

# IACCM Online Conference Proceedings June 09

**June 24**

## **Keynote Presentations:**

*Gerhard Fink/Wolfgang Mayrhofer:* [Setting the Stage. Cross-Cultural Competence and Management](#) (615 kB)

*Snejina Michailova:* [Qualitative Methods](#) (90 kB)

*David Thomas:* [Quantitative Methods and Design for Cross-Cultural Research](#) (4535 kB)

*Jacob Eisenberg:* [Multicultural Diversity in Teams: Review of Recent Research](#) (160 kB)

## **Student Papers:**

*Daniel Dauber:* [Flexibility enhancing strategies in hierarchical organizations](#) (285 kB)

*Oksana Erdeli:* [Stereotypes in business communication](#) (85 kB)

*Ulrike Rohr:* [Factors influencing repatriate knowledge management](#) (145 kB)

*Samina Quratulain / Abdul Karim Khan:* [Individual-level Cultural values and Workplace Attitudes and Behaviours: OJ and OCB in Pakistan](#) (135 kB)

*Zheng Liu:* [An Investigation of National Culture's Influence on Trust Issues in Supply Chain Management](#) (75 kB)

*Sen Xu:* [Trust in relational leadership: a study on the flow of gift-giving in China's private and foreign firms](#) (190 kB)

*Margret Stix:* [The interrelationship between management control systems and strategy](#) (200 kB)

*Natalija Guseva:* [Web Site Localization as a Method of Quality Improvement](#) (240 kB)

*Michael-Andreas Leuthner:* [Comparison between the Internal Control and Enterprise Risk Management Systems between the U.S. and several countries in Europe](#) (70 kB)

**June 25**

## **Keynote Presentations:**

*David Thomas:* [Cultural Intelligence](#) (6450 kB)

*Eleni Stavrou-Costea:* [The Cultural Embeddedness of HRM](#) (3700 kB)

*Slawomir Magala:* [Culture, Politics and Management](#) (310 kB)

*Nigel Holden:* [Researching and Writing about Tacit Knowledge](#) (190 kB)

## **Papers:**

Track A1

*Zuzana Ištvánfyová:* [Aesthetic versus sociological value now and then](#) (90 kB)

*Ba?ak U?anok: Understanding the importance of work: the effects of work values and work-value congruence* (125 kB)

*Márta Dévényi: Work Related Values of Business Graduates Based on an Analysis of Pay Negotiation Simulations* (50 kB)

Track B1

*Milan Pagon / Emanuel Banutai / Uroš Bizjak: On-the-job management training and multicultural skills: the moderating effect of openness to experience* (130 kB)

*Guido Strunk / Christiane Erten-Buch: Rules of Thumb Revisited. Influencing Factors on the HR-Staff Ratio* (100 kB)

Track C

*Patrick Schmidt: Discovering the Intercultural Development Inventory (IDI). A reliable and valid measure of intercultural competence* (85 kB)

*Roger Bell / Vicenta Sierra: EMD: an international study of management development with special focus on Spain* (240 kB)

German Track I / Vorträge in deutscher Sprache

*Vladimir Maslov: Wertewandel bei modernen Beschäftigten* (155 kB)

Track A2

*Doina Catana / Alexandru Catana: Do gender, age and education influence the major decisional values? The case of Romanian organizations* (80 kB)

Track B2

*Bernhard Bös: Managers' Perceptions of Corporate Cultures in Austria* (60 kB)

*David Armstrong: Bringing Hofstede Home: Culture as an Impetus for Diverging Consumer Behavior in the Local Market* (165 kB)

*Simon Ulrik Kragh: Organizational Behaviour in Modernizing Societies* (65 kB)

Track E1

*Magdalena Bielenia-Grajewska: A Rhetorical Approach to Analyzing Turbulent Environments. The Role of Symbolism in Communicating Global Financial Crisis* (80 kB)

*Anne-Katrin Neyer / Dagmar Kiefer / Gerhard Fink: Enabling knowledge flows in hierarchical, bureaucratic and diverse organizations: Towards flexibility increasing strategies* (145 kB)

*Sara Mormino / Fabrizio Maimone: New Media and Communication in "Newtech" Transnational Firms: The Role of Cultural Differences and Communication in Identification Processes* (120 kB)

German Track II / Vorträge in deutscher Sprache

*Lenka Bogyová: Wertvorstellungen und Normen zwischen den slowakischen und deutschsprachigen Geschäftspartnern am Beispiel der wirtschaftlichen Kooperation* (185 kB)

*Roswitha Reisinger: Was kann ein Magazin wie lebensART zu einem besseren Verständnis von unterschiedlichen Kulturen und Lebensansätzen beitragen?* (1450 kB)

**June 26**

**Keynote Presentations:**

*Lilach Sagiv: The Multiple Levels Through Which Values Affect Organizations (430 kB)*

*Yochanan Altman: Spirituality, Religion and Managing Organizations (45 kB)*

*Maurice Yolles: Predicting Patterns of Behaviour? (185 kB)*

*Wolfgang Mayrhofer: Careers and Culture (425 kB)*

**Papers:**

Track D1

*Martin Friesl: Understanding Knowledge sourcing in young compagnie: The case of German Biotechnology Industry (85 kB)*

Track E2

*Liv Egholm Feldt: Cultural Intelligence: A response to global needs? (75 kB)*

*Kadri Karma / Rebekka Vedina: Cultural intelligence as a prism between workforce diversity and performance in organization (80 kB)*

*Ursula Brinkmann: Connecting intercultural learning with personal development: Insights from using the Intercultural Readiness Check (60 kB)*

Track F1

*Jacob Eisenberg / Martin Eisenring / Artur Pieczonka: Evaluating the Effectiveness of Expatriate Managers' Leadership Style in Poland (70 kB)*

*Aida Hajro / Renate Baier: The moderating effect of time on the micro-processes of cross-cultural interactions in multinational teams (95 kB)*

German Track III / Vorträge in deutscher Sprache

*Harald Unterwalcher: Interkulturelles Change Management – eine neue Dimension und Herausforderung (520 kB)*

*Inge Herfort: Kulturunterschiede in grenzüberschreitenden Geschäfts- und Arbeitsbeziehungen am Beispiel von Ungarn und Österreich (35 kB)*

Track D2

*Martin Friesl / Sonja Sackmann / Sebastian Kremser: Knowledge Sharing in the Military Context: An Investigation of Cultural Dynamics in Knowledge Intensive Teams of the German Federal Armed Forces (85 kB)*

*Lisbeth Clausen / Mette Zølner: Cultural 'blind-spots' in knowledge sharing: organizational and individual strategies and experiences when working in diverse settings (75 kB)*

*Neena Gupta-Biener: Process of knowledge management in intercultural context, a new approach (55 kB)*

Track F2

*Daniel Dauber: Mergers and Acquisitions, Integration and Culture: What we have learned and failed to learn in the past ten years (315 kB)*

*Jürgen Mühlbacher / Jure Kovac / Adam Novotny / Anna Putnová: Competence Management in Eastern Europe: A Comparison of Czech, Hungarian and Slovenian Competence Needs (50 kB)*

*Alexandra Kaar / Alma Šehi? / Erna Szabo: (In)stability of Cultural Dimensions in Times of Financial and Economic Crisis? (85 kB)*