



International Society
for the Study of Work &
Organizational Values



CONFERENCE PROGRAM

SEPTEMBER 11 - 14, 2022 | BRASOV, ROMANIA



WORK VALUES AT THE CONFLUENCE OF FIVE GENERATIONS IN THE WORKPLACE

There is a growing concern about the gap between academic research and practice in the arena of Management. Researchers in the field are supposed to provide useful knowledge and tangible tools to practitioners that can help them to achieve the goals and missions of their firms, but some analysts suggest this is not happening nowadays. Academics develop knowledge and focus on topics not relevant to practitioners, and in the other side, practitioners develop solutions to the problems they face in the day-to-day of their organizations without considering the contributions of academic research. Clear evidence of these divergent paths is the case of what has been done regarding the multi-aged work force that exists in most organizations around the world.

Practitioners from their trenches have developed tools for boosting age diversity and enhancing intergenerational understanding, such as: facilitating cross-generational mentoring to improve knowledge transfer or raising awareness of intergenerational differences to improve team functioning. Academics from their side, had explored the existence of generational differences across age groups on widely studied variables in our field such as: job satisfaction, organizational commitment, intent to turnover, or work ethics. Once a substantial body of research was accumulated, these studies were meta-analyzed and the results showed that meaningful differences among generations probably do not exist on these variables, and that the differences that appear to exist are likely attributable to factors different from generational membership, such as stereotypes employees develop about their peers in other age groups, or the conceptions regarding others' beliefs about us based on our age group, called meta-stereotypes.

All demographic trends suggest that the confluence of different generations in the workplace will be a constant in the coming decades, being this scenario a great opportunity for Organizational Science researchers to explore the role of values and work values on these biased perceptions about peers from different age groups. This potential body of knowledge could help practitioners to deal with their constant challenge of boosting age diversity and improving intergenerational convivence.

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Abhishek Goel, *Indian Institute of Management, Calcutta, India*

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Organizing committee

Horia Moasa, Lecturer, PhD (chair)

Transilvania University of Brasov

Sociology and Communication Department

Carmen Buzea, Professor, PhD

Transilvania University of Brasov

Sociology and Communication Department

Ada Dobrescu, Lecturer, Phd.

Transilvania University of Brasov

Sociology and Communication Department

Andreea Mardache, Lecturer, Phd.

Transilvania University of Brasov

Sociology and Communication Department

Conference Program

Sunday, 11 / Sept / 2022

7⁰⁰ PM Welcome reception

9⁰⁰ PM

Monday, 12 / Sept / 2022

9⁰⁰ AM Opening Ceremony

9³⁰ AM Location: U1 3

Chair: Dr. Abhishek Goel, *Indian Institute of Management Calcutta*

Chair: Dr. Horia Moasa, *Transylvania University of Brasov*

Chair: Dr. Luis M Arciniega, *ITAM, Mexico City, Mexico*

Welcome message from ISSWOV President; Scientific committee chair; Organizing committee chair and Professor Carmen Buzea, Provost of the University of Transylvania

9³⁰ AM Mapping indigenous leadership across 8 countries: Values, processes,
10³⁰ AM attributes, and outcomes.

Location: U1 3

Chair: Dr. Jorge Filipe Da Silva Gomes, *ISEG - University of Lisbon*

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

Winner of the Cross-Cultural research project announced in 2021

10³⁰ AM Morning Break

11⁰⁰ AM

11⁰⁰ AM Values and attitudes across generations

12³⁰ PM Location: U1 3

Chair: Prof. Shmuel Stashevsky, *Ariel University*

Changes in Work Values according to Generations and Gender between 1981 and 2019

Moshe Sharabi, Galit Yanay-Ventura, Ilan Shdema, Oriana Abboud-Armaly

Yezreel Valley Academic College, Israel

A study of personal value difference among multigenerational workforce in Indian public Sector Banks.

Tania Saritova Rath, Mousumi Padhi

XIM University, Bhubaneswar, India

Exploring E-dishonesty of Gen Y business students in online evaluation and multigenerational differences in ethical dilemma of faculty in a business school.

Tania Saritova Rath, Mousumi Padhi

XIM University, Bhubaneswar, India

12³⁰ PM **Lunch**
1³⁰ PM

1³⁰ PM **Interactive Posters Session**

3⁰⁰ PM **Location: U1 7**

Chair: Dr. Edna Rabenu, *Tel Hai Academic College, Israel*

Exploring the Prosocial Value of VIA Character Strengths

Pavel Freidlin, Hadassah Littman-Ovadia, Eitan Elaad

Ariel University, Israel

Workaholism, psychological strain and depression among new retirees: Does marital satisfaction moderate the associations?

Lior Oren

Ariel University, Israel

ERI and psychological strain: The case of strategic choice

Lior Oren, Abira Reizer

Ariel University, Israel

Prosocial Behaviour at Work through the Lens of Character Strengths

Hadassah Littman-Ovadia, Pavel Freidlin

Ariel University, Israel

The Effects of Paternalistic Leadership and Transformational Leadership on Employee Perception and Attitudes with the Moderating Roles of Individual Related Differences

Zeynep Işıl Demircioğlu, Reyhan Bilgiç

Middle East Technical University, Turkey

Using character strengths at work

Hadassah Littman-Ovadia

Ariel University, Israel

3⁰⁰ PM **Afternoon Break**
3³⁰ PM

3³⁰ PM **Self-efficacy & personal effectiveness**

5⁰⁰ PM **Location: U1 3**

Chair: Dr. Jorge Filipe Da Silva Gomes, *ISEG - University of Lisbon*

Impacting the Bottom Line: Exploring the Effect of a Self-Efficacy Oriented Training Intervention on Unit-Level Sales Growth

Luis M Arciniega¹, David J Woehr², Anna Servitje¹

1: ITAM, Mexico; 2: University of North Carolina at Charlotte

Getting Students to Believe in Their Courses: Experiments in Means Efficacy

Shoshi Chen, Sharon Toker, Mina Westman, Dov Eden
Tel Aviv University, Israel

Task Pursuit Orientation: A Meta-Competence for Personal and Career Success

Sanjay T. Menon

Louisiana State University Shreveport, United States of America

5⁰⁰ PM

Romancing leadership: Temporality and myths of Vlad Dracula

5⁴⁰ PM

Location: U1 3

Chair: Dr. Horia Moasa, Transylvania University of Brasov

Leadership studies continue to focus on leader romanticization in an effort to explain the attribution of charisma and causality for outcomes to leaders. This research, however, tends to focus on antecedents to the romance of leadership such as personal/dispositional factors, contextual/situational factors, or leaders' image management, without fully identifying and articulating the inner workings of the process of romanticizing leaders and leadership. We offer a competing view in which leader romanticization is a complex and dynamic process that involves cycles of observers' sensemaking and sensegiving that unfold through temporal processes and can produce lionized national exemplars. We illustrate the answer to the question of how do leaders become romanticized as historical points of reference? with a historical analysis of how Vlad Dracula, the historical voivode, turned into the famous fictional vampire.

7⁰⁰ PM

Social Dinner at Viscri

9⁰⁰ PM

Location: Viscri

Tuesday, 13 / Sept / 2022

9⁰⁰ AM

Models and frameworks to analyze new trends in the workplace

10³⁰ AM

Location: U1 3

Chair: Prof. Moshe Sharabi, Yezreel Valley Academic College

Non-traditional work arrangements: challenges for organizations and workers

Edna Rabenu

Tel Hai Academic College, Israel

The power of affordance and its contribution to knowledge-sharing and creativity: A conceptual framework

Itzhak Tabatchnik¹, Iris Reychav², Jacob Weisberg¹

1: Bar Ilan University, Israel; 2: Ariel University, Israel

Tri-Intersectional Model of Leadership by Values: A Fuzzy Multi-Criteria Decision Making Open Technology Assessment System

João Brillo, Erivelton Silva
Ibmec Business School, Brazil

10³⁰ PM Morning Break
11⁰⁰ PM

11⁰⁰ AM Organizational culture
12³⁰ PM Location: U1 3
Chair: Dr. Abira Reizer, Ariel University

The interactive effects of supervisor discriminatory behaviors and organizational tightness on job attitudinal variability: A study of Ethiopian bank workers

Gashaw Tesfa Alemu, Justin Marcus, Eda Aksoy
Koç University

The Challenges of Change Leadership in Post-Acquisition Company Integration from the Perspective of the Personnel: A Case Study of Two Companies in Finland

Sanna Aarnio¹, Keijo Varis^{2,1}

1: Turku University of Applied Sciences; 2: University of Jyväskylä

The Meaning of Working for Young People and the Relationship with Preferred Leadership Styles

Liina Randmann, Tiit Kamdron, Sten-Roland Leibenau
TalTech – Tallinn University of Technology, Estonia

12³⁰ PM Lunch
1³⁰ PM

1³⁰ PM Team effectiveness
3⁰⁰ PM Location: U1 3
Chair: Dr. David J. Woehr, University of North Carolina at Charlotte

The impact of Attachment Diversity on Teamwork Outcomes

Abira Reizer¹, Ofri Schechter¹, Tsachi Ein-Dor²

1: Ariel University, Israel; 2: Interdisciplinary Center (IDC), Herzliya Israel

Teamwork quality and peer assessment – a new perspective

Shmuel Stashevsky, Shalom Levi, Yoav Ganzach
Ariel University

Work Locus of Control and Well-Being: The Mediating Role of Organizational Embeddedness

Lilach Ben-Meir, Meni Koslowsky
Ariel University, Israel

3⁰⁰ PM Afternoon Break
3³⁰ PM

3³⁰ PM **The crisis of Ukranian refugees in Romania**
4³⁰ PM **Location:** U1 3
Chair: Dr. Luis M Arciniega, ITAM, Mexico City, Mexico
Invited speaker: Astrid Hamberger, President of the Migrant Integration Center Brasov

The presentation will focus on the first 6 months after the start of the war and how the first three waves of refugees from Ukraine were managed at the national level in general, and the local level in particular. The presentation will follow also the organizational changes undergone by the Migrant Integration Center Brasov in the last six months when faced with a tremendous increase in both financing and workforce.

4³⁰ PM **Transfer by bus to Bran Castle**
5³⁰ PM

5³⁰ PM **Bran Castle tour**
7³⁰ PM

7³⁰ PM **Gala Dinner**
9³⁰ PM

9³⁰ PM **Transfer by bus from Bran to Brasov**
10⁰⁰ PM

Wednesday, 14 / Sept / 2022

9⁰⁰ AM **Work family conflict**
10³⁰ AM **Location:** U1 3
Chair: Dr. Luis M Arciniega, ITAM, Mexico City, Mexico

Clarifying the Conundrum Between Long Working Hours, Work-Family Conflict, And Emotional Exhaustion
Deepanshu Wadhwa, Abhishek Goel
Indian Institute of Management Calcutta, India

Exploring the Moderating Influence of Gender on Domain-Specific Attributes of Work-Family Conflicts
Abhishek Goel, Thriveni Kumari Karlapudi
Indian Institute of Management Calcutta, India

Job Insecurity and Well-Being: The Moderating Functions of Work as a Calling and Gender
Aryeh Lazar
Ariel University, Israel

9⁰⁰ AM **Applied Psychology projects done in Israel**
10³⁰ AM **Location:** U1 7
Chair: Liina Randmann, TalTech – Tallinn University of Technology

The Start-Up Nation: Examining the Benefits and Costs of Israeli Start-Ups

Bella Galperin¹, Abira Reizer², Leo Paul Dana³

1: The University of Tampa, United States of America; 2: Ariel University, Israel; 3: Montpellier Business School, France

s-commerce and ultra-Orthodox Jews: Obstacles and remedies to its efficient use

Benjamin Yair Oholiav¹, Yehoshua Liebermann², Shalom Levy¹

1: Ariel University, Israel; 2: Bar Ilan University, Ramat Gan, Israel

Perceived responsibility and available resources to complete responsibilities among managers

Aviad Bar-Haim

The Open University of Israel, Israel

10³⁰ PM **Break**

11⁰⁰ PM

11⁰⁰ PM **Performance**

12³⁰ PM **Location:** U1 3

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

Live to Work, Work to Live, and Work as a Necessary Evil: An Examination of the Structure and Stability of Work Ethic Profiles

David J. Woehr¹, Luis M. Arciniega², Luis González³, Laura J. Stanley¹

1: University of North Carolina at Charlotte, USA; 2: ITAM, Mexico City; 3: University of Salamanca, Spain

Employee's work control as a predictor of performance: The moderating role of religious beliefs

Erez Yaakobi¹, Jacob Weisberg²

1: Ono Academic College, Israel; 2: Bar-Ilan University

An Exploratory Framework to Make Sense of Holacracy: Drawing on Institutional Theory, Complexity Theory and Self-Determination Theory

Veiko Valkiainen, Kurmet Kivipõld

University of Tartu, Estonia

12³⁰ PM **Closing Ceremony**

1⁰⁰ PM **Location:** U1 3

1⁰⁰ PM **Lunch**

2³⁰ PM



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