

Vocational Displacement and Specialized Generic Management with Alternatives

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Abstract

The purpose of the exploratory case study is to understand the reasons why leaders lack considering ecological validity in the global diamond jewelry production process and high council for Kimberley Process certification improvements. Ecological validity is achieved by how plants and animals contribute to socio-economic improvement from vocational displacement of the diamond cut and polish to India, specifically concerning Namibia and Lesotho quality rough diamond suppliers and crafters. Three primary sources of data comprise of documents, focus group and interviews which triangulate under the Person Environment Fit Theory. Namibia and Lesotho officials represent globalized big data oversaturation as foreign nationals, that stifle decision-making and implementation, while executives and managers as nationals, the mediators, represent United States stabilization. The senior jewelry production agents are the interdependent foreign nationals and nationals. Elements of risk, motor and process skills, and naturalistic action moderate vocational displacement matters. The three highest percentages of a synonymous word and phrase analysis created the sixteen categories from respondent responses and funneled taxonomies through two question instruments, validated in field tests. For specialist generic alternative management, the researcher adds sensitive topic questions that are applicable to other industry delicacies and countries in need seeking aid from the United States, using radial approach. Respondent responses from Namibian officials redirect transfrontier conservation while LeSotho ambassadors diversify to textile and beverage manufacturing as vocational substitutions.

Keywords: globalized big data oversaturation United States stabilization; ecological validity; Kimberley Process; biodiversity & vocational displacement, taxonomic funneling

Vocational displacement in African countries is observable when occupation rates in an industry drastically fall or change, as a diamond high council matter. A vocation is a talent or aptitude that often resorts to a type of work called an occupation. A displacement is when a transposition occurs specifically for the countries of Namibia and Lesotho diamond rough suppliers. In many African Third World countries, specifically Namibia and Lesotho, a vocational displacement refers to the diamond cut and polish profession, differentiating from the rough mineral extracted from the earth, moving to India. Diamond mine depletion is another consideration affecting employment rates in African supplier countries. Diamond cut and polish is a craft accomplishable by workers including pregnant women with a light weight wheel device and influences labor force participation rate to almost 50% ("India Unemployment Rate", 2019). Relational normalization between African countries and India required coping with the occupational displacement of diamond cut and polish to India where labor is cheaper (Willacy & Willacy, 2016). There is distinction, when rough diamonds that are sent to India to employ the masses to cut and polish, in comparison with Dutch origin countries like Belgium and Israel, connected to preparatory facilities for jewelry processing quality ("Dmia Diamond Jewelry Retailer, Manufacturer, And Importer Resources", 2019).

Consequently, job displacement of the diamond cut and polish profession needs a refocus in pertaining country suppliers. Rough diamond suppliers are essential not only for jewelry production, but also other industries that use diamonds like medical, dental, cutlery and industrial

usages. The researcher for this exploratory case study uses ecological validity to evaluate the socio-economic repercussion of a lost profession in African countries.

Globalized Big Data Oversaturation United States Stabilization

Globalized big data oversaturation United States stabilization is the interdependency of foreign nationals and nationals in the United States to mediate decision stifling. Foreign nationals and nationals are collectively referred to as senior jewelry production agents. The modern-day jewelry industry that uses cut and polished diamonds depends on a data driven culture in moderation to minimize decision stifling. Globalized big data oversaturation concerns Northcentral United States respondents, foreign nationals, the focus group, as embassy officials, hence Namibia trade and commerce commissioner and Lesotho ambassador and stifle decision implementation because of too much data (Håkonsson & Carroll, 2016). Mideastern United States respondents as the nationals, the interviews, are diamond jewelry corporation executives and managers acting as stabilizers that mitigate alternatives.

The stifling of decision making is a globalized big data oversaturation issue for needy Third World African country representatives seeking help from the United States. Namibian and Lesotho foreign nationals assist in evaluating where the corporation should be to maintain a competitive advantage in the diamond business as United States diplomats from Third World countries. As the over-abundance of data about diamond decisions and implementation is barely controllable, the classifications of leadership, talent, technology, decisions and culture are included in the instrument that were asked of foreign nationals or the focus group (Håkonsson & Carroll, 2016) (see Appendix B).

United States stabilization in this case study is represented by the nationals as diamond business executives and managers, hence interviews from the Northcentral United States region and mitigate the globalized big data oversaturation that stifles decisions. United States stabilization from interview respondents mitigate through the classifications of culture, climate, citizenship, performance, and resilience in the instrument asked of nationals or of interviews (Karadağ, 2015) (see Appendix A). Mitigation is portrayed as the foreign nationals in the United States represents their needy homeland countries but are dependent on the relationship with empowered United States nationals.

Problem

The general problem was that senior jewelry production agents neglected ecological validity in the global diamond jewelry production process, and required international certification ("India And The Kimberley Process", 2019). Ecology is the branch of biology concerned with organism relations and surroundings. Plants and animals are rarely recognized to establish ecological validity.

The specific problem is that leadership, influenced by senior jewelry production agents neglected ecological validity in the diamond production process, lacked naturalistic environment inclusion (risk, motor process and naturalistic action), executive substandard performance, human rights desecrations, transnational corporation violations, and needed a better understanding of the diamond jewelry process in spite of World Diamond Council and Antwerp Diamond High Council initiatives (Chan et al., 2008; "Diamond World", 2019; Love, 2018; Simperingham, 2017; Wartini, 2018; World Diamond Council, 2019a; Yakovleva, 2017). The reasons why leaders lack understanding the role diamonds have played in Namibia and Lesotho countries' development are unknown, therefore, unveiling the reasons improved international corporation certification (Adachi-Sato, 2015; Cleveland, 2017; "India And The Kimberley Process", 2019).

Research question. There is one research question for this exploratory case study. The question is: What are the perceptions and experiences of senior jewelry production agents with achieving ecological validity in global diamond jewelry production process?

Research Objectives

To understand the reason senior jewelry production agents as foreign nationals and nationals lacked understanding in ecological validity in the global diamond jewelry production process to improve high council for international certification.

To broaden the definition of the Kimberley Process.

To evaluate naturalistic environment elements through three sources of data for the case.

To find solutions for redefining the Kimberley Process with United States stabilization that mediates globalized big data oversaturation that stifles decisions.

Literature Review

Naturalistic environment. Naturalistic environment includes risk as emotion, motor and process as coordination and naturalistic action for strategy sequencing and planning (Chan, Shum, Touloupoulou & Chen, 2008; Damasio et al., 1994; Fisher, 1997; Schwartz et al., 2002).

The first element for naturalistic environment is risk. Risk is how decisions that are made involve emotion. The second element is motor and process skills about managerial coordination of task delegation. The third element is naturalistic action like managerial planning, sequencing and strategy.

Inclusion of naturalistic environment is examined for leaders from assessments that reveals attention deficit (Mitchell et al., 2017). Attention deficit for naturalistic environment is considered sub-standard leadership performance in the global diamond production process. A naturalistic environment analysis is viable through specialized generic management. The specialized generic alternative management with sensitivity components is applicable to all other industries.

Ecological validity. Ecological validity was understood through three sources of data, documents, focus group and interviews. Ecological validity is authentication through the branch of biology concerned with the relations of organisms to one another and to their surroundings based on logic that reinforces credibility (Andersson, de Garine-Wichatitsky, Cumming, Dzingirai, & Giller, 2017; Chan et al., 2017; Croly, 2017). Authentication is achieved in this case study by using animals and plants. For example, ecological validity accentuates Namibia and Lesotho countries as midstream sectors, in light of conservation and preservation initiatives, like safari tours and bio-diversified manufacturing to increase gross domestic product ("Cutting And Polishing", 2014; Sintos, 2018).

In Namibia, where diamonds wash up on shore, exotic animals are used for ecological validation through job creation with safari tourism as "eco-tourism" to replace diamond cut and polish loss. In mountainous topographic Lesotho, diversification is exercised, the manufacturing of textiles, apparel, shoes and beverages employed many because of the diamond cut and polish process moving to India. Namibia and Lesotho are two countries that needed recognition and created this case as the United States embassy representatives agreed to be the focus group. Vocational displacement has also instigated the promotion of lab created diamond production, called high pressure high temperature ("Observations On Hpht-Grown Synthetic Diamonds: A Review.", 2019). The high pressure and high temperature is another lab created diamond alternative to create employment opportunities for African countries experiencing vocational displacement.

Kimberley process revamp. The popular Kimberley Process is a South African originating rough diamond certification scheme from Kimberley in South Africa. The Kimberley Process guarantees the prevention of rebel movements from financing wars against legitimate governments from diamond trade, but needed a broader definition (Contemporary African States, 2010; The Kimberley Process, 2013). Today, the KP is somewhat obsolete, in spite of World Diamond Council and Antwerp Diamond High Council initiatives ("Diamond World", 2019; World Diamond Council, 2019a).

Need For The Study

There is a need for this study because the Kimberley Process definition is outdated, lacks global visibility and has become obsolete in three ways. The first way is the magnitude of already existing jewelry with diamond inventories originating from conflict countries. Existing country inventories containing conflict diamonds could only be banned for sale by confiscation or auctioned to charity. Another way to control existing inventories may be to give the consumer the right to

choose to purchase because a mandatory signage indicating diamond origin would divulge legitimacy but consequently not promote business.

The second way Kimberley Process is obsolete is because of the lack of Kimberley Process in the multitude of ways diamonds are used in commerce other than jewelry like for medical, dental, surgical instruments, cutlery and industrial means. The third way Kimberley Process is obsolete is because certifications are not being required from corporations investing in conflict African countries. The conflict African countries are Democratic Republic of the Congo, Sierra Leone and Zimbabwe where investing diamond jewelry corporations help more than hinder and therefore the dilemma continues (The Kimberley Process, 2013).

There is a need for the study because there is not one like it that establishes ecological validity using plants and animals. Also, the diamonds for jewelry industry global market profit margins are from African rough suppliers, but goes unrecognized requiring publicity that a publication provides. There is no other study on the interdependence of foreign nationals from 3rd World countries and nationals in the United States for the diamond market. Diamond rough and processed commodity is undermined by industry exponential profiteering. This case study is needed as it lays the groundwork to diminish or handle other industry sensitivities that cause negativity through the specialized generic alternative management. This study is needed in hopes of establishing a stock market trading of >.25 carat weight cut and polished diamonds that is currently an intangible commodity.

Contributions Of The Study

Contributions of the study will help visibility of Namibia and Lesotho, specifically concerning vocational displacement of the diamond cut and polish profession. Significances of this study include adding to scholar, practitioner and leader model. This study contributes to scholar through education levels of six levels of thinking and three levels of learning by analysis, synthesis and evaluation classifications and builds beyond Bloom with a novel taxonomic funneling approach (Ary, Jacobs, Irvine & Walker, 2018). The different levels of thinking and learning are observable in the synchronized data collection and analysis style in this exploratory case study. For example, synchrony was demonstrated when the field tests validated the actual question instrument. A field note page calculation was usable as a new type of result measure never done before. Synchrony was observable after the field tests required the addition of sensitive topic questions, the Kimberley Process for the actual focus group and interviews. Moreover, this study contributes to level three learning with the synchronized data collection and analysis as a continuous process only witnessed in higher educational realms.

Practitioner contributed to human resource department employees, namely directors who try to control their organizations. Recruitment in human resources of a director lacking beneficence, is a undesirable repercussion. Director substandard performance that neglects naturalistic environment element recognition is a negative repercussion for an ecological strategy.

Leader contributed to global diamond jewelry business by benchmarking principles. Principles concerning Kimberley Process certifications are outdated. Kimberley Process revamped accentuated diplomacy as a relational normalization requiring coping strategies of diamond cut and polish to India (Willacy & Willacy, 2016).

Limitations

There are four limitations for this study. The first limitation is time and expense constraints to obtain data through focus group interviews and interviews conducted face-to-face in Mideastern and North Central United States regions for focus group and interviews. The second limitation is the small quality sample that is not generalizable. The third limitation was personal bias influencing synchronized data collection and analysis as an ongoing process, as researcher is a graduate gemologist from the Gemological Institute of America in Carlsbad, California and an ethical protagonist for diamonds and gemstones. Bias of the focus group participants allied to the two focus group participants that were difficult to assemble together simultaneously and were deposed separately. The fourth limitation was replacing trustworthiness with credibility, transferability,

dependability and confirmability. The latter four validation means are used less frequently for thick descriptions from pattern matching technique for synonymous words and phrases in transcriptions.

Method & Design

The method for this research was qualitative. Qualitative research supported gaining a deeper understanding of a phenomenon from the perspective of those who experience it and support the exploration of a phenomenon from the human perception (Guba & Lincoln, 1989; Kemparaj & Chavan, 2013). Qualitative methodology allowed the three sources of data to develop and direct attention of the specific characteristics of the experience (Yin, 1984). Although variations in approaches to case studies allowed for both quantitative and qualitative analysis of data, qualitative case study involved details that quantitative research may not capture (Yin, 2015). Qualitative research method supported the development of in-depth understanding of perceptions and experiences of United States foreign national and national interdependence for the global diamond production process.

The design for this research was a case study. The type of case is exploratory. The case study involved an inductive approach with an instrumental case to understanding and construct new knowledge through perceptions of individuals experiencing the phenomenon (Gerring, 2004). An instrumental case study examined a pattern of a small group of subjects by what they had to say to two sets of crafted questions.

The current study did not involve large numbers of participants to analyze cause and effect or differences in quantifiable variables. Instead, the current study involved a small sample size of five from the population of all diamond jewelry industry leaders from North Central and Mideastern United States regions. The small focus group consisted of two participants deposed separately, and the three interviews.

Taxonomic Funneling Concept: Specialized Generic Management

A taxonomic funneling uses the two sets of classifications from foreign nationals or focus group and nationals or interviews and the taxonomies that are built into the instruments as an unusual feature of this case study. The case study presents the Person Environment Fit Theory as the umbrella for taxonomic approach. The comparable segment of the case study involved the cross-referencing of similar topic protocol that asked in the two sets of questions with the classifications differing. The taxonomic development for language, familiarity, benevolence, review, and job satisfaction and motivation is through the funneling of classifications to then categories. The five taxonomies linked questions to the case study protocol from the two sets of focus group questions (focus group questions 18-32) and interview questions (interview questions 1-15), without sensitive topic (see Table 5) (see Appendices A & B). The categories are further analyzed by what the three sources of evidence show through three naturalistic environment elements of risk, motor and process and naturalistic action.

Synonymous Words & Phrase Pattern Matching For Categories With Nodes From NVivo®

Synonymous words and phrases in lines compared to the total number of lines percentage, through pattern matching technique from transcribed respondent responses and were averaged by the number of categories (see Table 4). Coding categories was through NVivo 12® software that is used for qualitative research (Brandão, 2015). There were eight categories each, totaling 16, created from foreign national and national transcribed responses to questions for naturalistic environment elements. The 16 categories were created from study topics to the two question instruments with 17 focus group and interview questions each, totaling 34, that include sensitive topic to assist in the development of taxonomic funneling (see Appendix A & B).

The eight categories with coded nodes for focus group were acts of volition (FG1N1), diversification (FG2N2), elasticity (FG3N3), digital distribution (FG4N4), colonization (FG5N5), private vs. public (FG6N6), mechanism reporting (FG7N7) and rearing foreign nationals (FG8N8). The eight categories with coded nodes for the interviews were lead actions (I9N9), negotiation (I10N10), communication means (I11N11), visionary (I12N12), deliberation (I13N13), human resources,

recruitment (I14N14), human resources, training (I15N15), and human resources; retention (I16N16).

Highest percentages from synonymous words and phrases for focus group and interviews by categories allowed researcher to better develop themes from funneled taxonomies for naturalistic environment. Table 1 is risk, Table 2 is motor and process and Table 3 is naturalistic action. If a taxonomy is repeated with the highest percentage, the second or third highest percentage by focus group and interview questions is chosen for the particular category. The familiarity taxonomy is the most prevalent because it appeared twice for interviews for motor and process and naturalistic action elements (see Tables 2 & 3).

Category Nodes And Percentages For Naturalistic Environment

Risk; focus group and interview three highest percentage categories. Table 1 for risk, shows the focus group category for node FG8N8, Rearing Foreign Nationals at 90% for FGQ21; node FG6N6 Private vs. Public at 65% for FGQ21; and node FG3N3, Elasticity at 45% for FGQ 22, as the three highest focus group percentages that developed the taxonomy review. Table 1 for risk, shows the interview category for node IQ16N16, Human Resources, Retention at 62% for IQ5; node IQ11N11, Communication Means at 58% for IQ1; and node IQ15N15 Human Resources, Training at 57% for IQ 4, as the three highest interview percentages that developed the taxonomy job satisfaction and motivation (see Table 1).

Table 1. Risk; Review and Job Satisfaction and Motivation Taxonomic Development

| Focus Group and Interview Categories and Nodes | Highest Percentages Focus Group | Highest Percentages Interviews |
|--|---------------------------------|--------------------------------|
| FG3N3. Elasticity | 16% 45% FGQ19 22 | - |
| FG6N6. Private vs. Public | 11% 65% FGQ20 21 | - |
| FG8N8. Rearing Foreign Nationals | 14% 21% 90% FGQ18 19 21 | - |
| I11N11. Communication Means | - | 58% 8% 5% IQ1 4 5 |
| I15N15. Human Resources; Training | - | 29% 12% 57% IQ1 2 4 |
| I16N16. Human Resources; Retention | - | 35% 22% 24% 62% IQ2 3 4 5 |

Note. FG-Focus group, I-Interview, N-Node, FGQ- Focus group question, IQ-Interview question

Motor & process; focus group and interview three highest percentage categories. Table 2 for motor and process shows the focus group category node FG6N6 Private vs. Public at 84% for FGQ26; node FG3N3 Elasticity at 82% for FGQ24; and node FG8N8 and Rearing Foreign Nationals at 52% for FGQ23, as the three highest focus group percentages that developed taxonomy language. Table 2 for motor and process shows the interviews for category node IQ14N14 Human Resources; Recruitment at 75% for IQ9; node I9N9 Lead Actions at 54% for IQ6; and node I9N9 Node I11N11 Communication Means at 41% for IQ7, as the three highest interview percentages that developed taxonomy familiarity (see Table 2).

Table 2. Motor and Process; Language and Familiarity Taxonomic Development

| Focus Group and Interview Categories and Nodes | Highest Group | Percentages | Focus | Highest Interviews | Percentages |
|--|--------------------|--------------------|-------|--------------------|-------------|
| FG3N3. Elasticity | | 7% 82% 46% 17% 15% | | - | |
| | FGQ 23 24 25 26 27 | | | | |
| FG6N6.Private vs. Public | | 21% 8% 84% | | - | |
| | FGQ 24 25 26 | | | | |
| FG8N8. Rearing Foreign Nationals | | 52% 23% 51% | | - | |
| | FGQ 23 25 27 | | | | |
| I9N9. Lead Actions. | - | | | 54% 32% 46% | |
| | | | | IQ 6 8 10 | |
| I11N11. Communication Means | - | | | 41% 22% 29% | |
| | | | | IQ 7 8 10 | |
| I14N14. Human Resources; Recruitment | - | | | 7% 75% | |
| | | | | IQ 7 9 | |

Note. FG-Focus group, I-Interview, N-Node, FGQ- Focus group question, IQ-Interview question

Naturalistic action; focus group and interviews three highest percentage categories.

Table 3 for naturalistic action for the focus group category node FG1N1 Acts of Volition at 73% for FGQ29; node FG4N4 Digital Disruption at 43% for FGQ28; and node FG4N4 Digital Disruption at 40% for FGQ 30, as the three highest focus group percentages that developed taxonomy benevolence. Table 3 for naturalistic action for the interviews for category node IQ9N9 Lead Actions at 115% for IQ12; node I15N15 Human Resources, Training at 82% for IQ15; and node I11N11 Communication Means at 48% for IQ11, as the three highest interview percentages developed taxonomy familiarity (see Table 3).

Table 3. *Naturalistic Action: Benevolence And Familiarity Taxonomic Development*

| Focus Group and Interview Categories and Nodes | Highest Group | Percentages | Focus | Highest Interviews | Percentages |
|--|-----------------------|----------------------|-------|----------------------|-------------|
| FG1N1. Acts of Volition | | 3% 73% 16% 19% 4% 4% | | - | |
| | FGQ 28 29 30 31 33 34 | | | | |
| FG4N4. Digital Disruption | | 43% 40% | | - | |
| | FGQ 28 30 | | | | |
| FG4N4. Digital Disruption | | 43% 40% | | - | |
| | FGQ 28 30 | | | | |
| I9N9. Lead Actions. | - | | | 11% 115% 21% 47% 28% | |
| | | | | 5% | |
| | | | | IQ 11 12 13 14 15 16 | |
| I11N11. Communication Means | - | | | 48% 6% | |
| | | | | IQ 11 16 | |
| I15N15. Human Resources; Training | - | | | 9% 82% | |
| | | | | IQ 14 15 | |

Note. FG-Focus group, I-Interview, N-Node, FGQ- Focus group question, IQ-Interview question

Category Summation and Averages

Risk that involves emotion for nationals showed the highest propensity to take chance averaging 92% (see Table 4). Therefore, risk element with nationals yield the highest percentage in

comparison to motor and process and naturalistic action and leverages foreign nationals from African countries in diamond production process. Risk, represents the United States stabilization as they take a gamble to help African foreign nationals. Together in unison, the mediation of foreign nationals by nationals requires risk that involves emotion of reliance to work together in buyer supplier relations (see Table 4).

Table 4. *92% Risk; Interviews Highest Element For Category Summation and Average*

| Naturalistic Environment Elements Globalized Data Oversaturation United States Stabilization | Naturalistic Environment Percentage Summations Of Globalized Big (Focus Group) For Eight Categories | Naturalistic Environment Percentage Summations Of United States Stabilization (Interviews) For Eight Categories | Focus Group For Globalized Big Data Oversaturation Eight Category Averages | Interviews For United States Stabilization Eight Category Averages |
|--|---|---|--|--|
| Risk | 533% | 735% | 67% | 92% |
| Motor & Process | 615% | 595% | 77% | 74% |
| Naturalistic Action | 397% | 683% | 50% | 85% |

Taxonomic Funneling For Specialized Generic Management

Tables 1, 2 and 3 further funnel the focus group and interview categories to taxonomies by the three highest percentages. The taxonomies from both sets of foreign national and national questions recognize common abilities. The case study protocol link the two sets of questions to topics that significantly repeat (see Table 5) (Yin, 2015). Specialized generic management is the taxonomic development without sensitive topic.

Table 5. *Five Taxonomies Link Focus Group & Interview Questions To Study Protocol For Specialized Generic Management*

| Five Taxonomies | Risk | Motor & Process | Naturalistic Action |
|--|-------------|-----------------|---------------------|
| Language Taxonomy | FGQ18 & IQ1 | FGQ23 & IQ 6 | FGQ28 & IQ11 |
| Familiarity Taxonomy | FGQ19 & IQ2 | FGQ24 & IQ7 | FGQ29 & IQ12 |
| Benevolence Taxonomy | FGQ20 & IQ3 | FGQ25 & IQ8 | FGQ30 & IQ13 |
| Review Taxonomy | FGQ21 & IQ4 | FGQ26 & IQ9 | FGQ31 & IQ14 |
| Job Satisfaction & Motivation Taxonomy | FGQ22 & IQ5 | FGQ27 & IQ10 | FGQ32 IQ15 |

Note. FGQ- Focus group question, IQ-Interview question

Data Collection

Field test aspects. The two field tests comprised of three diamond jewelry industry experts. The three sources of evidence were documents, focus group and interviews that differentiated the two field tests, and validated the two question instruments for the actual focus group and interviews (see Appendices A and B). The focus group and interviews provided data through the question instruments created from results of the field tests requiring only a few changes. The field test that was performed ahead of time and validated the specialized generic management questions.

Sensitive topic for specialized generic alternative management. Sensitive topic for the specialized generic alternative management is the Kimberley Process in global diamond production process for this case study. The few changes were the addition of sensitive questions at the end of the generic management instrument with built in classifications and taxonomies under naturalistic environment. The sensitive topic questions were the addition of questions 16 and 17 for the interviews (interview questions 1-17) and 33 and 34 for the focus group (focus group questions 18-34) (see Appendices a & B). The addition of sensitive topic questions were after the feedback from the field tests from industry experts. Sensitive topic questions added to the specialized generic management instrument. An example of sensitive topic is in the medical profession that uses anesthesia with cannabis plant to sedate.

Radial formula. The radial formula for globalized big data oversaturation United States stabilization equals three parts. The three parts radial formula of triangulated sources of data are the literature review summary and summation of document percentages ~ average of focus group category percentages ~ average of interview category percentages. The radial formula is demonstrated by dissection of the three sources of data for the case (see Figures 1 and 2). The radial with markers demonstrates findings of greatest significances for the case (see Figure 3).

Measuring Results

Documents; literature review summary. The first part of the radial formula and one of three sources of data is documents. Document summary (literature review), was measured by the addition of the journals, books and reports. Next, each of the three elements for naturalistic environment measured the fraction of the sum divided by the total of 134 and then created a percentage observable in a radial figure (see Figure 1; Table 6). Percentage summary of documents on Table 6 shows 103% indicating substantial evidence that literature review is abundant with information about naturalistic environment for global diamond production process. Motor and process skills for coordination yielded the highest percentage at 48% when adding scholarly journals, books and reports (see Figure 1). An example of coordination is synchronizing timing and delegation of tasks for prompt execution.

Documents; two-way summation. Document summation measured results in two ways. First way is by adding the literature review summary for scholarly journals, books and reports that revealed motor and process as the highest element to total 48%. The second way document summation measured results was the motor and process element equaling the highest total with the addition of literature review plus field note pages plus transcription minutes from a recording device with a timer to total 110% (see Figure 1 and 3). The highest percentage for motor and process indicates coordination amongst foreign nationals and national interactions as the most significant element. Interdependencies between foreign nationals and the nationals for temporal tasks yielded the greatest significance. Temporal task harmonization includes hourly, daily, weekly, monthly and yearly planning for their respective agencies.

The field note page calculation took field note page calculation that researcher jotted down in a notebook. The field note page formulation was a fraction that converted to a percentage. The field note page formulation comprised of six field test set of notes (three for the focus group and three for the interviews), multiplied by approximately six pages each equaling 36 pages, and differentiated the three elements, with approximately four questions of hand notes per page (without sensitive topic questions) asked of industry experts. Field study notes comprised of 36 pages divided by the three elements equaling 12 pages yielding .33 or 33% for risk, motor and process and naturalistic action (see Figure 1).

Transcription minute results of actual interviews is measured by the total number of 525 minutes (approximately one and three quarters hours) divided by 34 questions equaling 15.4 minutes per question. Then, risk and motor and process elements multiply by 10 (two sets of five questions per element without sensitive topic), equaling 154 divided by the total number of 525 minutes recorded (approximately one and three quarters hours) or .29 or 29%. Naturalistic action is 15.4 minutes per question multiplied by 14 (two sets of seven questions per element with sensitive

topic) equaling 216 and then divided by the total number of 525 minutes recorded (approximately one and three quarters hours) or .41 or 41% (see Figure 1).

Focus group and interview transcribed respondent responses. The second and third parts of the radial formula and sources of data are focus group and interviews. Results were measured through focus group and interview as two of the three sources of data, the transcribed respondent responses. NCapture was the technology used for transcriptions that the researcher downloaded onto the laptop. NCapture in Microsoft software is voice recognition technology that types out what was said through MP3 voice recordings (Merriam & Grenier, 2019). The researcher grouped synonymous words and phrases in lines compared to the total number of lines that conveyed similar ideas through pattern matching technique, in a fraction. The top of the fraction represents the synonymous words and phrases in a line of a question. The bottom of the fraction represents the total number of lines pertaining to the same question. The fraction was then converted to a percentage of the focus group and interview transcribed respondent responses corresponding to one of the 16 categories. The highest percentages of naturalistic environment yielded the greatest significances for taxonomic development.

Table 6. *Percentage Summary of Documents*

| Case Study | Scholarly Journals | Books | Reports | Total | % |
|---------------------|--------------------|-------|---------|-------|------|
| Risk | 28 | 20 | 0 | 48 | 36% |
| Motor & Process | 33 | 24 | 3 | 60 | 48% |
| Naturalistic Action | 26 | 0 | 0 | 26 | 19% |
| Total | 87 | 44 | 3 | 134 | 103% |

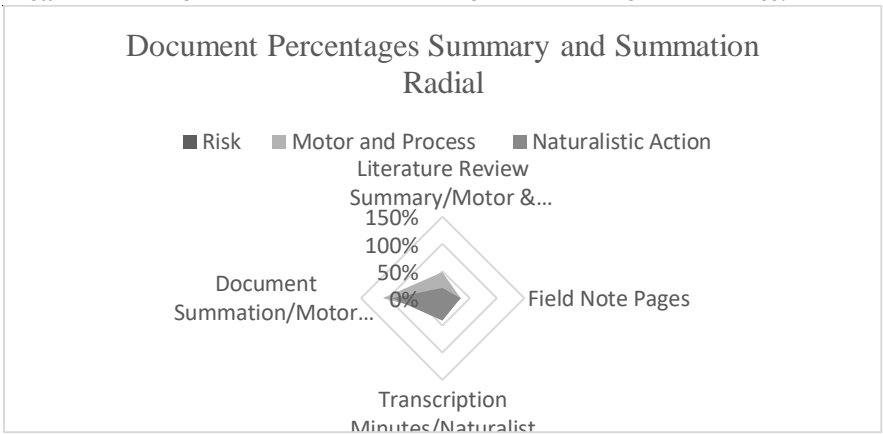


Figure 1. *Documents Percentages Summary And Summation Radial*

Average percentages focus group & interviews for naturalistic environment. The second and third sources of data, and the second and third part of the radial formula use an average of the focus group (foreign nationals) and interviews (nationals) percentages from the synonymous word and phrase analysis from Table 4, in a radial figure (see Figure 2). The average category calculation for focus group and interviews was created by adding the category percentages and dividing by eight. Globalized big data oversaturation United States stabilization, through the naturalistic environment

element evaluates risk, motor and process, and naturalistic action by the researcher (Chan, Shum, Touloupoulou & Chen, 2008; Damasio et al., 1994; Fisher, 1997; Schwartz et al., 2002). Interviews by far surpass focus group significance as focus group was insignificant and only hit the bottom right tip of the radial figure (see Figure 2).

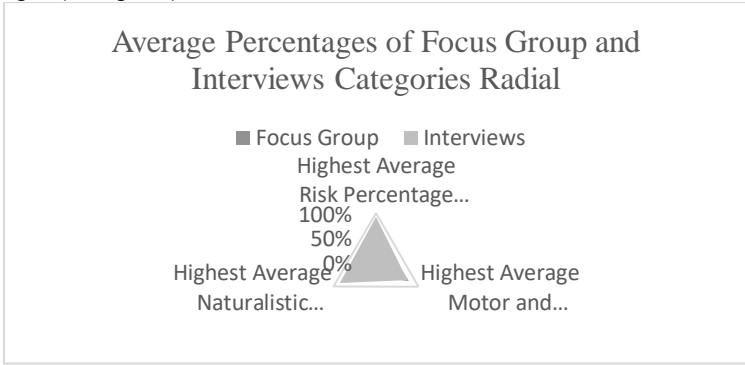


Figure 2- Average Percentages of Focus Group and Interviews Radial
Results

Findings

The first finding involving taxonomic funneling, found similarities in the two sets of questions as a uniquely crafted approach for the case. Very high percentages from a synonymous words and phrases pattern matching of similar ideas of focus group and interviews transcription analysis required averaging of 16 categories for a figure analysis. Familiarity taxonomy was the most prevalent for interviews for motor and process and naturalistic action elements (Tables 1, 2 & 3). Familiarity taxonomy for interviews (nationals) as United States stabilization moderate instabilities of focus group (foreign nationals) representing their Third World countries back in homelands as African rough diamond suppliers and former processors in need.

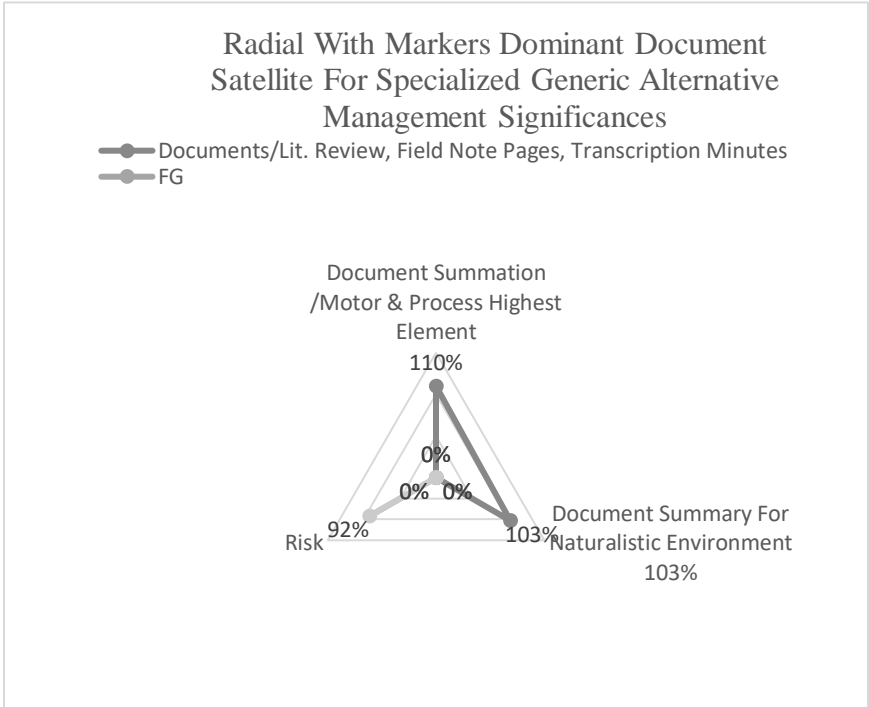
The second finding was because of the diamond cut and polish moving to India from Namibia and Lesotho requiring a diamond high council updating. Vocational displacement promoted new occupations like safari tourism for Namibia and textile, leather, shoes and beverage manufacturing for Namibia and Lesotho to increase gross domestic product. The new jobs were an ecological validation that used biology (exotic animals and plants) rarely used in research and is a novel approach.

The third finding was the two crafted questions for focus group and interviews that worked well in soliciting answers through field testing that validated the instruments for specialized generic alternative management. Protocol linked questions with this study for sensitive topic of Kimberley Process with two added questions. Specialized generic alternative management is applicable to other industries with sensitivities by adding two industry specific questions to the specialized generic management instrument. Other industries that can use specialized generic alternative management is academia, medical, dental and cutlery.

Finding four are the five endorsements developed by researcher from the funneled taxonomies in the global diamond jewelry industry. The endorsements include competency of engineers and dual language keyboards; merging of United States and Belgian/Israeli values; cognizance of online fallibilities like voice recognition errors; criteria alignment of review and promotion in corporations; and improved global system of warranties (American Gem Society, 2019; Butchart et al., 2015; "Diamond World", 2019; GIA, 2019; "Professional Jewelry Education", 2019; Rosenfeld, 2016; World Diamond Council, 2019b). Kimberley Process sensitivities include recommendations for United States customs and border protection scrutiny, forced and child labor, clean diamond trade act, 7501a, gemprint repolishing that deletes laser inscriptions, United States

Patriot Act II, law enforcement of 100% taxation of KP certificateless upon discovery, and the Dodd Frank II requiring securities and exchange commission to reveal product origins that applies to other industries that use diamonds.

Finding five is that documents dominates with summation motor and process in literature review summary at 48% and summation of motor and process in literature review, field note pages and transcription minutes at 110%. Motor and process having the highest significance indicates coordination as the most significant for interdependence between foreign nationals and nationals as a radial with markers in satellite design (see Figure 3). Finding six is that documents for literature review summary shows naturalistic environment at 103% as a radial with markers in satellite design (see Figure 3). Dominant documents and interviews (nationals), or the United States stabilizers, mediate the stifling and poor implementation of decisions that globalized big data oversaturation that United States foreign nationals representing Third World countries create (see Figure 3). Finding seven is that interviews showed risk at 92% (and focus group insignificant) for taking chance as the



most significant for United States stabilization represented by nationals as the managers and executives (see Figures 2 and 3).

Figure 3-. Radial With Markers Dominant Document Satellite for Specialized Generic Alternative Management Significances

Conclusions

Dominant documents and interviews. The first of four conclusions is that the radial with markers as a satellite design for specialized generic alternative management in figure 3 shows dominating document source of data with highest significance. A satellite design reveals documents dominating as evidence that written material presides in comparison to just listening to taped

recordings. Dominant documents already included what focus group and interview sources had to say. Interviews, that represent United States stabilization, showed greater significance to subside globalized big data oversaturation that stifles decisions that focus group (foreign nationals) from Third World countries create concerning outsourcing and best business practices.

Federal trade commission and consumerism. The second of four conclusions is that the document source of evidence concerns Federal Trade Commission regulations and the importance of practicing with integrity when printed writing is released to the general public. Printed writing are the documents. Federal Trade Commission is a United States organization that monitors federal laws dealing with illegal or deceptive practices in commerce (Bergsieker, Cunningham & Young, 2015). Specialized generic management, does not include sensitive topic, like Kimberley Process questions, and may be considered deceptive practice under Federal Trade Commission regulation of published materials about stocks and Security Exchange Commission that hide product sources.

The field tests indicated that questions concerning diamond origins should be included because jewelry consumers commonly neglect these considerations ("FTC updates guides for advertising of jewelry," 1996). In 1957 the FTC set guidelines for the jewelry industry. The jewelry industry guidelines are known as guides for the jewelry, precious metals, and pewter industries, especially in advertisement for consumerism ("FTC updates guides for advertising of jewelry," 1996). Consumers have the right to choose to purchase and the right to say no if diamond origin is suspicious and does not display or reveal origin.

Kimberley Process definition improvement. The third of four conclusions is that the Kimberley Process is updated as conflict diamond dilemma still takes place but United States corporate investments and outsourced human resources to African suppliers helps more than hinders. Kimberley Process redefinition includes diamonds or lab created diamonds for industrial, surgical instruments or cutlery diversities to name a few. The sensitive question addition ensures protection and alleviates any threat of illegal or deceptive practice with the FTC and applies to other industries' experiencing delicacies that use diamonds. Other industries than jewelry that have sensitivities can also collect data in research to make conclusions for ethical improvements using a similar instrument.

Biodiversity: vocational substitutions for diamond suppliers. The fourth of four conclusions is that Namibia and Lesotho experience vocational displacement because of the diamond cut and polish moving to India and lack recognition of foreign national and national interdependence to establish diversification for jobs. The employment displacement created a need for new job opportunities in Namibia and Lesotho but could help other African countries. Transfrontier conservation is a term used for biodiversity that uses exotic animals in national parks as a natural resource, specifically for Namibia (Andersson et al., 2017). Textile, clothing and beverage manufacturing that use biodiversity with plants assisted in job substitutions in Lesotho. Ecology through the use of biology using animals and plants validates this exploratory case study as a trail blazer for socio-economic improvements in Namibia and Lesotho. Eco-tourism and manufacturing jobs are created with safari tours for Namibian and Lesotho citizens and help equalize occupational instabilities.

Conclusively, culture, climate, citizenship, performance and resilience categories in the diamond jewelry industry determined from interview results minimizes decision stifling from two perspectives. The first perspective is how United States stabilization for the diamond jewelry industry balances decisions concerning world inequalities in long supply chain analysis. The second perspective is this research's applicability to other industries' sensitivities and participating countries. One future research opportunity includes the broadening to Asian, South America and Russian markets concerning foreign national and national relationships and integrity in global business practices and world trade. Another future research opportunity is the scrutiny of the familiarity taxonomy and aspects of colonization affecting global business practice and diamond high council matters.

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Appendix A

Interview Questions; Nationals

Sensitive topic addition (after field tests) are *IQ 16 and 17*.

Risk

- IQ1- How does risk through emotion influence you as a diamond senior agent because of language for organizational culture?
- IQ2- How does risk through emotion influence you as a diamond senior agent because of controlled versus familiar for climate?
- IQ3- How does risk and emotion influence you as a diamond senior agent because of benevolence and charity as citizenship?
- IQ4- How does risk and emotion influence you as diamond senior agent because of quota and annual review for agent performance?
- IQ5- How does risk and emotion influence you as diamond senior agent because of job satisfaction and motivation concerning resilience?

Motor and process

- IQ6- How do motor and process skills influence you as diamond senior agent because of language for organizational culture?
- IQ7- How do motor and process skills influence you as a diamond senior agent because of controlled versus familiar for climate?
- IQ8- How do motor and process skills influence you as a diamond senior agent because of benevolence and charity as citizenship?
- IQ9- How do motor and process skills influence you as diamond senior agent because of quota and annual review for agent performance?
- IQ10- How do motor and process skills influence you as diamond senior agent because of job satisfaction and motivation concerning resilience?

Naturalistic action

- IQ11- How does naturalistic action for planning, sequencing, and strategy allocation influence you as diamond senior agent because of language for organizational culture?
- IQ12- How does naturalistic action for planning, sequencing, and strategy allocation, influence you as senior agent because of controlled versus familiar for climate?
- IQ13- How does naturalistic action as ecological style for planning, sequencing, and Strategy allocation, influence you as senior agent because of benevolence and charity as citizenship?
- IQ14- How does naturalistic action for planning, sequencing, and strategy allocation, Influence you as diamond senior agent because of quota and annual review for agent performance?
- IQ15- How does naturalistic action for planning, sequencing, and strategy allocation, Influence you as diamond senior agent because of job satisfaction and motivation through resilience?

International Certifications

- IQ16- How can changes to the Kimberley Process in World Diamond Council and high Council be improved?*
- IQ17- How can redefining the Kimberley Process be updated for current matters to include vocational displacement of the diamond cut and polish to India?*

Appendix B

Focus Group (FG) Questions; Foreign Nationals

Sensitive topic questions additions (after field tests) are *FGQ 33 and 34*.

Risk

FQ18- How does language affect culture in leadership influenced by risk through emotion as diamond senior agent in practice?

FQ19- How does a controlled versus familiar in talent influenced by risk through emotion As diamond senior agent in practice?

FQ20- How does benevolence and charitable donations through technology influence by risk through emotion as diamond senior agent in practice?

FQ21- How does annual quota and review for decision-making influenced by risk through emotion as diamond senior agent in practice?

FQ22- How does job satisfaction and motivation in culture influenced by risk through emotion as diamond senior agent in practice?

Motor and process

FQ23- How does language affect culture in leadership influenced by motor and process skills involving coordination as diamond senior agent in practice?

FQ24- How does controlled versus familiar in talent influenced by motor and process skills involving coordination as diamond senior agent in practice?

FQ25- How does benevolence and charitable donations through technology influence by motor and process skills involving coordination as diamond senior agent in practice?

FQ26- How does annual quota and review for decision-making influenced motor and process skills involving coordination as diamond senior agent in practice?

FQ27- How does job satisfaction and motivation in culture influenced by motor and process skills involving coordination as diamond senior agent in practice?

Naturalistic action

FQ28- How does language affect culture in leadership influenced by naturalistic action like planning, sequencing, and strategy allocation as diamond senior agent in practice?

FQ29- How does controlled versus familiar in talent influenced by naturalistic action like planning, sequencing, and strategy allocation as diamond senior agent in practice?

FQ30- How does benevolence and charitable donations through technology influence by naturalistic action like planning, sequencing, and strategy allocation as diamond

senior agents in practice?

FQ31- How does annual quota and review for decision-making influenced by naturalistic action like planning, sequencing, and strategy allocation as diamond senior agents in practice?

FQ32- How does job satisfaction and motivation in culture influenced by naturalistic action like planning, sequencing, and strategy allocation as diamond senior agent in practice?

International Certifications (for focus group)

FQ33- How can changes to the Kimberley Process in World Diamond Council and high council be improved?

FQ34- How can redefining the Kimberley Process be updated for current matters to include vocational displacement of the diamond cut and polish to India?