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# ISSWOV Executive Committee

## ISSWOV Officers

**President**: Sanjay T. Menon, Louisiana State University Shreveport, USA

**Scientific Committee Chair**: Maaja Vadi, University of Tartu, Estonia

**Organizing Committee Co-Chairs**: Abhishek Goel, IIM-Calcutta, India; Rajanala Nirmala,University of Goa Campus, India;

**Secretary-Treasurer**: Bella L Galperin, University of Tampa, USA

**Vicepresident of Development**: Luis M. Arciniega, ITAM, México;

**Past President**: Shmuel Stashevsky, Bar-Ilan University, Israel;

**ISSWOV Founder (First President):** Dov Elizur, Bar-Ilan University, Israel.

## Regional Representatives

**Helena Addae**, University of Wisconsin-Whitewater, USA;

**Luis Arciniega**, ITAM, México;

**Stewart Arnold**, Nanyang Business School, Singapore;

**Vishwanath V. Baba**, McMaster University, Canada;

**Mahmut Bayazit**, Sabanci University, Turkey;

**Mike Bendixen**, Nova Southeastern University, USA;

**Ingwer Borg**, ZUMA, Germany;

**Simon L. Dolan**, ESADE Business School Barcelona, Spain;

**Rick D. Hackett**, McMaster University, Canada;

**Terence Jackson**, Middlesex University, UK;

**Thomas Kalliath**, Australian National University, Australia;

**Meni Koslowsky**, Bar-Ilan University, Israel;

**Romie Littrell**, Auckland University of Technology, New Zealand;

**Suzanne Richbell**, Sheffield University, UK;

**Hazel M. Rosin**, York University, Canada;

**Roger Sages**, University of Lund, Sweden;

**Mala Sinha**, University of Delhi, India;

**Fany M. Tchaikovsky**, Federal University, Brazil;

**Maaja Vadi**, University of Tartu, Estonia;

**Yaacov Weisberg**, Bar-Ilan University, Israel;

**David Woehr**, University of Tennessee, USA.

# ISSWOV 2012 Scientific Committee

**Chair**: **Maaja Vadi** University of Tartu, Estonia

**Luis Arciniega**, ITAM, Mexico

**Zeynep Aycan**, Koc University, Turkey

**Vishwanath Baba**, McMaster University, Canada

**Ingwer Borg,** GESIS, Germany

**Deepti Bhatnagar,** Indian Institute of Management Ahmedabad

**Ronald Burke,** York University, Canada

**Simon Dolan,** Esade Business School, Spain

**Dov Elizur**, Bar**-**Ilan University, Israel

**Bella L Galperin**, The University of Tampa

**Jorge Gomes,** ISEG/Technical University of Lisbon, Portugal

**Rajen Gupta,** Management Development Institute Gurgaon, India

**Itzhak Harpaz**, University of Haifa, Israel

**Krista Jaakson**, University of Tartu, Estonia

**Meni Koslowsky,** Bar-Ilan University, Israel

**Romie Littrell**, Auckland University of Technology, New Zealand

**Sanjay Menon**, Louisiana State University Shreveport, USA

**Dana Mesner-Andolšek**, University of Ljubljana, Slovenia

**Abhoy K. Ojha,** Indian Institute of Management Bangalore, India

**D. M. Pestonjee,** CEPT University Ahmedabad, India

**Hazel Rosin**, York University, Canada

**Subhash Sharma,** Indian Business Academy Bangalore, India

**Paul Spector**, University of South Florida, USA

**B. N. Srivastava** , Indian Institute of Management Calcutta, India

**Shmuel Stashevsky**, Bar Ilan University, Israel

**Fany Tchaikovsky,** Federal University, Brazil

**Milvi Tepp**, Tallinn Technical University, Estonia

# ISSWOV 2012 Organizing Committee

**Dr. Rajanala Nirmala** (Co-Chair Organizing Committee), University of Goa Campus, India.

**Prof. Abhishek Goel** (Co-Chair Organizing Committee), IIM-Calcutta, India.

**Prof . Nanadakumar Mekoth ,** (Dean and Faculty of Managment studies), University of Goa Campus, India.

**Prof . Mala Sinha** (faculty of Managment studies), Delhi

**Prof. Neharika Vohra**, IIM Ahmedabad, India

# Program At-a-Glance

|  |
| --- |
| **Sunday, 24 June 2012** |
| 14:00-15:30 | Registration The International Centre Donapaula |
| 15:30-… | Tour |
| … | Welcome Reception |
| **Monday, 25 June 2012** |
| 8:00-9:00 | Registration |  |
| 9:00-10:30 | Conference Opening and Keynote Address | Cidade de Goa |
| 10:30-11:00 | Break | Cidade de Goa |
| 11:00-12:30 | M1: Symposium. Cross-/Cultural Perspectives on Identity Formation – A Phenomelogical Approach | ICG, Mandovi |
| M2: Organizational values and culture I | ICG,Sal |
| M3: Individual values and their consequences | ICG, Zuari |
| 12:30-13:30 13:30-14:00 | Lunch Break Luncheon Keynote Address | ICGMandovi |
| 14:00-15:30 | M4: Work values I | ICG,Mandovi |
| M5: Organizational values and culture II | ICG,Sal |
| M6: Human resource management  | ICG,Zuari |
| 15:30-16:00 | Break and Poster Session I | ICG,Abolim |
| 16:00-17:30 | M7: Work values II | ICG,Zuari |
| M8: Organizational change | ICG,Sal |
| M9: Work-life imbalance I | ICG, Abolim |
| 17:30-18:30 | Poster Session I | ICG,Abolim |
| 17:45-18:45 | Executive Committee Meeting | ICG,Zuari |
| 19:00 | Sightseeing Tour,Dinner on the Cruise |  |
| **Tuesday, 26 June 2012** |
| 8:00-9:00 | Registration | ICG |
| 9:00-10:30 | T1: Workshop. Ethical Issues and Dilemmas in Academic Publishing | ICG,Mandovi |
| T2: Organizational values and culture III | ICG,Zuari |
| T3: Methodological issues | ICG,Sal |
| 10:30-11:00 | Break and Poster Session I | ICG,Abolim |
| 11:00-12:30 | T4: Symposium. Facets analysis of educational and organizational research | ICG,Mandovi |
| T5: Symposium. Churning Organizations and Containing Anxieties: Lessons from Field for Transformational Leaders | ICG,Zuari |
| T6: Determinants and consequences of commitment and job satisfaction | ICG,Sal |
| T7: (Un)ethicality in organizations | ICG,Abolim |
| 12:30-13:3013:30-14:00 | LunchLuncheon Keynote Address  | ICGICG,Abolim |
| 14:00-15:30 | Industry-academia panel  | ICG,Mandovi |
| 15:30-16:00 | Break and Poster Session II | ICG,Abolim |
|  | T8: Innovation and leadership | ICG,Zuari |
| T9 : Work-family conflict | ICG,Sal |
| T10: Symposium: Managing and Motivating IT professionals for sustaining the growth of Indian IT industry | ICG,Mandovi |
| 17:30-18:30 | Poster Session II  | ICG,Abolim |
| 19:00- | Gala Dinner | Cidade de Goa |
| **Wednesday, 27 June 2012** |
| 8:00-9:00 | Registration |  |
| 9:00-10:30 | W1: Work-life imbalance II: Hindu workers’ perspective | ICG,Sal |
| W2: Teamwork | ICG,Zuari |
| W3: Diversity: formation and outcome | ICG,Mandovi |
| 10:30-11:00 | Break |  |
| 11:00-11:45 | Editors’ forum | ICG,Mandovi |
| 11:45-12:30 | General Assembly and Conference Closure | ICG,Mandovi |
| 12:30-13:30 | Lunch |  |
| 13:30-14.15 | Executive Committee 2nd Meeting | ICG,Zuari |

# Keynote Speakers

**Wolfgang Bilsky** is Professor of Personality and Differential Psychology at Westfälische Wilhelms-Universität in Münster. His research interests include psychology and law as well as cross-cultural studies. He has published on helping behavior, conflict management and crisis negotiation, facet theory, fear of crime and victimization, lay theories, and on values and motives.

**Meena Wilson** has honed her leadership development perspective and skills through 20 years of service at the Center for Creative Leadership (CCL). As Interim Managing Director, CCL-Asia Pacific (APAC), she worked with a cross-enterprise team to explore alliances with international partners, obtain funding, and open up the APAC campus in Singapore (2003).

Her research focuses on the power of experience to catalyze and accelerate leadership development. She is a thought leader for developing cross-cultural adaptability among managers so they can be successful in global roles and international settings.

Meena holds a Ph.D. in adult and organizational development from the University of North Carolina at Chapel Hill, an M.S. degree from Syracuse University in television-radio journalism, and a B.A. from Mills College in Oakland, CA.

Meena is author of *Developing Tomorrows’ Leaders Today: Insights from Corporate India* (Wiley, October 2010); her book is based on over 100 interviews with senior business executives from eight highly respected Indian multinational companies. She is a senior faculty member in the Research, Innovation and Product Development group, CCL-APAC at Jamshedpur, India.

**RC Tripathi**

# Session Details – Monday – June 25

8:00-9:00 Registration

9:00-10:30 **Conference Opening and Keynote Address.**

Location: Cidade de Goa

Value Structure: Its stability over instruments, theories, age, and cultures. **Wolfgang Bilsky**, University of Muenster, Germany.

10:30-11:00 Break

11:00-12:30

**M1: Symposium. Cross-/Cultural Perspectives on Identity Formation – A Phenomelogical Approach.**

Location: ICG ,Mandovi

Chair: **Roger Sages**, Lund University, Sweden

The Pre-school Period: Cross-cultural Study about Children, Teachers and Parents in Kindergartens. **Alice Blanchin**, Lyon II University, France; **Roger Sages**, Lund University, Sweden.

Unveiling Implicit Values Forming University Work in China and Sweden.**Josef Mörnerud**, Lund University, Sweden; **Roger Sages**, Lund University, Sweden.

Legally obliged to blow the whistle: working under the obligation to report misconduct. **Isa Gustafsson Jertfelt**, Lund University & Mälardalen University, Sweden.

11:00-12:30

**M2: Organizational values and culture I**

Location: ICG, Sal

Chair: **Luis Arciniega**, Instituto Technologicio Autonomo De Mexico, Mexico

The mediator effect of HRM strength on the relationship between organizational culture and climate.**Joaquim Pinto Coelho**, CIS-ISCTE/IUL & Universidade Lusíada de Lisboa, Portugal; **Jorge F.S. Gomes**, CIS-ISCTE/IUL & ISEG/Technical University of Lisbon, Portugal.

The Relations among the Strategic Orientation of an Organization, Employee Relations and the Success of an Organization. **Dana Mesner-Andolšek**, Faculty of Social Sciences, Ljubljana, Slovenia; **Janez Štebe**, Faculty of Social Sciences, Ljubljana, Slovenia.

Who are victims of the workplace bullying and how is the victimization related to the organizational culture? **Merle Tambur**, University of Tartu, Estonia; **Maaja Vadi**, University of Tartu, Estonia.

Work Values and Organizational Climate in a Changing Enviroment. **Marcelo Petulante Fernandes**, The National Institute of Industrial Property, Brazil. (Tentative)

11:00-12:30

**M3: Individual values and their consequences**

Location: ICG, Zuari

Chair: **Shmuel Stashevsky**, Bar-Ilan University, Israel

Relationship between openness to experience, risk taking and job mobility. **Hina Hundal**, Department of Psychology, Fergusson College Pune, India; **Sheetal Ruikar**, Department of Psychology, Fergusson College Pune, India.

Impression management motivation for OCBI influences the choice of targets. **Shani Pindek**, Bar-Ilan University, Israel.

Personal Values and Workforce Home Office’s Choice. **Yngrid Nicoletti de Azevedo Singh**, São Paulo University, Brazil; **Maria Luisa Mendes Teixeira**, Mackenzie Presbyterian University, Brazil.

12:30 - 13:30 Lunch

13:30- 14:00 Luncheon Keynote Address: **Meena Wilson**

Location: ICG, Mandovi

14:00-15:30

14:00-15:30

**M4: Work values I**

Location: ICG, Mandovi

Chair: **Jorge F.S. Gomes**, ISEG/Technical University of Lisbon, Portugal

Impact of work value on employee engagement. **Nimmi Agarwal**, Sharda University, India; **Monica Agarwal**, Sharda University, India.

Intergenerational Differences in Work Values, Career Anchors and Organizational Mobility. **Sean Lyons,** University of Guelph, Canada; **Eddy S. W. Ng**, Dalhousie University, Canada; **Linda Schweitzer**, Carleton University, Canada; **Lisa Kuron**, Wilfrid Laurier University, Canada.

Dual value system and farming: twofold of agricultural entrepreneurship and rural life style. **Ilona Baumane-Vītoliņa**,University of Latvia, Latvia; **Igo Cals**, University of Latvia, Latvia; **Erika Sumilo**, University of Latvia, Latvia.

An analytical study of work-values of adolescents. **Rashmi Jain**, Madhya Pradesh Bhoj Open University, India; **A. Grewal**, Regional Institute of Education, India.

14:00-15:30

**M5: Organizational values and culture II**

Location: ICG, Sal

Chair: **Philip Harrell**, New England Management Development, Australia

Organizational Culture in Cross-Cultural Perspective. **Kadri Karma**, University of Tartu, Estonia; **Maaja Vadi**, University of Tartu, Estonia.

Globalization and Values – A Study of SMEs in Belgaum City. **Shashidhar G. Chiniwar**, Karnatak Law Society’s Institute of Management Education and Research, India; **Shailaja G. Hiremath**, Karnatak Law Society’s Institute of Management Education and Research, India; **Rohit R. Mutkekar**, Karnatak Law Society’s Institute of Management Education and Research, India.

Impact of achievement motivation, and work experience on Millennials’ meaning of workplace. **Sumita Rai**, Management Development Institute Gurgaon, India.

The meaning of values and its respective work culture as manifested by Chinese public sector employees: An exploratory analysis based on a tri-axial model.**Yuanjie Bao**, ESADE Business School, Spain; **Ying Liu**, Renmin University of China, China; **Simon L. Dolan**, ESADE Business School, Spain. (Tentative)

14:00-15:30

**M6: Human resource management**

Location: ICG, Zuari

Chair: **Dana Mesner-Andolšek**, University of Ljubljana, Slovenia

The way organizational models shape human resource management practices and the perceptions of workers. **Maria Amélia Marques**, School of Business and Administration of the Polytechnic of Setubal, Portugal.

HRM risks and risk management practices in hotel industry. **Vilas G. Waikar**, Goa University, India; **Purva G. Hegde Desai**, Goa University, India.

Foreign Labour Market Experience - Advantage or Disadvantage in Career. **Pille Mõtsmees**, University of Tartu, Estonia.

Spiritual values in management practice: Navigating the tensions between interconnection and change. **Maurice Grzeda**, Laurentian University, Canada.

15:30-16:00 Break

Poster Session I

Location: ICG, Abolim

16:00-17:30

**M7: Work values II**

Location: ICG, Zuari

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

Academic career: whether and in what ways it depends on work values? **Eneli Kindsiko**, University of Tartu, Estonia; **Maaja Vadi**, University of Tartu, Estonia; **Ruth Alas**, Estonian Business School, Estonia.

Assessing the impact of work values on non-productive use of IT resources. **Luis Arciniega**, Instituto Technologicio Autonomo De Mexico, Mexico; **Dalia Obregón-Schael**, Instituto Tecnológico Autónomo de México (ITAM), Mexico.

Stability of life and work values: university students of a public institution of Rio de Janeiro. **Fany Malin Tchaikovsky**, Universidade Federal do Rio de Janeiro, Brazil; **Marcos Jardim Freire**, Universidade Federal do Rio de Janeiro, Brazil.

Value conflicts embedded in academic profession. **Anne Reino**, University of Tartu, Estonia; **Krista Jaakson**, University of Tartu, Estonia.

16:00-17:30

**M8: Organizational change**

Location: ICG, Sal

Chair: **Meni Koslowsky**, Bar-Ilan University, Israel

Well-being among elder employees in companies experiencing restructuring: the Spanish story. **Rebekka Vedina**, University of Tartu, Estonia; **Simon Dolan**, ESADE, Ramon Llull University, Spain.

The Influence of Organizational Death on Work Priorities and Attachment Internal Working Models’ Role. **Erez Yaakobi**, Ono Academic College, Israel.

The psychological contract and its importance in attitudes toward work and organisational change. **Margaret Lindorff**, Monash University, Australia.

16:00-17:30

**M9: Work-life imbalance I**

Location: ICG, Abolim

Chair: **Ameeta Jaga**, University of Cape Town, South-Africa

Emotional Intelligence and Work Life Imbalance. **Meghana Kulkarni**, Fergusson College Pune, India; **Abhyankar Shobhana Chandrashekhar**, Fergusson College Pune, India.

Androgyny and work-life imbalance among female managers. **Shruti Nair,** Fergusson College Pune, India; **Abhyankar Shobhana Chandrashekhar**, Fergusson College Pune, India.

Work-life Imbalance and Health amongst Corporate Employees in an Indian Setting. **Abhyankar Shobhana Chandrashekhar,** Fergusson College Pune, India; **Padmanabhan Krithika**, Utkarsh Consultants, Pune, India.

17:30-18:30 Poster Session I

Location: ICG, Abolim

**Do Values Differ Across Generations? – A Study in the Indian Workplace Context.** Dedeepya Ajith John, SHRM India, Mumbai, India; Vasanthi Srinivasan, Indian Institute of Management Bangalore, India; Maria Christine Nirmala, SHRM India, Bangalore India.

**A Study of preferences towards work values of Bank employees with special reference to Public and Private sector Bank**. Kshitija P. Gandhi, Dipti S. Barge, Shalaka A. Palkar, Sucheta D.Pisal, GECT’S Gourishankar Institute of Management Sciences, India.

**P-E Fit Model of Occupational Stress**. Hadar Ben-Sira Rothman, Bar-Ilan University, Ilsrael; Meni Koslowsky, Bar-Ilan University, Ilsrael.

**External environment and dynamic capabilities: connections based on the dynamics of Estonian IT sector.** Triin Kask, University of Tartu, Estonia.

**Work-value system in different organisations and its effect: a case study approach.** Rangana Maitra Ghatak, IES’ Management College and Research Centre, Mumbai, India.

**Knowledge sharing as a Mediator between Creativity and Innovativeness with Employee-Organization Relationship Factors as Moderators: A Conceptual Model**. Joseph Heller, Bar-Ilan University, Israel; Jacob Weisberg, Bar-Ilan University, Israel. (Tentative)

**The impact of job insecurity on work performance and intention to quit: The role of demographic self-efficacy and occupational competence efficacy.** Shoshy Horovitz, Ariel University Center, Israel; Jacob Weisberg, Bar-Ilan University, Israel. (Tentative)

17:45-18:45 **Executive Committee Meeting**

Location: ICG, Zuari

19:00 **Sightseeing Tour, Dinner on the Cruise**

# Session Details – Tuesday – June 26

8:00-9:00 Registration

9:00-10:30

**T1: Workshop. Ethical Issues and Dilemmas in Academic Publishing (participation upon prior registration)**

Location: ICG, Mandovi

Chair: **Adrian Ziderman**

9:00-10:30

**T2: Organizational values and culture III**

Location: ICG, Zuari

Chair: **Krista Jaakson**, University of Tartu, Estonia

Value Congruence in the Selection of Supply Chain Partners. **Sanjay T. Menon**, Louisiana State University Shreveport, USA.

Do Values Still Matter? A Case Study of Tata Steel in Jamshedpur, India. **Vinay Kumar Isec,** Insitute for Social and Economic Change, India.

Influencing Organisational Culture through Values Alignment: An Australian Organisational Perspective. **Philip Harrell**, New England and Management Development.

Employer Branding as Perceived Ethical Values: A study of Managers from Educational and Health Sector Organisations in India.**Urmi Nanda Biswas,** The MS University of Baroda, India.

9:00-10:30

**T3: Methodological issues**

Location: ICG, Sal

Chair: **Maaja Vadi**, University of Tartu, Estonia

Measuring Person-Organzation Fit by Two Higher-Order Value Scales. **Wolfgang Bilsky**, University of Muenster, Germany.

Enforcing an Optimal Theory-Compatible Axial Theory onto an MDS Solution and Testing the Strength of the Theory-Based Side Constraints. **Ingwer Borg**, GESIS, Germany.

Changing from Paper to Web: Anonymity versus Confidentiality in Social Research. **Hanna Gendel-Guterman**, Ariel University Center of Samaria, Israel; **Shlomo I. Lampert**, Hadassah Academic College, Israel.

Do pictures speak louder than words? Assessing a comics-based instrument for measuring organizational commitment. **Luis Arciniega**, Instituto Technologicio Autonomo De Mexico, Mexico; **Natalie Allen**, University of Western Ontario, Canada.

10:30-11:00 Break

Poster Session I

Location: ICG, Abolim

11:00-12.30

**T4: Symposium. Facets analysis in educational and organizational research.**

Location: ICG, Mandovi

Chair: **Dov Elizur**, Bar-Ilan University, Israel

A multi-dimensional perception of parental involvement. **Yael Fisher**, Achva Teacher Training Academic College, Israel.

Facets of Ambivalence : Developing a Systematic Definitional Framework. **Ruth Meyer Schweizer**, Institute of Sociology, University of Bern, Switzerland.

Pygmalion Leadership Versus Authentic Relationships: A Global Clash of Values? **Dov Eden,** Tel Aviv University, Israel.

Motivations, Sociability, Self-evaluations, Hyperculture, and Job Satisfaction in the Public Service: A Study With 122 Brazilian Public Servants. **Bruno Campello de Souza,** Federal University of Pernambuco, Brazil; **Antonio Roazzi**, Federal University of Pernambuco, Brazil. (Tentative)

Entrepreneurial Behavior and Success: Drivers, Enablers and Inhibitors. **Eyal Yaniv**, Bar-Ilan University, Israel. (Tentative)

11:00-12.30

**T5: Symposium. Churning Organizations and Containing Anxieties: Lessons from Field for Transformational Leaders.**

Location: ICG, Zuari

Chairs: **Rajen K. Gupta,** Management Development Institute, India; and **Vijayalakshmi Chandrasekaran,** Institute for Financial Management & Research, India.

You Sold Us Out: Experiencing Privatization.**Rajen K. Gupta**, Management Development Institute, India; **Vijayalakshmi Chandrasekaran**, Institute for Financial Management & Research, India.

Corporate Transformation or Cosmetic Makeover? A Case Study of Public Sector Bank. **Richa Awasthy,** International Management Institute, India.

Bulldozing the Bull: From Exponential Growth to Stable Growth. **Sunita Chugh,** Fortune Institute of International Business, India.

Managing Merger Anxieties: Lessons from Merging Teams. **Ameet Mattoo,** STMicroelectronics India, India.

11:00-12:30

**T6: Determinants and consequences of commitment and job satisfaction**

Location: ICG, Sal

Chair: **Margarida Piteira**, ISEG/Technical University of Lisbon, Portugal.

Working Guanxi and Organizational Commitment: The mediating Role of Job Satisfaction. **Qingguo Zhai**, University of Ballarat, Australia; **Margaret Lindorff**, Monash University, Australia; **Brian Cooper**, Monash University, Australia.

Correlational study of emotional intelligence and job satisfaction among IT proffesionals. **Nikunja Gujar**, Fergusson College Pune, India; **Anil Sawarkar**, Fergusson College Pune, India.

Direct and Mediated Effects of Job Satisfaction on Burnout: A structural equations test. **Thomas Kalliath**, Australian National University, Australia; **Parveen Kalliath**, Australian Catholic University, Australia.

Effect of desired and experienced work values, and organization climate on job satisfaction and organization commitment: an exploration. **Chaudhari Sushama**, National Insurance Academy, India; **Rupavataram Sunita Ramam**, Vidyapeeth Medical College, India.

11:00-12.30

**T7: (Un)ethicality in organizations**

Location: ICG, Abolim

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

Social capital and workplace deviance in Brazil. **Bella L. Galperin**, The University of Tampa, USA; **John H. Sykes**, The University of Tampa, USA.

The drivers and moderators for dishonest behavior in the service sector. **Krista Jaakson**, University of Tartu, Estonia; **Jaan Masso**, University of Tartu, Estonia; **Maaja Vadi**, University of Tartu, Estonia.

Ethical business practices (EBP) and corporate financial performance(CFP): an empirical analysis. **Anita Shantaram**, BITS, Pilani, Mumbai, India.

Is all Fair in Customer Service? Gender, Justice, and Counterproductive Work Behavior. **Stacey R. Kessler**, Montclair State University, USA; **Bella L. Galperin**, University of Tampa, USA; **Zhiqing Zhou**, University of South Florida, USA; **Paul E. Spector**, University of South Florida, USA.

12:30-13:30 Lunch

13:30-14:30 Luncheon Keynote Address: **R C Tripathi**

Location: ICG, Abolim

14:00-15:30 **Industry-academia panel**

Location: ICG, Mandovi

15:30-16:00 Break

Poster session II

Location: ICG, Abolim

16:00-17:30

**T8: Innovation and leadership**

Location: ICG, Zuari

Chair:**Shani Pindek**, Bar-Ilan University, Israel.

The innovation paradox: Flying with the feet on the ground. **Margarida Piteira**, ISEG/Technical University of Lisbon, Portugal; **Jorge F.S. Gomes**, ISEG/Technical University of Lisbon, Portugal.

Importance of different values for senior executives and establishing link with their scores on transformational leadership. **R. Krishnagopal**, Andhra University, India; **Rajanala Nirmala,** Goa University, India; **Nandkumar Mekoth,** Goa University, India.

Effective Leadership and Motivation in the African Diaspora. **Bella L. Galperin**, University of Tampa, USA; **Terri Lituchy**, Concordia University, Canada; **Betty Jane Punnett**, University of the West Indies, Barbados; **Moses Acquaah**, University of North Carolina at Greensboro, USA.

Leadership Practice That Makes Values Work – An Australian University Case Study. **Peter McClenaghan,** University of New England, Australia.

16:00-17:30

**T9: Work-family conflict**

Location: ICG, Sal

Chair: **Parveen Kalliath,** Australian Catholic University, Australia

Supervisor and colleague support as moderators of the relationship betweenwork-family conflict and psychological strain: An Australian study of Social workers. **Parveen Kalliath**, Australian Catholic University, Australia; **Thomas Kalliath**, Australian National University, Australia.

An Investigation into Work Family Conflict in Females Working in Mass Media Industry: A Case Study of Punjab. **Priyanka Bassi,** BBK DAV College for Women, India; **Harpreet Dusanjh**, BBK DAV College for Women, India.

Role of Integration-Segmentation in Work Family Conflict and Enrichment. **Mousumi Padhi**, National Institute Technology of Rourkela, India; **Snigdha Pattnaik**, Xavier Institute of Management Bhubaneswar, India.

16:00-17:30

**T10: Symposium. Managing and Motivating IT professionals for sustaining the growth of Indian IT industry**

Location: ICG, Mandovi

Chairs: **Narendra M. Agrawal**, Indian Institute of Management Bangalore, India; **Jacek Woźniak**, Wyższa Szkoła Finansów i Zarządzania, Poland.

Motivational Patterns among IT Specialists.**Katarzyna Łubieńska**, University of Finance and Management in Warsaw, Poland; **Jacek Woźniak**, University of Finance and Management in Warsaw, Poland.

Concept-of-self and work values of IT Professionals. **Narendra M Agrawal**, Indian Institute of Management Bangalore, India.

In the search for IT specialists’ patterns of turnover. **Katarzyna Łubieńska**, University of Finance and Management in Warsaw, Poland; **Jacek Woźniak**, University of Finance and Management in Warsaw, Poland.

17:30-18:30 Poster Session II

Location: ICG, Abolim

**Assessment of life values in adolescence and adulthood.** Liliana Faria, ISLA Leiria and ISLA Campus Lisboa, Portugal; Maria Margarida Piteira, ISLA Leiria and ISLA Santarém, Portugal; José Magalhães, ISLA Leiria and INE, Portugal.

**Can Culture help explaining national catastrophic crisis? The case of Portugal 2011.** Jorge F.S. Gomes, CIS-ISCTE/IUL & ISEG/Technical University of Lisbon, Portugal; Joaquim Pinto Coelho,CIS-ISCTE/IUL & Universidade Lusíada de Lisboa, Portugal.

**An Integrated Model and Approach to Development of Transformational Leaders at Workplace**. R. Shanthi Kiran, Andhra University, India; Rajanala Nirmala, Goa University, India; Sonya K. Angle, S. S. Dempo College of Commerce and Eonomics, India; Ketaki Parob, Goa University, India.

**Trimester model of leadership (A group dynamics theory and attendant leadership process based on the principles of creation).** Saggurthi Suneetha, XLRI School of Business and Human Resources, India; Munish Kumar Thakur, XLRI School of Business and Human Resources, India.

Impact of consumer’s value system on congruence between Consumer and Brand Personalities. **Praveen Prabhu**, Great Lakes Institute of Management, India;**Venkat R. Krishnan**, Great Lakes Institute of Management, India. (Tentative)

**The impact of leadership on team climate strength: A longitudinal study**. Lina Fortes-Ferreira, School of Business and Administration of the Polytechnic of Setúbal, Portugal. (Tentative)

**The causes of absenteeism in a Local Municipality: The perspective of managers**. Lina Fortes-Ferreira, School of Business and Administration of the Polytechnic of Setúbal, Portugal. (Tentative)

19:00 – **Gala Dinner**

Location: Cidade de Goa

# Session Details – Wednesday – June 27

8:00-9:00 Registration

9:00-10:30

**W1: Work-life imbalance II: Hindu workers’ perspective**

Location: ICG, Sal

Chair: **Harpreet Dusanjh**, BBK DAV College for Women, India.

Emotional Exhaustion and Depression among Nurses in India: On the Role of Withdrawal. **Vishwanath V. Baba**, McMaster University, Canada;**Louise Tourigny**, University of Wisconsin, USA; **Bella L Galperin**, University of Tampa, USA.

The Influence of Cultural Orientations on the Work-Family Experiences of Hindu Working Women in South Africa. **Ameeta Jaga**, University of Cape Town, South-Africa.

Work-family Conflict and its Impact on Job Satisfaction and Family Satisfaction among Social Workers in India. **Parveen Kalliath**, Australian Catholic University, Australia;**Geetha Thachil**, MSS Institute of Social Work, India;**Thomas Kalliath**, Australian National University, Australia

9:00-10:30

**W2: Teamwork**

Location: ICG, Zuari

Chair: **Yehoshua Liebermann,** Bar-Ilan University, Israel.

Factors affecting the peer assessment by team-mates of group projects. **Shalom Levy**, Ariel University Center, Israel; **Shmuel Stashevsky**, Bar-Ilan University, Israel.

Impact of Cultural Diversity on Knowledge Sharing in Multicultural Teams: An Emic Study from the Indian Perspective . **Sumita Mishra**, Kiit University, India; **Rajen K. Gupta**, Management Development Institute, India.

Teachers’ pay satisfaction, job satisfaction, and commitment to schools and the Ministry of Education: The moderating effect of satisfaction with supervisors. **Helena M. Addae,** University of Wisconsin-Whitewater, USA.

Effects of Teamwork Quality on Personal Success and Team Performance. **Shmuel Stashevsky**, Bar-Ilan University, Israel; **Shalom Levy**, Ariel University Center, Israel.

9:00-10:30

**W3: Diversity: formation and outcome**

Location: ICG, Mandovi

Chair:**Ingwer Borg**, GESIS, Germany

Recruitment and Selection Practices in Russia and Canada: A Comparative Study. **Sudhir K. Saha**, Memorial University of Newfoundland, Canada.

Attitudes  toward immigrants and the determinants explaining their diversity in Europe. **Tiiu Paas**, University of Tartu, Estonia; **Vivika Halapuu**, University of Tartu, Estonia.

Identities formations in a multicultural world - the influence of different sociocultural contexts. **Hawine Merdasa**, Lund University, Sweden; **Roger Sages**, Lund University, Sweden.

Mapping Values in the Old vs. the New Members of the European Union: Comparative Analysis of Public Sector Cultures. **S. Kubra Canhilal**, ESADE Business School, Spain; **Ben Capell**, ESADE Business School, Spain; **Simon L. Dolan**, ESADE Business School, Spain; **Ruth Alas**, Estonian Business School, Estonia; **Lutz Sommer**, Albstadt-Sigmaringen University, Germany; **Carolin Ossenkop**, VU University Amsterdam, The Netherlands. (Tentative)

10:30-11:00 Break

11:00-11:45 **Editors’ Forum**

Location: ICG, Mandovi

Moderator: **Adrian Ziderman**

Getting your paper published - an insider's viewpoint by Adrian Ziderman, Bar-Ilan University, Israel.

Editors panel, Q&A session

11:45-12:30 **General Assembly and Conference Closure**

Location: ICG, Mandovi

12:30-13:30 Lunch

13:30-14:15 **Executive Committee 2nd Meeting**

Location: ICG, Zuari