbs' which are the feature of most cities currently.

Conclusion

The future requirements on all abodes; domestic, medical, working spaces and industrial places need, to be healthy with fresh air and natural light, but also an environment that creates mental and psychological relief. They will thus need to have good design, architectural merit as well as meet the principals of hygiene and sanitation.

Covid-19 will bring about many unforeseen changes to our lives but it also provides the opportunity to make our homes, our workplaces, our cities and our recreation areas more adaptable and more effective in providing the new ways we will need to live our lives.

Streetscapes before and after the Covid-19 pandemics

The Haj - Mecca in Saudi Arabia - Pre Covid-19



Post Covid-19



Turkey

Streetscape Pre Covid-19



Post Covid-19



Around the Middle East - Covid-19 Pandemic

Tehran



Around the Middle East - Covid-19 Pandemic

Dubai



ROUTLEDGE RESEARCH IN
ARCHITECTURAL HISTORY



The Architecture and Landscape of Health

A HISTORICAL PERSPECTIVE ON
THERAPEUTIC PLACES 1790 - 1940

JULIE COLLINS



Dr Julie Collins
Architecture Museum, University of South Australia

This new release from Dr Julie Collins, Collections Manager at the Architecture Museum, University of South Australia (UniSA) provides a timely focus on an often over-looked aspect of public health namely architecture, particularly the design of medical facilities and of internal spaces and public spaces.

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 "When you look at health crises like the tuberculosis pandemic in the 1800s, before we had pharmaceuticals and biomedicine, really 'place' was one of the only ways we could prevent and counter the spread of communicable diseases," Dr Collins says.

"The approach was to isolate ill people in dedicated sanatoria that provided fresh air, good nutrition, rest and exercise, all under medical supervision.

"Then when we developed pharmaceuticals – these kind of magic bullets cures – a lot of those ideas fell by the wayside, which is a pity, because as we can see now, they are still relevant to the isolation principals we're falling back on in the absence of other effective treatments."

Given the striking similarities between pandemics of the past and the one currently gripping the planet, Dr Collins suggests there is much to be learned from historical health buildings and the philosophies, theories and circumstances that influenced their design.

"Many therapeutic places, such as sanatoria, quarantine stations, and even asylums, were created to try to battle afflictions that were really poorly understood at the time," Dr Collins says.

"But they were also guided by the best medical science of the time, and by the best intentions, and many of those insights are still valid now.

"The architects of these places realised the importance of ventilation, windows that could be opened to allow fresh air and natural light, as well as the importance of keeping distance between people and providing proper sanitation."

While these design principals might seem simple and obvious to many people today, Dr Collins suggests they have fallen out of practice in some important contemporary situations, and the coronavirus crisis might serve as a reminder of how important these design considerations are.

"I think, in particular, if you look at some of the designs we now use in our workplaces, such as offices and manufacturing, then a lot of our contemporary designs have neglected ventilation, access to sunlight and access to nature," Dr Collins says.

"Coronavirus might lead us to re-examine aspects of many workplaces, as well as the areas associated with them – what we call third places – the coffee shops and other small social places we use during our working lives."

Dr Collins's research suggests that, through history, our built environments have always responded directly to the challenges of illness and disease, often with far reaching implications, and there is every reason to believe this pattern will continue.

"For example, following the rapid urbanisation of the population during the Industrial Revolution, we began building city parks, both as 'urban lungs', but also through the recognition that mental health was aided through exposure to nature and exercise and social interaction," Dr Collins says.

"Also, the whole modernist movement in architecture and design – the clean lines, open spaces, minimalist styles – developed as an extension the principals of hygiene and sanitation that guided early hospitals and public health buildings.

"So, history shows the challenges of health and illness really influence the way we build the world around us, and I think that will continue to happen into the future."

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Art and poetry

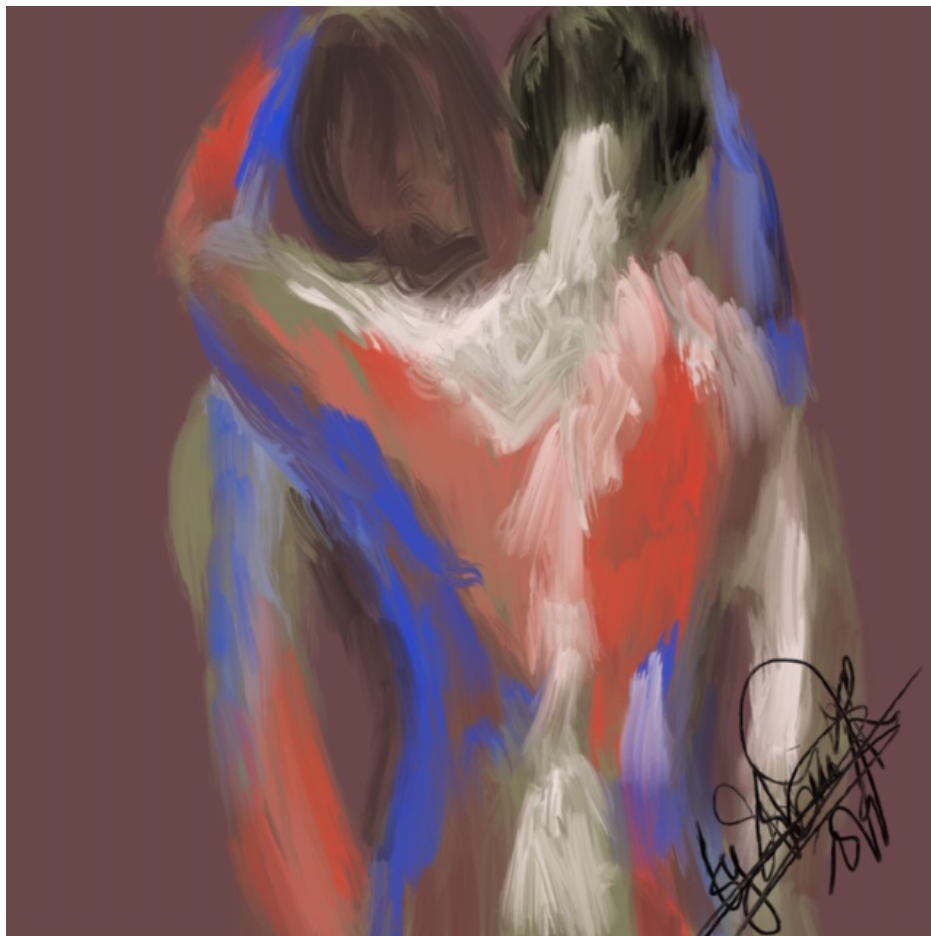
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Corona - new face era

A breaking silent new year of 2020 commenced unprecedentedly with a new blast of a virus wave.

Corona, which hit unexpectedly, panoramically and still.

People terrified in tragic responses. walking warily with social distancing, face coverings in social masks and yet the facial communication is totally lost, concealed and can't be expressed. Lip-reading and facial cues; vital language signs all vanished and expressed information is absurdly masked.

Restricting vital facial movement, social functioning and delineating social connections.

Part of the expected norms can't be revealed in the hope of preventing aerosols droplets and the dreadful fear of contagions. Blocking the main performance in significant compromises and cautious approach.

Hindering one's ability to function.

Causing ultimate facial fatigue. Creating a different language frame.

Different models have been invented and promoted. Extremely vivid, but is it valid; single or double layered, colourful and stylish designs and yet all humankind seems to dwell behind it fearing the unknown; the unpredicted. Conflicting evidence all the time blooming and yet evidence based is still lacking and always changing.

Artefact, overreact and yet we don't know the full truth.

What we did a week ago is not what we are doing today. Immeasurably creating more confusion and sending different waves of horrifying signals about the circulating dreadful virus.

Reassuring smiles faded, wary and unseen.

Magnifying extreme fears and apprehension.

Are we prepared for a different style of conducting life.

Two meters shopping, physical and walking distance in the facial mask and total face covering, to ensure our safety. Mankind faces life full of challenges, recovering from the threat of corona it might pose.

A new challenging way of utterly conversation mode.

Sustainable living, recovering economy and the planet is trying hard for calling, to foresee the future.

Melting down with grieving and suffering down below.

And it seems no one sees.

Some speculate a second imminent wave, others state it's merely a big single wave, creating new transmission chains.

But, we need to wake up, open eyes widely and ponder wisely the unprecedented crisis.

It's a new virus that behaves differently.

Essentially to serve the legitimate nations interest rather than self interest and continuous destructive conflicts.

Ordering the death sentence globally won't help but cultivate and breed extreme anger and hatred.

Nations are nothing but an extension of a civilised exercising of mental use. Nations should be empowered for their mankind's interest in a decent living, quality measures and wellbeing.

And yet we are living in an era that is utterly defined by the symbol of COVID 19 pandemic.

Letter to the Editor~~



Good day Sir/Madam

1. I am a teacher(in South Africa) who found your piece of writing:poem COVID very informative and educational.

2. I'd like to have an insight of what drove you to it.

3. Your version of this pandemic and your interpretation.

4. Your language usage and your style of writing.

Im looking forward to hearing and learning more from you.

Regards

Mrs Ndlovu

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