



Eleventh Biennial Conference of the International Society for the Study of Work and Organizational Values

June 22-25, 2008

Singapore

Hosted by Nanyang Business School



**Eleventh Biennial Conference of the
International Society for the Study of Work and
Organizational Values**

ISSWOV

International Society for the Study of Work &
Organizational Values

**Work Values and Social Responsibilities in a Changing
World: From Being Good to Doing Good**

June 22-25, 2008

Singapore

Carlton Hotel Singapore

www.Lsus.edu/ba/isswov

Hosted by



Eleventh Biennial Conference of the International Society for the Study of Work and Organizational Values

Work Values and Social Responsibilities in a Changing World:

From Being Good to Doing Good

Zeynep Aycan

Koç University, Turkey- ISSWOV President

Bella L. Galperin

The University of Tampa, USA- Scientific Committee Chair

Stewart Arnold

Nanyang Technological University, Singapore- Organizing Committee Chair

Sanjay T. Menon

Louisiana State University Shreveport, USA- Secretary-Treasurer

Scientific Committee Members:

Helena Addae, University of Wisconsin – Whitewater, USA
Yochanan Altman, European Business School, Paris, France
Luis Arciniega, ITAM, Mexico
Zeynep Aycan, Koç University, Turkey
Vishwanath Baba, McMaster University, Canada
Ingwer Borg, ZUMA, Germany
Ronald Burke, York University, Canada
Simon L. Dolan, Ramon Llull University, ESADE, Spain
Dov Elizur, Bar-Ilan University, Israel
Rick Hackett, McMaster University, Canada
Itzhak Harpaz, University of Haifa, Israel
Terrence Jackson, Middlesex University Business School, UK
Gary Johns, Concordia University, Canada
Meni Koslowsky, Bar-Ilan University, Israel
Romie Littrell, Auckland University of Technology, New Zealand
Sanjay Menon, Louisiana State University Shreveport, USA
Margaret Patrickson, University of South Australia, Australia
Hazel Rosin, York University, Canada
Shmuel Stashevsky, Bar-Ilan University, Israel
Fany Tchaikovsky, Federal University, Brazil
Danielle Warren, Rutgers University, USA
Jacob Weisberg, Bar-Ilan University, Israel
David Woehr, University of Tennessee, USA

Brief Timetable

	Sunday, June 22, 2008			Tuesday, June 24, 2008		
14:00-19:00	Early Registration at Carlton Hotel	F		8:30-9:00	Registration	F
14:00-17:00	Hop On Bus Tour of City (Optional)			9:00-10:30	Sessions	
19:00	Welcoming Reception	RTP			Careers, Work-Life Balance & Time	E1
	Monday, June 23, 2008				Symposium: Being Good/Doing Good	E2
8:00-9:00	Registration	F			Beliefs, Attitudes & Personality	E3
9:00-10:30	Opening Plenum	E1 & 2		10:30-11:00	Coffee Break	F
10:30-11:00	Coffee Break	F		11:00-12:30	Sessions	
11:00-12:30	Forums				Symposium: Facet Analysis	E1
	Diversity Management Forum	E1 & 2			Occupational Health & Safety	E2
	Editors' Forum	E3			Organizational Learning, Strategy & Change	E3
12:30-14:00	Lunch	CV		12:30-14:00	The Rami Sagie New Scholar Award Luncheon	CV
14:00-15:30	Sessions			14:00-15:30	Sessions	
	CSR & Governance	E1			Work Values	E1
	Cross-Cultural Research	E2			Performance	E2
	Commitment	E3			Entrepreneurship & Developing Economies	E3
15:30-16:00	Coffee Break	F		15:30-16:00	Coffee Break	F
16:00-17:30	Sessions			16:00-17:30	Sessions	
	Organizational & Work Values	E1			Cross-Cultural Research	E1
	Job Performance & OBC	E2			Spirituality & Humanistic Leadership	E2
	Measurement Issues	E3			Higher Education	E3
17:30-18:30	Poster Session 1	CR		17:30-18:30	Poster Session 2	CR
	Executive Committee Meeting 1	E1		19:00	Gala Dinner and Tour of Marina Bay Area	
19:00	Multi-Cultural Tour					

					Wednesday, June 25, 2008	
				8:30-9:00	Registration	F
				9:00-10:30	Sessions	
					Organizational Change & Competitiveness	E1
					Culture	E2
				10:30-11:00	Coffee Break	F
				11:00-12:30	Sessions	
					General Values	E1
					HRM	E2
				12:30-14:00	Lunch	CV
				14:00-15:30	General Assembly	E1 & 2
				15:30-16:00	Executive Committee Meeting 2	E1 & 2
				15.30-17.30	Extended Coffee Break for Networking	F

F	Foyer Area, Level 2	CR	Connaught Room, Level 2
EB1	Empress 1, Level 2	RTP	Roof Terrace Pool, Level 5
EB2	Empress 2, Level 2	CV	Café Vic, Level 1
EB2	Empress 3, Level 2		

ISSWOV Program Schedule

Sunday, June 22, 2008 14:00-19:00

Early Registration at Carlton Hotel Singapore

Location: Foyer Area, Level 2

Sunday, June 22, 2008 14:00-17:00

Hop on Bus Tour of the City (Optional)

Location: Opposite Raffles City (near the Carlton Hotel)

Sunday, June 22, 2008 19:00

Welcoming Reception

Location: Roof Terrace Pool, Level 5

Monday, June 23, 2008 8:00-9:00

Registration

Location: Foyer Area, Level 2

Monday, June 23, 2008 9:00-10:30

Opening Plenum

Location: Empress 1 & 2, Level 2

Zeynep Aycan- ISSWOV President

Bella L. Galperin- ISSWOV Scientific Committee Chair

Stewart Arnold- ISSWOV Organizing Committee Chair

Shmuel Stashevsky-ISSWOV President-Elect

Sanjay T. Menon-ISSWOV Secretary-Treasurer

The influence of cultural values on work behavior: Why and how individual power distance belief matters

Keynote Speaker

Jiing-Lih Larry Farh, Hong Kong University of Science & Technology, Hong Kong

Monday, June 23, 2008

10:30-11:00

Coffee Break

Location: Foyer Area, Level 2

Monday, June 23, 2008

11:00-12:30

FORUM Best Practices in Diversity Management

Chair: Meni Koslowsky, Bar-Ilan University, Israel

Location: Empress 1 & 2, Level 2

Presenters:

Fair employment practices and diversity in Singapore

Andrew Fung - General Manager, Tripartite Centre for Fair Employment, Singapore

Factors affecting the adoption of employment equity in Canada

Eddy S.W. Ng, California State Polytechnic University- Pomona, USA

Value diversity for innovativeness: Estonian experiences

Rebekka Vedina, University of Tartu, Estonia

Diversity as our primary source of novelty, creativity and mutual understanding

Roger Sages, University of Lund, Sweden

Current research on age diversity

Helena M. Addae, University of Wisconsin-Whitewater, USA

Panel:

Questions and Answers

Andrew Fung - General Manager, Tripartite Centre for Fair Employment, Singapore

Eddy S.W. Ng, California State Polytechnic University- Pomona, U.S.A.

Roger Sages, University of Lund, Sweden

Helena M. Addae, University of Wisconsin-Whitewater, USA

Hazel M. Rosin, York University, Canada

Monday, June 23, 2008

11:00-12:30

FORUM Editors' Forum

Location: Empress 3, Level 2

Chair: Adrian Ziderman, Bar-Ilan University, Israel

Trends, opportunities and pitfalls in journal publishing

Adrian Ziderman, Bar-Ilan University, Israel

Conducting research with impact

Rick D. Hackett, McMaster University, Canada

Do's and don'ts in submitting a manuscript: Strategic considerations to increase the probability of acceptance

Simon L. Dolan, Ramon Llull University, ESADE, Spain

Publishing cross-cultural research: Writing the theory and methodology

Zeynep Aycan, Koç University, Turkey

Panel:

Introducing our journals; conference special issues; questions and answers

Zeynep Aycan, International Journal of Cross-Cultural Management

Rick D. Hackett, Canadian Journal of Administrative Sciences

Simon L. Dolan, Cross-Cultural Management: An International Journal

Adrian Ziderman, International Journal of Manpower

Monday, June 23, 2008

12:30-14:00

Lunch

Location: Café Vic, Level 1

Monday, June 23, 2008

14:00-15:30

THEMATIC PAPER SESSION Corporate Social Responsibility and Governance

Chair: Mahmut Bayazit, Sabanci University, Turkey

Location: Empress 1, Level 2

The role of organizational culture in the corporate social responsibility of Estonian service organizations

Krista Jaakson, University of Tartu, Estonia

Maaja Vadi, University of Tartu, Estonia

Katrin Tamm, University of Tartu, Estonia

Innovation and reputation: Social responsibility of global organizations

Margarida Piteira, The Higher Institute of Economics and Management/Technological and Science Foundation, Portugal

Jorge F.S. Gomes, The Higher Institute of Applied Psychology, Portugal

José Maria Carvalho Ferreira, The Higher Institute of Economics and Management, Portugal

Shareholderism: Board members' values and the shareholder-stakeholder dilemma

Renée B. Adams, University of Queensland, Australia

Amir N. Licht, Interdisciplinary Center Herzliya, Israel

Lilach Sagiv, Hebrew University in Jerusalem, Israel

Monday, June 23, 2008

14:00-15:30

THEMATIC PAPER SESSION Cross-Cultural Research

Chair: Hazel M. Rosin, York University, Canada

Location: Empress 2, Level 2

The role of practical values in organizational training:

A comparative study in 21 countries

Hilla Peretz, Syracuse University, USA

Zehava Rosenblatt, University of Haifa, Israel

Do shared colonial experiences lead to similar work attitudes?: A study of Ghana and Nigeria

Helena M. Addae, University of Wisconsin-Whitewater, USA

West meets Muslims: The impact of contextualism on Canadian and Pakistani conflict management styles in business negotiations

Zhenzhong Ma, University of Windsor, Canada

**Winner of the Rami Sagie New Scholar Award*

Cultural values, cultural interfaces, cultural identities:

Managing health projects in Southern Africa

Terence Jackson, Middlesex University Business School, UK

Monday, June 23, 2008

14:00-15:30

THEMATIC PAPER SESSION Commitment

Chair: Wes Harry, Lancashire Business School, UK

Location: Empress 3, Level 2

Work values of Chinese knowledge workers: A perspective from determinants of organizational commitment

Xiaoxia Li, University of Rennes 1, France

David Alis, University of Rennes 1, France

Catherine Sarlandie de La Robertie, University of Rennes 1, France

Career commitment as a moderator in organizational commitment models

Jacob Weisberg, Bar-Ilan University, Israel

Meni Koslowsky, Bar-Ilan University, Israel

Why dissatisfied employees do not intend to leave?: The effect of organizational commitment profiles

Soner Dumani, Koç University, Turkey

Zeynep Aycan, Koç University, Turkey

Zahide Karakitapoglu Aygun, Bilkent University, Turkey

Sami Gulgoz, Koç University, Turkey

Employee commitment revisited

Dana Mesner Andolšek, University of Ljubljana, Slovenia

Janez Štebe, University of Ljubljana, Slovenia

Monday, June 23, 2008

15:30-16:00

Coffee Break

Location: Foyer Area, Level 2

Monday, June 23, 2008

16:00-17:30

THEMATIC PAPER SESSION Organizational and Work Values

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

Location: Empress 1, Level 2

The value of values: An exploratory study of organizational values and their impact on the financial performance of the firm

Simon L. Dolan, Ramon Llull University, ESADE, Spain

Jose Maria Alvarez De Lara, Ramon Llull University, ESADE, Spain

Maria José Parada, Ramon Llull University, ESADE, Spain

Miriam Diez, Ramon Llull University, ESADE, Spain

Work value congruence: A longitudinal test of Schneider's framework and socialization processes

Rein De Cooman, Vrije Universiteit Brussel, Brussel; Sara De Gieter, Vrije Universiteit Brussel, Brussel; Roland Pepermans, Vrije Universiteit Brussel, Brussel; Sabrina Hermans, Vrije Universiteit Brussel, Brussel; Cindy Du Bois, Vrije Universiteit Brussel, Brussel; Ralf Caers, Vrije Universiteit Brussel, Brussel; Marc Jegers, Vrije Universiteit Brussel, Brussel

From exposed values to real values: Is it a long way to go?: Example of Estonian companies

Anne Reino, University of Tartu, Estonia

Elina Tolmats, University of Tartu, Estonia

The structure of work values: A Replication with two measures

Sean Lyons, University of Guelph, Canada

Linda Schweitzer, Carleton University, Canada

Monday, June 23, 2008

16:00-17:30

THEMATIC PAPER SESSION Job Performance and Organizational Citizenship Behavior

Chair: Rekha Karambayya, York University, Canada

Location: Empress 2, Level 2

The relationship between personality of work-team manager and job performance of the team/organizational culture

Liron Nathan, Bar-Ilan University, Israel

Eyal Yaniv, Bar-Ilan University, Israel

Dov Elizur, Bar-Ilan University, Israel

Organizational justice components as antecedents of job performance behaviors

Sharon Fischer, Bar-Ilan University, Israel

Meni Koslowsky, Bar-Ilan University, Israel

Organizational citizenship behavior in Mainland China: Etic and emic dimensions

Louise Tourigny, University of Wisconsin-Whitewater, USA

Vishwanath V. Baba, McMaster University, Canada

Xiaoyun Wang, University of Manitoba, Canada

Jian Han, Peking University, China

Monday, June 23, 2008

16:00-17:30

THEMATIC PAPER SESSION Measurement Issues

Chair: Roger Bell, Ramon Llull University, ESADE, Spain

Location: Empress 3, Level 2

Who writes what kinds of comments in employee surveys?

Ingwer Borg, Gesis-ZUMA & University of Giessen, Germany

Comparative study of measuring attitudes change caused by an intervention

Shmuel Stashevsky, Bar-Ilan University, Israel

Shlomo Lampert, Hadassah Academic College Jerusalem, Israel

Attitudes of demographic item nonresponders in employee surveys

Ingwer Borg, Gesis-ZUMA & University of Giessen, Germany

Miriam Baumgärtner, Gesis-ZUMA & University of Giessen, Germany

Using confirmatory multidimensional scaling as a method for assessing measurement equivalence across cultures: The case of EVAT scale

Luis M. Archiniega, Instituto Tecnológico Autónomo de México (ITAM), Mexico

Luis González, Universidad de Salamanca, Spain

Vítor Soares, Instituto Piaget, Portugal

Stefania Ciulli, Università Degli Studi Di Firenze, Italy

Marco Giannini, Università Degli Studi Di Firenze, Italy

Monday, June 23, 2008

17:30-18:30

Poster Session 1

Location: Connaught Room, Level 2

Changing culture of teachers' profession in the context of fundamental regime change and educational restructuring

Krista Loogma, Tallinn University, Estonia

Viive-Riina Ruus, Tallinn University, Estonia

Zebras among horses: A study of the working experiences of graduates in the retail industry

Leng Ho Keat, Republic Polytechnic, Singapore

Value diversity for innovativeness: A case study

Rebekka Vedina, University of Tartu, Estonia

The impact of work value congruence on organizational performance: Does more homogeneity lead to less creativity and innovativeness?

Rein De Cooman, Vrije Universiteit Brussel, Brussel

Sara De Gieter, Vrije Universiteit Brussel, Brussel

Roland Pepermans, Vrije Universiteit Brussel, Brussel

Marc Jegers, Vrije Universiteit Brussel, Brussel

Incongruence between individual-organization values and its correlation with absenteeism and labour rotation

Hector Zazueta-Beltran, Universidad Autónoma de Sinaloa, Mexico

Learning activities supported by the employer: From a necessary evil to a highly considered value

Gad Ravid, Netanya Academic College, Israel

Dror Eytan, The Missing Element Consultants, Israel

Trust in supervisor, colleagues and the organization

Melek Birsal, Marmara University, Turkey

Guler Islamoglu, Marmara University, Turkey

Deniz Boru, Marmara University, Turkey

Moral integrity and moral attitude of tomorrow's business leaders: A multi-dimensional voice of the youth study

Peithe Ma Salva, Far Eastern University, Philippines

Heh Jason Huang, National Sun Yat-Sen University, Taiwan

Assessing the convergent validity of the four dimensions of the resistance to change scale and the four higher-order values of Schwartz

Luis M. Archiniega, Instituto Tecnológico Autónomo De México (ITAM), Mexico

Luis González, Universidad de Salamanca, Spain

Monday, June 23, 2008

17:30-18:30

Executive Committee Meeting 1

Location: Empress 1, Level 2

Monday, June 23, 2008

19:00

Multi-Cultural Tour

Location: Meet in Hotel Lobby at 18:45

Tuesday, June 24, 2008

8:30-9:00

Registration

Location: Foyer Area, Level 2

Tuesday, June 24, 2008

9:00-10:30

THEMATIC PAPER SESSION Careers, Work-Life Balance, and the Construction of Time

Chair: Zeynep Aycan, Koç University, Turkey

Location: Empress 1, Level 2

A smallest space analysis of the value structure of career anchors

Sean Lyons, University of Guelph, Canada

Lorraine Dyke, Carleton University, Canada

Shaista Khilji, The George Washington University, USA

Work-family conflict and coping among a sample of social workers and their partners in India: A qualitative study

Parveen Kalliath, Australian Catholic University, Australia

Thomas Kalliath, Australian National University, Australia

Work and family: An exploration of marital status similarities and differences in values in four Latin American countries

Dora M. Luk, City University of Hong Kong, China; Regina A. Greenwood, Nova Southeastern University, USA; Neusa Maria Bastos F. Santos, Pontifícia Universidade Católica de São Paulo, Brazil; Sankalp Chaturvedi, National University of Singapore, Singapore; Jaime A. Ruiz-Gutierrez, University of Los Andes, Colombia; Shaista E. Khilji, George Washington University, USA; Miguel R. Olivas-Lujan, Clarion University of Pennsylvania, USA; Sergio Madero, Tecnológico de Monterrey, México; Bahaudin Mujtaba, Nova Southeastern University, USA; Edward F. Murphy Jr., Embry Riddle Aeronautical University, USA; Arnel Onesimo O. Uy, De La Salle University, Philippines; Silvia Ines Monserrat, Universidad Nacional del Centro -Tandil, Argentina; Christoforou Paraskevi, National University of Singapore, Singapore

Constructing time: Implications for personal and professional lives

Rekha Karambayya, York University, Canada

Peter Lee, York University, Canada

Tuesday, June 24, 2008

9:00-10:30

SYMPOSIUM SESSION: Being Good/Doing Good in the Work/Formative Training in the Universities of Today

Chair: Roger Sages, Lund University, Sweden

Location: Empress 2, Level 2

Everyday life in work, in work-life integration: A phenomenological analysis of people's experiences at work

Roger Sages, Lund University, Sweden

Motivations and expectations for student mobility: First-year students' experiences

Estelle Herbaut, Université Lumière Lyons 2, France

Being good or doing good- A university dilemma

Josef Mörnerud, Lund University, Sweden

"Serve, love, give with head, heart and hands": Karmayoga's influence on working life

Anna Cöster, Lund University, Sweden

Tuesday, June 24, 2008

9:00-10:30

THEMATIC PAPER SESSION: Beliefs, Attitudes and Personality

Chair: Eddy S.W. Ng, California State Polytechnic University-Pomona, USA

Location: Empress 3, Level 2

Do supervisory trust and organizational support matter?: Reviewing supervisory roles, gender and counterproductive work behavior

Stacey R. Kessler, Montclair State University, USA

Bella L. Galperin, The University of Tampa, USA

Neha Singla, University of South Florida, USA

Paul E. Spector, University of South Florida, USA

Self perceptions and social misconceptions: The implications of gender traits for locus of control and life satisfaction

Dahlia Moore, College of Management-Academic Studies, Israel

Shulamit Ben-Ari, College of Management-Academic Studies, Israel

Personality facets as potentials moderators of PO fit-job satisfaction relationships

Muirhead Kaleena, University of Canterbury, New Zealand

Oleksandr S. Chernyshenko, Nanyang Technological University, Singapore

“Me, myself, and the others”: The influence of personal values on the psychological contract

Filipe Coelho, University of Coimbra, Portugal

Jorge F.S. Gomes, The Higher Institute of Applied Psychology, Portugal

Carlos M. P. Sousa, University College Dublin, Ireland

Céu Colaço, University of Coimbra University, Portugal

Tuesday, June 24, 2008

10:30-11:00

Coffee Break

Location: Foyer Area, Level 2

Tuesday, June 24, 2008

11:00-12:30

SYMPOSIUM SESSION: Facet Analysis of Work and Organizational Values and Motives

Chair: Dov Elizur, Bar-Ilan University, Israel

Location: Empress 1, Level 2

Facet analysis of social capital: A structural analysis

Batia Ben-Hador, Bar-Ilan University, Israel

Dov Elizur, Bar-Ilan University, Israel

Framing processes during organizational transitions: Insights on values and inter organizational dynamics

Esther Solomon, Fordham University, USA

Work and organizational values in overtime service

Ran Bichachi, Bar-Ilan University, Israel

Michael Katz, Haifa University, Israel

Tuesday, June 24, 2008

11:00-12:30

THEMATIC PAPER SESSION Occupational Health and Safety

Chair: Dahlia Moore, College of Management-Academic Studies, Israel

Location: Empress 2, Level 2

Supervisor competency as a moderator of stressor-strain relationship: An examination of the Karasek model in India

Akanksha Bedi, McMaster University, Canada

Vishwanath Baba, McMaster University, Canada

Safety culture in action: Coping strategies regarding human error in the health services

Teresa C. D'Oliveira, The Higher Institute of Applied Psychology, Portugal

Going green: Sickness absence rates and journey to work policy

Suzanne Richbell, Sheffield University, UK

Lydia Watts, INTO Newcastle upon Tyne, UK

Tuesday, June 24, 2008

11:00-12:30

THEMATIC PAPER SESSION Organizational Learning, Strategy and Change

Chair: Zhenzhong Ma, University of Windsor, Canada

Location: Empress 3, Level 2

Turkish owner-managers' interpretations of institutionalization: The roles of perceived environmental complexity, regulatory focus and environmental scanning

Mahmut Bayazit, Sabanci University, Turkey

Burcu Canacik, Koç University, Turkey

Balanced structure of institutional leadership: The gateway to the social responsibility

Kurmet Kivipõld, University of Tartu, Estonia

Maaja Vadi, University of Tartu, Estonia

Acculturation process: A typology and exploration from Spanish organizations in China

Yingying Zhang, Ramon Llull University, ESADE, Spain

Simon L. Dolan, Ramon Llull University, ESADE, Spain

Chad Albrecht, Ramon Llull University, ESADE, Spain

Miriam Diez-Piñol, Ramon Llull University, ESADE, Spain

A comparative study of dispositional resistance to change in employees of three different companies in Mexico

Luis M. Archiniega, Instituto Tecnológico Autónomo de México (ITAM), Mexico

Denisse Said, Instituto Tecnológico Autónomo de México (ITAM), Mexico

Ixia Verroust, Instituto Tecnológico Autónomo de México (ITAM), Mexico

Tuesday, June 24, 2008

12:30-14:00

The Rami Sagie New Scholar Award Luncheon

Location: Café Vic, Level 1

Tuesday, June 24, 2008

14:00-15:30

THEMATIC PAPER SESSION Work Values

Chair: Vishwanath V. Baba, McMaster University, Canada

Location: Empress 1, Level 2

Work values and behaviors of middle managers in lean organizations

Desirée H. Van Dun, University of Twente, Netherlands

Jeff N. Hicks, University of Twente, Netherlands

Celeste P. M. Wilderom, University of Twente, Netherlands

Arjon J. P. Van Lieshout, House of Performance, Netherlands

Value orientation for global supply chain implementation

Sanjay T. Menon, Louisiana State University Shreveport, USA

Testing the construct validity of a triaxial model of values and examining the congruity between life and work

Roger Bell, Ramon Llull University, ESADE, Spain

Vicenta Sierra, Ramon Llull University, ESADE, Spain

Work values of Jewish and Moslems academics in Israel

Moshe Sharabi, Yezreel Valley College, Israel

Tuesday, June 24, 2008

14:00-15:30

THEMATIC PAPER SESSION Performance

Chair: Bella L. Galperin, The University of Tampa, USA

Location: Empress 2, Level 2

Improving performance and job satisfaction by applying management programs

Shmuel Stashevsky, Bar-Ilan University, Israel

Trust, culture and team performance: Validation of a triaxiale model

Merce Mach, Ramon Llull University, ESADE, Spain

Simon L. Dolan, Ramon Llull University, ESADE, Spain

Shay Tzafrir, Haifa University, Israel

The role of willingness to share knowledge mediates performance: Evidence from Israeli high tech firms

Iris Reyhav, Holon Institute of Technology, Israel

Jacob Weisberg, Bar-Ilan University, Israel

Tuesday, June 24, 2008

14:00-15:30

THEMATIC PAPER SESSION Entrepreneurship and Developing Economies

Chair: Terence Jackson, Middlesex University Business School, UK

Location: Empress 3, Level 2

Building entrepreneurial values in developing economies: The case of South Africa

Hazel M. Rosin, York University, Canada

Kevin McKague, York University, Canada

Achievement motivation of low income women: Brazil

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

Marcos J. Freire, Federal University of Rio de Janeiro, Brazil

Long night's journey into day: Romanian entrepreneurs' emerging servant leadership values

Mihai C. Bocarnea, Regent University, USA

Tuesday, June 24, 2008

15:30-16:00

Coffee Break

Location: Foyer Area, Level 2

Tuesday, June 24, 2008

16:00-17:30

THEMATIC PAPER SESSION Cross-Cultural Research

Chair: Shmuel Stashevsky, Bar-Ilan University, Israel

Location: Empress 1, Level 2

Organizational culture in Russian and Chinese organizations

Maaja Vadi, University of Tartu, Estonia

Ruth Alas, University of Tartu, Estonia

National differences in the mentoring of gay and lesbian protégés

Robin Church, Ryerson University, Canada

Minorities' national identity construction and its manifestations in organizations: The case of Latvia

Rebekka Vedina, University of Tartu, Estonia

Ilona Baumane, University of Latvia, Latvia

Tuesday, June 24, 2008

16:00-17:30

THEMATIC PAPER SESSION Spirituality and Humanistic Leadership in the Workplace

Chair: Helena M. Addae, University of Wisconsin-Whitewater, USA

Location: Empress 2, Level 2

Towards an understanding of spirituality at work in a changing world: Managerial and research implications

Eugene Geh, Singapore Management University, Singapore

Gilbert Tan, Singapore Management University, Singapore

Doing good: Management through the process of healing

Maurice Grzeda, Laurentian University, Canada

Being human: Gaining leadership perspectives from the Asian Women's Welfare Association

Yap Kwong Weng, University of Glasgow, UK

Tuesday, June 24, 2008

16:00-17:30

THEMATIC PAPER SESSION Higher Education

Chair: Zehava Rosenblatt, University of Haifa, Israel

Location: Empress 3, Level 2

In my perception, "I am doing good, but am I really doing good?": An interpretative study on emotional intelligence in leadership in a UK university

Kalaivani Ganesh, University of Newcastle upon Tyne, UK

Understanding (students') attitudes towards sustainable business practices

Eddy S.W. Ng, California State Polytechnic University-Pomona, USA

Ronald J. Burke, York University, Canada

Engineering students and their perceptions of work values: A study of a local university in Singapore

Chee Mew Leng, National University of Singapore, Singapore

Tuesday, June 24, 2008

17:30-18:30

Poster Session 2

Location: Connaught Room

Structural variables as moderators of the relationship between collective and self-efficacy among school teachers

Smadar Lev, Bar-Ilan University, Israel

Meni Koslowsky, Bar-Ilan University, Israel

Social representations about the behavior entrepreneurs

Daise Rosas da Natividade, Federal University of Rio de Janeiro, Brazil

Edson De Souza Filho, Federal University of Rio de Janeiro, Brazil

Models of enterprising women in Poland

Jolanta Gładys-Jakobik, Warsaw School of Economics, Poland

Emotions and emotional intelligence in service: Some insights from Estonian entertainment organization

Elina Tolmats, University of Tartu, Estonia

Anne Reino, University of Tartu, Estonia

Organisational environment and creativity in new product development processes

Anabela Correia, Polytechnic Institute of Setúbal, Portugal

Marisa Visser; University of Aveiro, Portugal

António Moreira; University of Aveiro, Portugal

Maria José Haneman; University of Aveiro, Portugal

Jorge Alves, University of Aveiro, Portugal

The style of the mayors and its efficacy: Auto and hetero perceptions compared

Joaquim Pinto Coelho, The Higher Institute of Applied Psychology, Portugal

Managers' perception in a changing process in the public organization

Marcelo Petulante Fernandes, The National Institute of Industrial Property, Brazil

Reconciling the needs of hotel housekeeping department, employment agency and flexible workers

Ebrahim Soltani, University of Kent, UK

Pei-Chun Lai, National Pingtung University of Science and Technology, Taiwan

Sayed Reza Sayyed Javadin, University of Tehran, Iran

Tahmoores Hassan Gholipour, University of Tehran, Iran

Tuesday, June 24, 2008

19:00

Gala Dinner and Tour of Marina Bay Area

Location: Meet in Hotel Lobby at 18.45

Wednesday, June 25, 2008

8:30-9:00

Registration

Location: Foyer Area, Level 2

Wednesday, June 25, 2008

9:00-10:30

THEMATIC PAPER SESSION Organizational Change and Competitiveness

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

Location: Empress 1, Level 2

Organizational change in Indonesia: A case study

Theresa C.Y. Liong, University of South Australia, Australia

Margaret Patrickson, University of South Australia, Australia

Aligning people product and processes – The A3P model for strategic change and development in organizations

Mala Sinha, University of Delhi, India

Pfeffer's HRM practices and Kovach's job motivators among Cebu Hotels - Resorts: Towards sustaining competitive advantage

Neri R. Gantuangko, University of the Philippines Cebu College, Philippines

Wednesday, June 25, 2008

9:00-10:30

THEMATIC PAPER SESSION Culture

Chair: Robin Church, Ryerson University, Canada

Location: Empress 2, Level 2

Cultural intelligence can be nurtured

Reuben Ng, Nanyang Technological University, Singapore

Janet Neo, National University of Singapore, Singapore

Does “appropriateness” of an HRM practice reflect its ethicality?: The context of developing countries

Serap Yavuz, Middlesex University Business School, UK

Terence Jackson, Middlesex University Business School, UK

Common history and cultural difference: Influence on perception of negotiation partner

Maaja Vadi, University of Tartu, Estonia

Triin Kask, University of Tartu, Estonia

Kadri Karma, University of Tartu, Estonia

Dyadic trust formation in collectivist cultures: Evidence from Turkish and Chinese work organizations

S. Arzu Wasti, Sabanci University, Turkey

Hwee Hoon Tan, Singapore Management University, Singapore

Wednesday, June 25, 2008

10:30-11:00

Coffee Break

Location: Foyer Area, Level 2

Wednesday, June 25, 2008

11:00-12:30

THEMATIC PAPER SESSION General Values

Chair: Rebekka Vedina, University of Tartu, Estonia

Location: Empress 1, Level 2

Leadership practices and work values

Virginia Drummond, Federal University of Rio de Janeiro, Brazil

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

Jamile Gomes, Federal University of Rio de Janeiro, Brazil

Why don't they demand more? Entitlement and work values of religious and secular women and men in Israel

Dahlia Moore, College of Management-Academic Studies, Israel

Shulamit Ben-Ari, College of Management-Academic Studies, Israel

Imparting values as part of socialization process

Atara Sivan, Hong Kong Baptist University, Hong Kong

Dennis W. K. Chan, Hong Kong Baptist University, Hong Kong

Wednesday, June 25, 2008

11:00-12:30

THEMATIC PAPER SESSION Human Resource Management

Chair: Suzanne Richbell, Sheffield University, UK

Location: Empress 2, Level 2

Doing good: Human resource management and human rights

Wes Harry, Lancashire Business School, UK

The strategy of managing people strategically: Strength of subjective situations and the human resources management system

Jorge F.S. Gomes, The Higher Institute of Applied Psychology, Portugal

Anabela Correia, Polytechnic Institute of Setúbal, Portugal

Joaquim P. Coelho, The Higher Institute of Applied Psychology, Portugal

Rita C. Cunha, Nova University of Lisbon, Portugal

Personnel management or strategic HRM in Israel?

Aviad Bar-Haim, Open University of Israel, Israel

Wednesday, June 25, 2008

12:30-14:00

Lunch

Location: Café Vic, Level 1

Wednesday, June 25, 2008

14:00-15:30

General Assembly

Location: Empress 1 & 2, Level 2

Wednesday, June 25, 2008

15:30-16:00

Executive Committee Meeting 2

Location: Empress 1 & 2, Level 2

Wednesday, June 25, 2008

15:30-17:30

Extended Coffee Break for Networking

Location: Foyer Area, Level 2

Notes: