



# The 14<sup>th</sup> Biennial Conference of the International Society for the Study of Work and Organizational Values

Values in Shock: The Role of Contrasting Management, Economic, and  
Religious Paradigms in the Workplace

29 June – 02 July 2014  
Riga, Latvia

[www.isswov.org](http://www.isswov.org)

Hosted by  
Faculty of Economics and Management, University of Latvia



LATVIJAS  
UNIVERSITĀTE **EVF**  
ANNO 1919

Ekonomikas  
un vadības fakultāte



# PROGRAM

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**Sanjay Menon**, *Louisiana State University Shreveport, USA*  
**Sushanta K. Mishra**, *Indian Institute of Management, Calcutta, India*  
**Roger Sages**, *Institute of Psychology, Lund University, Sweden*  
**Baiba Savrino**, *Faculty of Economics and Management, University of Latvia*  
**Paul Spector**, *University of South Florida, USA*  
**Shmuel Stashevsky**, *Bar-Ilan University, Israel*  
**Erika Sumilo**, *Faculty of Economics and Management, University of Latvia*  
**Fany Tchaikovsky**, *Federal University, Brazil*  
**Maaja Vadi**, *University of Tartu, Estonia*  
**Adrian Ziderman**, *Bar-Ilan University, Israel*

# **ISSWOV 2014 Organizing Committee**

**Erika Sumilo  
Kristīne Bērziņa  
Ilona Baumane-Vitolīņa**

**Faculty of Economics and Management, University of Latvia**

## **Management Support**

**Kristīne Blūmfelde  
Annija Apsīte  
Santa Sprōģe**

**Faculty of Economics and Management, University of Latvia**

# Program At-A-Glance

Sunday, 29 June 2014		
Time	Sessions	Venue
08:00-09:00	Registration for Workshops	FEM
08:30-11:30	S1: Workshop 1: Assessing measurement equivalence/ invariance in cross-cultural research: David J. Woehr	Room 322
11:30-12:30	Registration for Workshops	FEM
12:30-15:30	S2: Workshop 2: The role of qualitative method in a globalized context: Roger B. Sages	Room 322
15:30-16:30	Conference Registration	Radisson Blu Latvia
16:30	Departure to National Open Air Museum of Ethnography (1)	
17:30-21:00	S3: Entertainment and tour at the museum; Welcome Reception	

Monday, 30 June 2014		
Time	Sessions	Venue
08:00-08:30	Conference Registration	MUB
08:30-10:00	M1: Conference Opening and <b>Keynote Address: Geert Hofstede, Reflections on the Meaning of Values</b>	Big Aula
10:00-10:30	Break	URD
10:30-12:00	M2: Organisational Culture	Room 1
	M3: Strategy and Leadership	Room 6
	M4: Individual Value Systems	Room 14
12:00-13:30	Lunch & M5 Luncheon Address: <b>Mart Noorma: Entrepreneurial Values of Space Science</b>	URD
13:30-15:00	M6: Job Satisfaction and the Organisation	Room 1
	M7: Technology & HRM	Room 6
	M8: Innovation and Culture	Room 14
15:00-15:30	Break	URD
15:30-17:00	M9: Individual Issues in Values Research	Room 1
	M10: Justice and Trust	Room 6
	M11 Industry and State Issues in Values Research	Room 14
17:00-18:00	M12: Poster Session I	1 <sup>st</sup> floor halls
17:00-18:00	M13: Executive Commit. Meeting	Room 6
18:30-22:30	M14: Riga Sightseeing tour (2) and Dinner	

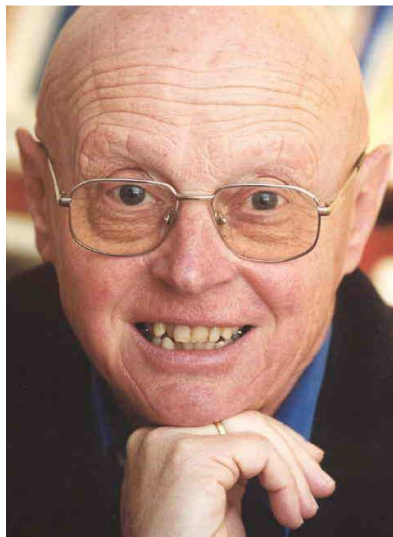
Tuesday, 1 July 2014		
Time	Sessions	Venue
08:00-08:30	Conference Registration	MUB
08:30-10:00	T1: Ethics & Social Responsibility	Room 1
	T2: Symposium: Structural analysis of Social and Organizational Phenomena	Room 6
	T3: Quality of Work-Life	Room 14
10:00-10:30	Break	URD
10:30-12:00	T4: Values, Religion and Morality	Room 1
	T5: Symposium: Values in lifeworlds and well-being: A cross-cultural phenomenological approach	Room 6
	T6: Methodological and Theoretical Issues	Room 14
12:00-13:30	Lunch & T7 Luncheon Address: <b>Mark Steiner: Mathematics as the one true cultural universal</b>	URD
13:30-15:00	T8: Leadership and Values	Room 1
	T9: Education and Learning	Room 6
	T10: Ideological and Social	Room 14
15:00-15:30	Break	URD
15:30-16:30	T11: Plenary: Meet the Editors	Room 6
16:30-17:30	T12: Poster Session II	Room 1
17:00-17:45	T13: Executive Commit. Meeting	Room 6
18:45-22:30	T14 Conference Dinner (1)	

Wednesday, 2 July 2014		
Time	Sessions	Venue
08:30-09:00	Conference Registration	MUB
09:00-11:00	W1: Performance & The Individual	Room 1
	W2: Diversity	Room 6
	W3: Values and Education	Room 14
11:00-11:30	Break	URD
11:30-13:00	W4: Gender	Room 1
	W5: Culture and Change	Room 6
13:00-13:30	W6: General Assembly and Conference Closure	Big Aula

(1) Buses leave from Radisson Blu Latvia, Elizabetes 55.  
 (2) Buses leave from Radisson Blu Latvia, Elizabetes 55 and Main University building (MUB) (conference venue)  
 FEM\*: Faculty of Economics and Management, Aspazijas boul. 5  
 \*Only pre-conference workshops are held in FEM.  
 MUB\*\*: Main University building - Raina boul. 19  
 \*\*ALL conference sessions, breaks, and luncheons are held in the MUB.  
 URD: University Restaurant Daily & Big Aula in MUB.

# Keynote Speakers

## **Geert Hofstede, The Netherlands** **OpeningKeynote**



Geert Hofstede (1928) acquired a Masters degree in Mechanical Engineering from Delft Technical University in 1953. In 1967 he graduated cum laude as a Doctor of Social Psychology at Groningen University; his thesis: "The Game of Budget Control" became a classic in Behavioural Accounting. In 1965 he joined IBM as a trainer in the international Executive Development Department, simultaneously founding a European department of Personnel Research. In this role he participated in a worldwide team that ran employee attitude surveys. He left IBM in 1971 to devote himself to exploring the potential of the huge database that was collected, while successively teaching at the international business schools IMD, Lausanne and INSEAD, Fontainebleau. In 1980 the first edition of his book "Culture's Consequences" appeared. It made him a founder of comparative intercultural research; his ideas are used worldwide in both psychology and management studies.

Geert Hofstede was Professor of Organizational Anthropology and International Management at Universiteit Maastricht from 1985 to 1993. After his retirement he held Visiting Professorships in Hong Kong, Hawaii, Australia and New Zealand. In 2001 he published an entirely re-written second edition of "Culture's Consequences", capitalizing on hundreds of research projects by others triggered by the book's first edition. His student-level book "Cultures and Organizations: Software of the Mind" (1991, third edition 2010, co-authored with Gert Jan Hofstede and Michael Minkov) has so far appeared in 20 languages. At present he is the most cited European social scientist in the Web of Science. He is a Fellow of the Academy of Management and the Academy of International Business in the USA and he holds Honorary Doctorates at eight European universities.



## Mart Noorma, Estonia



Over the years, Mart Noorma has worked for different universities, scientific institutes and companies in Estonia, Finland, and the United States. Currently he serves as the Vice Dean for Studies of the Faculty of Science and Technology at the University of Tartu and as the Head of the Space Technology Department at Tartu Observatory, the Estonian centre for space research.

In 2008, DrNoorma and his students established the Estonian Student Satellite Program, which brought together more than 100 students from 9 different nationalities to design and build a spacecraft, ESTCube-1, for testing a newly invented propulsion system for interplanetary space flight. ESTCube-1 was successfully launched to space in 2013. For his work in combining cutting edge research, novel educational approaches, and popularization of science, Mart Noorma was named The Person of the Year 2013 in Estonia and awarded the President of the Republic's Educational Award. ESTCube-1 project was named the Feat of the Year 2013 by the Estonian National Broadcasting, and the National Winner of the European Enterprise Promotion Award. In his presentation Mart Noorma shows how the right Values help Science Fiction to become a reality.

## Mark Steiner, Israel



Mark Steiner received his doctorate from Princeton University. Dr. Steiner then joined the faculty at Columbia University as an Assistant Professor. Steiner also served as Senior Lecturer, Associate Professor, Full Professor, and Chair of the department at Hebrew University of Jerusalem. Steiner is a Fulbright Fellow (1966-1967) and Dibner Fellow (1997-1998).

He is the author of the following books: *Mathematical Knowledge* (Cornell UP, 1974); and *The Applicability of Mathematics as a Philosophical Problem* (Harvard UP, 1998). He has also authored many articles on the philosophy of mathematics, philosophy of science, theory of knowledge, Wittgenstein, Hume, and Maimonides. He has lectured in many places around the world, most recently in Guangzhou, China, and Umea, Sweden.

# Detailed Programme

## Sunday – June 29

### **Registration for Pre-Conference Workshops Only:**

**University of Latvia, Faculty of Economics and Management, Aspazijas boul. 5**

08:00 – 09:00& 11:30 – 12:30

**S1: Workshop 1: David J. Woehr**, Assessing measurement equivalence/invariance in cross-cultural research

08:30 – 11:30, Room 322

**S2: Workshop 2: Roger B. Sages**, The role of qualitative method in a globalized context

12:30 – 15:30, Room 322

**S3: Conference Registration:**

15:30-16:30, **Radisson Blu Latvia, Elizabetes 55, lobby**

16:30 – Departure to National Open Air Museum of Ethnography

17:30 – 21:00 Entertainment &Tour at the museum; Welcome Reception

## Monday – June 30

**Conference Registration: University of Latvia, main building, Raina bulv.19.**  
08:00 – 08:30

**M1: Conference Opening & Keynote Address**

08:30 – 10:00

Location: Big Aula

Speakers: **Bella L. Galperin**, University of Tampa, USA  
**Jorge F.S. Gomes**, ISEG/University of Lisbon, Portugal  
**Inta Brūna**, Dean, University of Latvia, Latvia  
**Iloņa Baumanē-Vitolīņa**, University of Latvia, Latvia

**Keynote Address: Geert Hofstede**, The Netherlands: “Reflections on the Meaning of Values”

**Break - The University Restaurant Daily (conference venue, basement)**

10:00 – 10:30

**M2: Organisational Culture**

10:30 – 12:00

Location: University of Latvia, Main building, Raina boulv. 19. **Room 1**

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

Diagnosing organizational culture through metaphors and task and relationship orientations| **Maaja Vadi**, University of Tartu, Estonia; **Gerli Hämäl**, University of Tartu, Estonia

A framework for organisational values transmission: An Australian case study| **Philip Harrell**, New England Management Development, Australia; **Leonie Hallo**, University of South Australia, Australia, **Peter McClenaghan**, University of New England, Australia

The effects of teamwork quality on team objective and subjective outcomes |**Shmuel Stashevsky**, Bar-Ilan University, Israel; **Shalom Levy**, Ariel University Center, Israel

**M3: Strategy and Leadership**

10:30 – 12:00

Location: University of Latvia, Main building, Raina boulv. 19. **Room 6**

Chair: **Gad Ravid**, Netanya Academic College, Israel

Toward balancing autonomy and team-external leadership | **James P. Hess**, Goshen College, USA

Leadership that strengthening school's internal coherence: A prerequisite for instructional improvement| **Hanna Kurland**, Oranim – The Academic College of Education, Israel

“You don't see from there what you see from here” – Why do managers act differently than what they think? – Towards developing a new Paradigm| **Gad Ravid**, Netanya Academic College, Israel; **Aharon Tziner**, Netanya Academic College, Israel; **Bar Shashet**, Netanya Academic College, Israel

**M4: Individual Value Systems**

10:30 – 12:00

Location: University of Latvia, Main building, Raina boulv. 19. Room 14

Chair: **Ingwer Borg**, OrgVitality, Germany

Individuals and the circle of values | **Ingwer Borg**, OrgVitality, Germany; **Anat Bardi**, Royal Holloway University of London, UK

Balanced organizational values and their importance to an organization | **Ivan Malbašić**, University of Zagreb, Faculty of Organization and Informatics Varaždin, Croatia; **Ruža Brčić**, University of Zagreb, Faculty of Organization and Informatics Varaždin, Croatia

Scaling values of single individuals | **Ingwer Borg**, OrgVitality, Germany; **Wolfgang Bilsky**, UniversitätMünster, Germany

**Lunch & Luncheon Address M5 - The University Restaurant Daily (conference venue, basement)**

**Mart Noorma**, University of Tartu, Estonia: “Entrepreneurial Values of Space Science”

12:00 – 13:30

**M6: Job Satisfaction and the Organisation**

13:30 – 15:00

Location: University of Latvia, Main building, Raina boulv. 19. Room 1

Chair: **Shmuel Stashevsky**, Graduate School of Business Administration, Bar-Ilan University, Israel

Precursors of customer satisfaction and the mediating effect of employee voice | **Burcin Hatipoglu**, Bogazici University, Department of Tourism Administration, Turkey; **Kivanc Inelmen**, Bogazici University, Department of Tourism Administration, Turkey

Impact of employee's perceived HRM practices and espoused values fit on their performance and job satisfaction | **Vytautas Gostautas**, Management Department, Faculty of Economics, Vilnius University, Lithuania; **Danuta Diskiene**, Management Department, Faculty of Economics, Vilnius University, Lithuania

Personal and teamwork characteristics as factors affecting work satisfaction and personal performance | **Shalom Levy**, Graduate School of Business Administration, Ariel University Center, Israel; **Shmuel Stashevsky**, Graduate School of Business Administration, Bar-Ilan University, Israel

**M7: Technology & HRM**

13:30 – 15:00

Location: University of Latvia, Main building, Raina boulv. 19. **Room 6**

Chair: **Ieva Aizsila**, Faculty of Economics and Management University of Latvia, Latvia

The effect of a company's involvement in environmental issues on attractiveness for candidates during e-recruitment – two theories | **Jacek Woźniak**, Wyższa Szkoła Finansów i Zarządzania, Warsaw, Poland

Uncommon information about the company offered during e-recruitment and its effect on attractiveness of the company as a workplace | **Jacek Woźniak**, Wyższa Szkoła Finansów i Zarządzania, Warsaw, Poland

The importance of qualitative methods in audit: The analysis of the internal and external key factors in Latvia | **Ieva Aizsila**, Faculty of Economics and Management University of Latvia, Latvia; **Dagnija Daņēviča**, Faculty of Economics and Management University of Latvia, Latvia

**M8: Innovation and Culture**

13:30 – 15:00

Location: University of Latvia, Main building, Raina boulv. 19. **Room 14**

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

Integration of auxiliary staff in new product development (New PD) processes | **Christoph Staita**, Faculty of Economics and Management, University of Latvia, Latvia

Applying knowledge: The actors of innovation in Technology-Based (TB) organizations | **Margarida Piteira**, Research Centre in Economic and Organizational Sociology, ISEG/University of Lisbon, Portugal; **Jorge F.S. Gomes**, ISEG/University of Lisbon, Portugal

Creativity and innovation: Impact on employee performance | **Joseph Heller**, The Graduate School of Business Administration, Bar-Ilan University, Ramat-Gan, Israel; **Jacob Weisberg**, The Graduate School of Business Administration, Bar-Ilan University, Ramat-Gan, Israel

**Break - The University Restaurant Daily (conference venue, basement)**

15:00 – 15:30

**M9: Individual Issues in Values Research**

15:30 – 17:00

Location: University of Latvia, Main building, Raina boulv. 19. **Room 1**

Chair: **Joana Kuntz**, Department of Psychology, University of Canterbury, New Zealand

How changes in organization behaviour affect outcomes for external sourcing of complex knowledge | **Alan O'Sullivan**, Telfer School of Management, University of Ottawa, Canada

Resilience revisited: An employee-centered approach | **Joana R. C. Kuntz**, Department of Psychology, University of Canterbury, New Zealand; **Katharina Naswall**, Department of Psychology, University of Canterbury, New Zealand; **Sanna Malinen**, Department of Management, Marketing, and Entrepreneurship, University of Canterbury, New Zealand, **Morgana Hodliffe**, Department of Psychology, University of Canterbury, New Zealand

Mindfulness as an emotion regulation resource attenuating the relations between organizational constraints, anger, and counterproductive work behavior: A two stage moderated mediation model | **Aiva K. Gorab**, George Mason University, Canada; **Carolyn Winslow**, George Mason University, Canada; **Qikun Niu**, George Mason University, Canada; **Lois E. Tetrick**, George Mason University, Canada; **Reeshad S. Dalal**, George Mason University, Canada; **Stephen J. Zaccaro**, George Mason University, Canada

**M10: Justice and Trust**

15:30 – 17:00

Location:

University of Latvia, Main building, Raina boulv. 19, **Room 6**

Chair:

**Kivanc Inelmen**, Bogazici University, Department of Tourism Administration, Turkey

The effect of justice perceptions on academics' OCB: The mediating role of LMX | **Nisan Selekler-Goksen**, Bogazici University, Department of International Trade, Turkey; **Kivanc Inelmen**, Bogazici University, Department of Tourism Administration, Turkey; **Ozlem Yildirim-Oktem**, Bogazici University, Department of International Trade, Turkey

The connection between work values and the strength of perceived obligations in psychological contracts | **Liina Randmann**, Department of Social Sciences, Tallinn University of Technology, Estonia

To Trust or Not to Trust | **Anne Reino**, Tartu University, Estonia; **Pille Mõtsmees**, Tartu University, Estonia; **Kadri Seeder**, Salary Information Agency, Estonia

**M11: Industry and State Issues in Values Research**

15:30 – 17:00

Location:

University of Latvia, Main building, Raina boulv. 19, **Room 14**

Chair:

**Joaquim Pinto Coelho**, CIS-ISCTE/IUL & Universidade Lusíada de Lisboa, Portugal

Comparative analysis of funding structure of the sector of high technology in Baltic States | **Nikolaj Ambrusevič**, Vilnius University International Business School, Lithuania

State ownership, legal institution, and independent director compensation: An exploratory study in a transitional economy | **Pattarin Adithipyangkul**, School of Accounting Curtin University of Technology, Australia; **T. Y. Leung**, Lee Shau Kee School of Business Administration, Open University, Hong Kong

National culture and economic downturns: Individual perceptions about their linkages | **Joaquim Pinto Coelho**, CIS-ISCTE/IUL & Universidade Lusíada de Lisboa, Portugal; **Jorge F. S. Gomes**, CIS-ISCTE/IUL & ISEG/University of Lisbon, Portugal

**M12: Poster Session I**

17:00 – 18:00

Location:

Halls of the 1<sup>st</sup> Floor

Organizational consulting as a dialectic practice: The Interação Jr IP/UERJ Experience as a new model of action | **Heloísa Helena Ferraz Ayres**, Rio de Janeiro State University, Brazil; **Layse Costa Pinheiro**, Rio de Janeiro State University, Brazil; **Sirlan de Castro Medeiros**, Rio de Janeiro State University, Brazil

Investigating the significance of cross cultural issues and commitment in change management | **Gordana Spejic**, University of Latvia, Latvia



Gender equity in the companies from Sinaloa, Mexico | **Hector Zazueta Beltrán**, School of Administration and Accounting, Autonomous University of Sinaloa, Mexico; **Nora Teresa Millán Lopez**, School of Economics and Social Sciences, Autonomous University of Sinaloa, Mexico; **José Carlos Pardini Moss**, School of Psychology, Autonomous University of Sinaloa, Mexico

Monitoring learning culture, a challenge for a learning healthcare organization: The Expero4care Model | **Sara Cervai**, DiSU, Department of Humanities, Trieste University, Italy; **Federica Polo**, Azienda Sanitaria 1 Triestina, Trieste, Italy; **Patrizia Buzzai**, Azienda Sanitaria 1 Triestina, Trieste, Italy; **Monica Molino**, Department of Psychology, Turin University, Italy; **Margherita Zito**, Department of Psychology, Turin University, Italy; **Michela Cortini**, DiSPUTER, Chieti University, Italy; **Tauno Kekäle**, VAMK, Vaasa, Finland

Personal-level accountability: Conceptualization, measurement and validation | **Zehava Rosenblatt**, Faculty of Education University of Haifa, Israel

Values and corporate governance systems | **Supriya Banerjee**, Tallinn School of Economics and Business Administration, Estonia; **Mike Franz Wahl**, Tallinn School of Economics and Business Administration, Estonia

**M13: Executive Committee Meeting**

17:00 – 18:00

Location: University of Latvia, Main building, Raina boulv. 19, **Room 6**

**M14: Riga Sight Seeing tour & Dinner**

18:30

Buses leave from the Main University building, Raina boulv. 19 and Radisson SAS

18.30-19:30

Riga city tour by bus

19:30-22:30

Dinner at the Riga City Hall Restaurant (Rātslaukums 1, entrance from RātsPasāža)

## Tuesday – July 01

**Conference Registration: University of Latvia, main building, Raina bulv.19.**

08:00 – 08:30

**T1: Ethics & Social Responsibility**

08:30 – 10:00

Location: University of Latvia, Main building, Raina boulv. 19, **Room 1**

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

Adam Smith and the ethics of Corporate Social Responsibility| **Gregory D. Rowden**, Laurentian University, Canada; **Maurice Grzeda**, Laurentian University, Canada

Organizational cynicism: Role of politics, empowerment and interpersonal treatment in embracing change | **Abhishek Goel**, Indian Institute of Management, Calcutta, India; **Amit Gupta**, Management Development Institute, India; **Belen Bande Vilela**, Department of Marketing and Management, University of Santiago de Compostela, Spain

Moral considerations and personal relevance in reactions to organizational unfairness | **Amir Falk**, Department of Psychology, Faculty of Social Science, Bar-Ilan University; **Shaul Fox**, Department of Psychology, Faculty of Social Science, Bar-Ilan University

**T2: Symposium: Structural Analysis of Social and Organizational Phenomena**

08:30 – 10:00

Location: University of Latvia, Main building, Raina boulv. 19, **Room 6**

Chair: **DovElizur**, School of Business Administration, Bar-Ilan University, Israel

Shaping youth worldview: The relations between the structure of values and factors affecting youth's outlook on life| **Shlomit Levy**, The Hebrew University of Jerusalem, Israel; **Erik H. Cohen**, School of Education, Bar-Ilan University, Israel

Comparing SSA and Factor Analysis: The case of coping with stress| **Edna Rabenu**, School of Business Administration, Bar-Ilan University, Israel; **Dov Elizur**, School of Business Administration, Bar-Ilan University, Israel; **Eyal Yaniv**, School of Business Administration, Bar-Ilan University, Israel

Effective schools and special educational resources| **Allodi Westling**, Stockholm University, Sweden; **SivFischbein**, Stockholm University, Sweden

**T3: Quality of Work-Life**

08:30 – 10:00

Location: University of Latvia, Main building, Raina boulv. 19, **Room 14**

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

The quality of work life and intensification of work | **Dana Mesner Andolšek**, Faculty of Social Sciences, University of Ljubljana, Slovenia; **Janez Štebe**, Faculty of Social Sciences, University of Ljubljana, Slovenia

Satisfaction with work-life balance amongst call centre operators in South Africa | **Jeffrey Bagraim**, University of Cape Town, South Africa; **Ameeta Jaga**, University of Cape Town, South Africa; **Shanaaz Parker**, University of Cape Town, South Africa

Managing and preventing workplace bullying: An HR perspective | **Bella L. Galperin**, The University of Tampa, USA; **Laura Shrader**, Quala LLC, USA

**Break - The University Restaurant Daily (conference venue, basement)**

10:00 – 10:30

**T4: Values, Religion and Morality**

10:30 – 12:00

Location: University of Latvia, Main building, Raina boulv. 19, **Room 1**

Chair: **Olgierd Swiatkiewicz**, Polytechnic Institute of Setúbal, Higher School of Technology of Setúbal, Portugal

Do religious paradigms exist in the workplace? | **Hanna Gendel-Guterman**, Ariel University Center, Israel; **Shmuel Stashevsky**, Bar-Ilan University, Israel

Assessing the risk of MNC interventions in employees' nonverbal holy wars: A cultural intelligence model | **Sharon Leiba O'Sullivan**, Telfer School of Management, University of Ottawa, Canada

Workers' skills valued by organizations: A comparative analysis based on data from Portugal and Poland | **Olgierd Swiatkiewicz**, Polytechnic Institute of Setúbal, Higher School of Technology of Setúbal, Portugal; **Dorota Perło**, University of Białystok, Faculty of Economics and Management, Poland; **Dariusz Perło**, University of Białystok, Faculty of Economics and Management, Poland

**T5: Symposium: Values in lifeworlds and well-being: A cross-cultural phenomenological approach**

10:30 – 12:00

Location: University of Latvia, Main building, Raina boulv. 19, **Room 6**

Chair: **Roger Sages**, Department of psychology, Work-and Organisational Science Division, Lund University, Sweden

The young child and his cultural vision of the world | **Alice Blanchin**, Université Lyon 2, France

How “old” is old? Meaning constitution of “ageing” and its shared meaning across cultures| **Qianqian Xing**, Department of Psychology, Lund University, Sweden; **Alison Toh**, Department of Psychology, Lund University, Sweden

Sustainable tourism and well-being at working places | **Roger Sages**, Department of psychology, Work-and Organisational Science Division, Lund University, Sweden; **Mireille Barthod-Prothade**, Dept. of Work-and Organisational Science Division, INSEEC Alpes - Savoie, France

A methodological dilemma | **Isa Gustafsson Jertfelt**, Univesité de Picardie Jules Vernes, France; **Alice Blanchin**, University of Lyon 2, France

The deaf culture as a legacy: An intercultural psychology practical study using a phenomenological and psychoanalytical approach | **Brunet Marion**, Université Lyon 2, France

Tourism defined by the tourist point of view | **Jessica Bogus**, Lund University, Sweden

**T6: Methodological and Theoretical Issues**

10:30 – 12:00

Location: University of Latvia, Main building, Raina boulv. 19, **Room 14**

Chair: **Vishwanath V. Baba**, DeGroote School of Business, McMaster University, Canada

Toward a theory of what makes research interesting? | **Vishwanath V. Baba**, DeGroote School of Business, McMaster University, Canada

Does the Likert scale fit the information age? | **Shmuel Stashevsky**, Bar-Ilan University, Israel; **ShlomoLampert**, Bar-Ilan University, Israel

Using mapping sentences for building suggestive research designs in I/O psychology| **Ingwer Borg**, OrgVitality, Germany; **Wolfgang Bilsky**, UniversitätMünster, Germany; **Antonio Roazzi**, Universidade Federal de Pernambuco, Brazil

**Lunch & Luncheon Address T7, The University Restaurant Daily (conference venue, basement)**

**Mark Steiner**, Hebrew University of Jerusalem: “How we get more out of mathematics than we put in: Mathematics as the one true cultural universal”

12:00 – 13:30

**T8: Leadership and Values**

13:30 – 15:00

Location: University of Latvia, Main building, Raina boulv. 19, **Room 1**

Chair: **Zeynep Aycan**, Koc University, Turkey

Towards a culturally appropriate measure of leadership: Leadership effectiveness in Africa and the diaspora (LEAD) | **Terri R. Lituchy**, University of the West Indies, Barbados; **James Michaud**, Concordia University, Montreal, Quebec, Canada; **Moses Acquah**, University of North Carolina at Greensboro, USA; **David Ford**, University of Texas at Dallas, USA; **Bella Galperin**, The University of Tampa, USA; **Betty Jane Punnett**; University of the West Indies, Barbados; **Bill Puplampu**, Central University College, Ghana; **Thomas AnyanjeSenaji**, Kenya Methodist University, Kenya; **Samuel Sejjaaka**, Makerere University Business School, Uganda; **Lisa Clarke**, University of the West Indies, Barbados

Fear of success and attributions made for leaders | **Zeynep Aycan**, Koc University, Turkey; **Ayse Burcin Erarslan Baskurt**, Koc University, Turkey; **Ceyda Ozkuvanci**, Koc University, Turkey; **Cemre Sandal**, Koc University, Turkey; **Ozlem Yurekli**, Koc University, Turkey

Work antecedents and work-to-family conflict amongst Hindu working women in South Africa: The moderating effect of gender role ideology | **Ameeta Jaga**, University of Cape Town, South Africa; **Jeffrey Bagraim**, University of Cape Town, South Africa

**T9: Education and Learning**

13:30 – 15:00

Location: University of Latvia, Main building, Raina boulv. 19, **Room 6**

Chair: **Dov Eden**, Faculty of Management, Tel Aviv University, Israel

Embedding values and empowering spirituality and creativity in management education: An eco-culture framework and the case of two successful Business Schools in Barcelona | **Simon L. Dolan**, ESADE Business School – Ramon Lull University-Barcelona, Spain; **Yochanan Altman**, Kedge Business School – Bordeaux, France; **Mario Raich**, ESADE Business School – Ramon Lull University-Barcelona, Spain

Valuing quality or quantity: Professors' preferences for academic candidates | **Dov Eden**, Faculty of Management, Tel Aviv University, Israel

The specificity of persons with a preference for IT and e-Learning | **Jacek Woźniak**, Wyższa Szkoła Finansów i Zarządzania, Warsaw, Poland

**T10: Ideological and Social**

13:30 – 15:00

Location: University of Latvia, Main building, Raina boulv. 19, **Room 14**

Chair: **MeltemCeri-Booms**, Tilburg University, Netherlands

A cross-cultural investigation of the effect of Capitalism and Communist ideology on work values | **Meltem Ceri-Booms**, Tilburg University, Netherlands

Democracy as a value: Some findings of the research of Russian education students' Democracy beliefs | **Oksana Kozhevnikova**, Udmurt State University, Russia

Transformation of civil servants' values in changing social environment | **Natalia E. Olekhnovich**, Russian Presidential Academy of National Economy and Public Administration, Russia; **Alexei V. Seliverstov**, Russian Presidential Academy of National Economy and Public Administration, Russia

**Break - The University Restaurant Daily (conference venue, basement)**

15:00 – 15:30

**T11: Plenary: Meet the Editors: What makes a good paper publishable?**

15:30 – 16:30

Location: University of Latvia, Main building, Raina boulv. 19, **Room 6**

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

**Baba Vishwanath**, Canadian Journal of Administrative Sciences

**Sara Cervai**, The Journal of Workplace Learning

**Simon Dolan**, Cross Cultural Management: An International Journal

**T12: Poster Session II**

16:30 – 17:30

Location: University of Latvia, Main building, Raina boulv. 19, **Room 1**

The impact of informal institutions on national rates of entrepreneurial activity | **Hazel Rosin**, Schulich School of Business, York University, Canada

Accommodating religious diversity in the Canadian workplace | **Rana Haq**, Laurentian University, School of Commerce & Administration, Faculty of Management, Canada

Social and health care management students in three countries: Compare ideal and reality in social and health care services | **Zuzana Havrdová**, Charles University in Prague, Faculty of humanities, Czech Republic; **Paivi Huotari**, Lahti University of Applied Sciences, Finland; **Manuel Agostinho**, University of Évora, Portugal

Big Five personality traits and job satisfaction: The moderating effect of gender | **Timothy Keaveny**, Management Department, Marquette University, USA; **Peter Toumanoff**, Economics Department, Marquette University, USA

What job characteristics are preferred by high potential undergraduate students? | **Armando Cortinas Vidal**, ITAM Business School, Mexico; **María Felisa Latorre-Navarro**, ITAM Business School, Mexico

Motivation in the hospitality industry through leadership and emotional intelligence | **Barbara Wagner**, University of Latvia, Latvia

Trust as an enduring organizational value for competitive advantage in a constantly changing business world; Theoretical analysis and empirical findings from two research studies | **Britta Bolzern-Konrad**, Faculty of Economics and Management, University of Latvia, Latvia; **Carolin Egger**, Faculty of Economics and Management, University of Latvia, Latvia

Professional aims-values of Russian career officialdom in terms of transformational stress | **Alexei V. Seliverstov**, Russian Presidential Academy of National Economy and Public Administration, Russia

The differential effects of masculine identity threat: A person\*situation perspective | **Gali Malkin**, Department of Psychology, Faculty of Social Science, Bar-Ilan University; **Meni Koslowsky**, Department of Psychology, Faculty of Social Science, Bar-Ilan University

Mastermind alliance as problem solving tool for entrepreneurs | **Anita Gaile**, RISEBA, Riga, Latvia; **Agnese Aljēna**, BA School of Business and Finance, Riga, Latvia; **Lāsma Novika**, University of Latvia, Latvia

**T13: Executive Committee Meeting**

17:00 – 17:45

Location: University of Latvia, Main building, Raina boulv. 19, **Room 6**

**T14: Conference Dinner**

18:45

19:15-22:30

Departure to Conference Dinner from Radisson SAS  
Conference Dinner at LIDO, Krasta 76.

## Wednesday – July 02

**Conference Registration: University of Latvia, main building, Raina bulv.19.**

08:30 – 09:00

### **W1: Performance & The Individual**

09:00 – 11:00

Location: University of Latvia, Main building, Raina boulv. 19, **Room 1**

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

Who uses employee financial participation in an adverse environment: The case of Estonia | **Krista Jaakson**, University of Tartu, Estonia; **Epp Kallaste**, Estonian Center for Applied Research, Estonia

The impact of job insecurity on work performance: The hindrance and challenge process | **Shoshy Horovitz**, Ariel University, Israel; **Jacob Weisberg**, Bar-Ilan University, Israel

Managers' evaluations of employees' self and professional efficacies in predicting employees' performance | **Erez Yaakobi**, Academic College, Israel; **Jacob Weisberg**, Bar-Ilan University, Israel

How a discursive approach to leadership enhances the traditional psychological approach: A case study in multicultural teams | **Jolanta Aritz**, Center for Management Communication, University of Southern California, EUA; **Robyn C. Walker**, Center for Management Communication, University of Southern California, EUA

### **W2: Diversity**

09:00 – 11:00

Location: University of Latvia, Main building, Raina boulv. 19, **Room 6**

Chair: **Sanjay T. Menon**, Department of Management and Marketing, Louisiana State University Shreveport, EUA

Back in the line: A diversity management case study to involve blue collars with functional limitations | **Federica Polo**, DiSU, Department of Humanities, Trieste University, Italy; **Massimo Borelli**, DiSU, Department of Humanities, Trieste University, Italy; **Michela Mottica**, DiSU, Department of Humanities, Trieste University, Italy; **Emanuele Quarin**, Electrolux Italia SpA, Italy; **Giorgio Lorenzon**, Electrolux Italia SpA, Italy; **Stefano Giacomini**, G&G Srl, Italy; **Sara Cervai**, DiSU, Department of Humanities, Trieste University, Italy



Relative importance of value congruence in supply chain partner selection | **Sanjay T. Menon**, Department of Management and Marketing, Louisiana State University Shreveport, EUA

Uncovering the relationship between Māori values and workplace attitudes and behaviours | **Joana R. C. Kuntz**, Department of Psychology, University of Canterbury, New Zealand; **Katharina Naswall**, Department of Psychology, University of Canterbury, New Zealand; **Alicia Beckingsale**, Department of Psychology, University of Canterbury, New Zealand; **Angus Macfarlane**, School of Māori, Social and Cultural Studies in Education, University of Canterbury, New Zealand

Working after 75: Who, How and Why? | **Margaret Patrickson**, International Graduate School of Business, University of South Australia, Australia

### **W3: Values and Education**

09:00 – 11:00

Location:

University of Latvia, Main building, Raina boulv. 19, **Room 14**

Chair:

**Maria Amélia Marques**, Business and Administration College of the Polytechnic Institute of Setúbal, Portugal

Cross-cultural awareness and adaptation: A study of international students | **Sudhir K. Saha**, Faculty of Business Administration, Memorial University of Newfoundland, Canada; **Mohammed Asraf Uddin**, Faculty of Business Administration, Memorial University of Newfoundland, Canada

Values based organisational development in the South Pacific: A case study from the Samoa Ministry of Health | **Philip Harrell**, New England Management Development, Australia; **Peter McClenaghan**, University of New England, Australia; Leonie Hallo, University of South Australia, Australia

Promoting training and skill development for international employability: The motivations of ERASMUS' students in the field of management | **Maria Amélia Marques**, Business and Administration College of the Polytechnic Institute of Setúbal, Portugal; **António José Almeida**, Business and Administration College of the Polytechnic Institute of Setúbal, Portugal

**Break - The University Restaurant Daily (conference venue, basement)**

11:00 – 11:30

### **W4: Gender**

11:30 – 13:00

Location:

University of Latvia, Main building, Raina boulv. 19, **Room 1**

Chair:

**Hanna Gendel-Guterman**, Ariel University, Israel

You get what you ask? Gender wage gap in desired wages | **PilleMõtsmees**, University of Tartu, Estonia; **JaanikaMeriküll**, University of Tartu, Estonia

Are women really discriminated and receive lower income for equal work?| **Israel D. Nebenzahl**, Ariel University, Israel; **HannaGendel-Guterman**, Ariel University, Israel

The meaning of work among women and men according to organizational status |**Moshe Sharabi**, Department of Sociology and Anthropology, Yezreel Valley College, Israel

**W5: Culture and Change**

11:30 – 13:00

Location:

University of Latvia, Main building, Raina boulv. 19, **Room 6**

Chair:

**Luis M. Arciniega**, ITAM School of Business, Mexico City, Mexico

Embedded Values and Induced Spirituality in Management Education: The case of two successful Business Schools in Barcelona | **Simon L. Dolan**, ESADE Business School – Ramon Lull, University-Barcelona, Spain; **Yochanan Altman**, Kedge Business School – Bordeaux, France; **Ben Capell**, ESADE Business School – Future of Work Unit, Ramon Lull University-Barcelona, Spain; **Mario Raich**, Learnita LTD – London, U.K

Work values and organizational climate in a changing environment |**Marcelo PetulanteFernandes**, The National Institute of Industrial Property, Brazil

Commitment profiles before and after the storm |**Luis M. Arciniega**, ITAM School of Business, Mexico City, Mexico; **Natalie J. Allen**, University of Western Ontario, London, Canada; **Luis González**, University of Salamanca, Salamanca, Spain

**W6: General Assembly & Conference Closure**

13:00 – 13:30

Location:

University of Latvia, Main building, Raina boulv. 19, **Big Aula**

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