



The 12th Biennial Conference of the International Society for the Study of Work and Organizational Values

Conference Theme:

“Competing Values in an Uncertain Environment:
Managing the Paradox”

June 27-30 2010 ✪ Estoril, Lisbon, Portugal

Venue: Estoril Congress Center (ECC)

WEBSITE: www.lsus.edu/ba/isswov

Sponsored by

- ✪ ISCTE/IUL – Lisbon University Institute
- ✪ ISPA – Instituto Universitário, Lisbon
- ✪ IPS/ESCE – Polytechnic Institute of Setúbal
- ✪ SOCIUS/ISEG/UTL – The Higher Institute of Economics and Management



Dear Colleagues,

The Twelfth biennial ISSWOV Conference will take place from 27th-30th June 2010 in Estoril, known as the Portuguese Riviera. Estoril is situated 20 kilometres from Lisbon on the Atlantic Ocean coast. In the recent past, ISSWOV Conferences were held in Singapore (2008), Tallin (2006), New Orleans (2004), and Warsaw (2002). Since its beginning in Budapest, in 1988, ISSWOV remains faithful to its founding fathers' ideals, i.e. to act as a forum for academics, managers, policy-makers and consultants to exchange ideas and best practices; furthermore, it aims to advancing the state-of-the-art on work and organizational values and all its associated aspects of the organization. With this initiative, Professors Dov Elizur and Istvan Magyari-Beck were also formalizing a professional and social network of scholars with a common interest on sharing data and information related to work and organizational values. Every two years this network comes alive in one place in the world, in order to present and disseminate the most recent developments in the area.

The theme for this Conference is "Competing Values in an Uncertain Environment: Managing the Paradox". We chose this theme for three reasons. Firstly, values systems often carry disparate and opposite contents which need to be managed and dealt with. In a fast-changing world, such oppositions are highly likely to emerge both at organizational and individual levels. Secondly, managing the balance and the equilibrium is one of the main challenges that everyone, from inside and outside organisations, face nowadays. Finally, for centuries the Portuguese has contributed to the globalization of societies and their values, thus representing a typical European *value*: to respect differences within a single and unified framework.

We designed a conference programme to make ISSWOV 2010 a success. Through our theme proposal, we aim to achieve a balance between a challenging environment in which ideas and thoughts can be exchanged amongst all colleagues, in a social and informal atmosphere where delegates can meet old and new friends. We think that Estoril, with its vibrant yet relaxing way of life, will help us achieve the objectives of our meeting. The city is 20 kilometres from Lisbon's International Airport, and is easily accessed by boat, railway, and motorway. There are over 50 hotels in the city, and other Portuguese landmarks are within a 10 kilometre range, such as the world heritage city of Sintra, or the exclusive resort of Cascais.

Shmuel Stashevsky
President

Jorge F. S. Gomes
Chair – Organizing Committee

Sanjay T. Menon
Chair – Scientific Committee

GENERAL INFORMATION

VENUE & LANGUAGE

All conference activities will take place at Estoril Congress Center (ECC – <http://www.estorilcc.com/Default.aspx>). English is the official language.



Located in the beautiful seaside resort of Estoril and Cascais, a 20 Km drive from Lisbon Airport, the ECC is benchmarked as a Green Venue by Green Globe International and is the European leader and foremost MI venue in Sustainable Business Tourism.

The ECC is well-served with accommodation and transport services. There are over 20 hotels in a walking-range, however, we have agreements with a small pack of hotels which you can check at the end of this brochure.

CONFERENCE PROCEEDINGS & PUBLICATIONS

The conference proceedings includes short papers of up to 8 pages on a CD or pen drive, in an edited book format. Selected papers from the conference are considered for publication in a book or in special issues of leading journals.

REGISTRATION FEES

Registration fees for the conference include participation in all scientific sessions, conference kit with proceedings, lunches and coffee breaks, welcoming reception, Estoril tour, and conference dinner. Bus transfers to and from the airport will be arranged by the Organizing Committee at selected times, to be announced closer to the conference. Delegates arriving and departing outside these times, will need to provide for their own transportation.

The fee schedule is as follows:

	Until 28 Feb. 2010	Until 15 May 2010	After 15 May 2010
ISSWOV Member	€275	€325	€375
ISSWOV Non- Member	€325	€375	€425
Student *	€150	€200	€250
Accompanying Person **	€125	€150	€200

* For Students the fee excludes Tours, Conference Dinner, and half-day city tour. Tours for students may be reserved upon written request.

** Accompanying persons may attend the welcoming reception, night tour, Conference Dinner, and the half-day city tour. Price excludes entrance to sessions.

There will be a €75 supplemental on-site registration fee for registrants paying at the Conference Registration desks. Because the Organization incurs certain expenses prior to the conference, we set up the following cancellation policy: a) all cancellations must be in writing; b) if received before June 1, 2010, they will be reimbursed minus 25% of the total fee; c) no refunds will be given for cancellations processed after June 1.

CONFERENCE WEBSITE

www.lsus.edu/ba/isswov

ABSTRACT & PAPER SUBMISSIONS

First, submit an abstract describing your presentation. The submission should include: title, name of author(s), email address, institution, mailing address, and an abstract for oral and poster presentations (250 words) or symposium presentations (150 words for the objective(s) of the symposium and 250 words for each paper in the symposium). Each submission must be accompanied by the Abstract Submission Form (attached). Send all submissions as email attachments to isswov@lsus.edu. The subject of the email message should be "ISSWOV 2010 Submission".

Authors of accepted submissions will then be asked to complete the registration form (attached) and submit the full paper for the proceedings. In case of multiple authors, only the submitting author will be notified. The latter is responsible for notifying his or her co-authors.

Once your submission has been accepted for presentation, you must register for the conference in order to present. Your presentation time and program schedule will be emailed to you prior to the conference.

Papers are invited to address any relevant issues on work values and behaviour in a wide range of areas, including (but not limited to) ethics, leadership, work-family conflict, cross-cultural perspectives, motivation, human resource management, diversity management, organizational change and development, corporate governance, and organizational culture.

Submissions may be in the form of oral presentation, poster presentation, or symposium. Continuing in the tradition of the previous conferences, selected papers from the conference will be considered for publication in a book or in special issues of leading journals. All submissions should follow the guidelines specified in the Call for Papers on the ISSWOV website (also attached).

The deadline for submission of abstracts is November 02, 2009. Notification of acceptance will be sent out by December 14, 2009. Deadline for submission of full papers is March 15, 2010.

LETTERS OF INVITATION

Upon request, a personal invitation to participate in the conference can be provided. It should be understood that such an invitation is only meant to help visitors raise travel funds or obtain a visa and does not represent a commitment on the part of the organizers to provide financial support.

ACCOMMODATION

We have reserved a block of hotel rooms at special rates for those who wish to stay at the hotel for the duration of the conference. These rooms are available on a first-come-first-served basis and reservations must be made by March 1, 2010 to guarantee the conference special rates. After this time, reservations will be accepted on a space available basis only. The hotels have also said that they will retain the special rates if you wish to extend your stay up to 4 nights beyond the conference, dependant on room availability for the extra nights. Furthermore, we were informed by all hotels that June 2010 will be an exceptional month for tourism; therefore we strongly advise conference delegates and participants to book your hotel as soon as possible to secure our special prices. Hotel Reservation Forms are available at the ISSWOV website. Please arrange your accommodation directly with the hotel.

Participants should directly contact the hotels at:

HOTEL PALACIO (5*) (3 min walk from ECC)
Rua Particular, 2769-504, Estoril
Phone: +351 214 648 000
Fax: +351 214 648 159
<http://www.palacioestorilhotel.com/index.html>
(Single 140€/ Double 150€)

HOTEL VILA GALÉ (4*) (5 min walk from ECC)
Av. Marginal, Apartado 49, 2766-901, Estoril
Phone: +351 214 648 400
Fax: +351 214 648 432
<http://www.vilagale.pt/pages/hoteis/?hotel=12>
(Single 99€/ Double 116€)

HOTEL INGLATERRA (4*) (10 min walk from ECC)
Rua do Porto, 1, 2765-271, Estoril
Phone: +351 214 684 461
Fax: +351 214 682 108
www.hotelinglaterra.com.pt
(Single 120€/ Double 130€)

HOTEL EDEN (4*) (20 min walk from ECC)
Avenida de Sabóia, 209, 2769-502, Estoril
Phone: +351 214 667 600
Fax: +351 214 667 601
<http://www.hotelestorileden.pt>
(Single 90€/ Double 100€)

HOTEL ALVORADA (3*) (5 min walk from ECC)
Rua de Lisboa, 3, 2765-240, Estoril
Phone: +351 214 649 860
Fax: +351 214 687 250
<http://www.hotelalvorada.com/home.htm>
(Single 85€/ Double 97€)

HOTEL SANA ESTORIL (3*) (10 min walk from ECC)
Av. Marginal, 7034, 2765-247, Estoril
Phone: +351 214 670 322
Fax: +351 214 671 171
<http://www.sanahotels.com/gca/index.php?id=48>
(Single 85€/ Double 90€)

Other hostels are available at:
<http://www.hostelworld.com/lisbon>



REGISTRATION PROCEDURE

Participants should fill out the attached registration form and send it by mail or fax to:

Dr. Jorge F. S. Gomes
 Chair, ISSWOV Organizing Committee
 Department of Social and Organizational Psychology
 ISCTE/IUL – Lisbon University Institute, Lisbon
 Av. Forças Armadas
 1649-026 Lisbon, Portugal
 Phone: + 351 217 907 981
 Fax: +351 217 903 962
 Email: isswov2010.cis-por-jfsgs@iscte.pt

Teresa D'Oliveira
 ISPA – Instituto Universitário (Lisbon)
teresa.oliveira@ispa.pt

The registration form is also available on the conference website. Payment is by credit card or by wire transfer in euros. Registration is considered complete only after funds are credited in the bank account following credit card processing or wire transfers.

CONTACTS

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ORGANIZING COMMITTEE

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WELCOME TO ESTORIL

Estoril is the name of an extensive area at the mouth of Tagus River, stretching between the town of Carcavelos (10 km off Lisbon) and the Guincho Beach.

The town of Estoril itself is bathed by the Atlantic Ocean, and it is just a step away from Cabo da Roca, the most westerly point in Continental Europe, and from Sintra's National Park.

Estoril has a recent, yet rich history. Created in 1916 as a small spa location, it has grown considerably during the Second World War, when it became a retreat for exiled royalty and a centre of espionage. Luminary such as Don Juan, Count of Barcelona (father of King Juan Carlos), Umberto, the deposed King of Italy, and King Carol of Romania, were all residents or visitors in Estoril. Saint-Exupéry, Ian Fleming, and many other poets, writers, artists, Jews, and even spies, created an exotic pot of human life, the heritage of whom can still be seen in buildings, parks, and the Casino (one of the largest in Europe)

Around Estoril, there are several exquisite towns easily accessible by train, car, or bus. Cascais, with its luxury mansions and houses, Sintra, a landmark of Romanticism and home for a beautiful national park, and Oeiras, one of the fastest-growing business cities in Portugal, are just three of such fine examples.

If you are an avid golf player or enjoy water sports, Estoril and its surroundings will offer you a wild choice of locations and options.

We trust that you will find this information attractive and that you will join the ISSWOV conference in 2010 in Portugal.

Further information on Estoril and the Coast of Lisbon can be found at the following websites:

- http://www.portugalvirtual.pt/_tourism/costadelisboa/estoril/index.html
- <http://www.travel-in-portugal.com/Estoril/>
- <http://www.atl-turismolisboa.pt/>

PROVISIONAL CONFERENCE STRUCTURE

	Sunday 27 June	Monday 28 June	Tuesday 29 June	Wednesday 30 June
Morning		Registration Conference opening Key speaker session 1	Registration Parallel sessions 3 Parallel sessions 4	Registration Poster session 7 Poster session 8
Afternoon	Registration Tour	Parallel sessions 1 Parallel sessions 2 Poster session 1	Parallel sessions 5 Parallel sessions 6 Poster session 2	Key speaker session 2 General assembly Conference closure
Night	Welcome reception	Tour	Conference dinner	

GUIDELINES FOR ABSTRACT SUBMISSION

Oral and Poster Presentations: Abstracts should be submitted as an attachment in Word, in the following format:

Title of the Paper or Poster (centered, boldface)

Full Name of Author(s) (put an asterisk beside the presenting author)
Affiliation of Author(s)

Mailing Address of Author(s)
Telephone, Fax and email address of Author(s)

- Use title case (i.e., the first letter of a word should be capitalized but not propositions and conjunctions, as in the examples above).
- Do not submit names in capital letters.
- The abstract should be 250 words. It should be single spaced, with 1” margins on all sides.
- The abstract should include the objective(s) of the study / paper, methodology, sample characteristics, key findings, and discussion.
- Each email should contain one submission.
- Each submission must be accompanied by the Abstract Submission Form.

Symposium Presentations: Proposals should be submitted as an attachment in Word, in the following format.

For the Cover Page

Title of the Symposium (centered, boldface)

Full Name of Symposium Chair(s) / Organizer(s)

Affiliation of Symposium Chair(s) / Organizer(s)

Mailing Address of Symposium Chair(s) / Organizer(s)
Telephone, Fax and e-mail address of Symposium Chair(s) / Organizer(s)

- Use title case (i.e., the first letter of a word should be capitalized but not propositions and conjunctions, as in the examples above).
- Do not submit names in capital letters.
- The abstract should be 150 words. It should be single spaced, with 1” margins on all sides.
- The abstract should include the objective(s) of the symposium.
- There may be 3 or 4 papers in a Symposium.
- Each email should contain one submission.
- Each submission must be accompanied by the Abstract Submission Form.

For Papers in the Symposium (up to 4; each on a separate page)

Title of the Paper (centered, boldface)

Full Name of Author(s) (put an asterisk beside the presenting author)
Affiliation of Author(s)

Mailing Address of Author(s)
Telephone, Fax and email address of Author(s)

- Use title case (i.e., the first letter of a word should be capitalized but not propositions and conjunctions, as in the examples above).
- Do not submit names in capital letters.
- The abstract should be 250 words. It should be single spaced, with 1” margins on all sides.
- The abstract should include the objective(s) of the study / paper, methodology, sample characteristics, key findings, and discussion.

ISSWOV 2010
Abstract Submission Form

Submitting Author

Last Name _____

First Name _____

Institution _____

Department _____

Mailing Address

City _____

State /Province _____

Zip/Postal Code _____

Country _____

Telephone _____

Email Address

Presenting Author

Last Name _____

First Name _____

First author

Last Name _____

First Name _____

Second author

Last Name _____

First Name _____

Third author

Last Name _____

First Name _____

Fourth author

Last Name _____

First Name _____

Abstract Title

Three key words describing your abstract:

1. _____

2. _____

3. _____

Type of submission

(choose "a" or "b" below)

a) _____ Oral/ Poster

Preferred Type of Presentation:

_____ Oral _____ Poster

If Oral, would you be willing to present it as a Poster? ____ Yes ____ No

b) _____ Symposium

✓ Would you like your paper to be considered for the **Rami Sagie New Scholar Award** (see www.lsus.edu/ba/isswov for more information and guidelines about the Award)?

_____ Yes _____ No

✓ Would you like your paper to be considered for the proceedings?

_____ Yes _____ No

✓ Would you like your paper to be considered for publication in a special issue of the International Journal of Cross-Cultural Management, Cross Cultural Management – An International Journal, or the International Journal of Manpower? [full length version will be required after the conference]

_____ Yes _____ No

Registration Form (ISSWOV 2010)*

Last Name: _____ First Name: _____

Title: _____ Gender: _____ Female / _____ Male

Affiliation/Employer: _____

Mailing Address: _____

City: _____ Country: _____ Postal Code: _____

Tel: _____ Fax: _____ e-mail: _____

Name of accompanying person: _____

Are you an ISSWOV member? _____ No _____ Yes, since _____

Are you registering as a student? _____ No _____ Yes

Food Preference: _____ Vegetarian / _____ Kosher / Other _____

Total fees remitted for self and accompanying person (see registration chart) € _____

Please choose one of the following payment options:-

_____ Charge my credit card:

Type of card _____ [VISA / MC / AMEX / DISCOVER]

Name on card _____

Card number _____ Expiry date: month ____ year _____

Signature _____

_____ Electronic funds transfer (in euros) to IBAN: PT50003503680000333903041

CIS (Centro de Investigação e Intervenção Social), Edifício ISCTE

Avenida das Forças Armadas, 1149-026, Lisbon

Ref. ISSWOV 2010

Bank: Caixa Geral de Depósitos, Branch: ISCTE

SWIFT: CGDI PT PL

Please mail or fax this form to:

Jorge Gomes, Chair, ISSWOV Organizing Committee, CIS/ISCTE, Avenida Forças Armadas, 1649-026,

Lisbon, Portugal

Fax: + 351 217 903 962

Email: isswov2010.cis-por-jfsgs@iscte.pt

*This form is also available on the web at: www.lsus.edu/ba/isswov