

Trieste, 1-4 July 2018

16th Biennial Conference

International Society for the Study of Work and Organizational Values

Organization 4.1:

The Role of Values in the Organizations of the 21st Century

Table of Contents

Trieste Città della Conoscenza.....	7
University of Trieste.....	8
International Society for the Study of Work and Organisational Values..	9
Call for Papers ISSWOV 2018	9
Executive Committee	11
Officers.....	11
Scientific Committee Members.....	12
Regional Representatives:.....	13
Keynote speakers.....	14
Simon L. Dolan	14
Leading by Values: Revisiting and Proposing a New Set of Competences for Succeeding in the New Landscape of Work	15
Simona Mihai Yiannaki.....	16
Workplace Changes Under a Digital Globalized Era.....	17
Tauno Kekale.....	18
Will quality survive in Organisation 4.0?.....	19
Conference Venues	20
Opening Session.....	20
Parallel Sessions.....	20
Keynote Sessions.....	20
InfoPoint.....	20
InfoPoint: Trieste Città della Conoscenza	20
Programme Overview	21
Registration.....	21
Institutional Welcome.....	21
Keynote 1:.....	21

Welcome reception.....	21
Day 1 – Sunday 1 July.....	21
Day 2 – Monday 2 July.....	22
Front Desk.....	22
Parallel sessions.....	22
Coffee break	22
Keynote 2.....	23
Lunch	23
Parallel sessions.....	23
Coffee break	23
Parallel sessions.....	24
Trieste Short Experience	24
Social Dinner	24
Day 3 – Tuesday 3 July.....	25
Front Desk.....	25
Parallel sessions.....	25
Coffee break	25
Keynote 3:	25
Lunch	26
Parallel sessions.....	26
Coffee break	26
Parallel sessions.....	26
Gala Dinner	26
Day 4 – 4 July 2018.....	27
Front Desk	27
Parallel sessions.....	27
Coffee break	27
General Assembly	27

Lunch	27
Miramar Experience	27
Day 5 – 5 July 2018.....	28
Jewish Experience	28
Venice Transfer	28
Full Programme.....	29
Sunday, 01/Jul/2018	29
Monday, 02/Jul/2018	30
Aula 1	30
Aula 2.....	33
Aula 3.....	35
Aula 5.....	37
Tuesday, 03/Jul/2018	41
Parallel Sessions	41
Aula 1	41
Aula 2.....	44
Aula 3.....	47
Aula 5.....	50
Wednesday, 04/Jul/2018	52
Parallel Sessions	52
Aula 1	52
Aula 2.....	53
Aula 3.....	53
Aula 5.....	54
Posters	56
Social Activities	58
1 July 2018.....	58
Welcome Reception.....	58

2 July 2018.....	58
Trieste Experience.....	58
Social Dinner.....	58
3 July 2018.....	59
Gala Dinner	59
4 July 2018.....	59
Miramare Experience	59
5 July 2018.....	60
Jewish Trieste.....	60
Venice Transfer.....	61
About Mis-Mas.....	62
How to Communicate, Organise, and Manage	65
an International Conference	65
#comunicazione #organizzazione #gestione di un convegno internazionale	65
How to.....	66
... get to the Station	66
... get to Trieste Airport	66
... get to Venice International Airport	66
... get to Ljubljana Airport (Slovenia)	66
Taxi	66
Conference maps.....	67
Contacts	71
Participants Index.....	72
Notes	76

Trieste Città della Conoscenza

@tsconoscenza

The universities, research and higher education institutions in the province of Trieste make this area one of the locations with the highest number of working units employed in the research sector in all of Europe. The Memorandum of Understanding between the Municipality of Trieste, the local Universities and Research Institutions dates back to 2007: an active Collaboration Network joining local authorities, scientific and research institutions located in Trieste, in order to foster dialogue among its players.

The city of Trieste and its surrounding territory comprise an area with the highest development potential that aims to become a European reference point, to attract an increasingly higher number of international students and researchers, to develop tangible interactions with the business world, thereby achieving a positive spin-off on the local society and economy.

This Network - which identifies itself in the name Trieste City of Knowledge - operates in order to provide functional responses to the objectives outlined above, developing the relations between the local territory and its scientific excellence.

University of Trieste

@UniTrieste @universitatrieste
@UniTwitTs @divulgazioneunits

Founded in 1924, the University of Trieste is a medium-sized university with a student population of approximately 16,000. It offers a wide range of degree programmes at bachelor, master and doctoral level, as well as short vocational masters, advanced masters and specialisation programmes, most of which are in the medical area. Some degree programmes are taught in English.

The university currently has 10 departments: Economic, Business, Mathematical and Statistical Sciences; Engineering and Architecture; Humanities; Legal, Language, Interpreting and Translation Studies; Mathematics and Geosciences; Medicine, Surgery and Health Sciences; Life Sciences; Pharmaceutical and Chemical Sciences; Physics; Political and Social Sciences.

The university participates in many research projects at national and international level. It is also involved in various student and staff exchange programmes with universities in the EU and collaborates with several universities from Eastern Europe and other non-EU countries.

International Society for the Study of Work and Organisational Values

ISSWOV aims to advance the study of work and organizational values and related aspects of the organization; to encourage the exchange of ideas and interaction among scholars engaged in these topics; to collect, generate, preserve, decipher, and disseminate data and information relating to work and organizational values, and to encourage and initiate publications concerning research on these themes.

Call for Papers ISSWOV 2018

Organization 4.1:

The Role of Values in the Organizations of the 21st Century

Nowadays, 4.0 stands for the new means of the information and knowledge storage and transfer – like Big Data, Internet of Things, Internet of Services; new concepts and life style like Economies of sharing, co-working spaces, self-organized working teams, HR systems built around competences instead of job descriptions, etc. We already have entered the new era of networks, transparency, mobility, uncertainty, velocity multitasking and diffusion of private and public spheres. How should we live with it? It is proven that human brain was not built for multitasking and constant attention distractions. In times when knowledge is the main commodity many facts are counter intuitive – there are almost no linear relations in social sciences and normal distribution statistics are not working properly to explain wealth variation or start up growth. Those tens of thousands of years in which human brain has developed until now were much different from what we are experiencing in the last decade, which imposes enormous number of research questions in all fields of science.

On the other hand, although means of communication are changing along with our physical environment and electronic or nano or whatever devices we use, the human nature and basic assumptions are intact. Or are they? Basic virtues needed for happy life stated in Nicomachean Ethics by Aristotle do sound up to date like never before. Many newest management theories are based on well known, old statements dated back to antient times.

Futurists are proposing that at least half of professions will disappear in the next 50 years due to the new technologies. All routine works will be done by robots, so human will be able to do the fun part, being creative and inspirational. Are we ready to it? When social networks make people and organizations so visible to the public, when workforce becomes too educated to take for granted many organizational values that were not questioned before, when basic function of universities as knowledge centres has switched to entrepreneurship and innovation boosters, how should we address those changes?

All previous ISSWOV conferences were devoted to actual topics related to organizational science and forthcoming conference at the University of Trieste is continuing this tradition. We encourage scholars to submit papers on a wide range of topics, from the micro level of individual work to the macro level of societal organisation. As in the previous conferences the main sub-topics are related (but not limited to) ethics, leadership, work-family conflict, cross-cultural perspectives, motivation, human resource management, diversity management, corporate governance, and organizational culture.

Moreover, this time we will be happy to welcome topics on issues that have recently gained major public and academic interest, such as artificial intelligence, behavioural economics, big data, refugee integration, management of creative and knowledge professionals, corporate governance, future of organizational structures and other “hot topics” connected to organizational studies.

Full papers will be published in a book by ISSWOV and will soon be available online.

Ilona Baumane

Executive Committee

Officers

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Jorge F. S. Gomes, ISEG-Lisbon Technical University, Portugal

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Maaja Vadi, University of Tartu, Estonia

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Maaja Vadi (University of Tartu, Estonia)

Keijo Varis (Turku University of Applied Sciences, Finland)

David J. Woehr (University of North Carolina Charlotte, United States of America)

Jacek Woźniak (University of Finance and Management, Warsaw, Poland, Poland)

Erez Yaakobi (Ono Academic College, Israel)

Regional Representatives:

Luis Arciniega, ITAM, Mexico;

Vishwanath V. Baba, McMaster University, Canada;

Ingwer Borg, ZUMA, Germany;

Simon L. Dolan, Esade Business School Barcelona, Spain;

Abishek, Goel, Indian Institute of Management-Calcutta, India;

Rick D. Hackett, McMaster University, Canada;

Krista Jaakson, University of Tartu, Estonia;

Thomas Kalliath, Australian National University, Australia;

Meni Koslowsky, Bar-Ilan University, Israel;

Peter McClenaghan, University of New England, Australia;

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Mala Sinha, University of Delhi, India;

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Mário T. Reis Neto, Universidade Fumec, Brazil

Yaacov Weisberg, Bar-Ilan University, Israel;

David Woehr, University of North Carolina, Charlotte, USA.

Keynote speakers

Simon L. Dolan

Global Future of Work Foundation (GFWF)



Simon Dolan has received his PhD from the University of Minnesota. He has worked for over 22 years at the Universities of Montreal and McGill (in Canada) and for the past 12 years he is the ESADE Future of Work Chair. He wrote more than 65 books in various languages in the fields of management, cross cultural psychology, coaching and wellbeing. He was also the Editor in chief of Cross Cultural Management (until 2015), and altogether has published over 160 papers in scholarly and scientific journals. In addition to academic work, Simon Dolan is the founder and president of Gestion M.D.S. Inc, a management consulting firm based in Montreal-Canada.

Leading by Values: Revisiting and Proposing a New Set of Competences for Succeeding in the New Landscape of Work

The talk will synthesize recent research and publications of Prof. Dolan on the future of Work. A 3 years study by a consortium of 10 Universities, conducted for the EU commission ("Sustainable lifestyle in Europe in the year 2050"), concluded that: "Neither the vast majority of companies, nor their employees, and even the Universities, in Europe understand the dramatic shifts that are being unfolded in the new landscape that is called "work"; 90% of them are ill or not prepared".

The presentation will include some Macro and Micro forces that affect transformation in the future; the three principal drivers of change/transformation are Digitalization-Virtualization, Globalization and Creativity. From there, an examination of the new role of leaders as transformation agents along with their new key roles in reengineering a more empowering culture in the organization will follow. The presentation will include scenarios on the future of work (and organizations) and will explore new paradigms in managing and leading people.

Sun, 1 July 2018

17.30-19

Sala del Ridotto"Victor de Sabata"

Simona Mihai Yiannaki

European University Cyprus



Simona Mihai-Yiannaki is an Associate Professor in Finance, Department Vice Chair- Department of Accounting, Economics and Finance at Ioannis Gregoriou School of Business and Coordinator Business Development - International Office at European University Cyprus. Her industry track record is in international banking and finance with banks headquartered in Romania, Austria, Poland, Greece, Turkey and Cyprus. She was a Fulbright finalist and a coordinator and a member of several international, European and World Bank projects. Her academic research areas are Banking and Financial Services Innovation, Corporate Governance, Mergers and Acquisitions, Risk Management applications for banks and SMEs, Creativity and Innovation, Entrepreneurship, Distance Learning in higher education.

Workplace Changes Under a Digital Globalized Era

When it comes to workplace creativity and innovation, Simona brings in her experience not only as a former banker, but also as an academic and an entrepreneurs' trainer. Her presentation is focused on several industries where she has experienced vast changes such as banking, academia and start-ups.

Her presentation demonstrates the relational loop among these three areas and reveal how they have influenced each other while making use of Artificial Intelligence (AI), automation and digitization for increasing investors' value.

Part of her analysis touches on efficiency, productivity, research and development, flexibility, mobility, staffing and change management.

However, her speech is more focused on the fact that most challenges would spring from empowering digital leadership in the quest for digital transformation of the workplace, while bringing visionary solutions to potential industry disruptors.

Mon, 2 July 2018

11.40-12.40

Auditorium Museo Revoltella

Tauno Kekäle

Vaasa University of Applied Sciences



Tauno Kekäle has spent his academic career evenly as President (8 years), professor in Industrial Management (8 years) and other University education and research matters (likewise, 8 years). His main research interests have covered quality and innovation management issues. Before his university career, he used to sell all kinds of things.

Will quality survive in Organisation 4.0?

Some thinkers state that a worldwide 4th Industrial Revolution is now taking place. This revolution should arise from an exponential increase of digitalisation (driven also by new items such as e.g. Artificial Intelligence, Internet of Things). The presentation concentrates on some potential effects of these changes for manufacturing and services and discusses in this light the issue of quality and some related managerial activities.

Tue, 3 July 2018

11.40-12.40

Auditorium Museo Revoltella

Conference Venues

Opening Session

Sala del Ridotto
"Victor de Sabata"
Riva Tre Novembre, 1
34121 Trieste

Parallel Sessions

Università degli Studi di Trieste
Via del Lazzaretto Vecchio, 8
34123 Trieste
2nd Floor

Keynote Sessions

Auditorium
Museo Revoltella
Via Armando Diaz, 27
34123 Trieste

InfoPoint

Piazza Unità d'Italia, 4b,
34121 Trieste TS
Sun: 3pm-8pm | Mon: 8.30am-2:00pm
(always open during scheduled social events)

InfoPoint: Trieste Città della Conoscenza

Stazione Centrale di Trieste
Trieste Station
(Sun: 3.30pm-7pm | Mon: 9am-2:00pm)

Programme Overview

Day 1 – Sunday 1 July

4:00pm **Registration**
– **InfoPoint Piazza Unità**
8:00pm

5:00pm **Institutional Welcome**
La Sala del Ridotto "Victor de Sabata"

5:30pm **Keynote 1:**
Simon L. Dolan
Leading by Values: Revisiting and Proposing a New Set of Competences for Succeeding in the New Landscape of Work
La Sala del Ridotto "Victor de Sabata"

Discussants:
Simona Mihai Yiannaki (European University of Cyprus)
Simone Puksic (INSIEL S.P.A.)

7:00pm **Welcome reception**
Caffè degli Specchi

Piazza Unità 7, Trieste

Day 2 - Monday 2 July

8:30am - 6:00pm **Front Desk**
Location: Aula 4

Parallel sessions

9:00	HR Management	Poster and Meeting Room	Leadership in the 21st Century: Values, Culture, Personal Traits and Environment s (Part 1)	Symposium: New and Old Recruitment, Selection and Motivational Tools in The Eyes Of 3 Generations of Professional Candidates from Emerging Economies in Five East and Central European Countries
-	Practises: From Theory to Action	<u>Aula 2</u>	<u>Aula 3</u>	<u>Aula 5</u>
11:00				

11:00 - 11:40 **Coffee break**
Università degli Studi di Trieste

11:40 - 12:40 **Keynote 2:**
Simona Mihai Yiannaki
Workplace Changes Under a Digital Globalized Era
Auditorium Museo Revoltella

12:40am - 2:10pm **Lunch**
Assaje | Via Torino, 33

Parallel sessions

2:10	Corporate Governance, Trust and Decision Making in Global Corporations	Values as a Driving Force for Organisation 4.1	Equality, Discrimination And Dark Side Of Work	Symposium: Heavy-Work Investment in the 21st Century: New Perspectives and Cultural Differences
-	<u>Aula 1</u>	<u>Aula 2</u>	<u>Aula 3</u>	<u>Aula 5</u>

4:10 - 4:40 **Coffee break**
Università degli Studi di Trieste

Parallel sessions

4:40 -	Entrepreneurship and Innovation Form Value Perspective <u>Aula 1</u>	Personality, Work Styles and Individuals in Organisation 4.1 and Beyond <u>Aula 2</u>	Leadership in the 21st Century: Values, Culture, Personal Traits and Environments (Part 2) <u>Aula 3</u>	Symposium: Contemporary Data Interpretations: Empirical Contributions in The Organizational Context <u>Aula 5</u>
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6:30pm – 8:00pm **Trieste Short Experience**

8:30pm **Social Dinner**
Trattoria Caprese
Piazza della Borsa 15, Trieste

Day 3 – Tuesday 3 July

8:30am - 6:00pm **Front Desk**
Location: Aula 4

Parallel sessions

9:00	Education and Values:	Organisation 4.1:	Work Ethics in 21st Century:	Symposium: Four Ways to Create an Ethical Framework for Organization
-				4.1: Virtues-Based Leadership, Personalism, Humility, And Loosely Coupled Systems
11:00	How to Build Better Future?	Perceptions, Values, Practices and Emotions	From Aristotle to Digitisation	
	<u>Aula 1</u>	<u>Aula 2</u>	<u>Aula 3</u>	<u>Aula 5</u>

11:00 - 11:40 **Coffee break**
Università degli Studi di Trieste

11:40 - 12:40 **Keynote 3:**
Tauno Kekale
Will Quality Survive in Organisation 4.0?
Auditorium Museo Revoltella

12:40am - 2:10pm **Lunch**
Assaje | Via Torino, 33

Parallel sessions

2:10 - 4:10	Organisational, Personal and Society Change (Part 1) <u>Aula 1</u>	Wellbeing in Organization 4.1: Where Do We Stand and Where Are We Going? <u>Aula 2</u>	Identities And Personal Traits: What Leads To Success in New-Age Organisations? <u>Aula 3</u>	Symposium: Values Are Tthe Foundation: Leading Healthcare in The 21st Century <u>Aula 5</u>
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4:10 - 4:40 **Coffee break**
Università degli Studi di Trieste

Parallel sessions

4:40 - 6:00	Boosting Performance Through Values: Theory, Practice and New Approaches <u>Aula 1</u>	Poster and Meeting Room <u>Aula 2</u>	Work and Its' Social Representations: How to Motivate and Manage Workforce in Organization 4.1? <u>Aula 3</u>	Symposium: Return on Values Research Initiative: Learnings from a Multi-Year Study <u>Aula 5</u>
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8:30pm **Gala Dinner**
Pier
Molo Venezia 1, Trieste

Day 4 - 4 July 2018

8:30am - 2:00pm **Front Desk**
Aula 4

Parallel sessions

9:00	Change: Organisational,	Poster and Meeting Room	Comparative and Intercultural Studies in Latin American Contexts	Research Methodology, Construct Validity and Conceptual Debates
- 11:00	Personal and Society Change (Part 2) <u>Aula 1</u>	<u>Aula 2</u>	<u>Aula 3</u>	<u>Aula 5</u>

11:00 - 11:40 **Coffee break**
Università degli Studi di Trieste

11:40 - 12:40 **General Assembly**
Auditorium Museo Revoltella

12:40am - 2:10pm **Lunch**
Assaje | Via Torino, 33

2:00pm - 8:00pm **Miramar Experience**

Day 5 – 5 July 2018

9:00 – 11:00

Jewish Experience

9:00

Venice Transfer

Full Programme

Sunday, 01/Jul/2018

- 4:00-8:00pm **Conferece Registration**
InfoPoint Piazza Unità
- 5:00pm **Institutional Welcome**
La Sala del Ridotto "Victor de Sabata"
- 5:30pm **Keynote 1:**
Simon L. Dolan
Leading by Values: Revisiting and Proposing a New Set of Competences for Succeeding in the New Landscape of Work
La Sala del Ridotto "Victor de Sabata"
- 7:00pm **Welcome reception**
Caffè degli Specchi

Piazza Unità 7, Trieste

Monday, 02/Jul/2018

8:30am - 6:00pm **Front Desk**
Location: Aula 4

Aula 1

9:00 - 11:00 **HR management practises: from theory to action**
Session Chair: **Jorge Filipe da Silva Gomes**

The Impact of Industry 4.0 on Human Resource Management Functions: A Bibliometric and Semantic Analysis of the Literature

Christianne Matias Busso, Bruno da Costa Ferreira Gameiro, Fernanda Cortegoso de Oliveira Frascareli, Helen Tatiana Takamitsu, Vanessa Aparecida Silva Ferrari, Jose Alcides Gobbo Junior (Universidade Estadual Paulista "Julio de Mesquita" UNESP, Brazil)

Human Resource Management Practices and Career Advancement: Testing A Multi-Level Perspective on Promotions

Alison M. Konrad (Western University, Canada), **Yang Yang** (Rowan University, USA), **Bradley Corbett** (Rajamangala University of Technology, Thailand)

Information Technology Talent Management in the Canadian Nonprofit Sector

David Lighthart, Davar Rezania (University of Guelph, Canada)

The Value of Time Management: Wellbeing and Personal Development

Michela Cortini, Teresa Galanti, Stefania Fantinelli (University G. d'Annunzio of Chieti-Pescara)

Big Brother Is Watching You: Monitoring as a Questionable Human Resource Practice

Jorge Filipe da Silva Gomes, Ana Filipa Dias de Carvalho (ISEG - University of Lisbon, Portugal), Tania Marques (Instituto Politécnico de Leiria)

Designing for Impact: Design Thinking as a Tool for Culture Change

Lisa Ruiz (Abbvie Inc, United States of America, Benedictine University, USA)

2:10 -4:10

Corporate governance, trust and decision making in global corporations

Session Chair: **Michela Cortini**

Normative Ethical Decision Making of Slovenian Managers

Matej Drascek (Banka LON d.d., Slovenia, Faculty of Social Studies, University of Ljubljana)

What Really Fuels Trust? Cross-cultural Differences in the Antecedents of Trust and Helping Behavior

Kivanc Inelmen (Bogazici University, Turkey), Mark Maltarich (University of South Carolina)

Recruiting Happy, Socio-emotionally Balanced and Mature Managers in Finland and Elsewhere

Keijo Varis, Niina Majaniemi (Turku University of Applied Sciences, Finland), Celeste Wilderom (University of Twente, The Netherlands)

Refusal Letters in Personnel Selection between Organizational Values and Employer Branding

Michela Cortini, Stefania Fantinelli, Teresa Galanti (University G. d'Annunzio of Chieti-Pescara, Italy), Massimiliano Barattucci (University eCampus, Italy)

Moderating Effects of Organizational Justice, Organizational Trust, and Organization Type in the Links of Belief in Just World with CWBs and Job Satisfaction

Asli Goncu Kose (Ankaya University, Turkey), **Burak Öge** (Anadolu University, Turkey)

Looking for Global Managerial Values

Alfred Jaeger (McGill University, Canada)

4:40 -6:00

Entrepreneurship and Innovation Form Value Perspective

Session Chair: **Maaja Vadi**

Organization 4.1 – the Role of Culture, Values and Knowledge to Promote Small Business Innovation in the 21st Century

Madara Apsalone, **Ērika Šumilo** (University of Latvia, Latvia)

Entrepreneurial mindset development in organizations throughout the individual values frameworks.

Anita Gaile (RiSEBA, Latvia)

Cascading Lean: Longitudinal, Multi-level Study of Work Values and Lean-team Performance

Desirée van Dun, **Celeste Wilderom** (University of Twente, The Netherlands)

What are the drivers for organizational innovation?

Maaja Vadi, **Karin Sakowski**, **Jaanika Meriküll** (University of Tartu, Estonia)

Aula 2

9:00 -11:00 **Poster and Meeting Room**

2:10 -4:10 **Values as a driving force for Organisation 4.1**
Session Chair: **Itziar Ramirez Garcia**

The Role of Work Motivation Based on Values in Employee's Retention in the 21st Century

Itziar Ramirez Garcia, **Albert Fornells Herrera** (HTSI School of Tourism and Hospitality Management, Ramon Llull, Spain), **Susana Del Cerro Ramon** (Faculty of Psychology, Education and Sport Sciences, Blanquerna, Ramon Lull, Spain)

Back to the Old Village? Pre-Modern Gender Values in The Post-Privatization Moshav

Avi Shnider (The College of Managment, Israel)

Building an Innovation Culture Through Organisational Values Alignment

Philip R Harrell (University of New England, Australia)

Safety Value in Practice for an Effective Occupational Health and Safety Training

Federico Ricci (University of Modena and Reggio Emilia, Italy), **Annalisa Pelosi**, **Chiara Panari** (University of Parma, Italy), **Andrea Chiesi** (University of Modena and Reggio Emilia, Italy)

Individual Values, Organizational Values: Is There Any Place for Mediation?

Rozalia Del Gaudio (MBA ABERJE ESEG, Brazil), Paulo Henrique Leal Soares (PUC-MG, Brazil)

The Relationship Between Personal Values and Styles of Conflict Management.

Lilian De Victo, Maria Luisa Mendes Teixeira, Davi Araújo (Universidade Mackenzie, Brazil)

4:40 -6:00

Personality, work styles and individuals in Organisation 4.1 and beyond
Session Chair: **Meni Koslowsky**

Humility as A Foundational Strategic Capability

Melissa Anne Norcross (Collaborative Gain, United States of America)

A Path Analysis of the Psychological Experience of Work and Uncertainty in Portugal in 2009

Mariana Lucas Casanova, Patrício Costa, Isabel Menezes (Faculty of Psychology and Education Sciences of the University of Porto, Portugal), Rebecca Lawthom (Manchester Metropolitan University), Joaquim Luís Coimbra (Faculty of Psychology and Education Sciences of the University of Porto, Portugal)

The Power of Self-Value: The Subtle Line between Failure and Success

Ariela Giladi, Meni Koslowsky (Ariel University, Israel)

Values and Self-Perception of Older Workers Who Work as Merchandise Packers in Supermarkets in Culiacán, Mexico

Hector Zazueta Beltran , Rafael Castro Perez, Julian Ayala Noriega (Universidad Autónoma De Sinaloa, Mexico)

Aula 3

9:00 - 11:00 **Leadership in the 21st Century: values, culture, personal traits and environments (Part 1)**
Session Chair: **David W. Barnett**

Good Leader: A Theory of Virtues-Based Leadership

Steven E. Carter (Carter, Inc., United States of America)

Ethical, Virtuous, And Socialized Charismatic Leadership: A Within-Study Examination of Distinctiveness

Afif Nassif, **Rick Hackett** (McMaster University, Canada), **Qi Wang** (George Brown College, Canada)

Leadership Development: Proposing a Values-Driven Model for the 21st Century

David W. Barnett (Benedictine University, United States of America, Grand Arbor Advisors, United States of America)

Fostering Girls from Marginalization to Next Generation Leadership

Dawn Harris Jeffries (Benedictine University, United States of America)

Aristotelian Inspiration for Values-Based Leadership Development: From Capacity to Arête

Mary M. Nash (Vidant Health)

2:10 - 4:10 **Equality, Discrimination and Dark Side of Work**
Session Chair: **Yael Brender-Ilan**

Hiring by Distaste: Who Is Disfavored More - Black, Homosexual, or Religious Applicants?

Yael Brender-Ilan (Ariel University, Israel)

Using Organizational Conflict to Promote The “Business Case” And/Or Foster Social Justice: The Case of Managers' Voices

Helena Desivilya, Orit Shamir Balderman, Michal Shamir (The Max Stern Yezreel Valley College, Israel)

How Do Self-Efficacy, Narcissism and Autonomy Mediate The Link between Destructive Leadership and Counterproductive Work Behaviour

Yael Brender-Ilan, Zachary Sheaffer (Ariel University, Israel)

Occupational Stress: Study with Brazilian Professionals Who Work in the Administrative Area of a Public University Hospital

Luciano Zille Pereira (Unihorizontes, Brazil), Mário Teixeira Reis Neto (Fumec University, Brazil), Gisele Ferreira Pinto Siqueira Pereira, Kelly De Moraes (Unihorizontes, Brazil)

4:40 -6:00

Leadership in the 21st Century: values, culture, personal traits and environments (Part 2)

Session Chair: **Peter McClenaghan**

Leaders in the Digital Age, an Oxymoron?

Remi Vespa (Blue Trail Software, United States of America)

How Has Transcendent Hope Changed Ghana? A Case Study on Sam Dunya's Successful Leadership Style in a 3rd World Developing Country

Sherri M. Black (Ford Motor Company, United States of America)

Values and University Student Leadership Development Outcomes: Millennials and Generation Z Preparing to Lead in the 21st Century

Peter McClenaghan (University of New England, Australia)

Diversity and Inclusion Leadership: A Correlative Study of Authentic and Transformational Leadership Styles of Ceos and Their Relationship to Gender Diversity and Organizational Inclusiveness in Fortune 1000 Companies

Kathy Hannan (Benedictine University, United States of America)

Aula 5

9:00 - 11:00

Symposium: New and old Recruitment, Selection and Motivational Tools in the Eyes of 3 Generations of Professional Candidates from Emerging Economies in Five East and Central European Countries

Session Chair: **Jacek Woźniak**

Fairness Assessment of Traditional and New Selection Tools by 3 Generations of Professional Candidates from Emerging Economies in Four East and Central European Countries

Dragos Iliescu (Department of Psychology, University of Bucharest, Romania), **Jacek Woźniak** (University of Finance and Management, Warsaw, Poland), **Murat Güler** (Niğde Ömer Halisdemir University, Turkey)

Differences between the Expectations of Potential Employees from Generation X, Y and Z from Four Emerging Economies in East and Central Europe. A Search for Information Patterns,

Credibility of Each Source and Its Importance For Application Decisions in Recruitment over the Internet

Fatih Cetin (Niğde Ömer Halisdemir University, Turkey), **Jacek Woźniak** (University of Finance and Management, Warsaw, Poland), **Alexandra Zbucea** (National University of Political Studies and Public Administration - SNSPA Bucharest, Romania), **Veronika Krassavina** (Chair of Management, Tartu University, Tartu, Estonia)

Acceptance of Three Forms of Gamification in Motivational Systems by Potential Employees from Generation X, Y and Z in Five Emerging Economies in East and Central Europe

Murat Güler (Niğde Ömer Halisdemir University, Turkey), **Alexandra Zbucea** (National University of Political Studies and Public Administration - SNSPA Bucharest, Romania), **Jacek Woźniak** (University of Finance and Management, Warsaw, Poland), **Veronika Krassavina** (Chair of Management, Tartu University, Tartu, Estonia)

Mobile Recruitment and Privacy Concerns among Potential Employees from Generation X, Y and Z from Four Emerging Economies in East and Central Europe

Fatih Cetin (Niğde Ömer Halisdemir University, Turkey), **Jacek Woźniak** (University of Finance and Management, Warsaw, Poland), **Alexandra Zbucea** (National University of Political Studies and Public Administration - SNSPA Bucharest, Romania), **Veronika Krassavina** (Chair of Management, Tartu University, Tartu, Estonia)

2:10 -4:10

Symposium: Heavy-Work Investment in the 21st Century: New Perspectives and Cultural Differences

Session Chair: **Edna Rabenu**

Understanding the Relationship between Antecedents of Heavy Work Investment (HWI) and Burnout

Aharon Tziner (Netanya Academic College, Israel), **Carmen Buzea** (Transilvania University of Brasov, Romania), **Edna Rabenu** (Netanya Academic College, Israel), **Camelia Truta** (Transilvania University of

Brasov, Romania), Or Shkoler (University of Gloucestershire, Cheltenham, UK)

Happiness and Heavy Work Investment? Examination of Affective Happiness in Workers' Types

Orit Shamai (Interdisciplinary Studies, University of Haifa, Israel), Itzhak Harpaz (Graduate School of Management, University of Haifa, Israel), Raphael Snir (School of Behavioral Sciences, The Academic College of Tel Aviv-Yaffo, Israel)

Moderation-Mediation Factors Associated with the Relationship between Work Motivation and Job Engagement

Aharon Tziner (Netanya Academic College, Israel), Or Shkoler (University of Gloucestershire, Cheltenham, UK), Bat-El Ben Zur (Netanya Academic College, Israel)

“Until Death Do Us Part”: An Explorative Investigation of Abandon-Resistance Among (Very) Old Entrepreneurs

Filippo Ferrari (School of Economics, Management and Statistics, University of Bologna - Department of General Psychology, University of Padova), Edna Rabenu (Netanya Academic College, Israel)

A Clinical Conceptualization of Workaholism: Theory and Assessment in the Heavy Work Investment Framework

Yura Loscalzo (University of Florence, School of Psychology, Department of Health Sciences)

Centrality of Work and Other Areas of Life Among Secular, Traditional and Ultra-Orthodox Jews in Israel

Moshe Sharabi (Yezreel Valley Academic College, Israel), Avi Kay (Jerusalem College of Technology, Jerusalem, Israel)

4:40 -6:00

Symposium: Contemporary Data Interpretations: Empirical Contributions in the Organizational Context

Session Chair: **Or Shkoler**

Revisiting Job Engagement from a Moderated-Mediation Vantage Point

Or Shkoler (Peres Academic Center, Israel), Aharon Tziner, Bat-El Ben Zur (Netanya Academic College, Netanya, Israel)

The Facet Theory Approach to Social Research

Lydia Lou (Emerson College, Boston, MA, USA), Paul Hackett (University of Cambridge, Cambridge, UK)

The Comparison between Factor Analysis and Smallest Space Analysis (SSA)

Gil Sharoni (Netanya Academic College, Netanya, Israel), Or Shkoler (Peres Academic Center, Israel), Edna Rabenu, Aharon Tziner (Netanya Academic College, Netanya, Israel), Cristinel Vasiliu (The Bucharest University of Economic Studies, Bucharest, Romania)

Qualitative Facet Theory And The Declarative Mapping Sentence

Lydia Lou (Emerson College, Boston, MA, USA), Paul Hackett (University of Cambridge, Cambridge, UK)

Tuesday, 03/Jul/2018

8:30am - 6:00pm **Front Desk**
Location: Aula 4

Parallel Sessions

Aula 1

9:00 - 11:00 **Education and Values: How to Build Better Future?**
Session Chair: **Zehava Rosenblatt**

Evaluating Significant Learning Experiences: Preparing Students to Work in The Changing Labour Market

Joshua E. LeBlanc, Ruben Burga, Davar Rezania (University of Guelph, Canada)

The Relations Between Cultural Values and Teacher Accountability, Moderated by School Support: An Eight-Country Study

Zehava Rosenblatt (University of Haifa, Israel)

(Re)Thinking the Teaching in Management Courses in Brazilian Universities in the Face of a Society of Control

Diogo Reatto, Patrícia Maggi-da-Silva (Universidade Presbiteriana Mackenzie, Brazil)

Th Value Theory, Business Education and Managerial Competence

Vishwanath Baba (McMaster University, Canada)

Creativity Values in Higher Education: The 6 P's Model Through Case Studies in Polytechnic Schools

Margarida Piteira (Lisbon Accounting and Business School / Lisbon Polytechnic Institute, Portugal; SOCIUS: Research Centre in Economics and Organizational Sociology, Lisbon School of Economics & Management / University of Lisbon)

"Human Formation or Capital Formation"? An Analysis of Educational Assistance in the Prison System

Paula Cristina de Moura Fernandes, Deise Luiza da Silva, Janaynna de Moura Ferraz (Universidade Federal do Oeste da Bahia, Brazil)

2:10 -4:10

Organisational, Personal and Society Change (Part 1)

Session Chair: **Anita Gaile**

Shared Working Places of Jews And Palestinians in Industrial Areas as a Basis for Changing Mutual Attitudes

Miriam Billig, Hanna Gendel Guterman, Idit Miller (Ariel University, Israel)

Values and Transformation: A Case Study in Elder Care Innovation

Walter Baehrend (Nokia, United States of America), **Kathy Hannan** (KPMG, United States of America)

The Role of Values in the Light of Protection of Traditional Knowledge (TK): Integrating Cultural Challenges

Cláudia Ribeiro Pereira Nunes (Veiga de Almeida University, Brazil), **Pedro Diaz Peralta** (Universidad Complutense de Madrid, España), **Fernando Gonzalez Botija** (Universidad Complutense de Madrid, España), **Cristina Ceccarini** (Tribunale di Firenze, CTU n. 7939, Italia)

What Attracts the New Generation's Workforce? First Evidence from an Italian Survey

Teresina Torre (University Of Genoa, Italy), Daria Sarti (University Of Florence Italy), Jaroslava Kubátová (Palacky University Olomouc, Czech Republic)

Work, Refuge and Social Inclusion

Heloísa Helena Ferraz Ayres (University of the State of Rio de Janeiro (UERJ), Brazil), Maria da Graça Luderitz Hoefel (University of Brasilia (UnB), Brazil), Regina Glória Nunes Andrade, Wallace Araújo de Oliveira, Carine Almeida Silva dos Santos, Diego Alberto Silva Nunes, Larissa Gonçalves Gama, Nohainne Costa de Oliveira (University of the State of Rio de Janeiro (UERJ), Brazil)

Varieties of Capitalism and Commitment in Transitional Countries

Dana Mesner Andolšek, Janez Štebe (Faculty of Social Sciences, University of Ljubljana, Slovenia, Slovenia)

4:40 -6:00

Boosting Performance through Values: Theory, Practice and New Approaches

Session Chair: **Jorge Filipe da Silva Gomes**

The Concurrent Effects of Internal and External Efficacies in Predicting Performance – The Moderating Role of Personality

Erez Yaakobi (Ono Academic College, Israel), Jacob Weisberg (Bar Ilan University, Israel)

The Effect of Work Values on the Turnover Intentions of Israeli High Tech Employees

Limor Kessler Ladelsky, Jacob Weisberg (BIU University, Israel)

Linking Perceived High Performance Organizational Culture with Some Work Outcomes

Francisco Cesário (Universidade Europeia - ISPA), Joana Fernandes (ISPA), Ana Sabino (Universidade Europeia)

Learning, Values, Culture and Performance: How Value-Performance Cycles Unfold in a Global Corporation

Jorge Filipe da Silva Gomes, Teresa Correia de Lacerda (ISEG - University of Lisbon, Portugal)

Aula 2

9:00 - 11:00 **Organisation 4.1: Perceptions, values, practices and emotions**

Session Chair: **Maria Luisa Mendes Teixeira**

Values in Organisations and Paradoxical Thinking: A Research Agenda

Joana R.C. Kuntz (University of Canterbury, New Zealand), Erlend Dehlin (Norwegian University of Science and Technology)

Organizational Values of a Junior Psychology Company - A Participatory Management Perspective

Clarissa Freitas de Almeida (Universidade do Estado do Rio de Janeiro (UERJ), Brazil - Centro Universitário Uniabeu, Brazil), Heloísa Helena Ferraz Ayres (Universidade do Estado do Rio de Janeiro (UERJ), Brazil)

Managers' Values and the Management of the Work Process in Family Business

Maria Luisa Mendes Teixeira, Ariane Souza Belo, Carla Rotta Brandão, Fernanda Grecco do Nascimento, Giuliana Bisignano Siqueira (Universidade Presbiteriana Mackenzie, Brazil)

Does Passion Pay? The Qualitative & Quantitative Return on Values for Passion

Jean Russo Gould, Walter Baehrend (Benedictine University, Center for Values Driven Leadership, United States of America)

The Influence of Emotional Intelligence, Psychological Capital and Leadership in Individual Performance

Jessica Aline Sacramento, Mario Teixeira Reis Neto (Fumec University, Brazil), Luciano Zille Pereira (Unihorizontes, Brazil), Claudia Aparecida Ferreira (Pucminas, Brazil)

Pygmalion Leadership Training and Followers' Emotional Reactions: A Novel Field-Experimental Design

Yafit Raphael (College of Law and Business, Ramat Gan, Israel), Dvora Geller (College of Management Academic Studies, Rishon LeZion, Israel), Dov Eden (Tel Aviv University, Israel)

2:10 -4:10

Wellbeing in Organization 4.1: Where Do We Stand and Where Are We Going?

Session Chair: **Burcin Hatipoglu**

Values, Personal And Work Demands As Determinants Of Well Being Amongst European Retail Workers.

Miriam Díez Piñol (University of Barcelone UB. ESCODI, Spain), Vicente Penarroya, Susana Pallarés (Autonomous University of Barcelone, UAB. Psychology Faculty)

Gratitude and Organizational Wellbeing: A Mix-Method Study

Michela Cortini, Stefania Fantinelli, Teresa Galanti (University G. d'Annunzio of Chieti-Pescara, Italy)

Do Gritty Leaders Foster Employee Psychological Capital? It Depends on How Humble They Are

Arménio Rego (Católica Porto Business School, Universidade Católica Portuguesa - Instituto Universitário de Lisboa (ISCTE-IUL), Business Research Unit, Lisboa, Portugal), **Andreia Vitória, Ana Ventura** (Universidade de Aveiro, Portugal), **Susana Leal** (Escola Superior de Gestão e Tecnologia, Instituto Politécnico de Santarém, and Centro de Investigação em Qualidade de Vida, Portugal), **Miguel Pina e Cunha** (Fundação Amélia de Mello Professor of Leadership, Nova School of Business and Economics, Universidade Nova de Lisboa, Portugal), **Camilo Valverde, Rui Lourença-Gil** (Católica Porto Business School, Universidade Católica Portuguesa)

Employee Engagement Strategies For Sustainability: A Systematic Review

Burcin Hatipoglu (Bogazici University, Turkey)

Predicting Behavioral Organizational Commitment (Ocb) By OC Attitudes And Values Versus Perceived Economic And Organizational Alternatives

Aviad Bar-Haim (Open University of Israel, Israel)

4:40 -6:00

Poster and Meeting Room

Aula 3

9:00 - 11:00

Work Ethics in 21st Century: From Aristotle to Digitisation

Session Chair: **Luis M. Arciniega**

Do as I Say, Not as I Do: Employee Reactions to Supervisor Prosocial Rule-Breaking

John Baur (University of Nevada, Las Vegas, United States of America),
Corey Bivens (Lusher Charter School, New Orleans, United States of America)

Factors Affecting Moral Blindness of Managers in Business Environment

Arie Reshef (Western Galilee College, Israel, Israel)

Exploring the Influence of Task Interdependence, Winning Orientation and Power Distance on Social Loafing Behavior

Meni Koslowsky (Ariel University, Israel), **Rachel Sireling** (Bar-Ilan University), **Abira Reizer** (Ariel University, Israel)

Examining Regional Variability in Work Ethic Within Mexico: Individual Difference or Shared Value

Luis M. Arciniega (ITAM, Mexico City, Mexico), **David J. Woehr** (University of North Carolina, Charlotte, USA)

Values in Conflict: Ethical Leadership as a Style in the ELSQ

Walter Baehrend (Nokia, United States of America), **Michael Chukuemeka Chikeleze** (Louisiana State University Shreveport)

2:10 -4:10

Identities and Personal Traits: What Leads to Success in New-Age Organisations?

Session Chair: **Gilberto Moreira Menezes Neto**

When Harish Becomes Harry: Value Conflicts of Call Center Workers in India

Sanjay T. Menon (Louisiana State University Shreveport, United States of America)

The Effects of Helicopter Parenting on Career Identity and Adaptability

Joshua E. LeBlanc, Sean T. Lyons (University of Guelph, Canada)

The Moderating Influences of Role Identifications on the Cross-Domain Effects Of WFC

Asli Yalcin (Ankaya University, Turkey), **Reyhan Bilgic** (Middle East Technical University, Turkey)

Struggle for Personal Success - The Moderation of Team Cohesiveness and Gender

Shalom Levy, Shmuel Stashevsky (Ariel University, Israel)

Career Change Intention Among Millennial Professionals

Ayşe Burcin Baskurt (Mef University, Turkey)

4:40 -6:00

Work and Its' Social Representations: How to Motivate and Manage Workforce in Organization 4.1?

Session Chair: **Madara Apsalone**

Satisfaction: Perceptions and Expectations with the Motivational Factors

Cláudia Aparecida Avelar Ferreira (Pontifícia Universidade Católica de Minas Gerais, Brazil), Mário Teixeira Reis Neto (Universidade Fumec,Brazil), Simone Costa Nunes (Pontifícia Universidade Católica de Minas Gerais, Brazil)

Exploring the Motivations of Workplace Deviance

Abira Reizer (Ariel University), Bella Galperin (The University of Tampa), Louise Tourigny (University of Wisconsin-Whitewater)

The Generations X and Y in the Workplace and Their Relations With Basic Values, Work Values, and Organizational Values

Marta Fabiano Sambiase,Maria Luisa Mendes Teixeira, Bruna Rocha,Joana Behar, Paloma Santos Ribeiro, Thaís Sousa Lima, Vitoria Almeida (Universidade Presbiteriana Mackenzie, Brazil)

Work and Its Social Representations – An Analysis of Values Propagated into an Economical and Socio-Political Unstable Scenario in the City of Rio De Janeiro.

Gabriella de Oliveira Santiago,Rafael Moura Coelho Pecly Wolter, Heloísa Helena Ferraz Ayres (Rio de Janeiro State University, Brazil)

A Mapping of Representations, Values and Experiences about Work in Rio De Janeiro: A Look at Young People in the Beginning of Their Work

Gabriella de Oliveira Santiago, Heloísa Helena Ferraz Ayres, Rafael Moura Coelho Pecly Wolter, Thamiris Marques da Silva, Rosane Pinto Rodrigues (Rio de Janeiro State University, Brazil)

Aula 5

9:00 -11:00 **Symposium: Four Ways to Create an Ethical Framework for Organization 4.1: Virtues-Based Leadership, Personalism, Humility, and Loosely Coupled Systems**
Session Chair: **Steven E. Carter**

Steven E Carter (Carter, Inc., United States of America), Enrique E Lopez (Humanum, Mexico), Melissa Anne Norcross (The Councils at Collaborative Gain, United States of America), Remi Vespa (Blue Trail Software, Argentina)

2:10 -4:10 **Symposium: Values Are the Foundation: Leading Healthcare in the 21st Century**
Session Chair: **Mary M. Nash**

Mary Nash (Vidant Health), Lisa Ruiz (AbbVie, Inc - Benedictine University Center for Values-Driven Leadership), Carla Worthey (HCA Healthcare - Benedictine University Center for Values-Driven Leadership), Clarke Sabandal (TMS Health Solutions - Benedictine University Center for Values-Driven Leadership)

4:40 -6:00

**Symposium: Return on Values Research
Initiative: Learnings from a Multi-Year Study**

R. Manning (Benedictine University, United States of America), Anna M. Amato (Edtec central, LLC - Benedictine University, United States of America), Walter Baehrend (Nokia - Benedictine University, United States of America), Kathy Hannan (KPMG LLP - Benedictine University, United States of America), Jean Russo Gould (Private Consultant - Benedictine University, United States of America)

Wednesday, 04/Jul/2018

8:30am – 2:00pm **Front Desk**
Location: Aula 4

Parallel Sessions

Aula 1

9:00 -11:00 **Change: Organisational, Personal and Society Change (Part 2)**
Session Chair: **João Batista Brillo de Carvalho**

Leading Change in Pluralistic Organizations: Role of Accountability Values

Farzana Mir, Rezania Davar, Ron Baker (The University of Guelph, Canada)

Leadership and Organizational Culture Based on Sustainable Innovational Values: Portraying the Case of the Global Alliance for Banking Based on Values (GABV)

João Batista Brillo de Carvalho (Esade Business School Campus Saint Cugat Barcelona), **Jaap Boonstra** (Esade Business School Campus Saint Cugat Barcelona)

Indigenous Cultural & Economic Variables that Influence the Appropriate Criteria and Methods for a Formative Training Evaluation

Sharon L. O'Sullivan (University of Ottawa, Canada)

The Role of Training in Organizations: A Comparative Case Study of Employees and Management Perspectives

Federica Polo (University of Vaasa, Finland), **Sara Cervai** (University of Trieste, Italy)

Strategies for the Development of Institutional Entrepreneurship in a Network of Tourism Companies in Brazil

Ellen Corrêa Wandembruck Lago, **Márcio Jacometti**, **Thiago Cavalcante Nascimento** (Universidade Tecnológica Federal do Paraná - UTFPR, Brazil), **Leandro Rodrigo Canto Bonfim** (Universidade Federal do Paraná - UFPR, Brazil), **Luiz César de Oliveira** (Universidade de Coimbra)

Aula 2

9:00 - 11:00 **Poster and Meeting Room**

Aula 3

9:00 - 11:00 **Comparative and Intercultural Studies in Latin American Contexts**
Session Chair: **Ana Elisa Murta Tolentino**

Reception to the Refugees in The Rio De Janeiro, Brazil: An Experience in the Context of Community and Intercultural Social Psychology

Silvana Bagno (Uniabeu Centro Universitário, Universidade Estácio de Sá)

Institutionalization of Corporate Governance Practices in the Brazilian Context: A Process in Evolution

Márcio Jacometti (Universidade Tecnológica Federal do Paraná/Campus Cornélio Procópio, Brazil), **Sandro Aparecido Gonçalves** (Instituto Brasileiro de Estudos e Pesquisas Sociais), **Leandro Rodrigo Canto Bonfim** (Universidade Federal do Paraná)

Regulation and Voluntarism in Practice: A Comparative Study of the Brazilian and the British Industrial Relations Systems from the Perspective of Brazilians Who Worked in Both Countries

Ana Elisa Murta Tolentino, **Carolina Mota-Santos**, **Antonio Carvalho Neto** (Pontifícia Universidade Católica de Minas Gerais, Brazil)

Psychological Contract: A Comparative Study with Workers in the Brazilian and British Industrial Relations Systems

Ana Elisa Murta Tolentino, **Carolina Mota-Santos**, **Antonio Carvalho Neto**
(Pontifícia Universidade Católica de Minas Gerais, Brazil)

Work Spirituality, Organizational Commitment and Work Engagement: Internal Stakeholders from Non - Governmental Organizations (Ngos) in the Amazon Region.

Marizete Lopes Andrade (Universidade do Estado do Pará, Brazil)

Aula 5

9:00 -11:00

Research methodology, construct validity and conceptual debates

Session Chair: **Ingwer Borg**

Using Job Facets to Structure Work Values: Developing a Model That Holds Across and within Individuals

Ingwer Borg, Wolfgang Bilsky (WWU Münster, Germany)

Analyzing Dyadic Data: A Demonstration of the Social Relations Model in Teams

David J. Woehr (University of North Carolina Charlotte, United States of America), Andrew Loignon (NEOMA Business School, Reims, France), Jane Thomas (Purdue University Northwest, USA)

The Value Circle Based on the Items from an “Unknown” Scale

Ingwer Borg (WWU Münster, Germany), Dieter Hermann (RKU Heidelberg, Germany), Wolfgang Bilsky (WWU Münster, Germany)

Conceptual Model for Identification of the Culture Safety Food Maturity Index.

Patricia Amelia Tomei (Pontifical Catholic University of Rio de Janeiro, Brazil), Giuseppe Maria Russo (Dedix Business Management Dedicating Solutions), Marcia Panucci, Luiza Campello (Coca Cola Company)

Norm Acceptance – A Homogeneous Concept?

Wolfgang Bilsky, Ingwer Borg (WWU Muenster, Germany), Dieter Hermann (RKU Heidelberg, Germany)

Posters

Attachment Styles and Mindfulness as Predictors of Feedback Overconfidence

Abira Reizer, Rachel Haviv, Meni Koslowsky, Joyce Ehrlinger (Ariel University)

Work Spirituality, Organizational Commitment and Work Engagement: Internal Stakeholders from Non - Governmental Organizations (Ngos) In the Amazon Region.

Marizete Lopes Andrade, (Universidade do Estado do Pará)

From Traceability to Transparency: Communicative Action Theory as a Responsible Innovation for Social Auditing

David Wasieleski, David Duchamp (Duquesne University)

Values, Ethical Perspectives, and The Dark Triad

Sefa Hayibor, David Wasieleski (Carleton University)

Implementing a Culture and Climate Management Methodology in a Brazilian Public Agency

Liziane Castilhos de Oliveira Freitas, Ana Marcia de Oliveira Fonseca, Rhaine Matos Gonçalves, Thaís Cardoso Sathler Rosa, Bárbara Lis Silveira, Karina Campos Lopes Correia (Bank of Brazil)

Organizational Values: The Influence of Demographic Variables

Liziane Castilhos de Oliveira Freitas, Ana Marcia de Oliveira Fonseca, Rhaine Matos Gonçalves, Thaís Cardoso Sathler Rosa, Bárbara Lis Silveira, Karina Campos Lopes Correia (Bank of Brazil)

A Study about Occupational Stress and Quality of Working Life of Professors of Higher Education in a Federal Education Network

Daysi Farias, Paulo Lourenço Domingues Jr. (Universidade Federal Rural Do Rio De Janeiro, Brazil), **Albertina Silva** (Pontfícia Universidade Católica De São Paulo, Brazil), **Daysi Farias** (Instituto Federal Do Rio De Janeiro, Brazil)

Employee Brand Ambassadors on Social Media: Perspectives from Canadian and French Millennials

Pamela Lirio, Marie-Cécile Cervellon (Université de Montréal)

Research and Integrated Intervention - A Trajectory for New Values in the Field of Work and Organizations

Heloisa Helena Ferraz Ayrese (University of the State of Rio de Janeiro, Brazil)

Attachment Styles in The Workplace and the Mediating Role of Self Compassion

Abira Reizer Meni Koslowsky (Ariel University, Israel)

Distinctions in Big Five Personality Traits, Self-Esteem, And Well-Being for Individuals Blind from Birth, Those Who Became Blind During Their Lifetime, And People with Normal Vision

Meni Koslowsky, Noa Barash, Abira Reizer (Ariel University, Israel)

Organisations 4.1. in Bulgaria

Zlatina Mihaylova (Sofia University, Bulgaria)

Abstract

Galini Gavrilidou, Benson Honig, Vishwanath Baba (McMaster University, Canada)

Positive Leadership Development; An Existential Approach to Its Development

Enrique E. Lopez (Humanum Consulting, Mexico)

Quality of Life Policies at Work and Occupational Stress in Brazil

Paulo Lourenço Domingues Jr. (UFRRJ (Federal Rural University of Rio de Janeiro) Brazil)

Poster will be hanging for the whole conference.

Social Activities

1 July 2018

Welcome Reception

7:00pm | Caffè degli Specchi | Piazza dell'Unità d'Italia, 7

2 July 2018

Trieste Experience

6:30 – 8:00pm | InfoPoint | Piazza dell'Unità d'Italia

During 18th century the small town of Trieste evolved until it became, in the next century, the first port and the fifth city of the Austro-Hungarian Empire. The social and economic development was determined not only by the Hapsburg economic policies but also by the religious tolerance the newcomers could rely on. The freedom and privileges granted made significant groups come to Trieste, including Armenians, Serbs, Greeks, Jews, Protestants etc., which contributed to the city growth thanks to their commercial networks.

The visit to the city centre aims to reconstruct the history of the port town and its development through some of its historical monuments and remarkable places. It also wants to underline that the religious freedom was guaranteed for all the different communities, which could build their places of worship right in the city centre.

Social Dinner

8:30pm | Trattoria Caprese | Piazza della Borsa 15, Trieste

3 July 2018

Gala Dinner

8:30pm | Pier | Molo Venezia 1, Trieste

4 July 2018

Miramare Experience

2:00 – 8:00pm | InfoPoint | Piazza Unità d'Italia

Explore the city's highlights from the sea with a half-day trip to Miramare Castle, located about 8 km north-west of Trieste. We will catch the public sea transport (Delfino verde) from riva Nazario Sauro/Molo Bersaglieri to Grignano.

During the boat trip - lasting about 40 minutes -, we will have a nice outlook on the old dismissed harbor and the coast of the Gulf. We will be approaching the Miramare Castle from the Miramare Castle Park, that is a suggestive national natural reserve with various tropical species of trees and plants. With a 10-minute walk we will reach the precious inside of Miramare Castle, commissioned by archduke Ferdinand Maximilian of Hapsburg (1832-1868), designed in 1856 by the Austrian architect Carl Junker and finished in 1860: some rooms of the Miramare Castle maintained their original unique furniture, while those habited by Duke Amedeo of Savoy-Aosta were renovated in a rationalist style (1931-1943).

The beauty of the location combined with its legend make the atmosphere of the Castle unique!

5 July 2018

Jewish Trieste

9:00-11am | InfoPoint | Piazza dell'Unità d'Italia

The visit to the city centre will start with a tour of symbolic places of Jewish presence and persecution in Trieste: Piazza Unità d'Italia, where Mussolini, on 18th september 1938, announced fascist racial laws; the first Stolpersteinen - placed in front of Marcheria family, which suffered the deportation to the Nazis death camps - to conclude with what remains of the old town ghetto.

The second part will be dedicated to the visit of the Museum of the Jewish Community of Trieste "Carlo and Vera Wagner". The museum is located in a two floors building that holds particular historical significance for the Jewish Community in Trieste, and which has been declared a site of national interest. It was previously a Jewish hospital; in the first decades of the twentieth century Via del Monte 5-7 hosted the local Jewish Agency which helped refugees fleeing Nazism as they left Trieste for Palestine and the Americas. On this site, an Ashkenazi oratory remained in use until 1987: this remains part of the Museum's structure. In 2014-15, the Jewish Community in Trieste undertook a complete refurbishment of the Museum. There were two main goals: to promote its rich array of artifacts, which in quality and quantity are amongst the most important in Italy, and which provide a unique insight into the Jewish life in Friuli Venezia Giulia; and to ensure that the exhibition is as informative and engaging as possible for visitors, from within Italy and from further afield - thanks to the English translation of all the texts - with particular attention to schools. The artifacts held by the Museum include the Triestine Jewish Community's collection of Judaica, including ritual objects of art which were collected after the inauguration of the Tempio Maggiore in Piazza Giotti, following the closure of the four Synagogues (scole). The collections are composed of silver items (particularly precious are the 18th century pieces made in Venice); fabrics; documents and books which record both the public and familial dimensions of Jewish life. Amongst the former owners and donors of these objects - the oldest being a Sefer breastplate engraved with gothic figures, which dates back to 1593 - we find echoes of the great families of Triestine Jews who played leading roles in the city's history. This Museum also holds several

historical documents of great significance, including a ledger of the mid-17th century and the Diplomas granted in 1771 by the Empress Maria Teresa of Habsburg. There is also material relating to the history and memory of the Triestine Jews deported to extermination camps during the Holocaust. There is a moving collection of personal objects taken by the Nazis. Hidden inside jute sacks, these belongings were discovered by the Allies and sent to Rome, where they were forgotten for decades in the basement of the Ministry of Treasury. In 2000 these items were returned to the Jewish Community of Trieste, which decided to display a number of the objects in this Museum, and to donate a small but significant selection to the Civic Museum of the Risiera di San Sabba and the Yad Vashem Museum in Jerusalem.

Venice Transfer

9:00am – *Place of departure to be agreed*

About Mis-Mas

OUR CONFERENCE GADGETS

Dear colleagues and dear friends,

I am more than happy to share with you the idea behind this year conference bags, cases and badges.

Let's start from the beginning. Each of us has travelled and participated in International Conferences around the world. Each time we attend this kind of events, we are usually given something as a gift. The idea is to provide us with something that hopefully will remind us of the experience we are about to live. If we are lucky, we get a fancy bag. In the bag, there is a pen, a notebook, the conference programme, some maps, our badge. Sometimes we like the bag we are given and, once we are back home, we use it; sometimes, we don't and the bag is soon forgotten in our closets. Usually, the bag is made of canvas; sometimes it is made of fabric; often, we don't even know which material the gadget is made of.

When I first started the organisation of the conference, one year ago, I realised I was the first not to care so much about all these gadgets related issues. I also realized I didn't know where all my conference bags came from, what was the story behind the gadget I had taken home, which organizational values led the conference organisers choosing that particular bag instead of another. Neither could I tell if the choice was intentionally made to adhere to and be consistent with the values of the organization. And it makes sense, we all know that the planning of a conference requires a lot of energy and conference gadgets are not what we call a priority.

However – second chapter of our story –, soon after the very beginning of the conference organization, while attending a public

event, I bumped into a series of colourful products that my own organization, the University of Trieste, had created in partnership with a small local social tailor's shop. The series was so nice, I wanted to know more. I took my moped and drove to the laboratory. The story I was told was worth listening to. The Mis-Mas series is realized by recycling PVC banners the University of Trieste uses during its scientific and public events. Mis-Mas are created by **Lister sartoria sociale** in partnership with the **University's Science Dissemination Office**. The goal both Lister and the Office share is to recover materials otherwise destined to the shredder, reinventing them into new and creative objects. In the small laboratory, old objects and clothes (banners, umbrellas, jeans...) are de-structured and recomposed, using both new and traditional techniques. The idea behind this colourful, unpredictable, and surprising series is hodgepodge, assembly, jumble – and this is what Mis-Mas means in the local “triestine” dialect.

There is another aspect both Lister and the University Office share: the place where they are situated, San Giovanni Park. For those of you coming from faraway, this name might not mean a lot, but for those familiar with the story of psychiatry and for the local and national population too, San Giovanni Park is history. Once the site of Trieste Provincial Psychiatric Hospital, it is in this park that, in the 1970s, Franco Basaglia and his co-workers revolutionised the field of psychiatry: the patients were finally free to leave, and the city's residents were free to enter. Now the park hosts institutions, social cooperatives, and various associations. It is in this place that the partnership between the Office and Lister was born, in this wonderful open garden, where to experiment new kinds of social enterprises, welfare and creative activities, cultural events, education and research is always possible.

Most stories have a beginning, a body, and an end. Let me conclude with a final chapter. Why Mis-Mas? Well, the answer is implied by the story I've just told you, but, to make the moral explicit, there are

many different reasons that have led me to choose the Mis-Mas series for our ISSWOV 2018 conference.

First of all, the organizational values this choice implies: Mis-Mas are made of recycled materials and they are made by a social tailor's shop where health and social services work every day in order to individuate and propose new ethical possibilities in the field of work. Moreover, this particular series is created in partnership with my own organization. So, shared values are the first reason leading my choice. The second reason is innovation: Lister creates new objects out of old ones, and it does so using both new and traditional techniques. In addition to this, I particularly liked the idea of using for the conference something coming from a local cooperation between a small social enterprise and a university. Then, I was interested in the beauty of the product and I imagined ISSWOV participants liking these colourful bags and cases. Last but not least, I was – and still am – firmly convinced that big organizations can only but benefit from endorsing such projects. Shared values, social relations, innovation and an ethical choice are the keywords of what is behind this year conference gadgets.

Both Lister and the University Office were more than happy to provide us with the Mis-Mas series. To the original series, an additional tag was inserted ad hoc for the conference. Moreover, they created a new design for the cases, replicating the look and the bright pink colour we have chosen for ISSWOV 2018. The badge has also been created by Lister for the occasion.

Coming to the very end of this informal letter, I hope you will enjoy our gadgets and understand the shared value on which they are based. End of the story – thank you for reading it with me.

Best Regards

Sara Cervai

How to Communicate, Organise, and Manage an International Conference

#comunicazione #organizzazione #gestione di un convegno internazionale

On the occasion of the conference, the Humanities Department (**Dipartimento di Studi Umanistici**) of the University of Trieste has launched a collaboration with the **Liceo Dante Alighieri** (Trieste). 18 students attending the local high school have been trained on how to organise an international conference.

The experience was particularly focused on all issues concerning communication, both institutional and social media communication. Students have worked with experts in both fields. They have also been trained to welcome conference participants and to manage possible difficult situations during the four days event. The aim of the collaboration is to show students how complex the organisation of events of the like is; to give them an overview of the different expertise that are at stake in such an organisation; and to engage them in the conference organisation itself.

Do not hesitate to ask them for help: they will have a pink T-Shirt and be happy to help you!

For more information about this project and to find out more about the programme the students have followed, please visit our website (<https://universityts.wixsite.com/isswov2018/alternanza-scuola-lavoro>)

How to...

... get to the Station

The Station is located in the City Centre and is easily reachable by bus (just a few stops from Piazza Unità d'Italia) and even walking (no more than 15 minutes walking from Piazza Unità d'Italia).
(<http://www.trenitalia.com/>)

Piazza della Libertà, 8 | 34135 Trieste TS

... get to Trieste Airport

Train (Trenitalia) and coaches (Coach Station) connect the Airport to the city. You can also travel to the airport by car (Railway routes: Trieste – Monfalcone).

Via Aquileia, 46 | 34077 Ronchi dei Legionari GO

... get to Venice International Airport

Bus routes and shuttle buses connect the airport to Venice-Mestre train station (www.veniceairport.it).

Aeroporto Marco Polo di Venezia
Viale Galileo Galilei, 30/1 | 30173 Venezia VE

... get to Ljubljana Airport (Slovenia)

Go-Opti might be the easiest option (www.lju-airport.si)

Jože Pučnik Airport
Zgornji Brnik 130a | 4210 Brnik, Slovenia

Taxi

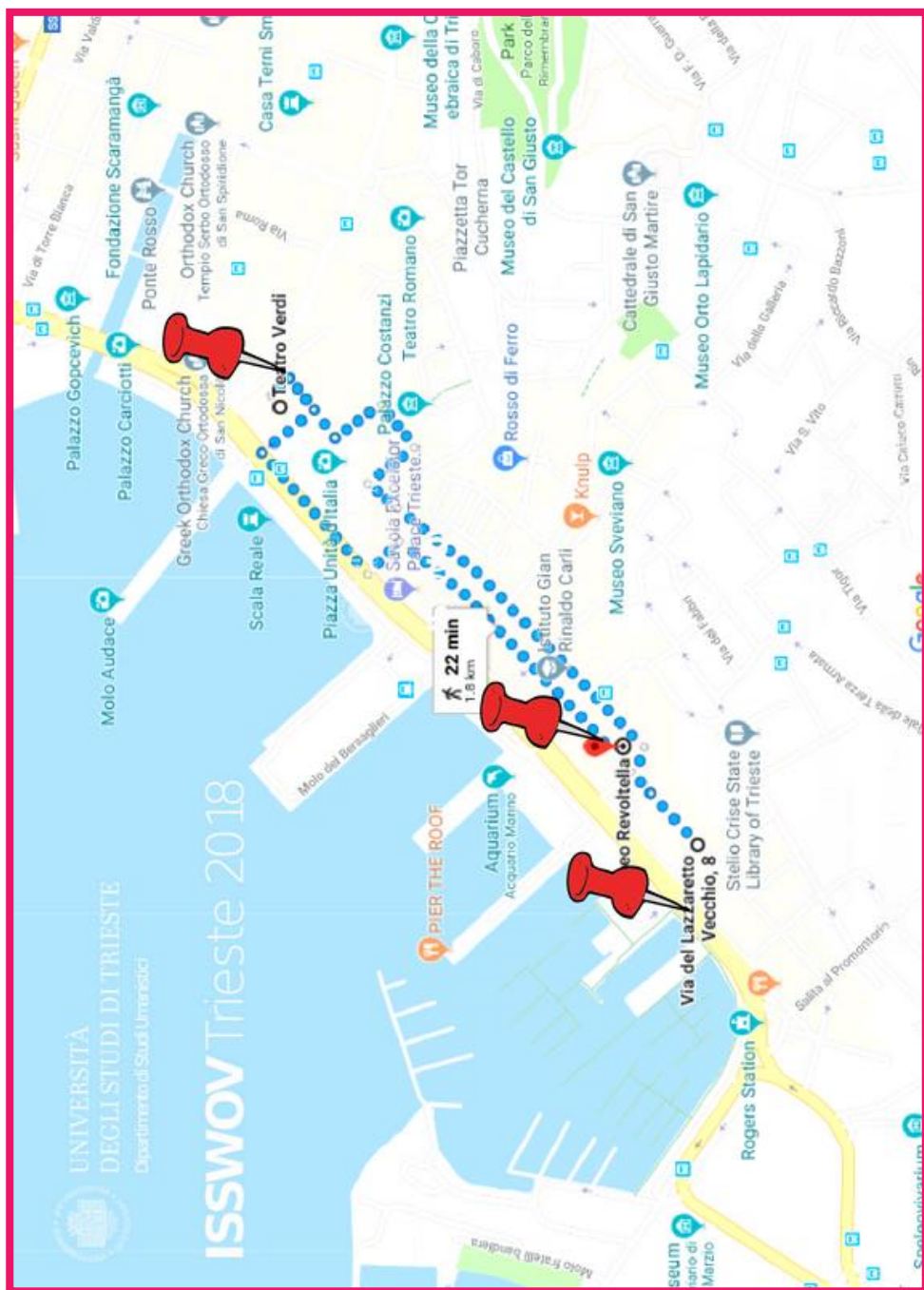
307730

Conference maps



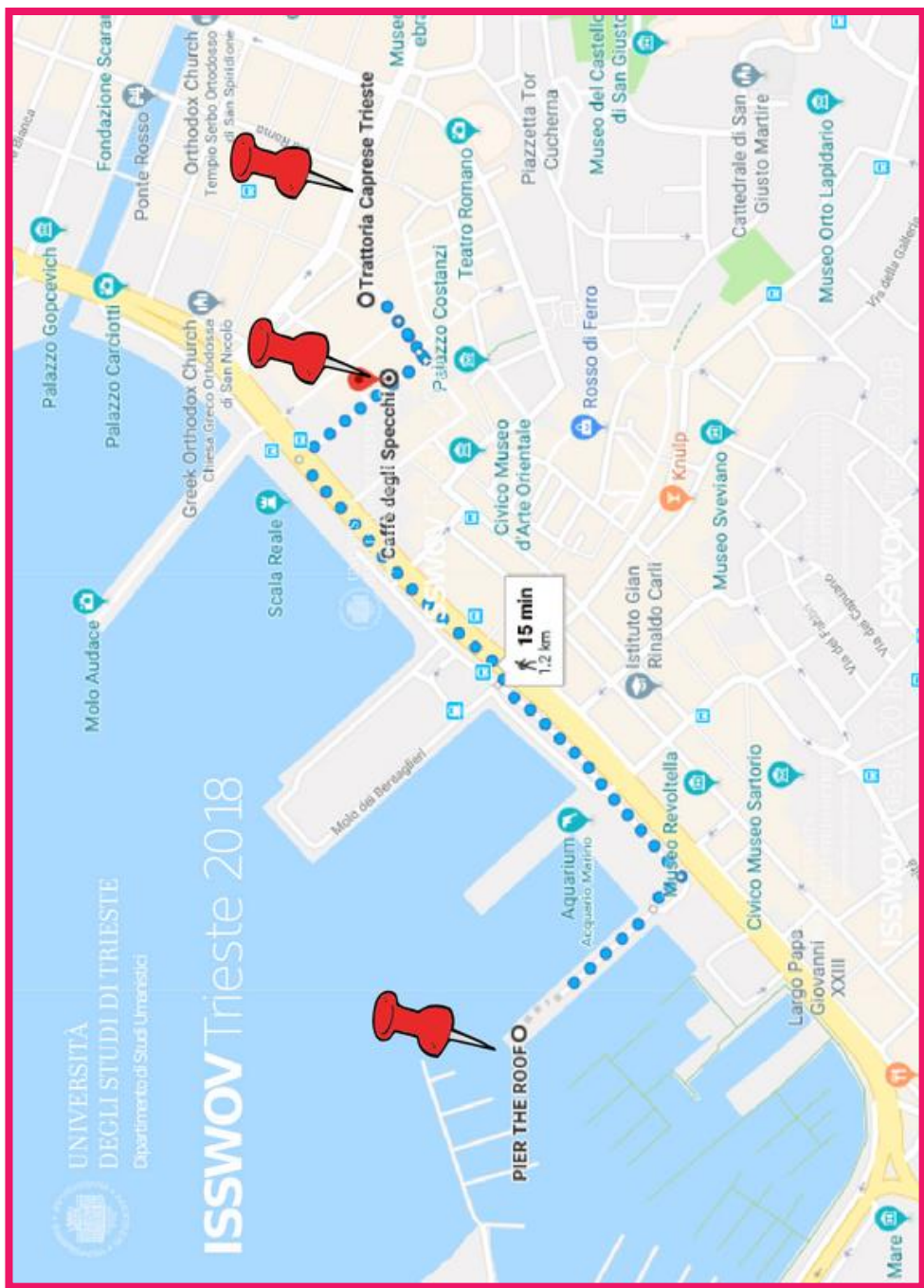
UNIVERSITÀ
DEGLI STUDI DI TRIESTE
Dipartimento di Studi Umanistici

ISSWOW Trieste 2018





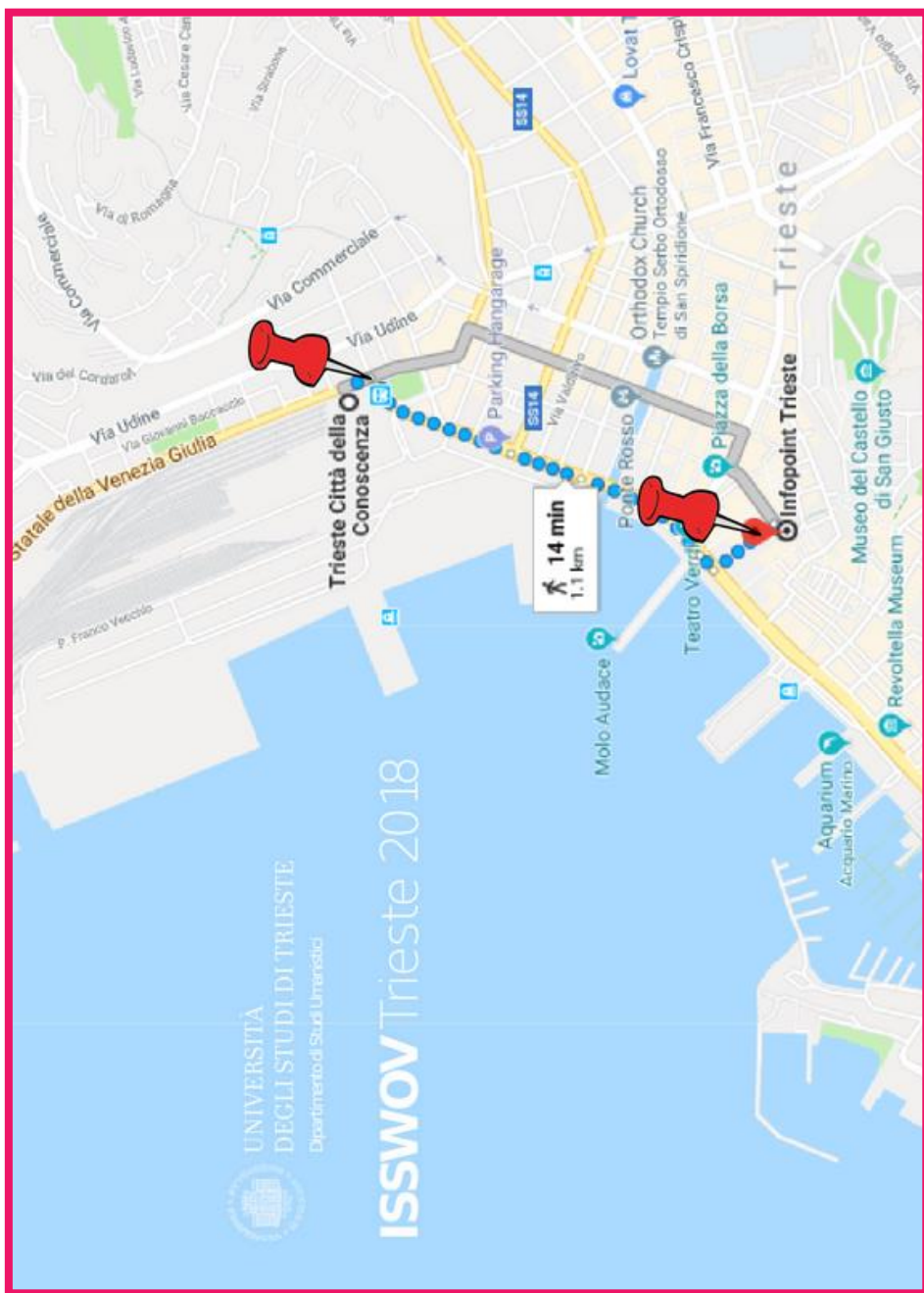
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Dipartimento di Studi Universitari

ISSWOW Trieste 2018



Contacts

ISSWOV webpage

<https://www.isswov.org/>

ISSWOV 2018 webpage

www.units.it/isswov2018

ISSWOV 2018 conftool page

<https://www.conftool.com/isswov2018/>

ISSWOV 2018 Facebook Page

[@IsswovTs2018](https://www.facebook.com/@IsswovTs2018)

Emergency telephone number

[112](tel:112)

Participants Index

A

Abira Reizer	47; 49; 56; 57
Afif Nassif	35
Aharon Tziner	38; 39; 40
Albert Fornells Herrera	33
Albertina Silva	56
Alexandra Zbucea	38
Alfred Jaeger	32
Alison M. Konrad	30
Ana Elisa Murta Tolentino	53; 54
Ana Filipa Dias de Carvalho	31
Ana Marcia de Oliveira Fonseca	56
Ana Sabino	44
Ana Ventura	46
Andrea Chiesi	33
Andreia Vitória	46
Andrew Loignon	55
Anita Gaile	32; 42
Anna M. Amato	51
Annalisa Pelosi	33
Antonio Carvalho Neto	54
Ariane Souza Belo	44
Arie Reshef	47
Ariela Giladi	34
Arménio Rego	46
Asli Goncu Kose	32
Asli Yalcin	48
Avi Kay	39
Avi Shnider	33
Aviad Bar-Haim	46
Ayse Burcin Baskurt	48

B

Bárbara Lis Silveira	56
Bat-El Ben Zur	39; 40

Bella Galperin	49
Benson Honig	57
Bradley Corbett	30
Bruna Rocha	49
Bruno da Costa Ferreira Gameiro ...	30
Burak Öge	32
Burcin Hatipoglu	45; 46

C

Camelia Truta	38
Camilo Valverde	46
Carine Almeida Silva dos Santos	43
Carla Rotta Brandão	44
Carla Worthey	50
Carolina Mota-Santos	54
Celeste Wilderom	31; 32
Chiara Panari	33
Christianne Matias Busso	30
Clarissa Freitas de Almeida	44
Clarke Sabandal	50
Cláudia Aparecida Avelar Ferreira ..	49
Claudia Aparecida Ferreira	45
Cláudia Ribeiro Pereira Nunes	42
Corey Bivens	47
Cristina Ceccarini	42
Cristinel Vasiliu	40

D

Dana Mesner Andolšek	43
Daria Sarti	43
Davar Rezanía	30; 41
Davi Araújo	34
David Duchamp	56
David J. Woehr	47; 55
David Lightheart	30
David W. Barnett	35

<u>David Wasieleski</u>	56
<u>Dawn Harris Jeffries</u>	35
<u>Daysi Farias</u>	56
<u>Deise Luiza da Silva</u>	42
<u>Desirée van Dun</u>	32
<u>Diego Alberto Silva Nunes</u>	43
<u>Dieter Hermann</u>	55
<u>Diogo Reatto</u>	41
<u>Dov Eden</u>	45
<u>Dragos Iliescu</u>	37
<u>Dvora Geller</u>	45

E

Edna Rabenu	38; 39; 40
<u>Ellen Corrêa Wandembruck Lago</u> ...	53
<u>Enrique E. Lopez</u>	57
<u>Erez Yaakobi</u>	43
<u>Ērika Šumilo</u>	32
<u>Erlend Dehlin</u>	44

F

<u>Farzana Mir</u>	52
<u>Fatih Çetin</u>	38
<u>Federica Polo</u>	53
<u>Federico Ricci</u>	33
<u>Fernanda Cortegoso de Oliveira</u>	
<u>Frascareli</u>	30
<u>Fernanda Grecco do Nascimento</u> ...	44
<u>Fernando Gonzalez Botija</u>	42
<u>Filippo Ferrari</u>	39
<u>Francisco Cesário</u>	44

G

<u>Gabriella de Oliveira Santiago</u> .	49; 50
<u>Galini Gavrilidou</u>	57
<u>Gil Sharoni</u>	40
Gilberto Moreira Menezes Neto	48
<u>Gisele Ferreira Pinto Siqueira Pereira</u>	
.....	36
<u>Giuliana Bisignano Siqueira</u>	44
<u>Giuseppe Maria Russo</u>	55

H

<u>Hanna Gendel Guterman</u>	42
<u>Hector Zazueta Beltran</u>	34
<u>Helen Tatiana Takamitsu</u>	30
<u>Helena Desivilya</u>	36
<u>Heloísa Helena Ferraz Ayres</u>	43; 44;
49; 50	
<u>Heloísa Helena Ferraz Ayrese</u>	57

I

<u>Idit Miller</u>	42
Ingwer Borg.....	13; 54; 55
<u>Isabel Menezes</u>	34
<u>Itzhak Harpaz</u>	39
Itziar Ramirez Garcia	33

J

<u>Jaaniika Meriküll</u>	32
<u>Jaap Boonstra</u>	52
Jacek Woźniak.....	37; 38
<u>Jacob Weisberg</u>	43
<u>Janaynna de Moura Ferraz</u>	42
<u>Jane Thomas</u>	55
<u>Janez Štebe</u>	43
<u>Jaroslava Kubátová</u>	43
<u>Jean Russo Gould</u>	45; 51
<u>Jessica Aline Sacramento</u>	45
<u>Joana Behar</u>	49
<u>Joana Fernandes</u>	44
<u>Joana R.C. Kuntz</u>	44
João Batista Brillo de Carvalho.....	52
<u>Joaquim Luís Coimbra</u>	34
<u>John Baur</u>	47
Jorge Filipe da Silva Gomes.....	30; 31; 43;
44	
<u>Jose Alcides Gobbo Junior</u>	30
<u>Joshua E. LeBlanc</u>	41; 48
<u>Joyce Ehrlinger</u>	56
<u>Julian Ayala Noriega</u>	34

K

Karin Sakowski	32
Karina Campos Lopes Correia	56
Kathy Hannan	37; 42; 51
Keijo Varis	31
Kelly De Moraes	36
Kivanc Inelmen	31

L

Larissa Gonçalves Gama	43
Leandro Rodrigo Canto Bonfim	53; 54
Lilian De Victo	34
Limor Kessler Ladelsky	43
Lisa Ruiz	31; 50
Liziane Castilhos de Oliveira Freitas	56
Louise Tourigny	49
Luciano Zille Pereira	36; 45
Luis M. Arciniega	47
Luiz César de Oliveira	53
Luiza Campello	55
Lydia Lou	40

M

Maaja Vadi	11; 32
Madara Apsalone	32; 49
Marcia Panucci	55
Márcio Jacometti	53; 54
Margarida Piteira	42
Maria da Graça Luderitz Hoefel	43
Maria Luisa Mendes Teixeira ..	34; 44; 49
Mariana Lucas Casanova	34
Marie-Cécile Cervellon	56
Mario Teixeira Reis Neto	45
Mário Teixeira Reis Neto	36; 49
Marizete Lopes Andrade	54; 56
Mark Maltarich	31
Marta Fabiano Sambiasi	49
Mary M. Nash	35; 50
Massimiliano Barattucci	31
Matej Drascek	31

Melissa Anne Norcross	34; 50
Meni Koslowsky	13; 34; 47; 56; 57
Michael Chukuemeka Chikeleze	47
Michal Shamir	36
Michela Cortini	30; 31; 45
Miguel Pina e Cunha	46
Miriam Billig	42
Miriam Díez Piñol	45
Moshe Sharabi	39
Murat Güler	37; 38

N

Niina Majaniemi	31
Noa Barash	57
Nohainne Costa de Oliveira	43

O

Or Shkoler	39; 40
Orit Shamai	39
Orit Shamir Balderman	36

P

Paloma Santos Ribeiro	49
Pamela Lirio	56
Patricia Amelia Tomei	55
Patrícia Maggi-da-Silva	41
Patrício Costa	34
Paul Hackett	40
Paula Cristina de Moura Fernandes	42
Paulo Henrique Leal Soares	34
Paulo Lourenço Domingues Jr. ..	56; 57
Pedro Diaz Peralta	42
Peter McClenaghan	13; 36; 37
Philip R Harrell	33

Q

Qi Wang	35
----------------------	----

R

R. Manning	51
Rachel Haviv	56

Rachel Sireling 47
Rafael Castro Perez 34
Rafael Moura Coelho Pecu Wolter 49;

50

Raphael Snir 39
Rebecca Lawthom 34
Regina Glória Nunes Andrade 43
Remi Vespa 36; 50
Reyhan Bilgic 48
Rezania Davar 52
Rhaine Matos Gonçalves 56
Rick Hackett 35
Ron Baker 52
Rosane Pinto Rodrigues 50
Rozalia Del Gaudio 34
Ruben Burga 41
Rui Lourença-Gil 46

S

Sandro Aparecido Gonçalves 54
Sanjay T. Menon 48
Sara Cervai 11; 53
Sean T. Lyons 48
Sefa Hayibor 56
Shalom Levy 48
Sharon L. O'Sullivan 52
Sherri M. Black 36
Shmuel Stashevsky 48
Silvana Bagno 53
Simon L. Dolan
Simon Dolan 13; 14; 21; 29
Simona Mihai Yiannaki 16; 21; 23
Simone Puksic 21
Simone Costa Nunes 49
Stefania Fantinelli 30; 31; 45
Steven E. Carter 35; 50

Susana Del Cerro Ramon 33
Susana Leal 46
Susana Pallarés 45

T

Tania Marques 31
Tauno Kekale 18; 25
Teresa Correia de Lacerda 44
Teresa Galanti 30; 31; 45
Teresina Torre 43
Thaís Cardoso Sahtler Rosa 56
Thaís Sousa Lima 49
Thamiris Marques da Silva 50
Thiago Cavalcante Nascimento 53

V

Vanessa Aparecida Silva Ferrari 30
Veronika Krassavina 38
Vicente Penarroya 45
Vishwanath Baba 41; 57
Vitoria Almeida 49

W

Wallace Araújo de Oliveira 43
Walter Baehrend 42; 45; 47; 51
Wolfgang Bilsky 55

Y

Yael Brender-Ilan 35; 36
Yafit Raphael 45
Yang Yang 30
Yura Loscalzo 39

Z

Zachary Sheaffer 36
Zehava Rosenblatt 11; 41
Zlatina Mihaylova 57

Notes
