



CALL FOR PAPERS
12th Biennial ISSWOV Conference

WEBSITE: www.lsus.edu/ba/isswov

June 27-30, 2010 ❖ Estoril-Lisbon, Portugal



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

Dear Colleagues,

When the call for the last ISSWOV conference was sent out, the global economy was in expansion mode and stock markets around the world were at record levels. In just two short years the world became a very different place economically and financially. The world was in the midst of a major recession and businesses everywhere were cutting back and laying off employees. Former greats of high finance like Bear Stearns, Lehman Brothers, and Meryll Lynch were no more and, the world’s largest automaker for decades, General Motors, filed for bankruptcy, struggling to reinvent itself as a drastically downsized version of its former self. Nobody knew for sure when the economy will turn around and anxious uncertainty was the order of the day.

In such uncertain times, it is natural for organizations to be pulled in opposing directions by competing values. For example, on the one hand, short term survival pressures may call for drastic measures, such as closing down entire divisions and massive layoffs. On the other hand, losing valuable human capital and a significant loss of morale and capacity will invariably be a competitive disadvantage when the economy turns around. The environment of the future may require creativity and innovation which in turn require investment in R& D and human resources, yet the current crisis may call for cost-cutting measures. Managing this paradox requires dealing with these competing values and calls for creative ways to balance short term demands with long term objectives. It is our hope that organizational researchers would rise to the challenge and present papers that address this dilemma.

As in the past, we will continue to welcome submissions on a wide range of topics besides those explicitly linked to the conference theme. We encourage 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. 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
Chair - Scientific Committee

Shmuel Stashevsky
President – ISSWOV

Important Dates

Abstract Submission: November 2, 2009

Notification of acceptance: December 14, 2009

Submission of full papers for the Conference Proceedings (see our website for the guidelines): March 15, 2010

Procedures for Abstract 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 (which will be found on the ISSWOV website) 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.

Guidelines for Abstract Submission

Oral and Poster Presentations: Abstracts should be submitted as an attachment in Word prepared 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 prepared 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.

Officers - ISSWOV 2010

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Organizing Committee Chair: Jorge F. S. Gomes (jgomes@ispa.pt)

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

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Organizing Committee – ISSWOV 2010

Jorge F. S. Gomes (Chair)

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Joaquim P. Coelho

ISPA – The Higher Institute of Applied Psychology, Lisbon

Anabela Correia

IPS/ESCE – Poltechnic Institute of Setúbal

Teresa D’Oliveira

ISPA – The Higher Institute of Applied Psychology, Lisbon

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**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