

The 8th ISSWOV Conference at Warsaw - General Timetable

June 24, 2002, Monday**8:00-12:00 –Registration****9:00-18:00 - Pre-conference Tour (Not Included in the Conference Fee)****20:30-22:30 – Welcoming Reception****June 25, 2002, Tuesday****8:00-12:00 –Registration****9:00- 10:30 – OPENING PLENUM: Underlying Structures of Work Values: Dimensions, Congruence, and Universality****10:30-11:00 – Coffee Break****11:00-12:30 – PAPER SESSION P2 – Empowerment and Participation in Organizations****11:00-12:30 –PAPER SESSION P3 - Values, Career, and Human Resource Management****12:30-14:00 – Lunch****14:00-15:30 – PAPER SESSION P4 - Diverse Forms of Organizational Culture****14:00-15:30 – PAPER SESSION P5 - Work Values and Gender****14:00-15:30 - PAPER SESSION P6 – Leadership and Organizational Values****15:30-16:00 – Coffee Break****16:00-17:30 – PAPER SESSION P7 - Gender Inequality at the Workplace****16:00-17:30 - PAPER SESSION P8 – Cross Cultural Aspects of Leadership in Organizations****16:00-17:30 - PAPER SESSION P9 - Work Values from the Perspectives of Women Leaders****17:30-18:30 – POSTERS SESSION****18:30-20:00 – Executive Committee First Meeting****20:00-23:00 – Gala Dinner with Folk Music****June 26, 2002, Wednesday****9:00- 10:30 – SYMPOSIUM S1 - Ethical Leadership in Organizations****9:00-10:30 - SYMPOSIUM S2 - Organizational Culture and Values****10:30-11:00 – Coffee Break****11:00-12:30 - SYMPOSIUM S3 – Empowerment in International Settings****11:00-12:30 - SYMPOSIUM S4 - New Methods and Approaches in the Study of Values for Management Decision Making****12:30-14:00 –Lunch****14:00-15:30 - PAPER SESSION P10 - Cross-Cultural Aspects of Organizational Values****14:00-15:30 - PAPER SESSION P11 - Methodological Issues in the Research of Values****14:00-15:30 - PAPER SESSION P12 - Work Values in an Era of Technological Developments****15:30-16:00 – Coffee Break****16:00-17:30 - PAPER SESSION P13 - Do Cultural Dimensions Relate to Work Values?****16:00-17:30 - PAPER SESSION P14 - Values and the Economy****16:00-17:30 - PAPER SESSION P15 - Skills, Achievements, and Entrepreneurial Values****19:00-23:00 – Night Walk in Warsaw and Visit to the Opera****June 27, 2002, Thursday****9:00-10:30 - PAPER SESSION P16 - The Changing Work Values in an Era of Change****9:00-10:30 - PAPER SESSION P17 - Is Misbehavior at Work Affected by Values?****9:00-10:30 - PAPER SESSION P18 – Work Ethics and Values****10:30-11:00 – Coffee Break****11:00-12:30 - PAPER SESSION P19 - Work and Stress****11:00-12:30 - PAPER SESSION P20 – Managing Organizational Diversity****11:00-12:30 - PAPER SESSION P21 – Teamwork and Work Values**

11:00-12:30 - PAPER SESSION P22 – Values, Creativity, and Effectiveness

12:30-14:00 –Lunch

14:00-15:00 – ISSWOV General Assembly

15:00-16:00 – Executive Committee Second Meeting

The 8th ISSWOV Conference at Warsaw - Detailed Program
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OPENING PLENUM - Chair: Abraham Sagie, Israel

1. Greetings

Edward Stawasz, The Organizing Committee Chairperson

Stasiak Makary, Chancellor, The Academy of Humanities and Economics, Lodz, Poland

Vishwanath Baba, ISSWOV President

Alison M. Konrad, ISSWOV President Elect

Shmuel Stashevsky, ISSWOV Secretary-Treasurer

Grzegorz Matusiak, The Polish Senate

2. Opening Lecture: Underlying Structures of Work Values: Dimensions, Congruence, and Universality

Simcha Ronen, Israel

SYMPOSIUM S1 - Ethical Leadership in Organizations - Chair: Edward Aronson, Canada

1. Profile of an Ethical Leader - Manuel Mendonça , Canada; Rabindra N. Kanungo, Canada

2. Value Based Empowerment - Sanjay T. Menon, USA

3. Ethics and Leadership: An Integrating Framework -Edward Aronson, Canada

4. Servant-leadership: The Ethical Dimensions of Leadership - Louise Tourigny, USA; Gary Johns, Canada

SYMPOSIUM S2 - Organizational Culture and Values - Chair: Dov Elizur, Israel

1. Model of corporate culture based on research - Łukasz Sułkowi, Poland

2. Management by Values as an Effective Tool for the Implementation of CRM – Based Philosophy - Agata Stachowicz-Stanusch, Poland

3. A cross-cultural study of teacher values - Ratna Ghosh, Canada

4. Corporate Culture and information technology usage: A behavioral model - Dov Elizur; Israel; Akiva Sternberg, Israel

SYMPOSIUM S3 - Empowerment in International Settings - Chair: Sanjay T. Menon, USA

1. Investigating the Determinants of Empowerment -Abraham Sagie, Israel

2. Employee Empowerment in the Greek Context: A Constructive Replication - Zoe Dimitriades, Greece

3. Organizational Antecedents and Outcomes of Empowerment: Evidence from India - Sanjay T. Menon, USA

4. Perceptions of Empowerment in Health Care Organisations - Katie Dann, England; Lovemore Nyatanga, England

SYMPOSIUM S4 - New methods and approaches in the study of values for management decision making - Chair: Roger B. Sages, Sweden; Jean Moscarola, France

1. The Importance of Work Values and Social Representations of Young People with School and/or Professional Failure - Alexandre Kurc, France

- 2. The Importance for Strategic Management Decision Making of Understanding the Impact of Cultural Contacts on Implicit Professional Values and Adaptation Strategies-** Mohamed Lahlou, France
- 3. Employees' Life and Work Values in Geriatric Care and Their Importance in Organizational Changes.-** Jonas Lundsten, Sweden
- 4. Contributions of Qualitative Analysis Methods to Research in Work and Organizational Psychology -** Jean Moscarola, France
- 5. New Methods and Approaches in the Study of Values for Management Decision-Making. -** Roger B. Sages, Sweden

PAPER SESSION P2 - **Empowerment and Participation in Organizations** - Chair: Ingwer Borg, Germany

- 1. Workplace participation and empowerment of workers: A South African case study -** Elize Kotze, South Africa
- 2. Managing by Organizational Dialogue: Empowerment, Power Play and the Politics of Knowledge -** Ilkka Juhani Kankare, Finland
- 3. An Empirical Study on Transforming 21st Century Organizations Through Values -** Shivganesh Bhargava, India; Ritu Mathur, India
- 4. Human Resources Management at Construction Company in Poland During Transformational Period -** Andrzej Buszko, Poland

PAPER SESSION P3 - **Values, Career, and Human Resource Management** - Chair: Leo Paul Dana, New Zealand

- 1. Life / Work Values and National Stereotyping vs. Individual Differences: Implications for Studying Universal Culture in Organizations -** Shimon L. Dolan, Spain; Miriam Díez Piñol, Spain; MariLuz Fernández Alles, Spain; Antonio Martín Prius, Spain; Salustiano Martínez Fierro, Spain
- 2. Early Retirement: Choosing Whether to Stay or Go -** Margaret Patrickson, Australia
- 3. Expectations and JAPS One Year After Graduation -** Linley C. Hartmann, Australia
- 4. Competing Organizational Values as a Source of Discontinuity in the Expatriate Repatriation Process -** Eileen Kaplan, USA

PAPER SESSION P4 -**Diverse Forms of Organizational Culture** - Chair: Vishwanath Baba, Canada

- 1. Evidence of the Impossibility Theorem in Service Organizations -** Mike Bendixen, South Africa
- 2. Management of Organizational Culture -** Jolanta Gładys-Jakóbiak, Poland
- 3. The influence of Organization Culture and gender on the Choice of Impression Management Strategies -** Amos Drory, Israel; Nurit Zaidman, Israel
- 4. A Cross-cultural Comparison of Work & Organizational Values -** Leo Paul Dana, New Zealand

PAPER SESSION P5 - **Work Values, Family Values, and Gender-** Chair: Linley Hartman, Australia

- 1. The War for Female Talent: Organisational Attributes and Diversity Management -** Cheryl Freeman, UK
- 2. A Support Framework to Predict the Effects of Work-Family Conflict on Parental Well-Being, Marital Relationships and Job Performance -** Zeynep Aycan, Turkey; Mehmet Eskin, Turkey

3. The Relationship of Work Values to Employment, Hours of Paid Work, and Family Responsibilities: An Analysis Comparing Women and Men - Alison M. Konrad, USA

PAPER SESSION P6 - **Leadership and Organizational Values** - Chair: Jerzy Mączyński, Poland

1. **Fitting in Organizational Values: The Effect of Person-Organization Fit on the Relationship Between CEO Charismatic Leadership and Employee Organizational Commitment** - Min-Ping Huang, Taiwan; Bor-Shiuan Cheng, Taiwan
2. **Work, Leadership, and Spiritual Values as Antecedents of Leaders Behavior** - Karin Klenke, USA; Bruce Winston, USA; Kathaleen Reid-Martinez, USA
3. **Loose-Tight Leadership: A model and Quantitative and Qualitative Analyses** - Abraham Sagie, Israel
4. **The GLOBE Project: Are Polish Managers Unique?** - Jerzy Maczynski, Poland; Ziemowit Poniewierski, Poland

PAPER SESSION P7 - **Gender Inequality at the Workplace** - Chair: Alison Konrad, USA

1. **Evidence of Unequal Earnings by Gender in Poland** - Mieczyslaw Waclaw Socha, Poland; Jacob Weisberg, Israel
2. **Stress in Second Generation Asian Women in Britain: Gender Inequalities** - Usha Rout, UK
3. **Counteracting Gender Discrimination in Hiring - the Effect of Applicant's Impression Management Tactics on Employment Interview Decisions** - Aleksandra Hulewska, Poland
4. **Importance of Work/Income as a Factor Affecting the Comparability of Measures of Gender-Role Ideology** - Michael Braun, Germany

PAPER SESSION P8 - **Cross Cultural Aspects of Leadership in Organizations** - Chair: Shimon L. Dolan, Spain

1. **Leadership and Teamwork in Developing Country Context: Implication for Research and Practice** - Zeynep Aycan, Turkey
2. **Cultural Patterns and Leadership Styles: A Comparative Study Among Brazilians and Americans** - Affonso Henriques de Azevedo Nogueira, Brazil; Cláudio Vaz Torres, Brazil; Tomás de Aquino Guimarães, Brazil
3. **A comparative analysis of performance management systems in multinational and multicultural organizations** – Zvi Josman, Israel

PAPER SESSION P9 - **Work Values from the Perspectives of Women Leaders** - Chair: Elize Kotze, South Africa

1. **Value System Influencing the Perception of Success for Male and Female Entrepreneurs** - Elzbieta Brajer, Poland; Martin Guedalla, UK; Jenny Hooper, UK
2. **Women Business Owners: Facing Success and Work-Family Challenges in Brazil** - Eva G. Jonathan, Brazil
3. **Women Entrepreneurs: A Comparison of International Small Business Owners in Poland and the Czech Republic** - Terri R. Lituchy, USA; Martha A. Reavley, Canada
4. **'Objective' and 'Subjective' Antecedents of JAPS of Young Business Graduates in Australia** - Linley C. Hartmann, Australia

PAPER SESSION P10 – **Values in Culture, Work, and Life** - Chair: Zeynep Aycan, Turkey

1. **Conflict and Contentment: Assessing the Significance of National Culture in the Development of Organizational Culture During Times of Change** - Shaista E. Khilji, Canada

2. **HRM Strategy, Business Strategy and Shifting Career Values in an Emerging Global Economy: North American and Spanish Perspectives** - Shimon L. Dolan, Spain; Andrew Templer, Canada
3. **One State, Two Languages — Different Behavior Patterns in Organizations** - Maaja Vadi, Estonia
4. **Work-Life Balance: Problems for the Knowledge Worker?** - Jeff Hyman, Scotland; Chris Baldry, Scotland; Dora Scholarios, Scotland
5. **Making Sense of Working Hours** - Graeme MacDermid, Canada

PAPER SESSION P11 - **Methodological Issues in the Research of Values** - Chair: Meni Koslowsky, Israel

1. **Quality of Professional Life Amongst Primary Health Care Personnel: Test of Psychometric Properties and Preliminary Results** - Shimón L. Dolan, Spain; Carmen Cabezas, Spain; Salvador García, Spain
2. **A Review of Organizational Survey Findings to Managers and Other non- Experts** - Tülay Bozkurt, Turkey
3. **Examining Work Values Across Populations: Application of a Confirmatory Factor Analytic Approach to the Detailed Assessment of Measurement Equivalence** - David J. Woehr, USA
4. **How to Present Organizational Survey Findings to Managers and Other Non-Experts** - Ingwer Borg, Germany
5. **What's the Influence of Work Values Relative to Other Variables in the Development of Organizational Commitment?** - Luis M. Arciniega, Mexico; Luis González, Spain

PAPER SESSION P12 - **Work Values in an Era of Technological Developments** - Chair: Shmuel Stashevsky, Israel

1. **Perceived Risks of Employed Adults Towards Internet and E-Commerce** - Shmuel Stashevsky, Israel; Yehoshua Liebermann, Israel
2. **Value Creation in the Knowledge Economy** - Mario Raich, Spain
3. **Internet Surfing at the Workplace and at Home** - Shmuel Stashevsky, Israel; Israel D. Nebenzahl, Israel
4. **Trends in Human Resource Management to Support the Companies in the New Economy: Empirical Study on Brazil's Large Companies** - Marcelo Petulante Fernandes, Brazil

PAPER SESSION P13 - **Do Cultural Dimensions Relate to Work Values?** - Chair: Michael Braun, Germany

1. **Avoidance of the Uncertainties and the Strategic Planning: Influence of the cultural Dimensions** - Helga Cristina Hedler, Brazil; Cláudio Vaz Torres, Brazil
2. **Assessing Organizational Culture Through Individualism-Collectivism, and Horizontality-Verticality on a Financial Institution** - Onofre Rodrigues de Miranda, Brazil; Cláudio Vaz Torres, Brazil
3. **Hofstede in the Greek Context: Twenty Years On** - Zoe S. Dimitriades, Greek
4. **Validation of the Individualism-Collectivism Organizational Scale and its Manifestations: Horizontality-Verticality, in a Brazilian Sample** - Onofre Rodrigues de Miranda, Brazil; Cláudio V. Torres, Brazil

PAPER SESSION P14 - **Values and the Economy** - Chair: Adrian Zeiderman, Israel

1. **Are Economic Values Uniform? Invisible Bridges for Effective Cross-Cultural Partnerships** - Yulia Skobeleva, Belarus
2. **Comparison of market-Oriented Cultures: Companies Operating on Well-Developed Markets Vs. Companies Operating in Economy undergoing the Transformation** - Agata Stachowicz-Stanusch, Poland
3. **Ethical and Cultural Values Included in the Concept of Personnel Marketing** - Lidia Zbiegien-Maciag, Poland; Ewa Beck, Poland
4. **Creativeness and Innovativeness of Polish SME in a Period of Transformation** - Jan Mertl, Poland; Edward Stawasz, Poland

PAPER SESSION P15 - **Skills, Achievements, and Entrepreneurial Values** - Chair: Alojzy Nowak, Poland

1. **Skill Flexibility and School Change: A Multi-National Study** - Zehava Rosenblatt, Israel
2. **The Value of Participative Training Project Teams in Developing Entrepreneurship** - Fany Malin Tchaicovsky, Brazil; Regina Schoemer Jardim, Brazil; Carla Francisca Bottino Antonaccio, Brazil
3. **Similarities and Differences in Work Values and Achievement Motivation of University Students in Brazil and Japan** - Fany Malin Tchaicovsky, Brazil; Marcos Jardim Freire, Brazil; Virginia Drummond, Brazil
4. **Small Enterprise Owners' Level of Trust Across Conventional and Novel Sectors** - Guven Alpay, Turkey; Kivanc Inelmen, Turkey
5. **Strategy Related Values and Entrepreneurial Behaviors in Transformed Economy** - Mariusz Bratnicki, Poland; Janusz Strużyna, Poland; Izabela Marzec, Poland; Monika Kulikowska, Poland; Karol Adamiecki, Poland

PAPER SESSION P16 - **The Changing Work Values in an Era of Change** - Chair: Fany Malin Tchaicovsky, Brazil

1. **Polish Peasants in the Valley of Post-Socialist Transition** - Slawomira Zbierski-Salameh, USA
2. **Challenges of Latin American States at the turn of the New Millenium** - José G. Vargas, Mexico
3. **Organisational Transformation and Management of Indian Oil Company** - Atmanand, India
4. **The Significance of Work Values in the Transformation of the South African Air Force** - Schalk W. Theron, South Africa; Ludie Beukman, South Africa
5. **Work – The Limited Good** - Maria Strykowska, Poland; Teresa Smolak, Poland

PAPER SESSION P17 - **Is Misbehavior at Work Affected by Values?** - Chair: Margaret Patrickson, Australia

1. **An Empirical Examination of the Relationship Between Values and Destructive Deviance in the Workplace** - Bella L. Galperin, USA
2. **Workaholism Among Turkish Managers and Professionals: An Exploratory Study** - Ronald J. Burke, Canada
3. **Measuring Disposition to Aggress in Work Situations** - Lawrence R. James, USA
4. **Global Transformation Through War: War as Work and its Effects Upon the Warriors** - Margaret Lindorff, Australia

PAPER SESSION P18 - **Work Ethics and Values** - Chair: Suzanne Richbell, United Kingdom

1. **Conceptualising Executive Integrity** - Linda Fourie, South Africa

2. **The Work Ethic of Contemporary Russian Re-immigrants: A Study of Values and Practices** - Alexander Kurylev, Russia
3. **Historical Developments of Accountability Construct in Poland** - Katarzyna Kosmala MacLulich, UK; Marta Sikorska, Poland; Jerzy Gierusz, Poland
4. **Institutionalising Business Ethics: A Multi-Level Approach** - Leon J Van Vuuren, South Africa
5. **Organisational Behaviour in Society as a Response to the Changing Values and Expectations of Company Stakeholders** - Anna Witek-Crabb, Poland

PAPER SESSION P19 - **Work and Stress** - Chair: Margaret Lindorff, Australia

1. **Group Stress: A Theoretical Framework** - Filotheos Ntalianis, Canada
2. **TAR (Tension, Adventure and Risk) Occupations - Dimension of Field?** - Elchanan, I. Meir, Israel; Erik, H. Cohen, Israel; Reuven Amar, Israel
3. **Stress, Burnout and Depression Among Employees in the Japanese Airline Industry** - Louise Tourigny, USA; Vishwanath V. Baba, Canada; Terri Lituchy, USA
4. **Insecurity, Values and Commitment** - Dana Mesner Andolšek, Slovenia; Janez Štebe, Slovenia

PAPER SESSION P20 - **Managing Organizational Diversity** - Chair: Eileen Kaplan, USA

1. **Contrasts in Values: Disability and the Workplace** - Suzanne Richbell, UK; Amanda de la Rosa, UK
2. **Valuing all of your Employees: The Impact of domestic Partner Benefits on Gay Employees' Work Attitudes** - Belle Rose Ragins, USA; John M. Cornwell, USA
3. **Is Blood Really Thicker than Water? How Family Connections Affect the Creation of Positive Work Environments** - Nancy Langton, Canada
4. **Work Values and Behavior in Emergent and Traditional Companies and Their Employees** - Chin-Yueh Huang, USA

PAPER SESSION P21 – **Teamwork and Work Values** - Chair: Andreij Kozminsky, Poland

1. **Shared Values in Work Groups: Elaborating Team Member Schema Similarity Using a Social Relations Approach** - Joan R. Rentsch, USA; David J. Woehr, USA
2. **Shared Team Value and Team Effectiveness: Assessing the Mediating Effect of Intrateam process** - Bor-Shiuan Cheng, Taiwan; Li-Fang Chou, Taiwan; Min-Ping Huang, Taiwan
3. **Compensation at the Group Level Based on ProMES** - Daniel Sodenkamp, Germany; Uwe Kleinbeck, Germany; Klaus-Helmut Schmidt, Germany
4. **Individuals' Attitude Toward Work, Family & Leisure and its Relationship with Job Satisfaction and Voluntary Turnover** - Madan Annavarjula, USA; Sri Beldona, USA

PAPER SESSION P22 - **Values, Creativity and effectiveness** - Chair: Makary Stasiak, Poland

1. **Creativity as an Organizational Phenomenon** - Rafal Morawczynski, Poland
2. **Values and Knowledge Management: What is the role of Wisdom?** - Bruce Lloyd, UK
3. **A Measure of 'High Performance' Values in Sport Management Professionals** - Ann Lawrence, Australia; Paul Turner, Australia
4. **Achieving Success Through Willful Creativity** - Stasiak Makary, Poland

POSTER 1 - **The Influence of the High-Order Value Self-Transcendence on the Facets of Work Satisfaction** - Luis M. Arciniega, Mexico; Luis González, Spain

- POSTER 2 - Values? What do they Really Mean? A Theoretical Review Concerning Culture, Values, and Work Values.**- Onofre Rodrigues de Miranda, Brazil; Cláudio V. Torres, Brazil
- POSTER 3 - Cluster Analysis as a Powerful Tool for the Improvement of Effectiveness of Performance Appraisal Methods** - Rauf Nisel, Turkey
- POSTER 4 - A Study on Conflict Resolution strategies Mostly Employed by Theory X and Theory Y Leaders** - Nurdan Ozaralli, Turkey
- POSTER 5 - Does the Value-Expectancy Theory Still Work?** -Teresa Smolak, Poland
- POSTER 6 - To Work or not to Work: Non-financial Employment Commitment and the Social Desirability Bias** - Raphael Snir, Israel; Itzhak Harpaz, Israel
- POSTER 7 - Work Values, Social Identity and Attitudes to the European Integration: A Cross-cultural Perspective** - Velina Topalova, Bulgaria
- POSTER 8- The Impact of employee Benefits and Workplace Support on Perceived Work-Family Conflict** - Alev Torun, Turkey
- POSTER 9 - Personality Characteristics and Social Loafing** - Yair Amichai -Hamburger, Israel; Meni Koslowsky, Israel; Ayelet Orian, Israel
- POSTER 10 - Diversifying Empowerment: From Organizational Foundations to Health Applications** - Katie Dann, England; Lovemore Nyatanga, England
- POSTER 11 - Expressing a Wish to continue / Stop working as Related to the Meaning of Work** - Itzhak Harpaz, Israel
- POSTER 12 - Interpersonal Trust at Work and its Impact on the Level of Job-induced Tension** - Nurdan Ozaralli, Turkey