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JATS publishes the following categories of papers written in <a href="scholarly">scholarly</a> English: a) Full Research Papers, b) Conference Reports, c) Book Reviews, d) Industry Perspectives. Papers should be submitted electronically via journal's website <a href="https://jats.aviationsociety.gr">https://jats.aviationsociety.gr</a> in MS-Word format ONLY using British spelling, single-column, 1.5 line spacing, Tahoma letters, font size 11. Section headings (and sub-headings) should be numbered and written in capital letters. Upon acceptance of a paper and before its publication, the corresponding author will be asked to sign the *Transfer of Copyright* form on behalf of all identified authors.

Full Research Papers should contain original research not previously published elsewhere. They should normally be between 4,000 and 7,000 words although shorter or lengthier articles could be considered for publication if they are of merit. The first page of the papers should contain the title and the authors' affiliations, contact details and brief vitae (of about 50 words). Regarding the following pages, papers should generally have the following structure: a) title, abstract (of about 150 words) and six keywords, b) introduction, c) literature review, d) theoretical and/or empirical contribution, e) summary and conclusions, f) acknowledgements, g) references and h) appendices. Tables, figures and illustrations should be included within the text (not at the end), bear a title and be numbered consecutively. Regarding the referencing style, standard academic format should be consistently followed. Examples are given below:

- Airbus (2003), Global Market Forecasts 2003-2022, Toulouse: Airbus.
- Fragoudaki, A., Keramianakis, M. and Jancovich, S. (2005) The Greek PSO Experience. *4<sup>th</sup> International Forum on Air Transport in Remoter Regions*. Stockholm, May 24-26.
- Forsyth P. (2002a), 'Privatization and Regulation of Australian and New Zealand Airports', Journal of Air Transport Management, 8, 19-28.
- Papatheodorou, A. (2008) The Impact of Civil Aviation Regimes on Leisure Market. In Graham, A., Papatheodorou, A. and Forsyth, P. (ed) *Aviation and Tourism: Implications for Leisure Travel*, Aldershot: Ashgate, 49-57.
- Skycontrol (2007) easyJet welcomes European Commission's decision to limit PSO abuse in Italy. 23<sup>rd</sup> April. Available from: http://www.skycontrol.net/airlines/easyjet-welcomeseuropean-commissions-decision-to-limit-pso-abuse-in-italy/ (accessed on 22/08/2008).

*Industry Perspectives* are usually shorter than full research papers and should provide a practitioner's point of view on contemporary developments in the air transport industry. Contributors should explicitly specify whether their views are espoused by their organization or not.

Conference Reports should be between 1,000 and 1,500 words. They should provide factual information (e.g. conference venue, details of the conference organizers), present the various programme sessions and summarize the key research findings.

*Book Reviews* should be between 1,000 and 1,500 words. They should provide factual information (e.g. book publisher, number of pages and ISBN, price on the publisher's website) and critically discuss the contents of a book mainly in terms of its strengths and weaknesses.

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3. PERCEPTIONS AND ATTITUDES OF AIRLINE EMPLOYEES TOWARDS DIVERSITY. A QUANTITATIVE ANALYSIS
Maria Doumi, Ioannis K. Vellios, Konstantinos M. Mouratidis

As the world tourism market is continuously changing, travel by air is considered the most widespread mode of mass international tourism. Considering new ways of management that airlines need to adopt in order to have a well-trained and qualified management team, this survey explored the attributes of airline employees and their interactions with diverse

customers and identified the sufficient role of employees' training and the advantages of diversity management. Simple random sampling method was applied to gather 309 airline employees' questionnaires on their attitudes towards diversity. Descriptive and inductive analyses were used in order to present the obtained data. Principal Component Analysis was conducted to predefine three factors. Pearson correlation coefficient was applied to present the direction of the relationship between extracted factors and employee's occupational status. Authors' findings emphasise that airline employees seek a workplace with a friendly atmosphere that respects the diversity of employees and customers and they in their turn support airlines to operate over the comfort zone in order to achieve organisation's goals and customers' satisfaction. As the world keeps advancing, planning a diversity strategy should be the first step any modern-day organisation should explore prior to embarking anything related to a diverse workplace.

Emmanouil Christofakis, Theodoros Stavrinoudis, Spyridon Kapitsinas, Andreas Papatheodorou, Dimitrios Pappas, Irini Vlassi, Evangelia Proiou

Transportation has always been closely connected to the development of a region. Technological advancements as well as the increase of the available income have set the fundamentals for more effective ways of transportation. At the same time, tourism flourishes and more people travel around the world. To accommodate this additional demand, airlines introduced several strategies; among others, the Low Cost Carrier (LCC) business model has played a disruptive role. At the same time, road transport operators started to implement several strategies, some of which are inspired from the airline sector. Road transport operations, mainly undertaken by coaches, introduced several strategies to address the evolving demand. This paper presents a wide overview of the Greek road transport sector and its related legal framework. The review aims to identify and discuss the best practices, introduced by the airlines, and fruitfully apply them in the context of the road transport sector.

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This research investigates whether passengers living in a city with a local public airport have an attachment to that airport and tend to use it. Focusing on the greater Kansai area with its three airports and Kobe, which owns one of them, Kobe Airport, as an example, an empirical analysis was conducted using a nested logit model and micro data. The result of the basic model shows that passengers living in Kobe prefer the Kobe Airport when compared to passengers living in other cities. An additional analysis based on a questionnaire survey revealed that a certain percentage of respondents choose Kobe Airport because they love it, meaning that the non-economic factor of attachment influences passengers' decisions. The results of this research suggest that enhancing attachment to an airport might be a possible idea for policy makers of airport cities to increase their passengers.

#### **EDITORIAL**

This issue collects five papers focusing on a variety of topics related with the contemporary air transport environment.

In the first paper, **Jin-Long Lu** investigates the spending behaviour of Taiwanese outbound tourists travelling to Japan or Korea and explores the differences between various airline travellers developing a regression model. The results suggest that the impacts of trip characteristics and personal socio-demographics on various levels of travel expenditures vary somewhat across different types of airline users and tourist consumption behaviour at destinations are partially subject to prepaid expenditures.

**Daniel Cunha, Michelle Andrade** and **Javã Silva**, in the second paper, propose the development of a methodology for risk management in airports for ICAO's State Safety Programmes (SSP) by investigating the nature of the airport safety events occurred in busiest Brazilian airports and proposed a risk index capable to provide the Acceptable Level of Safety Performance (ALoSP) ICAO demands to their signatory States. Upon ranking process, research found a high concentration on risk recurrence among 31 airports.

The attributes of airline employees and their interactions with diverse customers are explored, in the third paper, by **Maria Doumi, Ioannis K. Vellios, Konstantinos M. Mouratidis,** to identify the sufficient role of employees' training and the advantages of diversity management. Research findings illustrate that airline employees seek a workplace with a friendly atmosphere that respects the diversity of employees and customers and they in their turn support airlines to operate over the comfort zone in order to achieve organisation's goals and customers' satisfaction.

The fourth paper presents a wide overview of the Greek road transport sector and its related legal framework. **Emmanouil Christofakis, Theodoros Stavrinoudis, Spyridon Kapitsinas, Andreas Papatheodorou, Dimitrios Pappas, Irini Vlassi and Evangelia Proiou**, in their review, aim to identify and discuss the best practices, introduced by the airlines, and fruitfully apply them in the context of the road transport sector, to address the evolving demand driven by the technological advancements as well as the increase of the available income that have set the fundamentals for more effective ways of transportation.

In the fifth and last paper **Yu Morimoto, Takeshi Koide** and **Yuko Sugiura** investigate whether passengers living in a city with a local public airport have an attachment to that airport and tend to use it. The empirical analysis shows that the non-economic factor of attachment influences passengers' decisions. The results of this research suggest that enhancing attachment to an airport might be a possible idea for policy makers of airport cities to increase their passengers.

We would like to extend our thanks to all these authors and all the reviewers for their hard work and contribution to this issue of *Journal of Air Transport Studies*. We believe that these works are providing a valuable contribution to the aviation practitioners as well as encouraging further research on the respective topics!

Dr Ioulia Poulaki Professor Andreas Papatheodorou