



The Tenth International Conference on Work Values and Behavior

June 25-29, 2006 ❖ Tallinn, Estonia
Sokos Hotel Viru

<http://www.lsus.edu/ba/isswov/>

Sponsored by
The University of Tartu
Hansapank



 **Hansabank**

In collaboration with Estonian Association
for Personnel Development (PARE)



ISSWV Officers

President: Meni Koslowsky (koslow@mail.biu.ac.il)

Scientific Committee Chair: Shmuel Stashevsky (stashes1@mail.biu.ac.il)

Organizing Committee Chair: Maaja Vadi (MVadi@mtk.ut.ee)

Secretary-Treasurer: Sanjay Menon (SMENON@pilot.lsus.edu)

Scientific Committee

Shmuel Stashevsky - Scientific Committee Chair, Bar-Ilan University, Israel

Helena Addae, University of West Indies, The Carribean Islands

Yochanan Altman, London Metropolitan University, UK

Luis Arciniega, ITAM, Mexico

Zeynep Aycan, Koc University, Turkey

Vishwanath Baba, McMaster University, Canada

Ingwer Borg, ZUMA, Germany

Ronald Burke, York University, Canada

Zoe Dimitriades, University of Macedonia, Greece

Shimon Dolan, Esade Business School, Spain

Dov Elizur, Bar-Ilan University, Israel

Bella Galperin, University of Tampa, USA

Rick Hackett, McMaster University, Canada

Itzhak Harpaz, University of Haifa, Israel

Terrence Jackson, EASP-EAP European School of Management, UK

Gary Johns, Concordia University, Canada

Elison Konrad, University of Western Ontario, Canada

Meni Koslowsky, Bar-Ilan University, Israel

Elize Kotze, University of Stellenbosch, South Africa

Romie Littrell, Auckland University of Technology, New Zealand

Joseph Odusanya, HELP Institute, Malaysia

Margaret Patrickson, University of South Australia, Australia

Hazel Rosin, York University, Canada

Fany Tchaikovsky, Federal University, Brazil

Jacob Weisberg, Bar-Ilan University, Israel

David Woehr, University of Tennessee, USA

ISSWOV 10th Bi-Annual Conference, June 25-29, 2006, Tallinn, Estonia
Brief Program - Work Values and Behavior

Sunday, June 25

16.00 - 17.30	Early Registration	Conference Lobby
19.00	Welcoming Reception	Banquette Hall

Monday, June 26

8.00 - 9.00	Registration	Conference Lobby
9.00 - 10.30	Opening Plenum	Grande 1+2
10.30 - 11.00	Coffee Break	Conference Lobby
11.00 - 12.30	Attitudes 1	Bolero 1
11.00 - 12.30	Values	Bolero 2
11.00 - 12.30	Symposium	Grande 3
12.30 - 14.00	Lunch	Restaurant Merineitsi
14.00 - 15.30	Leadership 1	Bolero1
14.00 - 15.30	Work-Family	Bolero 2
14.00 - 15.30	Symposium	Grande 3
15.30 - 16.00	Coffee Break	Conference Lobby
16.00 - 17.30	Work Values 1	Bolero 1
16.00 - 17.30	Knowledge	Bolero 2
16.00 - 17.30	Teams	Grande 3
17.30 - 18.30	Executive Committee Meeting - 1	Bolero 1
19.00	Night Tour in the Old Town	Starting at Sokos Hotel Viru

ISSWOV 10th Bi-Annual Conference, June 25-29, 2006, Tallinn, Estonia
Brief Program - Work Values and Behavior

Tuesday, June 27

8.00 - 9.00	Registration	Conference Lobby
9.00 - 10.30	Cross Cultural 1	Bolero 1
9.00 - 10.30	Dysfunctional	Grande 3
9.00 - 10.30	Symposium	Bolero 2
10.30 - 11.00	Coffee Break	Conference Lobby
11.00 - 12.30	Ethics 1	Bolero 1
11.00 - 12.30	Leadership 2	Duetto
11.00 - 12.30	Symposium	Grande 3
12.30 - 14.00	Lunch	Banquette Hall
13.00 - 13.30	Luncheon Presentation	Banquette Hall
14.00 - 15.30	Organizational Culture	Bolero 1
14.00 - 15.30	Rewards	Bolero 2
14.00 - 15.30	Work Values 2	Duetto
15.30 - 16.00	Coffee Break	Conference Lobby
16.00 - 17.30	Education	Bolero 1
16.00 - 17.30	Ethics 2	Bolero 2
16.00 - 17.30	Health	Duetto
17.30 - 18.30	Posters	Grande 3
18.45	Concert	Estonian National Opera, Winter Garden
20.00 - 22.00	Gala Dinner	Estonian National Opera, Blue Hall
22.00	Guided Tour in Estonian National Opera	

ISSWOV 10th Bi-Annual Conference, June 25-29, 2006, Tallinn, Estonia
Brief Program - Work Values and Behavior

Wednesday, June 28

8.00 - 9.00	Registration	Conference Lobby
9.00 - 10.30	Diversity	Bolero 1
9.00 - 10.30	Attitudes 2	Bolero 2
9.00 - 10.30	Innovation	Duetto
10.30 - 11.00	Coffee Break	Conference Lobby
11.00 - 12.30	Cross Cultural 2	Bolero 1
11.00 - 12.30	Attitudes 3	Bolero 2
12.30 - 14.00	Lunch	Restaurant Merineitsi
14.00 - 14.45	General Assembly	Grande 1+2
14.45 - 15.30	Executive Committee Meeting - 2	Bolero 1
16.00	Bus Tour in Tallinn	Starting at Sokos Hotel Viru

Thursday, June 29

9.00	Visit to National Park (Optional)	Starting at Sokos Hotel Viru
------	--	---------------------------------

Detailed Program - Work Values and Behavior

Sunday, June 25 - Monday, June 26

Sunday, June 25

16.00 - 17.30

Early Registration

Location: Conference Lobby

19.00

Welcoming Reception

Location: Banquette Hall

Monday, June 26

8.00 - 9.00

Registration

Location: Conference Lobby

9.00 - 10.30

Opening Plenum

Location: PlenumGrande 1+2

Koslowsky, M. - ISSWOV President

Ergma, E. - Vice President of Estonian Parliament

Stashevsky, S. - Scientific Committee Chair

Vadi, M. - Organizing Committee Chair

Aycan, Z. - ISSWOV President Elect

Menon, S. - ISSWOV Secretary - Treasurer

Keynote Speaker:

Tetrick L., George Mason University, USA

Health protection and health promotion:

An analysis of competing values in the workplace?

Detailed Program - Work Values and Behavior

Monday, June 26

Monday, June 26

10.30 - 11.00

Coffee Break

Location: Conference Lobby

11.00 - 12.30

Attitudes 1

Location: Bolero 1

Chair: Addae, H., University of Wisconsin, USA

A study on job satisfaction in the context of organisational commitment and burnout

Durna, U., Eren, V. & Koyuncu, M., Nigde University, Turkey

Stress at work: Linear and curvilinear effects of employees' attitudes towards work: A study of Trinidad and Tobago

Addae, H. & Wang X., University of Wisconsin, USA

Variation in employees' reactions to organizational downsizing: Not all survivors are the same

Shamir-Eitam, G. & Lerner, M., Ono College, Israel

11.00 - 12.30

Values

Location: Bolero 2

Chair: Hackett, R.D., McMaster University, Canada

A re-examination of relationship between general values and work values

Lyons, S.T., Duxbury, L. & Higgins, C., St. Francis Xavier University, Canada

Towards a universal set of values bridging East and West: Global positive spirituality for world peace

Karakas, F., McGill University, Canada

Educational impact on managerial values

Ennulo, J. & Alas, R., Estonian Business School, Estonia

Detailed Program - Work Values and Behavior

Monday, June 26

Monday, June 26

11.00 - 12.30

Symposium

Location: Grande 3

Chair: Galperin, B.L., University of Tampa, USA

Positive organizational scholarship and work values

Virtues, work and extra-work satisfactions and psychological well-being of Turkish physicians: An exploratory study

Burke, R.J., Koyuncu, M. & Fiksenbaum, L., York University, Canada

Organizational citizenship behavior and its impact on occupational mental health: The role of personality and coping

Tourigny, L. & Galperin, B.L., University of Wisconsin-Whitewater, USA

Ethical and moral empowerment: Empowering employees to "Do the right thing"

Menon, S.T., Louisiana State University Shreveport, USA

12.30 - 14.00

Lunch

Location: Restaurant Merineitsi

14.00 - 15.30

Leadership 1

Location: Bolero 1

Chair: Menon, S.T., Louisiana State University Shreveport, USA

Various types of Estonian top-managers

Tafel, K. & Alas R., Estonian Institute for Futures Studies, Estonia

Wisdom & leadership: Linking the past, present & future

Lloyd, B., London South Bank University, United Kingdom

Leader value orientation: Toward a typology of charismatic leaders

Menon, S.T., Louisiana State University Shreveport, USA

An attempt to design the measurement tool of institutional leadership

Kivipõld, K. & Vadi, M., University of Tartu, Estonia

Detailed Program - Work Values and Behavior

Monday, June 26

Monday, June 26

14.00 - 15.30

Work-Family

Location: Bolero 2

Chair: Dolan, S.L., ESADE Business School, Spain

Want positive work-home interference? Try high work involvement and broad, fulfilled psychological contracts!

Claes, R., University Gent, Belgium

Work-family conflict and facilitation among social workers: A proposed study

Kalliath, P. & Kalliath, T., Australian Catholic University, Australia

Bidirectional work-family conflict and its impact on employee's mental and physical well being: an exploratory study

Nazareth, P.T., Dolan, S.L. & Diez Pinol, M., ESADE Business School, Spain

Work and family values

Toren, N., Hebrew University, Israel

14.00 - 15.30

Symposium

Location: Grande 3

Chair: Bayazit, M., Koc University, Turkey

Employee proactivity: Motivational processes and contextual antecedents

Organizational, managerial and job-related antecedents of job dedication: An analysis of motivational mediation processes

Goncu, A. & Aksoy, E., Koc University, Turkey

The contextual antecedents of interpersonal facilitation as a dimension of contextual performance

Oztekin, T. & Goncu, A., Koc University, Turkey

What makes employees speak up: Understanding employee voice behavior

Aksoy, E. & Oztekin, T., Koc University, Turkey

Proactivity at work: Intrinsic and extrinsic motivational factors

Bayazit, M., Aycan, Z., Aksoy, E., Goncu, A. & Oztekin, T., Koc University, Turkey

Detailed Program - Work Values and Behavior

Monday, June 26

Monday, June 26

15.30 - 16.00

Coffee Break

Location: Conference Lobby

16.00 - 17.30

Work Values 1

Location: Bolero 1

Chair: Dana, L.P., University of Canterbury, New Zealand

Community-based work and organizational values among the Sami People

Dana, L.P., University of Canterbury, New Zealand

Managing by values at the workplace: What are the main stumbling-blocks?

Jaakson, K., Reino, A., & Vadi, M., University of Tartu, Estonia

Lessons learned in childhood: A management retrospective

Porter, G., Rutgers, The State University, USA

16.00 - 17.30

Knowledge

Location: Bolero 2

Chair: Schweizer, R.M., University of Bern, Switzerland

The role of national values in organizational training: A comparative study in 16 countries

Peretz, H. & Rosenblatt, Z., University of Haifa, Israel

Knowledge transfer within multinationals and their foreign subsidiaries: A culture-context approach

Zaidman N. & Brock D.M., Ben Gurion University, Israel

Organizational identification following M & A

Teerikangas, S., Helsinki University, Finland

Employee's willingness to share knowledge: Antecedents and expectations

Reychav, I. & Weisberg, J., Bar-Ilan University, Israel

Detailed Program - Work Values and Behavior

Monday, June 26 - Tuesday, June 27

Monday, June 26

16.00 - 17.30

Teams

Location: Grande 3

Chair: Arciniega, L.M., Instituto Tecnológico Autónomo de México, México

Do you see what I see: The impact of deep-level diversity on team member perceptual agreement

Woehr, D.J. & Poling, T., University of Tennessee, USA

Psychological empowerment in the South African military: The generalizability of Menon's scale

Kotze, E., Menon, S.T. & Vos, B., Stellenbosch University, South Africa

The impact of personality and value diversity on team performance and team processes

Arciniega, L.M., Woehr, D.J. & Poling, T., Instituto Tecnológico Autónomo de México, México

17.30 - 18.30

Executive Committee Meeting - 1

Location: Bolero 1

19.00

Night Tour in the Old Town

Location: Starting at Sokos Hotel Viru

Tuesday, June 27

8.00 - 9.00

Registration

Location: Conference Lobby

Detailed Program - Work Values and Behavior

Tuesday, June 27

Tuesday, June 27

9.00 - 10.30

Cross Cultural 1

Location: Bolero 1

Chair: Jackson, T., Middlesex University Business School, United Kingdom

Cultural practices and values at the societal level in Estonia in comparison with neighbouring countries

Alas, R. & Tuulik K., Estonian Business School, Estonia

Adapting behavior in a new culture: Study of differences in the use of impression management by immigrant and non-immigrant employees in Canada

Khilji, S.E. & Wang, X., George Washington University, USA

A cross cultural and comparative perspective of career and burnout amongst doctors employed in Spain and Sweden

Diez Pinol, M., Dolan, S.I. & Casellas Pladevall, S., ESADE Business School, Spain

Management control and employee commitment in Sub-Saharan Africa: A cross-cultural empirical study in South Africa, Nigeria, Kenya and Cameroon

Jackson, T., Middlesex University Business School, United Kingdom

9.00 - 10.30

Dysfunctional

Location: Grande 3

Chair: Koslowsky, M., Bar-Ilan University, Israel

When too much is too much: Social antecedents of negative emotions and determinants of constructive versus destructive deviance

Horn, Z.N.J. & Koehler, T., George Mason University, USA

Strain as a mediator of the relationship between support and satisfaction: A longitudinal investigation

Kalliath, T.Y., Brough, P. & O'Driscoll, M.P., Australian National University, Australia

Intention to quit among knowledge employees: A comparison between high-tech versus low-tech companies

Koslowsky, M., Speiser, I., & Weisberg, Y., Bar-Ilan University, Israel

Detailed Program - Work Values and Behavior

Tuesday, June 27

Tuesday, June 27

9.00 - 10.30

Symposium

Location: Bolero 2

Chair: Kütt, M., Hansabank, Estonia

Pan-Baltic Work Values in the Hansabank Group

Kütt, M., Hansabank, Estonia

The practices in the Baltic countries.

Hansen, A., Elcoteq Tallinna AS, Estonia

10.30 - 11.00

Coffee Break

Location: Conference Lobby

11.00 - 12.30

Ethics 1

Location: Bolero 1

Chair: Woehr, D.J., University of Tennessee, USA

A closer look at a value of professional competence

Kosmala, K., Heriot-Watt Univ, United Kingdom

A multinational examination of differential item functioning of the multidimensional work ethic profile

Woehr, D.J. & Meriac, J.P., University of Tennessee, USA

Human resource managers and their ethical dilemma

Andolsek, D.M & Primozi, M., University of Ljubljana, Slovenia

We're all ethical, aren't we? A reflection on work values and behaviour in organizational and management research

Lindorff, M., Monash University, Australia

Detailed Program - Work Values and Behavior

Tuesday, June 27

Tuesday, June 27

11.00 - 12.30

Leadership 2

Location: Duetto

Chair: AyCan, Z., Koc University, Turkey

Long-term effects of community empowerment and leadership building in an Arab-Jewish city in Israel

Hertz-Lazarowitz, R. & Zelniker, T., University of Haifa, Israel

A critical review of longitudinal studies on leader-member exchange

Kuzmenko, T.N. & Hackett, R.D., McMaster University, Canada

Understanding within culture variability in the managerial practices: The relationship of managerial values and assumptions with performance management

AyCan, Z. & Yavuz, S., Koc University, Turkey

11.00 - 12.30

Symposium

Location: Grande 3

Chair: Elizur, D., Bar-Ilan University, Israel

Personal, work and organizational values and value structures

Stability and change of work values in Switzerland's youth

Schweizer, R.M., University of Bern, Switzerland

The place of work in the value system of Israeli society: A comparative analysis

Levy, S., Hebrew University, Israel

School organizational values: A facet theory approach

Friedman, I.A., Henrietta Szold Institute, Israel

The importance of personal values in different professional careers

Tchaicovsky, F.M., Freire, M.J. & Fernandes, M.P., Universidade Federal do Rio de Janeiro, Brasil

Detailed Program - Work Values and Behavior

Tuesday, June 27

Tuesday, June 27

12.30 - 14.00

Lunch

Location: Banquette Hall

13.00 - 13.30

Luncheon Presentation

Location: Banquette Hall

Ethical issues in organizational psychology

Koslowsky, M., Bar-Ilan University Israel, Israel

14.00 - 15.30

Organizational Culture

Location: Bolero 1

Chair: Bendixen, M., Nova Southeastern University, USA

Unifying O'Reilly's organizational culture profile and Schwartz's value theory

Borg, I., ZUMA & Univ of Giessen, Germany

The Effect of organizational culture on work-life balance and employee's perceptions of well-being

Hanrahan, P.L., Embry-Riddle Aeronautical University, USA

Examining link between relationships aspect of organizational culture and organizational members' interpersonal competencies

Reino, A. & Tolmats, E., University of Tartu, Estonia

Corporate cults and ways of life

Bendixen, M., Abratt, R. & Bhimsan, V., Nova Southeastern University, USA

Detailed Program - Work Values and Behavior

Tuesday, June 27

Tuesday, June 27

14.00 - 15.30

Rewards

Location: Bolero 2

Chair: Weisberg, J., Bar-Ilan University, Israel

Wage determination antecedents and outcomes on employees attitudes

Stashevsky, S. & Weisberg, J., Bar-Ilan University, Israel

Trust and team performance: The effectiveness of professional sport teams

Mach, M., Sierra, V. & Dolan, S., ESADE Business School, Spain

Wages and effort in the French for-profit and nonprofit sectors: Labor donation theory revisited

Lanfranchi, J. & Narcy, M., Universite Panthon-Assas, France

14.00 - 15.30

Work Values 2

Location: Duetto

Chair: Patrickson, M., University of South Australia, Australia

Perceived dimensions of societal and organizational values and cultures and its impact on managerial work behaviour

Singh-Sengupta S., University of Delhi, India

The link between value congruence and employee behaviors: What happens in a crisis?

Arnold, S., University of Queensland, Australia

Psychological contracts and work values: New psychological contracts in Estonia

Randmann, L., Tallinn University of Technology, Estonia

Comparative study of working values between research-oriented Master (in Management) students and MBA students

Zhang, L., Sun, J., & Chen, Y., Renmin University of China, China

Detailed Program - Work Values and Behavior

Tuesday, June 27

Tuesday, June 27

15.30 - 16.00

Coffee Break

Location: Conference Lobby

16.00 - 17.30

Education

Location: Bolero 1

Chair: Vadi, M., University of Tartu, Estonia

Interrelationships between personality traits and organisational culture in Estonian schools

Aidla, A. & Vadi, M., University of Tartu, Estonia

Organizational learning as a function of leadership style and vision

Kurland, H. & Hertz-Lazarowitz, R., Oranim - The Academic College of Education, Israel

Teacher sense of efficacy locus of control organizational patterns and attitudes toward educational innovations

Gaziel, H., Bar-Ilan University, Israel

16.00 - 17.30

Ethics 2

Location: Bolero 2

Chair: Stashevsky, S., Bar-Ilan University, Israel

Value based strategies for revising and resubmitting papers to refereed journals

Altman, Y. & Baruch, Y., London Metropolitan University, United Kingdom

Trends in Internet surfing behavior at work and at home

Nebenzahl I.D. & Stashevsky, S., Bar-Ilan University, Israel

The chain of events underlying the construct of organizational justice

Fischer, S. & Koslowsky, M., Bar-Ilan University, Israel

Ethical issues of Internet sourced academic papers

Nebenzahl, O. & Nebenzahl, I.D., Beit Berl College, Israel

Detailed Program - Work Values and Behavior

Tuesday, June 27

Tuesday, June 27

16.00 - 17.30

Health

Location: Duetto

Chair: Baba, V.V., McMaster University, Canada

Workaholism among Turkish physicians: Possible work, extra-work and psychological health consequences

Koyuncu, M., Burke, R.J. & Fiksenbaum, L., Erciyes University, Turkey

Personal attributes and work demands as determinants of well-being amongst Swedish physicians: Identifying configurations that lead to burnout and vigor

Dolan, S.L., Diez-Pinol, M., Sierra V., & Cannings, K., ESADE Business School, Spain

Effects of occupational health factors on the job satisfaction and short-term absence of employees

Sell, L., Aarhus School of Business, Denmark

Job satisfaction among nurses: A psychometric comparison

Baba, V.V., Tourigny, L., Wang, X., Lituchy, T.R. & Kar, S., McMaster University, Canada

17.30 - 18.30

Posters

Location: Grande 3

Organizational commitment, burnout and job satisfaction of social workers in community and total welfare organizations serving the elderly

Freund, A. & Bar-Ilan L., Haifa University, Israel

Race and gender differences in perceived supportive work environment

Keaveny, T.J. & Inderrieden, E.J., Marquette University, USA

A review of the work-family balance construct

Kalliath, T. & Kalliath, P., Australian National University, Australia

How meaningfulness in work facilitates both organizational and professional commitment

Carmeli, A. & Josman, Z., Bar-Ilan University, Israel

Detailed Program - Work Values and Behavior

Tuesday, June 27

Tuesday, June 27

Manager's gender as a moderator between family-to-work conflict and intent to leave current job

Tillemann, K., Estonian Business School, Estonia

Values and rewards: Perceptions of performance related pay in a Sino-American joint venture

Richbell, S. & Wu, B., University of Sheffield, United Kingdom

A comparative study of the antecedents of org. commitment between employees of a private and a government organizations in Mexico

Arciniega, L.M., Ortigoza-Del Vecchyo, V. & Martinez-Montagut, P., Instituto Tecnologico Autonomo de Mexico, Mexico

The comparison of appraisal and compensation systems in Estonian universities

Türk, K. & Roolaht, T., University of Tartu, Estonia

Differences in national culture and their implications on management behavior: Latvians and the Latvian-Russian minority

Huettinger, M., Jagiellonian University, Poland

Influence of personal values in the significance creation process of information at organizations in Brazil

Fernandes, M.P. & Tchaicovsky, F.M., Universidade Federal do Rio de Janeiro, Brasil

Organizational values and values-driven management in strategic business networks: A case study

Järvensivu, T., Helsinki School of Economics, Finland

Comparative analysis of organizational learning in Slovenian and Malaysian companies

Dimovski, V., Skerlavaj, M. & Kimman, M., University of Ljubljana, Slovenia

Attitudes of working surfers towards online advertising

Stashevsky, S. & Liebermann, Y., Bar-Ilan University, Israel

An exploratory study of bullying in the workplace

Torun, A., Marmara University, Turkey

Uncertainty during organizational change: Associations with communication, psychological well-being, job satisfaction and commitment

Ozaralli, N., Marmara University, Turkey

Detailed Program - Work Values and Behavior

Tuesday, June 27

Tuesday, June 27

Perceptions of ethics in selection and recruitment practices: A descriptive study among Turkish HR professionals

Aksoy, E. & Goncu, A., Koc University, Turkey

On a practical tool for measuring changes in values as an effect of training

Wozniak, J., Olsztynska Wyzsza Szkola Informatyki, Poland

Relations between definitions of working, work related societal norms and work values

Parts, V., Tallinn University, Estonia

The positive in the Estonian school

Torokoff, M. & Vadi, M., University of Tartu, Estonia

Construction of a model of ethical behavior for psychologists

Ferencz-Kaddari, M. & Koslowvsky, M., Bar-Ilan University, Israel

Generalized self-efficacy, OBSE and organizational trust

Islamoglu, G., Marmara University, Turkey

The effect of self esteem on the relationship between unethical behaviors in organizations and intention to leave

Birsel, M. & Turgut, T., Marmara University, Turkey

18.45

Concert

Location: Estonian National Opera, Winter Garden

20.00 - 22.00

Gala Dinner

Location: Estonian National Opera, Blue Hall

22.00

Guided Tour in Estonian National Opera

Detailed Program - Work Values and Behavior

Wednesday, June 28

Wednesday, June 28

8.00 - 9.00

Registration

Location: Conference Lobby

9.00 - 10.30

Diversity

Location: Bolero 1

Chair: Tchaicovsky, F.M., Federal University of Rio de Janeiro, Brazil

Balancing the competing demands of work and retirement: Choices facing older workers in the transition process

Patrickson, M., University of South Australia, Australia

Exploring the role of values and beliefs in employment discrimination: A comparative study of Canada and India

Saha, S.K., Memorial University of Newfoundland, Canada

Gender differences and similarities of life values-A comparative analysis: Brazilian university students

Tchaicovsky, F.M., Federal University of Rio de Janeiro, Brazil

9.00 - 10.30

Attitudes 2

Location: Bolero 2

Chair: Ennulo, J., Estonian Business School, Estonia

Organizational commitment as non-transactional behavior

Bar-Haim, A., Open University of Israel, Israel

Adaptation strategies and learning of mid-level workers for work changes: the role of work identity

Loogma, K., Tallinn University, Estonia

Relationships between employee work values and employee and organization obligation within psychological contracts

Tallman, R., & Bruning, N.S., University of Northern British Columbia, Canada

Job embeddedness as a contextual antecedent of organizational citizenship behavior

Koslowsky, M. & Lev, S., Bar-Ilan University, Israel

Detailed Program - Work Values and Behavior

Wednesday, June 28

Wednesday, June 28

9.00 - 10.30

Innovation

Location: Duetto

Chair: Ziderman, A., Bar-Ilan University, Israel

Telling stories-A narrative approach in entrepreneurship

Gladys-Jakobik, J., Warsaw School of Economics, Poland

Managing projects in a virtual organization

Bendixen, M., Abratt, R. & Mills, S., Nova Southeastern University, USA

On values supporting the creation of innovation in a training company-a case study

Wozniak, J., Olszynska Wyzsza Szkola Informatyki, Poland

10.30 - 11.00

Coffee Break

Location: Conference Lobby

11.00 - 12.30

Cross Cultural 2

Location: Bolero 1

Chair: Toren, N., Hebrew University, Israel

Employability management in European ICT sector small-and medium sized enterprises

Scholarios, D., van der Heijden, B. & van der Schoot, E., Maastricht School of Management, The Netherlands

Tradition and modernity as cultural dimensions and their impact on managerial philosophy

Chang, W.C. & Lim, L., Nanyang Technological University, Singapore

Concepts of cross-cultural orientation: A comparison of Latvian and German business cultures

Baumane, I. & Sumilo, E., University of Latvia, Latvia

Postcommunist societal transition: A case study in leadership

Gallagher, M., University of Tartu, Estonia

Detailed Program - Work Values and Behavior

Wednesday, June 28 - Thursday, June 29

Wednesday, June 28

11.00 - 12.30

Attitudes 3

Location: Bolero 2

Chair: Borg, I., ZUMA & Univ of Giessen, Germany

Attitudes and opinions of nonidentifiers in employee surveys

Borg, I. & Braun, M., ZUMA & Univ of Giessen, Germany

A new method for attitude measurement

Lampert, S. & Stashevsky, S., Bar-Ilan University, Israel

Subordinates' trust toward supervisors in high-end hotels

Inelmen, K., Bogazici University, Turkey

The job attitude differences among public and private school teachers in Albania

Bilgic, R., Middle East Technical University, Turkey

12.30 - 14.00

Lunch

Location: Restaurant Merineitsi

14.00 - 14.45

General Assembly

Location: Grande 1+2

14.45 - 15.30

Executive Committee Meeting - 2

Location: Bolero 1

16.00

Bus Tour in Tallinn

Location: Starting at Sokos Hotel Viru

Thursday, June 29

9.00

Visit to National Park (Optional)

Location: Starting at Sokos Hotel Viru