



INTERNATIONAL ACADEMY OF
MANAGEMENT AND BUSINESS

*Management in Turbulent Times and Returning Economic
Crisis*

**PROGRAM SCHEDULE
AND
ABSTRACTS**



Hosted by and in collaboration with

**2012
CONFERENCE**

WARSAW

April 23 – 25, 2012

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9:00 – 10:00 AM Registration

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Shmuel Batzri, Ph.D., IAMB Staff*

Monday 10:20 – 11:40 AM -- ROOM 1

Chairs: Jan Fazlagić , Ph.D. and Agata Chudzicka-Czupala, Ph.D.

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Chairs: Rabia Mushtaq and Meir Russ

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Program Schedule – The 12th IAMB 2011 Conference

Monday 9:00 – 10:20 AM -- ROOM 1

9:00 – 10:00 AM Registration

10:00 AM **Krzysztof Rybiński, Ph.D, Rector, Vistula University**
Shmuel Batzri, Ph.D., IAMB Staff

Monday 10:20 – 11:40 AM -- ROOM 1

Chairs: **Jan Fazlagić , Ph.D. and Agata Chudzicka-Czupala, Ph.D.**

Wasseem Abaza

USA

Lecturer

Case Western Reserve University

Cleveland, Ohio, USA

Goal Implications of Socially Constructed International Institutional Identities

Author(s): Wasseem Abaza

Deniz Boru, Ph.D.

Turkey

Associate Professor

Marmara University

Istanbul, Turkey

Ethical Climate, Organizational Trust and Organizational Commitment

Author(s): Deniz Boru, Guler Islamoglu, Melek Birsel, Serra Yurtkoru

Eric C. H. Dorion, DBA

Brazil

Professor - Doctorate program

Universidade de Caxias do Sul

Caxias do Sul, Rio Grande do Sul, Brazil

Individual, Collective Leadership and Spiral of Knowledge Creation in Organisations

Author(s): Zaida C. Reis, Cristine H. Nodari, Eric C. H. Dorion

Angel Martinez-Sanchez, Ph.D.

Spain

Professor

University of Zaragoza

Zaragoza, Spain

Telework and Work-Life Balance: A Moderator Role for Organizational Performance

Author(s): Angel Martinez-Sanchez, Manuela Perez-Perez, Maria-Jose Vela-Jimenez, Silvia Abella-Garces, Pilar de-Luis-Carnicer

Refreshment Break

Monday 12:00 PM - 1:40 PM – ROOM 1

Chairs: **Mario Glowik, Ph.D. and Olga Kalinowska-Beszczyńska**

Sushil Bhatia, Ph.D.

USA

Professor and Executive in Residence

Suffolk University

Boston, MA, USA

Innovating in a Borderless World

Author(s): Sushil Bhatia

Elgloria Harrison, MS

USA

Ph.D. Student

University of Maryland University College

College Park, Maryland, USA

Global Leadership Competencies Hinge on Soft Skills": An Examination of Cultural and Emotional Intelligence"

Author(s): Elgloria Harrison

Konrad Jamro

USA

Ph.D. Student

University of California

Irvine, CA, USA

Cross-Cultural Study of a Multifoci Approach to Citizenship Behavior

Author(s): Konrad Jamro, Pablo Cardona, Marisa Aguirre Nieto, Esther Akinnukawe, Ricardo Aparicio, Jon Briscoe, *et al.*

Torsten Kühlmann, Ph.D.

Germany

Professor

University of Bayreuth

Bayreuth, Bavaria, Germany

Inpatriates as Transferors of Knowledge

Author(s): Torsten Kühlmann, Miriam Busse

Arkadiusz Ral-Trebacz, Ph.D. Student

Germany

Ph.D. Student

Department of International Management

International Graduate School zittau (IHI Zittau)

Zittau, Saxony, Germany

Nonlinear Internalization Effects - The Relationship between firms' Multinationality and their Performance

Author(s): Arkadiusz Ral-Trebacz

Lunch Break - Complimentary lunch by IAMB on Location

Monday 3:20 PM – 4:40 PM – ROOM 1

Chairs: Lu Zhang, Ph.D. and Fathul Himam, Ph.D.

Mary Granger, Ph.D.

United States

Professor, Information Systems

George Washington University

Washington, DC, USA

Software Configuration Management in Organizations

Author(s): Mary Granger, Ross Hoffner

Dao-Tien Hsiung

Taiwan

Graduate student

Graduate Institute of Global Business and Strategy

Taipei, Taiwan

Strategic Alliance and Firm Growth: The Effect of Alliance Capability

Author(s): Dao-Tien Hsiung, Min-Ping Kang

Jaikumar Kulkarni, Ph.D.**India**

Associate Professor
Department of MBA
ASM Group of Institutes
Pune, India

Complexity Management- Major Challenge For Global Business.

Author(s): Jaikumar Kulkarni

France Riguelle, MS**Belgium**

Researcher
HEC School of Management
University of Liège
Liège, Belgium

Toward a Taxonomy of Key Success Factors for SME's in a Changing Environment: The Case of the Luxury Industry

Author(s): France Riguelle, Didier Van Caillie

Refreshment Break

Monday 3:20 PM – 4:40 PM – ROOM 2

Chairs: Torsten Kühlmann, Ph.D. and Meir Russ, Ph.D.

Rapeepat Palawongse, DBA**Thailand**

Siam University
Bangkok, Thailand

The Marketing Relationships between Security Service Factors, Customer Satisfaction, and Customer Loyalty in Housing and Accommodation Business

Author(s): Rapeepat Palawongse, Narongsak Thongpapanl

Teresa Serra, Ph.D.**Spain**

Area Chair
IE Business School
Madrid, Spain

Store Brand Types as a Moderating Factor of the Relationship Between SB Loyalty and SB Share

Author(s): Teresa Serra, Alberto Maydeu-Olivares, Roberto Manzano

Sanjay Sisodiya, Ph.D.**USA**

Assistant Professor of Marketing
University of Idaho
Moscow, Idaho, USA

The Role of Resources in NPD

Author(s): Sanjay R. Sisodiya, Jean L. Johnson, Stephen M. Wagner

Slawomir Smyczek, Ph.D.**Poland**

Professor
University of Economics in Katowice
Katowice, Poland

Consumer Trust to E-Banking in CEE Markets during Global Economic Crisis

Author(s): Slawomir Smyczek, Mario Glowik

Refreshment Break

Monday 5:00 PM – 6:20 PM -- ROOM 1

Chairs: Eric Dorion, DBA and Joanna Rakowski

Mahmut Özdevecioğlu, Ph.D. Turkey

Professor and Dean
Melikşah University
Kayseri, Turkey

Workplace Exclusion and Employee Performance in Organizations

Author(s): Mahmut Özdevecioğlu, Yasemin Kaya, Fatma İnce Balcı, Onur Ünlü

Wasseem Abaza USA

Lecturer
Case Western Reserve University
Cleveland, Ohio, USA

A Contingency Framework for a Working Theory of Implementation

Author(s): Wasseem Abaza

Anna Lupina-Wegener, Ph.D. Switzerland

Professor
School of Business and Engineering
Ecole d'ingénierie et de Gestion du Canton de Vaud (HEIG- VD)
Yverdon-les-Bains, Vaud, Switzerland

Identity Construction Processes: A Longitudinal Study of a German Merger in Mexico

Author(s): Anna Lupina-Wegener

Luo Zhongwei, Ph.D. China

Professor
Institute of Industrial Economics
Chinese Academy of Social Science, CASS
Beijing, China

How Organizational Capital Affects the Innovative Capability Building: An Explanation of the Dilemma Context.

Author(s): Luo Zhongwei, Wang Tao

Refreshment Break

Monday 5:00 PM – 6:20 PM -- ROOM 2

Chairs: David T. Methe, Ph.D. and Müberra Yüksel, Ph.D.

Agata Chudzicka-Czupala, Ph.D. Poland

Co-Winner of the Best Applied Paper Award

Department of Psychology
University of Silesia
Katowice, Poland

Ethical Ideology as a Predictor of Ethical Decision Making

Author(s): Agata Chudzicka-Czupala

Dominique Prengel Germany

Ph.D. student
International University of Applied Sciences Bad Honnef, IUBH
Koblenz, NRW, Germany

Authentic Leadership and Employee Psychological Well-Being: The Role of Psychological Capital and Psychological Empowerment

Author(s): Dominique Prengel

Szu-Yin Lin**Taiwan**

National Sun Yat-Sen University
Kaohsiung, Taiwan

Entrepreneur's Vision - The Role of Future Imagination

Author(s): Szu-Yin Lin, I-Heng Chen, Yun-Ping Lee, Hsin-I Chang

Esra Gokcen Kaygisiz**Turkey**

Lecturer
Oguzeli Vocational Higher Education School
University of Gaziantep
Gaziantep, Turkey

Organizational Cynicism Level of Primary School Teachers and Managers: Example of Sahinbey in Gaziantep

Author(s): Esra Gokcen Kaygisiz, Mehmet Çağrı Doğan

Reception 7:15 PM – 8:15 PM Novotel Hotel (all welcome)

Tuesday 10:00 – 11:40 AM -- ROOM 1

Chairs: Mary Granger, Ph.D. and Konrad Jamro

Silvia Rodriguez-Donaire, Ph.D.**Spain**

Assitant Lecturer
UPC - BarcelonaTECH
Terrassa, Catalonia, Spain

Participatory Micro-Retailer's Business Model Emergence: Rethinking and Adapting Micro-Retailer's Business Model by means of Social Media

Author(s): Silvia Rodriguez-Donaire

N.P. Singh, Ph.D.**India**

Professor
Management Development Institute
Sukhrali, Gurgaon, India

Value Proposition of Cloud Offerings to Small and Medium Enterprises

Author(s): Manish Mahatha, N.P. Singh

Achmad Sobirin, Ph.D.**Indonesia**

Associate Professor
University Islam Indonesia
Yogyakarta, Indonesia

Assessing Entrepreneur's Business Model of Family Firm within the Context of Batik Industry

Author(s): Achmad Sobirin

Hans van Moorsel, MSc**The Netherlands**

Consultant
Thaesis
Utrecht, The Netherlands

Exploring the "Innovator's Solution" to Disruptive Changes in the Dutch Publishing Industry

Author(s): Hans van Moorsel, Theo Huibers

Marie-Josée Roy, Ph.D.**Canada**

Professor
Faculty of Administrative Sciences
University Laval
Quebec city, Québec, Canada

Developing Performance Evaluation Systems for Corporate Boards

Author(s): Marie-Josée Roy

Refreshment Break

Tuesday 10:00 – 11:40 AM -- ROOM 2

Chairs: Anna Lupina-Wegener, Ph.D and Rachid Zeffane, Ph.D.

Richard Dool, Ph.D. USA

Associate Professor
Seton Hall University
South Orange, New York, USA

Leaderocity: Leading at the Speed of Now

Author(s): Richard Dool

Guohong Han, Ph.D. USA

Assistant Professor
Youngstown State University
Youngstown, Ohio, USA

Corporate Social Disclosure in Japan

Author(s): Denise Luethege, Guohong Han, Huaiyu Chen

T. Y. Leung, Ph.D. China

City University of Hong Kong
Hong Kong, China

Pay Incentives and Firm Efficiency in a Socialist Capitalist System

Author(s): Michael Firth, T. Y. Leung

Bryan Matis USA

Ph.D. Student
Fordham University
Bronx, New York, USA

Do Shareholders Penalize Bank Boards & Management for the Financial Crisis?

Author(s): Bryan Matis

Takuya Miyamoto, Ph.D. Japan

Associate Professor
Kurume University
Kurume, Japoan

A Research on Networks within and across the Industrial Cluster in Tsubame

Author(s): Takuya Miyamoto

Refreshment Break

Tuesday 12:00 – 1:20 PM -- ROOM 1

Chairs: Richard Dool, Ph.D. and Amira Galin, Ph.D.

Award Ceremony

Philipp Hensler USA

Winner of the Best Student Paper Award

Ph.D. Student
Case Western Reserve University
New York, New York, USA

Learning from Disruptive Market Events: A Study of Financial Advisor Behavior

Author(s): Philipp Hensler, Sheri Perelli, Sheri Perelli

Szu-Chi Yang, MSc **United Kingdom**

Winner of the Best Overall Paper Award

University of Huddersfield Business School

Huddersfield, United Kingdom

The Mediating Effects of Defense Mechanism on Student Satisfaction

Author(s): Szu-Chi Yang, Suechin Yang, Chiayu Tu Tu

Monika Golonka, Ph.D. **Poland**

Winner of the Best Young Scholar Paper Award

Kozminski University

Warsaw, Poland

Emerging Asian ICT Global Players: Natural Born Collaborators or Stuck with Aliens?

Author(s): Monika Golonka

Damian Grabowski, Ph.D. **Poland**

Co-Winner of the Best Applied Paper Award

Department of Psychology

University of Silesia

Katowice, Poland

A Comparison of the Multidimensional Work Ethic Profile across Two Countries

Author(s): Agata Chudzicka-Czupala, Irina Cozma, Damian Grabowski, David Woehr

Lunch Break - Complimentary lunch by IAMB on Location

Tuesday 3:20 – 4:40 PM – ROOM 1

Chairs: Hans van Moorsel and Achmad Sobirin

John Erik Mathisen, MSc **Norway**

Ph.D. Candidate

BI, The Norwegian Business School

Oslo, Norway

Entrepreneurial Mindsets: Theoretical Foundations and Empirical Properties of a Mindset Scale

Author(s): John Erik Mathisen, Jan Ketil Arnulf

Kevin Pon, Ph.D. **France**

Enseignant Chercheur

ESC Saint-Etienne

Saint-Etienne School of Management

Saint-Etienne, France

The Effect of Transnational Education on Mainstream Internationalisation at the Home Campus:

A case of Universities' Foreign Campuses Contributing to the Home Campus Internationalisation Strategy

Author(s): Kevin Pon

Fathul Himam, Ph.D. **Indonesia**

Associate Professor

Department of Psychology

Universitas Gadjah Mada

Yogyakarta, Indonesia

Spiritualism: Hidden Survival Values Among Indonesian Women Entrepreneurs

Author(s): Fathul Himam

Aleksander Sulejewicz, Ph.D.

Poland

Professor

Warsaw School of Economics

Warsaw, Poland

BRIC : The Career of a Concept in International Business Studies

Author(s): Sulejewicz Sulejewicz

Refreshment break

Tuesday 3:20 – 4:40 PM – ROOM 2

Chairs: Pedro F. Pellet, Ph.D and Meir Russ, Ph.D.

Kevin Burgess, Ph.D.

United Kingdom

Senior Research Fellow

Cranfield University

Swindon, Wiltshire, United Kingdom

Open Innovation within Defence Acquisition

Author(s): Kevin Burgess

Olga Kalinowska-Beszczyńska

United Kingdom

Ph.D. Student

University of Exeter Business School

Exeter, Devon, United Kingdom

Uncovering the Social Development Role of the Venture Capital Process: In the Context of Economies in Transition in Central and Eastern Europe

Author(s): Olga Kalinowska-Beszczyńska

David T. Methe, Ph.D.

Japan

Professor

Kwansei Gakuin University

Nishinomiya, Hyogo, Japan

Risk Perception, and High Technology Entrepreneurship in Japan

Author(s): David Methe

Esra Gokcen Kaygisiz

Turkey

Lecturer

Oguzeli Vocational Higher Education School

University of Gaziantep

Gaziantep, Turkey

Corporate Citizenship and Corporate Social Responsibility on Web Sites: Comparing Emirates and Turkish Airlines

Author(s): Esra Gokcen Kaygisiz

Refreshment break

Tuesday 5:00 – 6:40 PM – ROOM 1

Chairs: Aleksander Sulejewicz, Ph.D. and Fathul Himam, Ph.D.

Mahmut Akin, Ph.D.

Turkey

Assistant Professor

The Faculty of Economics and Business Administration

Bozok University

Yozgat, Turkey

The Influence of Workplace Exclusion on Workplace Deviance Behaviors: The Role of Employeeâ€™s Regulatory Focus

Author(s): Mahmut Akin, Mahmut Özdevecioğlu

Angel Martinez-sanchez, Ph.D.**Spain**

Professor

University of Zaragoza

Zaragoza, Spain

Work-Family Enrichment & Work-Family Conflict: A Study in Relationships

Author(s): Angel Martinez-sanchez, Robert Daniel Jijena-Michel, Manuela Perez-Perez

Müberra Yüksel, Ph.D.**Turkey**

Kadir Has University

Istanbul, Turkey

Framing Culturally Sustainable Organizations: A Comparative Analysis

Author(s): Müberra Yüksel

Suwit Srimai, MBA**Thailand**

Lecturer

Prince of Songkla University

Surat Thani Campus

Muang, Surat Thani, Thailand

Delivering Accountability and Performance: In Search of the Mechanisms via Measurement

Author(s): Suwit Srimai

Rachid Zeffane, Ph.D.**United Arab Emirates**

Associate Professor

University of Sharjah

Sharjah, United Arab Emirates

The Influence of Personal Traits on Entrepreneurial Orientation: An Empirical Study from the United Arab Emirates

Author(s): Rachid Zeffane

Tuesday 5:00 – 6:40 PM – ROOM 2**Chairs: Luo Zhongwei, Ph.D. and Deniz Boru, Ph.D.****Susana Fernandez, Ph.D.****Spain**

Departamento de Comercialización e Investigación de Mercados

Universidad Complutense de Madrid

Madrid, Spain

Are Employees Committed to the Brand? Developing a Measurement Tool

Author(s): Diana Gavilan, Maria Avello, Francis Blasco, Susana Fernandez

Joanna Rakowski**USA**

Doctoral Student

Benedictine University

Northbrook, Illinois, USA

Managing Organizational Change in Turbulent Times: A Positivistic Approach to Achieving Sustainability

Author(s): Joanna Rakowski

Özlem Öğütveren Gönül, Ph.D.**Turkey**

Instructor

College of Business Administration

Başkent University

Ankara, Turkey

Constructing an Organizational Learning and Development Model for Management Education Programs

Author(s): Özlem Öğütveren Gönül

Mahmut Özdevecioğlu, Ph.D.

Turkey

Professor and Dean
Melikşah University
Kayseri, Turkey

The Influence of Perceived Organizational Justice on Social Loafing: The Mediating Role of Employees' Self Control

Author(s): Himmət Karadal, Cemile Çelik, Mahmut Özdevecioğlu

Mubeyyen Tepe Kucukoğlu

Turkey

Ph.D. Student
Department of Business Management
Institute of Social Sciences
Istanbul University
Istanbul, Turkey

The effect of CRM's Critical Success Factors on Company Performance

Author(s): Mubeyyen Tepe Kucukoglu, R. Ibrahim Pinar

Wednesday 10:00 – 11:40 PM – ROOM 1

Chairs: Lu Zhang, Ph.D. and Arkadiusz Ral-Trebacz

Pedro F. Pellet, Ph.D.

USA

H. Wayne Huizenga School of Business and Entrepreneurship
Nova Southeastern University
Fort Lauderdale, Florida, USA

Spirituality in Economics: National and Global Reform Strategic Planning Recommendations

Author(s): Pedro F. Pellet, Mario E. Delgado, Maria I. Mendez

Hsin-I (Carol) Chang

Taiwan

Ph.D. Student
Institute of Human Resource Management
National Sun Yat-sen University
Kaohsiung, Taiwan

Crisis Management in the Hospitality Industry in Taiwan

Author(s): Heidi H.Chang, Shun-Wang Hsu, Hsin-I Chang

Amira Galin, Ph.D.

Israel

Professor
Faculty of Management
Tel Aviv University
Tel Aviv, Israel

Negotiating with Your Employee: Salary Negotiations and the Endowment Effect

Author(s): Amira Galin, Maya Nissan

Margherita Pasini, Ph.D.

Italy

Associate professor
University of Verona
Verona, Italy

The Relationship between Leader-members Exchange and Different Perceptions on Safety Climate in the Work Group

Author(s): Margherita Pasini, Maria Milena Città, Barbara Giacomini, Margherita Brondino

Yoav Vardi, Ph.D.**Israel**

Associate Professor
Department of Labor Studies
H. Gordon Faculty of Social Sciences
Tel Aviv University
Tel Aviv, Israel

Measurement Dilemmas in Organization (Mis)Behavior Research

Author(s): Yoav Vardi, Ely Weitz

Refreshment Break

Wednesday 12:00 – 1:20 PM – ROOM 1

Chairs: Ely Weitz, Ph.D. and Angel Martinez-Sanchez, Ph.D.

Ludmila Antunes, Ph.D.**Brasil**

Professor Adjunct
Universidade Federal Fluminense
Niteroi, Rio de Janeiro, Brasil

Participation and Public Policies in Brazil Participatory Budget Experiences in Rio De Janeiro State Cities With Financial Resources Derived From Oil Royalties

Author(s): Ludmila Antunes

Olivier Boiral, Ph.D.**Canada**

Professor
Université Laval
Quebec, Quebec, Canada

Comparing Sustainability Performance Indicators from GRI Reports

Author(s): Olivier Boiral

Pilar de-Luis, Ph.D.**Spain**

Profesora Titular
Universidad de Zaragoza
Zaragoza, Spain

Gender Diversity in Top Positions: Is it Profitable?

Author(s): Pilar de-Luis, Estrella Bernal, Maria-Jose Vela, Manuela Perez

Jangwoo Lee, Ph.D.**South Korea**

Professor
Kyungpook National University
Daegu, South Korea

The Policy of Win-Win Growth between Large and Small Enterprises - A South Korean Model

Author(s): Jangwoo Lee, Minjae Kim, Junseok Heo

Lu Zhang, Ph.D.**USA**

Assistant Professor
Benedictine University
Lisle, Illinois, USA

Leader Models for Sustainable Leadership

Author(s): Lu Zhang

Lunch Break - Complimentary lunch by IAMB on Location

Wednesday 3:20 – 4:40 PM -- ROOM 1

Chairs: Meir Russ, Ph.D. and Amira Galin, Ph.D.

Mayank Jyotsna Soni

India

Ph.D. Student

FPM, Marketing

Indian Institute of Management Ahmedabad

Ahmedabad, Gujarat, India

Impact of Time Scarcity and Quantity Scarcity: The Role of Need for Uniqueness and Deal Proneness

Author(s): Mayank Jyotsna Soni, Abraham Koshy

Jan Fazlagić, Ph.D.

Poland

Vice Rector, Associate Professor

Institute of Management

Vistula University

Warsaw, Poland

Knowledge Sharing in Polish Law Firms

Author(s): Jan Fazlagić, Marek Gnusowski

Lu Zhang, Ph.D.

USA

Assistant Professor

Benedictine University

Lisle, Illinois, USA

Composing Strategies

Author(s): Lu Zhang

Chih-Hua Lin

Taiwan

Ph.D. Student

Graduate Institute of Global Business and Strategy

National Taiwan Normal University

Taipei, Taiwan

The Configuration of Top Managers and Types of Corporate Venturing Portfolio

Author(s): Chih-Hua Lin, Shu-Jou Lin

Wednesday 5:00 – 6:40 PM -- ROOM 1

Chairs: Rabia Mushtaq and Meir Russ

Mohamad Cherchem, Ph.D.

Algeria

Professor

Faculty of Economic Sciences and Management

Laboratory LAMEOR

University of Oran

Oran, Ouahran, Algeria

The Impact of the Imitation and Innovation Marketing in Services: The Case of the Banks and Insurance

Author(s): Mohamad Cherchem

Rabia Mushtaq

Pakistan

Ph.D. Student

Department of Business Administration

International Islamic University

Islamabad, Punjab, Pakistan

Pakistani Doctors at Risk of Job Burnout, Diminishing Performance and Smoking Habits

Author(s): Rabia Mushtaq, Abida Ellahi

Have a safe trip back home