

9th International Conference of Work Values and Behavior Scientific Program

August 4, Wednesday, 11.00 - 12.30

THEMATIC PAPER SESSION  Ethical Organizational Values & Practices

Unethical organizational behavior and its impact on employee career outcomes

Hugh T.J. Bainbridge, *University of Melbourne, Australia*

Human resource policies in ethical perspective: A comparative view

Dana Mesner Andolšek, *University of Ljubljana, Slovenia*

Janez Štebe, *University of Ljubljana, Slovenia*

Level of individual moral development and acceptance of non-ethical organizational practices: Contrast of empirical evidence between Mexico and USA

Ricardo Flores-Zambada, *Instituto Tecnológico y de Estudios Superiores de Monterrey, México*

The effect of CEO and executive team decision making style on corporate social responsibility

Margaret E. Ormiston, *University of California-Berkeley, USA*

Elaine M. Wong, *University of California-Berkeley, USA*

Philip E. Tetlock, *University of California-Berkeley, USA*

August 4, Wednesday, 11.00 - 12.30

THEMATIC PAPER SESSION  Empowerment

Relative influence of personal, societal, and organizational variables on psychological empowerment of military personnel: Evidence from South Africa

Sanjay T. Menon, *Louisiana State University-Shreveport, USA*

Elize Kotze, *Stellenbosch University, South Africa*

Introducing new public management principles in the Greek Inland Revenue: Perceived empowerment, service quality and service satisfaction among internal and external customers

Zoe S. Dimitriades, *University of Macedonia, Greece*

Theodore S. Maroudas, *University of Macedonia, Greece*

An examination of the relationships between self-efficacy, pay-for-performance perceptions, and pay satisfaction

Seongsu Kim, *Seoul National University, Korea*
Mark A. Mone, *University of Wisconsin-Milwaukee, USA*
Sunghoon Kim, *Cornell University, USA*

August 4, Wednesday, 11.00 - 12.30
THEMATIC PAPER SESSION ↻ Dysfunctional Organizational Behavior

A multi-level model of lateness antecedents

Meni Koslowsky, *Bar-Ilan University, Israel*
Efrat Gil, *Bar-Ilan University, Israel*

Workplace aggression in a global economy: A cross-cultural model

Constant D. Beugré, *Delaware State University, USA*

The effect of ethnic affiliation on absence behavior of school administrators: A multilevel analysis

Zehava Rosenblatt, *University of Illinois at Chicago, USA*
Arie Shirom, *University of Tel Aviv, Israel*

Self- and group-serving biases in absence behavior: A nine-nation study

Helena M. Addae, *University of Wisconsin – Whitewater, USA*

August 4, Wednesday, 14.00 - 15.30
THEMATIC PAPER SESSION ↻ Women & Careers

Antecedents and consequences of time management: Moderating effects of gender and absence

Helena M. Addae, *University of Wisconsin-Whitewater, USA*
Louise Tourigny, *University of Wisconsin-Whitewater, USA*

Surviving the double bind: Coping strategies used by women of color

Dr. Rekha Karambayya, *York University, Canada*
Rumina Dhalla, *York University, Canada*

Gender differences in work locus of control values

Edwin C. Shirkey, *University of Central Florida, USA*

August 4, Wednesday, 14.00 - 15.30
THEMATIC PAPER SESSION ↻ Learning & Development in Organizations

Effects of trainee and work environment characteristics on training outcomes

Aharon Tziner, *Netanya University College, Israel*
Michal Fisher, *Netanya University College, Israel*
Tami Senior, *Netanya University College, Israel*

“Learning organization” culture and human resource management: Congruency of corporate behavior and cultural assumptions in a telecommunications multinational

Míriam Díez Piñol, *Ramon Llull University, Spain*
Ceferí Soler, *Ramon Llull University, Spain*
María Sureda, *Ramon Llull University, Spain*
Bienvenido Visauta, *Ramon Llull University, Spain*

Knowledge management and organizational learning mechanisms: Learning from two companies

James A. Sena, *California Polytechnic State University- San Luis Obispo, USA*
Abraham B. (Rami) Shani, *California Polytechnic State University- San Luis Obispo, USA and The FENIX Program, Stockholm School of Economics, Sweden*
Peter Docherty, *The Institute of Industrial Economics and Management, Royal Institute of Technology and The FENIX Program, Stockholm School of Economics, Sweden*

Relationship based learning – A new model for doctor development

Sari Scheinberg, *The Energi Lab University, Sweden*
Josef Frischer, *Aalborg University, Denmark*

August 4, Wednesday, 14.00 - 15.30
THEMATIC PAPER SESSION ↻ Integrity and Honesty in Organizations

Illegal corporate behavior: The effect of CEO integrative complexity

Elaine M. Wong, *University of California-Berkeley, USA*
Margaret E. Ormiston, *University of California-Berkeley, USA*
Philip E. Tetlock, *University of California-Berkeley, USA*

The importance of value honesty in former Soviet Bloc countries

Maaja Vadi, *University of Tartu, Estonia*

Norms versus values in clinical work settings

John Blenkinsopp, *University of Newcastle upon Tyne Business School, United Kingdom*

New method for integrity/ honesty assessment

Shlomo Lampert, *Bar-Ilan University, Israel*.
Shmuel Stashevsky, *Bar-Ilan University, Israel*

<p>August 4, Wednesday, 16.00 - 17.30 THEMATIC PAPER SESSION ↻ Work Attitudes</p>

Organizational commitment, perceived organizational power and perceived employment alternatives

Aviad Bar-Haim, *Open University of Israel, Israel*

The Protestant American work ethic revisited: Changing ethic or changing measures?

Melissa Mann, *University at Albany, USA*
Thomas D. Taber, *University at Albany, USA*

Work adjustment, work attitudes and work behavior: A revised model of interrelationships

Aharon Tziner, *Netanya University College, Israel*

Religiosity and the psychological contract: A pilot study

Filotheos Ntalianis, *Concordia University, Canada*

<p>August 4, Wednesday, 16.00 - 17.30 THEMATIC PAPER SESSION ↻ Employee Well-being</p>
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Workaholism, engagement and burnout among Norwegian bank employees

Ronald J. Burke, *York University, Canada*
Stig Berge Mattiesen, *University of Bergen, Norway*

Moderating affects of work values on stressor-strain relationships

Sharon Glazer, *San Jose State University, USA*
Peter Senatore, *San Jose State University, USA*

Diagnosing physicians well being from a configurational perspective: Determinants of burnout vs. vigor

Miriam Díez Piñol, *Ramon Llull University, Spain*
Shimon L. Dolan, *Ramon Llull University, Spain*
Katheleen Cannings, *Ramon Llull University, Spain*
Vicenta Sierra, *Ramon Llull University, Spain*

Burnout and job satisfaction: A comparative study of nurses in China and Japan

Louise Tourigny, *University of Wisconsin-Whitewater, USA*
Xiaoyun Wang, *University of Manitoba, Canada*
Vishwanath V. Baba, *McMaster University, Canada*

August 4, Wednesday, 16.00 - 17.30

THEMATIC PAPER SESSION  Organizational Culture

Validation of “triaxial” model of values-based management: Towards new perspectives to manage culture in organizations

Salvador Garcia, *Ramon Llull University, Spain*
Shimon L. Dolan, *Ramon Llull University, Spain*
Miriam Díez Piñol, *Ramon Llull University, Spain*
Javier Blanco, *Ramon Llull University, Spain*

Critical incidents at work: An insight to organizational values and their management

Krista Jaakson, *University of Tartu, Estonia*
Anne Reino, *University of Tartu, Estonia*
Maaja Vadi, *University of Tartu, Estonia*

Interpretations of sense of community in Latin American organizations: A cultural approach

Anabella Davila, *ITESM, Mexico*
Hector Diaz-Saenz, *ITESM, Mexico*
Consuelo Garcia, *ITESM, Mexico*

The nationality issue and organizational culture: The case of Baltic countries

Rebekka Vedina, *University of Tartu, Estonia*

August 4, Wednesday, 17.30 - 18.30

 POSTER SESSION 

The effects of psychological contract, job satisfaction, and perceived organizational support on employees' commitment and turnover intentions

Helena M. Addae, *University of Wisconsin – Whitewater, USA*
Evyann E. Davis, *The University of the West Indies, Trinidad and Tobago*
K. Praveen Parboteeah, *University of Wisconsin – Whitewater, USA*

Institutional and strategic choice factors affecting the adoption of organizational diversity practices: The role of top executive characteristics and commitment

Eddy S.W. Ng, *McMaster University, Canada*
Harish C. Jain, *McMaster University, Canada*

The paradox of individualists thriving in hierarchies

Mike Bendixen, *University of the Witwatersrand, South Africa*

Behaviour and culture: Can work behaviour be culturally conditioned?

Waheeda Lillevik, *McMaster University, Canada*

Culture challenge: Developing APL framework for the Zimbabwe Open University

Katie Dann, *University of Derby, United Kingdom*
Lovemore Nyatanga, *University of Derby, United Kingdom*

The State of business ethics education in Australian education institutions

Sheila Gowans, *University of Melbourne, Australia*

Gender role attitudes and earnings: A multinational study

Lisa T. Stickney, *Temple University, USA*
Alison M. Konrad, *U. of Western Ontario, Canada*

Gender stereotyping then and now: Do employment equity directives make a difference in selection decisions?

Eddy S.W. Ng, *McMaster University, Canada*
Willi H. Wiesner, *McMaster University, Canada*

Men's insistence on showing competence: Illustrating gender differences within goal orientation research

Spencer L. Tower, *Central Michigan University, USA*
Elizabeth M. Stokan, *Central Michigan University, USA*

Calculation of anticipated work-family conflict as a factor in business undergraduates' career selection

Hazel M. Rosin, *York University, Canada*
Livia Florescu, *York University, Canada*

Work-life balance: A study in the petroleum industry

Elize Kotze, *Stellenbosch University, South Africa*
Judy de Villiers, *Rand Afrikaans University, South Africa*

The effects of unions and gender: A study of university faculty salaries

Christine Brown Mahoney, *University of Minnesota, USA*
Kathryn J. Ready, *University of Wisconsin, USA*
Paul L. Schumann, *Minnesota State University, USA*

Social responsibility and human resource issues of international businesses in Mexico

Terri R. Lituchy, *Concordia University, Canada*

The role of human resource management practices on facilitating knowledge management: A conceptual framework

Indranil Chakraborty, *University of Utah, USA*


Understanding professional habitus to improve interprofessional relations

Katie Dann, *University of Derby, United Kingdom*
Lovemore Nyatanga, *University of Derby, United Kingdom*

Paternalism and personality: The analysis of the Big Five Personality Factors and their facets

Serap Yavuz, *Koç University, Turkey*

August 5, Thursday, 09.00 - 10.30

THEMATIC PAPER SESSION  Work Values and Behaviors in a Changing and Globalizing World

Changing work values in the face of economic adversity: A longitudinal study

Jan Selmer, *Hong Kong Baptist University, Hong Kong*
Romie F. Littrell, *Auckland University of Technology, New Zealand*

Ethics management in multi-cultural environments: A regionalized NAFTA study


Brent Mac Nab, *University of Hawaii, USA*
Richard Brislin, *University of Hawaii, USA*
Reg Worthley, *University of Hawaii, USA*

A Cantor's prayer for meaningful work

Christopher Michaelson, *The Wharton School of the University of Pennsylvania, USA*

Indigenous people: Nation re-building in the new global economy

Robert B. Anderson, *University of Regina, Canada*
Ronald D. Camp II, *University of Regina, Canada*
Robert J. Giberson, *University of Regina, Canada*

<p>August 5, Thursday, 09.00 - 10.30 THEMATIC PAPER SESSION  Motivation in Workplace</p>

Motivation of medical staff in China: Implication for ethics and competition

Suzanne Richbell, *University of Sheffield, United Kingdom*
Chi Zhang, *University of Sheffield, United Kingdom*

The dimensions of motivation for organizational social capital


Mike Bendixen, *University of the Witwatersrand, South Africa*
Steven Friedman, *University of the Witwatersrand, South Africa*

An exploration of high performance work systems practices through individual and organizational values

Ann Lawrence, *Deakin University, Australia*

We're all doing the dirty work: The identity dynamics of stigmatized jobs

David M. Sluss, *Arizona State University, USA*
Glen E. Kreiner, *University of Cincinnati, USA*
Blake E. Ashforth, *Arizona State University, USA*

<p>August 5, Thursday, 09.00 - 10.30 THEMATIC PAPER SESSION  Organizational Change</p>

Workplace change and organizational well being: The perspectives of employed parents and their managers in diverse European contexts

Suzan Lewis, *Manchester Metropolitan University, United Kingdom*

Evaluation of perceptions of change regarding nursing applications

Basak Halil, *Ege University Research and Practice Hospital, Turkey*
Gulem Atabay, *Ege University, Turkey*
Gonca Gunay, *Izmir University of Economics, Turkey*

Victim or survivor? The role of manager's value orientation and communication in downsizing initiatives

Charmine E.J. Härtel, *Deakin University, Australia*
Victoria Strybosch, *Deakin University, Australia*

August 5, Thursday, 11.00 - 12.30
SYMPOSIUM SESSION ↻ Ethical Leadership in Organizations

Chair: Edward Aronson, *McGill University, Canada*

Ethics and Leader Integrity: An Empirical Investigation

Edward Aronson, *McGill University, Canada*

Leadership, Emotions and Moral Integrity

Louise Tourigny, *University of Wisconsin-Whitewater, USA*
William L. Dougan, *University of Wisconsin-Whitewater, USA*

Ethical Leadership: The Issue of Cultural Fit

Manuel Mendonca, *McGill University, Canada*
Rabindra N. Kanungo, *McGill University, Canada*

Ethical Leadership: Examples of International Firms in Developing Countries

Terri R. Lituchy, *Concordia University, Canada*

August 5, Thursday, 11.00 - 12.30
THEMATIC PAPER SESSION ↻ Information and Knowledge Sharing

The necessity of sharing: The impact of shared financial information on worker values

Claudia J. Ferrante, *U.S. Air Force Academy, USA*

Development and use of a health informatics system in general practice medicine

Margaret Patrickson, *University of South Australia, Australia*
Bruce Gurd, *University of South Australia, Australia*

Jim Warren, *University of South Australia, Australia*

Nurturing shared value system: Knowledge sharing as multi-level integration mechanism within the organization

Fu-Sheng Tsai, *I-Shou University, Taiwan*

Shieh-Chieh Fang, *National Kaohsiung First University of Technology, Taiwan*

Julia L. Lin, *I-Shou University, Taiwan*

Computerized Physician Order Entry (CPOE): The role of work values in physician technology acceptance

Shanan Gibson, *East Carolina University, USA*

David Rosenthal, *East Carolina University, USA*

Elaine Seeman, *East Carolina University, USA*

August 5, Thursday, 14.00 - 15.30

THEMATIC PAPER SESSION ↻ Mergers, Acquisitions & Dual Alliances

The linkages between cultural differences, psychological states and performance in international mergers and acquisitions

Israel Drori, *The School of Business Administration, Israel*

Yaakov Weber, *The School of Business Administration, Israel*

Differences in national cultures - A core or tangent problem in global organizations? Evidence from cross-border acquisitions

Satu Teerikangas, *Helsinki University of Technology, Finland*

Pains of dual organizational membership

Gulem Atabay, *Ege University, Turkey*

Alev Katrinli, *Izmir University of Economics, Turkey*

Julide Kesken, *Ege University, Turkey*

Gonca Gunay, *Izmir University of Economics, Turkey*

National and corporate cultural differences, integration approaches and performance in mergers and acquisitions

Yaakov Weber, *The School of Business Administration, Israel*

Shlomo Tarba, *Ben-Gurion University, Israel*

August 5, Thursday, 14.00 - 15.30

THEMATIC PAPER SESSION ↻ Value Congruence

Person - organization value congruence: A meta-analytic review of moderators and outcomes

Brian J. Hoffman, *The University of Tennessee, USA*
David J. Woehr, *The University of Tennessee, USA*

Value consistency in corporate Spain: Trends emerging from triangulation of data

Roger Bell, *Ramon Llull University, Spain*
Simon L. Dolan, *Ramon Llull University, Spain*
Desirée Knoppen, *Ramon Llull University, Spain*
Míriam Díez Piñol, *Ramon Llull University, Spain*

Value profile similarity and team performance

Luis M. Arciniega, *Instituto Tecnológico Autónomo de México (ITAM), México*
David J. Woehr, *The University of Tennessee, USA*

Ethical values – Congruence between individual and university

Peter J. Lawrence, *Monash University, Australia*
Ann Lawrence, *Deakin University, Australia*

<p style="text-align: center;">August 5, Thursday, 14.00 - 15.30 THEMATIC PAPER SESSION ↻ Trust & Justice in Organizations</p>
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Subordinates' trust toward supervisors in High-End Hotels

Kıvanç İnелmen, *Bogazici University, Turkey*

Organizational justice in teacher promotion: Cultural differences

Zehava Rosenblatt, *University of Illinois at Chicago, USA*
Haled Hijazi, *College of Sakhnin for Teacher Education, Israel*

Trust in organizational settings: Challenges for organizational leadership in globalization era

Fany Malin Tchaicovsky, *Federal University of Rio de Janeiro, Brazil*
Marcos Jardim Freire, *Federal University of Rio de Janeiro, Brazil*
Virginia S. Drummond, *Federal University of Rio de Janeiro, Brazil*

<p style="text-align: center;">August 5, Thursday, 16.00 - 17.30 THEMATIC PAPER SESSION ↻ Work & Life Values</p>
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Making a life or making a living: Exploring the value system of MBA students and their respective schools

Shimon L. Dolan, *Ramon Llull University, Spain*
Salvador Garcia, *Ramon Llull University, Spain*
Eduardo Soto, *Ramon Llull University, Spain*
Míriam Díez Piñol, *Ramon Llull University, Spain*

Contemporary work values in Africa and Europe: Comparing orientations to work in African and European Societies


Hans Müller, *University of Stellenbosch, South Africa*
Loek Halman, *University of Tilburg, The Netherlands*

Personal values of Brazilian and Israeli samples

Fany M. Tchaicovsky, *Federal University of Rio de Janeiro, Brazil*
Dov Elizur, *Bar-Ilan University, Israel*
Abraham Sagie

Comparing work values across countries: The role of response effects

Anne-Wil Harzing, *University of Melbourne, Australia*

<p style="text-align: center;">August 5, Thursday, 16.00 - 17.30 THEMATIC PAPER SESSION  Organizational Citizenship Behavior and Contextual Performance</p>
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Preferred arrival time as an organizational citizenship behavior effect: A structural equations model

Meni Koslowsky, *Bar-Ilan University, Israel*
Rebecca Aderet, *Bar-Ilan University, Israel*

The Big Five personality characteristics and organizational citizenship behaviors

Gary Johns, *Concordia University, Canada*
Usman Raja, *Concordia University, Canada*

Workaholism and workplace deviance: An exploratory study

Bella L. Galperin, *Rollins College, USA*
Ronald J. Burke, *York University, Canada*

A cross-cultural investigation of the relative importance of task performance and contextual performance in performance evaluation decisions

Changquan Jiao, *McMaster University, Canada*
Rick D. Hackett, *McMaster University, Canada*

August 5, Thursday, 16.00 - 17.30
THEMATIC PAPER SESSION  Diversity Management

Work values and diversity management: Tracking a paradigm shift in ethics

Debra Louis Connelley, *Touro University International, USA*
Lisa Nowak, *State University of New York at Buffalo, USA*

Language and culture differences among employees and supervisors: Implications for reactions to performance feedback

Deanna Geddes, *Temple University, USA*
Alison M. Konrad, *U. of Western Ontario, Canada*

History that embraces diversity

Julide Kesken, *Ege University, Turkey*
Alev Katrinli, *Izmir University of Economics, Turkey*

Relationships between organizational culture and individual values of the Russian-speaking members of organizations in Estonia, Latvia and Lithuania

Elina Tolmats, *University of Tartu, Estonia*

August 4, Wednesday, 17.30 - 18.30
 POSTER SESSION 

Values as moderators of stressor-strain relationship among urban school teachers

Sharon Glazer, *San Jose State University, USA*
Troy G. Buchanan, *San Jose State University, USA*

A cultural perspective to success in international mergers and acquisitions

Satu Teerikangas, *Helsinki University of Technology, Finland*

Creating ethic synergies as an effective merger and acquisition integration strategy

Kent Rhodes, *Pepperdine University, USA*

Personal characteristics enabling a transition to a new career in enforced career changes

Elize Kotze, *Stellenbosch University, South Africa*

Peter Whitehead, *Rand Afrikaans University, South Africa*

Contextual determinants of quality of work life in petrochemical multinational enterprises: A contingency approach

Joseph O. T. Odusanya, *HELP Institute, Malaysia*
Mahfoof A. Ansari, *University Science Malaysia, Malaysia*
Zainal A. Ahmad, *University Science Malaysia, Malaysia*

A comparative analysis of recruitment and selection as a case of cultural values

Yochanan Altman, *London Metropolitan University, United Kingdom*
Frank Bournois, *Université Paris II and ESCP-EAP, France*
Lilach Sagiv, *Hebrew University, Israel*

A definitional framework for studying change in work values and behavior research

Arthur D. Shulman, *University of Queensland, Australia*
Gavin M. Schwarz, *University of New South Wales, Australia*

Career choices and personal values

Fany Malin Tchaicovsky, *Federal University of Rio de Janeiro, Brazil*
Marcos Jardim Freire, *Federal University of Rio de Janeiro, Brazil*
Marcelo Petulante Fernandes, *Federal University of Rio de Janeiro, Brazil*

Stability of life and work values

Fany Malin Tchaicovsky, *Federal University of Rio de Janeiro, Brazil*
Marcelo Petulante Fernandes, *Federal University of Rio de Janeiro, Brazil*

Value realization: An alternative motivation management tool for increased performance

Sumita Rai, *Indian Institute of Management, India*

Ethical values and workplace deviance in Brazil

Bella L. Galperin, *Rollins College, USA*
Felipe L. Almeida, *Rollins College, USA*

Open-book management and worker values: A framework of shared information and worker performance

Claudia J. Ferrante, *U.S. Air Force Academy, USA*

Values statements: Do they have any meaning to employees during a crisis?

Stewart Arnold, *The University of Queensland, Australia*

Maree V. Boyle, *Griffith University, Australia*

The development of regional innovation systems: How values and culture influence the process

Sverker Alänge, *Chalmers University of Technology, Sweden*
Alejandro Ardila, *Chalmers University of Technology, Sweden*
Sari Scheinberg, *Chalmers University of Technology, Sweden*

Teacher locus of control sense of efficacy and job- related stress

Haim Gaziel, *Bar Ilan University, Israel*

Is control part of a universal language? Health-related locus of control after the Soviet Union

Katie Dann, *University of Derby, United Kingdom*
Lovemore Nyatanga, *University of Derby, United Kingdom*

August 6, Friday, 09.00 - 10.30
THEMATIC PAPER SESSION  Leadership

Great man or great myth: A meta-analytic investigation of the impact of individual differences on leader effectiveness

David J. Woehr, *The University of Tennessee, USA*
Brian J. Hoffman, *The University of Tennessee, USA*
Robyn Maldegan-Youngjohn, *Texas A & M University, USA*

Contextual variation in leadership prototypes: A multilevel perspective

Mahmut Bayazit, *Koc University, Turkey*

Leading through shared values as a double-edged sword

Sandra Eunyoung Cha, *Harvard University, USA*

Must the transformational leadership have ethical values? Relevance for performance in service organization

Sumita Rai, *Indian Institute of Management, India*
Arvind K. Sinha, *Indian Institute of Technology Kanpur, India*

August 6, Friday, 09.00 - 10.30
THEMATIC PAPER SESSION  Gender in Workplace

Beyond gender: Re-examining work-family conflict and work-family guilt in the context of gender-role orientation

Allyson McElwain, *University of Guelph, Canada*
Karen Korabik, *University of Guelph, Canada*
Dara Chappell, *University of Guelph, Canada*

Career and life-balance of professional women: A South African study

Elize Kotze, *Stellenbosch University, South Africa*
Thana Whitehead, *Rand Afrikaans University, South Africa*

Family, job attribute preferences and earnings: A two-year cross-nation study

Jiu Chang, *Temple University, USA*
Alison M. Konrad, *U. of Western Ontario, Canada*

<p>August 6, Friday, 09.00 - 10.30 THEMATIC PAPER SESSION ↻ Technology Usage in Workplace</p>

Variable associated with the adjustment to a teleworking work arrangement

Itzhak Harpaz, *University of Haifa, Israel*
Avi Wasser, *University of Haifa, Israel*

Why Internet users are irritated by advertising on the Web?

Shmuel Stashevsky, *Bar-Ilan University, Israel*
Yehoshua Liebermann, *Bar-Ilan University, Israel*

The analysis of computer-mediated communications in the workplace: Ethical perspectives and issues

David G. Schwartz, *Bar-Ilan University, Israel*

<p>August 6, Friday, 11.00 - 12.30 THEMATIC PAPER SESSION ↻ Job Satisfaction & Turnover Intention</p>

A model relating work values and job satisfaction

Ingwer Borg, *ZUMA and University of Gießen, Germany*
Christiane Spitzmuller, *University of Houston, USA*

Job satisfaction and life satisfaction as predictors of intention to leave the airforce

Michael T. Rehg, *U.S. Airforce – HQ AFOTEC, USA*

Joseph C. Rode, *Miami University, USA*
Janet P. Near, *Indiana University, USA*

Exploring turnover intentions among three professional groups of employees

Abraham Carmeli, *Bar-Ilan University, Israel*
Jacob Weisberg, *Bar-Ilan University, Israel*

Internal and external equity, organizational commitment job satisfaction and intention to quit

Jacob Weisberg, *Bar-Ilan University, Israel*

<p>August 6, Friday, 11.00 - 12.30 THEMATIC PAPER SESSION ∞ Job Design</p>
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Initial evidence of the false consensus effect in job characteristics information

Joy Oliver, *University of Tennessee, USA*
Arnold B. Bakker, *Utrecht University, The Netherlands*
Evangelia Demerouti, *Utrecht University, The Netherlands*
Rendel D. de Jong, *Utrecht University, The Netherlands*

The meaning of work for home-based high-technology teleworkers

Itzhak Harpaz, *University of Haifa, Israel*
Dorit Ben-Baruch, *University of Haifa, Israel*

Understanding intercultural knowledge: Learning from young, multicultural Canadians

Suzanne Gagnon, *McGill University, Canada*
Pamela Lirio Dohring, *McGill University, Canada*

Correlates of flow at work among Norwegian journalists

Ronald J. Burke, *York University, Canada*
Stig Berge Mattiesen, *University of Bergen, Norway*