

NEWSLETTER



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**ISSWOV 2010: Estoril-Lisbon,
Portugal, June 27-30**

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



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From the Editor

Greetings from Tampa, Florida! I am pleased to send you the newsletter announcing ISSWOV 2010, the 12th Biennial Conference of the International Society for the Society of Work and Organizational Values, which will take place in Estoril, Lisbon. It is hard to imagine that last year we were gathered among colleagues and friends in Singapore. We engaged in stimulating academic discourse, met and developed relationships with researchers around the globe, and discovered Singapore's treasures, such as Chinatown, Little India, and Arab Street.

In this issue, you will find messages from the ISSWOV officers and reflections from the past organizing committee. In addition, there is a section on calls for collaborations and papers, and announcements. I encourage you to submit calls in the next newsletter. Unlike the previous newsletter, this edition does not contain much practical information on the upcoming conference. Instead, the call for papers for ISSWOV 2010 will be emailed to you as a separate document.

Since we meet every two years, I encourage you to stay in touch with your ISSWOV family and join ISSWOV on Facebook. To join, please go to the ISSWOV website (<http://www.lsus.edu/ba/isswov/>) and follow the "Facebook" link on the right side of the page. ISSWOV 2008 pictures can be found on Facebook. Thanks to Ran Bichachi for

creating the ISSWOV Facebook page. Questions regarding Facebook should be directed to Ran at ran-bichachi@bezeqint.net or Sanjay Menon at sanjay.menon@lsus.edu.

See you all next year in Estoril!

Bella L. Galperin (BGalperin@ut.edu)
Secretary-Treasurer

Message from the President

I am pleased to announce that the forthcoming ISSWOV 2010 conference will be held in Estoril, Lisbon, Portugal on June 27-30, 2010. Our past conferences were very successful both academically and socially. So, we have all the reasons to believe that our forthcoming conference will be even better, based on our improvement efforts and past experience. So mark your calendars!

Lisbon was selected as the most favorable venue both by the ISSWOV General Assembly that was held in the 2008 conference in Singapore, and by the Executive Committee members. The Conference Theme is "Competing Values in an Uncertain Environment: Managing the Paradox". We all feel the deep recession sparked by the financial crisis in almost all the countries. The unemployment rate has been dramatically increased. In this uncertain environment we have to reassess our values. As you know from previous conferences, the papers are not limited to the main conference theme and are in a wide variety of areas on work values and behavior.

A year has passed since we had our wonderful conference in Singapore. The conference was a great success due to the efforts of Zeynep Aycan, our past president; Stewart Arnold, the past Organizing Committee Chair and his team; Bella Galperin, the past Program Committee Chair; and Sanjay Menon, the past Secretary-Treasurer. We had a wonderful time together and I know that this was an experience that we won't forget.

I joined the ISSWOV family in 1998 at the Istanbul Conference and found a warm and helpful community. Since then I always look forward to meeting the members both socially and academically. I hope that you all feel the same way.

For those of you who are not familiar with ISSWOV history, I want to describe our society. ISSWOV has about 600 members from about 50 countries. It was founded in Budapest, 1988, by the participants of the first International Conference on Work Values initiated by Prof. Dov Elizur, an organizational psychologist from Israel, and Prof. Istvan Magyari-Beck, from the Budapest University of Economics. Prof. Elizur was nominated as the first ISSWOV president in Budapest, 1988. The organization 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 the study of work and organizational values; 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 work and organizational values. ISSWOV organizes an international conference every two years.

The first international conference took place in June 1988, in Budapest, Hungary. The subsequent international conferences were in Prague, Czech Republic (1990), Karlovy Vary, Czech Republic (1992), Barcelona, Spain (1994), Montreal, Canada (1996), Istanbul, Turkey (1998), Jerusalem, Israel (2000), Warsaw, Poland (2002), New Orleans, USA (2004), Tallinn, Estonia (2006), and Singapore (2008).

And finally, I want to thank everyone who has invested intensive effort in planning and organizing this conference. First, the Organizing Committee Chair, Jorge Gomes and his Portuguese team for their thorough planning and organizing. Second, Sanjay Menon our Program Committee Chair, for the call for papers he prepared and for leading the academic aspect of the conference. Third, Bella Galperin, our Secretary-Treasurer, for editing this Newsletter and for leading the administrative role in our society. I also want to thank the Executive Committee members and the Scientific Committee members for their contributions. And finally, I want to thank all of you for being loyal members of our society.

I look forward to seeing all of you next year in Lisbon!

Shmuel Stashevsky (stashes1@mail.biu.ac.il)
President

Message from the Program Chair

“Competing Values in an Uncertain Environment: Managing the paradox” ... ISSWOV 2010

Faced with an uncertain economic future, both individuals and organizations the world over, are cutting back and saving more. This instinctual and seemingly logical response, paradoxically, can be ultimately detrimental to economic recovery and long term growth. Analysts are warning of the dangers of consumers cutting back spending and “saving too much”. In organizations, the first reaction to downturns is often layoffs and cutting back on “discretionary” expenditures including training. This could well be penny wise and pound foolish. In its Third Annual Survey of employees in the financial sector(<http://www.cii.co.uk/pages/research/researchandsurveys.aspx>, the Chartered Insurance Institute of UK (CII) found that cutting back on training during a recession would affect competitiveness of the UK workforce already feared to have fallen behind the rest of the world. More than two thirds felt that investing in training during a recession would help them be in a stronger position when the economy recovers.

Resisting the instinct to cutback and consciously investing in the workforce during a downturn represents a value choice. The theme of ISSWOV 2010 captures the inherent value paradox faced by managers as they seek to navigate their way through these troubled economic waters. Successful resolution of the values paradox might require creative responses that balance short term expediency with long term competitiveness. It is hoped that ISSWOV scholars would rise to this challenge and submit papers that will offer theoretical and practical insights on the issue.

Estoril, Lisbon is in many ways an appropriate venue for ISSWOV 2010. The government of Portugal exemplifies the creative approach suggested above. It has initiated a series of public-private partnerships (PPPs) to invest in infrastructure such as airports, high-speed rail, and hospitals. Other examples include strengthening social security by linking retirement age to life expectancy and creative market incentives to promote alternative energy.

As in the past, ISSWOV will continue to welcome submissions on a wide range of topics besides those explicitly linked to the conference

theme. Submissions in the general area of work values, as well as (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, are encouraged. 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.

Sanjay T. Menon (sanjay.menon@lsus.edu)
Program Chair

Message from the Organizing Committee Chair

The ISSWOV 2010 Conference will take place in Estoril (18 kilometres from Lisbon on the Atlantic Ocean coast), known as the Portuguese Riviera. The upcoming ISSWOV conference will remain faithful to its founding fathers' ideals-- we will act as a forum for academics, managers, policy-makers and consultants to exchange ideas and best practices. Furthermore, the conference will aim to advance the state-of-the-art research on work and organizational values and all its associated aspects of the organization.

The theme for the 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 organizations, face nowadays. Finally, for centuries the Portuguese have 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 hope to design a conference programme to make ISSWOV 2010 a success. Following our theme proposal, we tried to achieve a balance between a challenging environment in which ideas and thoughts can be exchanged amongst all colleagues in an 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 it 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. For more information on Estoril and Lisbon you can visit: <http://www.travel-in-portugal.com/Estoril/> and <http://www.atl-turismolisboa.pt/>.

Jorge F. S. Gomes (jorge.gomes@iscte.pt)
Organizing Committee Chair



Message from the Past Organizing Committee

The 11th International Conference on Work Values and Behavior was held at the Carlton Hotel, Singapore from 22 - 25 June, 2008. This was the first time an ISSWOV conference had been held in Asia, so there were some concerns about participation levels, especially given the falling USD and rising costs of Singapore hotel facilities prior to the conference.

However, the high quality of the scientific program, and the chance to catch up with each other in a different part of the world, attracted over 100 delegates from 28 countries as well as 40 people from local government, industry and business. The theme for the conference was: "Work values and social responsibilities in a changing world: From being good to doing good". Our Keynote speaker- Professor Larry Jiing-Lih Farh, the Chair Professor of Management at Hong Kong University of Science & Technology-set the academic tone of the

conference with a very insightful and informative presentation from a cross-cultural perspective (“Power distance and behavior in organizations”). We were also very excited to introduce the Rami Sagie New Scholar Award in memory of Dr. Abraham (Rami) Sagie. Congratulations to Zhenzhong Ma.

As well as the usual oral presentations, poster sessions and highly stimulating discussions, there were also two special forums:

- Meet the Editors (of 4 international journals)
- Best Practices in Diversity Management (featuring international researchers and the General Manager of the Tripartite Centre for Fair Employment in Singapore)

Both forums were well attended and showcased ISSWOV’s commitment to research excellence and to industry relevance.



Delegates deep in debate at the Diversity Forum



Making new friends



More discussions during dinner

Of course, in good ISSWOV tradition, there was food, fun and festivities, too. The social program had us watching a Lion Dance, dining on a typical Chinese feast (complete with a Mandolin musician),

touring the old colonial part of Singapore by coach, walking along the Singapore River, and getting lost in Chinatown, Little India and Arab Street!

Some people took advantage of "The Great Singapore Sale" to give their credit cards a solid workout. Others were able to stay longer in Singapore and see attractions such as the Singapore night safari, the Singapore Flyer, and Sentosa Island.

The conference committee faced many challenges but was heartened by the warmth, support and good humour of Zeynep, Bella, Sanjay and the delegates themselves.

Thank you to all for making ISSWOV 2008 a success!

Stewart Arnold (sarnold@ntu.edu.sg)

Naina Gupta (Naina@ntu.edu.sg)

ISSWOV 2008 conference organizing committee

Call for Research Collaboration

Paternalistic Leadership

Paternalistic Leadership theory and measurement have been developed by Aycan (2006). Paternalistic Leadership Questionnaire (PLQ) has been validated in Turkey, Germany and Netherlands. The aim of the present study is two-folded: 1. to validate PLQ in other national and industrial contexts, 2. to examine the individual (e.g., demographics, socialization process) and organizational (e.g., performance, organizational attitudes) correlates of PLQ in comparison with transformational leadership questionnaire. Survey and experimental methodologies will be used.

Funding for the project is available. The funding will fully or partially cover the travel and research expenses of collaborators who will be active participants in the design and implementation of the project.

Interested researchers should contact Prof. Zeynep Aycan at zaycan@ku.edu.tr.

Aycan, Z. (2006). Paternalism: Towards Conceptual refinement and operationalization. In Yang, K.S., Hwang, K.K., & Kim, U. (Eds.). *Scientific Advances in Indigenous Psychologies: Empirical, Philosophical, and Cultural Contributions* (pp. 445-466). London: Cambridge University Press.

Call for Papers and Upcoming Conferences

The EGOS Colloquium will take place just after ISSWOV...

26th EGOS Colloquium, Lisbon

Waves of globalization

Repetition and difference in organizing over time and space

July 1–3, 2010

Center for Globalization and Governance

Faculdade de Economia, Universidade Nova de Lisboa, Lisbon, Portugal

Website: (<http://www.egosnet.org>)

Deadline for submission of sub-theme proposals: January 15, 2009.

Please send your submissions by email to: mpc@fe.unl.pt

If you are in ISRAEL next week, don't miss the...

12th International Facet Theory Conference

June 21-24, 2009, Jerusalem, ISRAEL

New horizons in theory construction and data analysis: Facet Theory (FT), Multidimensional Scaling (MDS), SSA, POSAC and related approaches

Organized by the Facet Theory Association and Bar Ilan University

The Israel Academy of Sciences and Humanities
and the Van Leer Jerusalem Institute

For further information visit: www.facet-theory.org or contact
Dov Elizur, Chair, Scientific Committee (elizurd@bezeqint.net)

Cross Cultural Management: An International Journal

Special Issue: Knowledge migration, communication and value change

Managing individuals and organizations successfully in turbulent and highly diverse contexts requires, among others, a better understanding of commonalities and differences of these contexts, their unique demands and their changes over time. In particular, knowledge and knowledge flows across various kinds of boundaries, interaction processes among and between different types of individual and collective actors and the role of basic assumptions and action-related values play a key role. In this special issue of Cross Cultural Management: An International Journal, which provides a focused academic platform for encouraging research on cross-cultural aspects of management, work and organization, we would welcome empirical and conceptual papers in the following areas:

- Specific knowledge required for individual and organizational goal achievement in culturally mixed settings
- Boundaries inhibiting and promoting knowledge flows
- The role of knowledge migration for individual and organizational effectiveness
- Different forms of knowledge migration
- Specifics of communication processes in turbulent and culturally mixed environments
- The role of different forms of communication in knowledge migration processes
- New media and communication in culturally mixed settings
- The role of mass media in knowledge migration
- Convergence, divergence or stasis? Individual and collective values and their development over time
- The relationship of values and culture
- Value changes between generations -- myth, reality or ?
- Work-related values of young graduates and their implications for organizations and societies.

Deadline for submissions: **1 October 2009**

Expected publication date: 2010

Submissions are made using Scholar One's Manuscript Central online submission system. This is accessible at:

<http://mc.manuscriptcentral.com/ccmij> Please ensure that your submission complies with the journal's manuscript requirements which

can be found on the journal homepage at:
www.emeraldinsight.com/ccm.htm

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Cross Cultural Management: An International Journal (Editor: Simon L Dolan) invites your scholarly submissions. Several ISSWOV members (Simon L Dolan, Weining Chu Chang, Jacob (Ya'acov) Weisberg, Roger Bell, Bella Galperin) are involved with the journal. Submissions are made using Manuscript Central, Emerald's online submission and peer review system. Registration and access is available at <http://mc.manuscriptcentral.com/ccmij>. Full information and guidance on using Manuscript Central is available at the Emerald Manuscript Central Support Centre: <http://msc.emeraldinsight.com>.