

ABSTRACTS**1. GLOBALIZATION AND HUMAN RESOURCE DEVELOPMENT: THEORETICAL APPROACH**

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ABSTRACT

Globalization is a non-stop economic process. Individuals, companies or governments are always on the lookout for new processes or innovations – and so the economic and power structure of the world is never stagnant. It is clear that in creation of innovations not only technology is important, but also people, culture and communication. Under going globalization process the necessity to investigate global human resource development and its differences from domestic human resource development appears. In this paper authors analyze factors impacting global human resource development, positive and negative influence of globalization on human resource, globalization's impact on human resource development process, migration process and its impact on unemployment rate in Lithuania. Mostly authors emphasize influence of culture and speak about opportunities of acculturation. The main aim of this paper is to explore the impact of globalization on human resource development.

Keywords: Human Resource Development, Globalization, Culture, Acculturation, Lithuania; European Union

**2. CULTURAL EFFECTS ON DISTANCE LEARNING:
A COMPARISON OF LOW MASCULINITY AND HIGH MASCULINITY CULTURES**

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ABSTRACT

In the emerging global virtual environment organizations are increasingly relying on information technologies. Additionally, knowledge management is becoming a source of competitive advantage. Accordingly, Distance Learning (DL) technologies are poised to become key strategic tools and important agents of organizational renewal. Cultural differences, however, may affect the long-term viability of DL implementations. This study seeks to understand whether cultural groups from opposite sides of Hofstede's Masculinity-Femininity spectrum differ in their perceptions of a DL's Learning Climate. This study contributes to the emerging propositions that information technologies (1) are more readily adopted by low-MAS groups, yet are more readily assimilated by high-MAS groups; (2) must be task-oriented to suit high-MAS groups; and (3) must afford opportunities for relationship building and for playing with the technology to suit low-MAS groups. These propositions benefit organizations wishing to use DL effectively in culturally diverse environments.

Keywords: distance learning, virtual technologies, Learning Climate, Hofstede, culture, masculinity and femininity

3. A REVIEW OF CULTURE CHANGE IN A LABOR UNION AND MANAGEMENT PARTNERSHIP

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ABSTRACT

Businesses across the world are undergoing changes in structure and design to face the threats and challenges extending from the external environment into the organization. The US Economy is for the first time since the industrial revolution, falling behind in the world markets, the cost of labor is high, and the value of the dollar is low. Downsizing is a common term heard on the local and national news broadcasts reflecting the drastic large-scale changes occurring in organizations in an attempt to survive in the 21st century. In the automotive industry, numerous organizations have experimented with different changes in structure and design to improve effectiveness and efficiency and promote high performance. This paper includes an examination of a major change involving a partnership between an automobile manufacturer and a labor union. The partnership involved creating a new organization intended to blend two contrasting cultures into one high performance culture. The assessment of the culture change process derives from the author's 16 years of experience and observations in the new organization.

Keywords: Change Management, Change Resistance, Organizational Culture, Culture Change, Partnerships, Leadership, Labor Unions, Manufacturing.

4. AUTOPOIESIS: THE CONCEPTION OF JOINT LEARNING

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ABSTRACT

The literature on the intent, content, and balance of knowledge transfer within and across firms is vast. Yet we conceptually develop a model of two different types of knowledge generation informed by research on mental maps. The first archetype which we call absorption is related to the traditional view of knowledge generation as a transfer between individuals, units, or organizations. The second archetype, autopoiesis, defines a joint creation of new knowledge across persons embodying a higher level of interpersonal, organizational, or interorganizational learning. Autopoiesis concerns collective learning procedures in which partners jointly develop new insights and solutions that can hardly be redirected to specific individuals. The autopoietic knowledge generation achieves a win-win situation of involved actors or organizations. It as such is highly relevant for alliances, where firms otherwise face the risk of losing competitive advantages through unintended knowledge spill-overs. Thus this paper presents the two conceptualizations, absorption and autopoiesis, in the context of alliances.

Keywords: Knowledge, Alliances, Mental Maps

5. EXPLORING THE RELATIONSHIP BETWEEN TOTAL QUALITY MANAGEMENT AND INFORMATION SECURITY MANAGEMENT

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ABSTRACT

Total Quality Management (TQM) is one of the most influential theories for achieving quality in organization. This paper examines the application of the concepts of TQM to the management of information security to ensure the quality of information resources. To the extent that information security management can be considered to be an application of information technology, applying the principles and practices of TQM promise to reduce wasteful investments

Keywords: Information Security, Management, Total Quality Management, Information Technology, Customer Focus, Process, Improvement, Human Factors

6. THE “TRIPLE BOTTOM LINE” APPROACH ON SOCIAL AND ENVIRONMENTAL REPORTING: SHOULD FINANCIAL ACCOUNTING STANDARD SETTERS STEP IN?

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ABSTRACT

In recent years, the interest in social and environmental issues has been increasing. Worldwide problems, especially those related to the environment, caught public attention to Sustainability, Sustainable Development and Corporate Social Responsibility (CSR) themes. The Triple Bottom Line (TBL) approach can be considered as one of the major initiatives on CSR and it comprises social, environmental and economic dimensions. The objective of the study is to start a critical discussion on the need to develop social and environmental official standards by the accounting standard-setting bodies, considering the existence of various stakeholders and their demand for information. Considering this, should financial accounting standard setters develop social and environmental standards for CSR reporting and disclosure to cope with the TBL approach? This paper is a descriptive and critical essay, based on bibliographic research on Corporate Social Responsibility, Sustainability and related concepts, considered as a proxy to the TBL approach. Additionally, financial accounting standards and guidelines were also consulted. The justification for the study lies in the importance of TBL disclosure for the stakeholders not considered in the current conceptual framework for financial reporting and to provoke reflections within the accounting and finance research community on the needs and benefits for a standardization of CSR/TBL reporting. Final considerations are that an official model and a standardized regulation for TBL reporting are needed and the financial accounting standard-setters are qualified to develop them, in order to attend a wider number of stakeholders, not considered in the present conceptual framework for financial reporting, providing more reliable, comparable and accurate information for their decisions, which is the ultimate objective of accounting.

Keywords: Triple Bottom Line, Corporate Social Responsibility, Social Reporting, Environmental Reporting, Financial Accounting Standards.

7. MANAGING THE COMPLEXITY & CHAOS IN THE SOCIO-ECONOMIC EQUATION TRILOGY: PART 3

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ABSTRACT

This paper uses the Socio-Economic (S-E) Equation introduced in the first paper of the Trilogy, and focuses on the simultaneous development of the management component to complement the work of the leadership component developed in the second paper. The third paper in the trilogy focuses on the divisor in the equation identifying the role of management in managing chaos and complexity. Management's agenda is defined as developing connectivity, computing and collaboration for personalized cocreated experiences through globally accessed resources and talent. The critical task of mobilizing talented people on a global basis and building effective work teams demand a new approach to understanding managerial work, and to attaining systemic success. **Keywords:** *transformative change, business processes in innovation, technical architecture for change*

8. ENERGIZING THE LEADERSHIP IN THE SOCIO-ECONOMIC EQUATION TRILOGY: PART 2

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ABSTRACT

The paper uses the Socio-Economic (S-E) Equation introduced in the first paper of the Trilogy, and focuses on the simultaneous development of the leadership component. In this development the authors identify seven variables that are key in transformatively changing the leadership component to attain systemic success in the 21st century. The second paper in the trilogy focuses the leadership component by defining the seven new variables to interdependently increase leadership capability within the organization. There is a difference in addressing leadership in the 21st century, and how it should be accomplished. The second paper clarifies the new challenge addressing a major component simultaneously that contributes to overall systemic success. This paper begins to define a new agenda preparing the leadership component to attain systemic success.

Keywords: cooperation, purposefulness, unleashing human potential, co-creating unique value with customers and sustainability

9. PAYDAY LOANS: FILLING A GAP OR PREYING ON VULNERABLE BORROWERS?

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ABSTRACT

Despite operating on the fringe of the financial industry, payday lenders continue to enjoy tremendous growth. These lenders make loans to high-risk consumers at high costs. This growth can be attributed to filling a gap for many consumers who do not qualify for conventional loans because of poor credit histories and/or the lack of collateral. Payday loans are small, short-term loans frequently obtained for meeting emergency needs such as medical bills or car repairs. The lender gives the borrower cash in

exchange for a postdated check in the amount of the loan plus a finance fee or in exchange for authorization to debit the borrower's bank account. Both parties agree on the due date of the loan. Although payday loans are quite popular, the industry, as a whole, has come under attack. In fact, some critics have described its practices as predatory. Some areas of major concern include charging high interest rates, refusing to allow partial payments but instead requiring full repayment of the loan in a short period of time, permitting repeated rollovers or extensions of the loan, and utilizing questionable collection methods. The industry counters these attacks by arguing that the practices are necessary because of high default rates and high operating costs. The industry sees itself as providing a service to an otherwise neglected segment of consumers. Understanding the payday loan process and appreciating the controversy surrounding the industry provide an opportunity to review the relevant laws and to present a potential solution that would enable payday lenders to coexist peacefully with the mainstream financial community.

Keywords: Payday Loans, Predatory Lending, Consumer Credit Transactions, Fringe Lenders, High Interest Rates

10. ENTREPRENEUR ACTIVITY IN INTERNATIONAL BUSINESS: AN EXPLORATORY STUDY

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ABSTRACT

Entrepreneurs and small businesses are not limited to domestic markets. It is becoming the need for locally oriented entrepreneurs to participate and compete in the international market (Wright & Ricks, 1994). The central aim of this paper is to review some of the literature on international entrepreneurship primarily concerned with activities of younger, smaller and newer firms, which cross national borders. International entrepreneurship includes both the study of entrepreneurial activities that cross national borders, as well as the comparison of local entrepreneurial activities in multiple countries (McDougall & Oviatt, 2005). This paper is organized into three sections: (1) discussion of the review articles in the field of international entrepreneurship activity, (2) presentation and discussion of the review results, and (3) discussion on ways to enhance future research efforts in light of the review findings of international entrepreneurship activity in the quest for economic prosperity. This strategy can be achieved through collaboration of small firms in developed nations and firms in developing nations in the years to come.

11. PROFILE OF VICTIMS OF CUSTOMER AGGRESSION: CASE OF CALL-CENTER AND RETAIL WORKERS (A SURVEY)

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ABSTRACT

Customer aggression is a form of workplace violence including any unacceptable hostile behaviors towards front line staff that creates an intimidating, frightening or offensive situation, and adversely affects work performance and well-being. Several studies of client abuse have revealed some characteristics of victims. The purpose of this paper is to present the main findings on the profile of customer victimization from a survey among the front-line call-center and retail workers, which was undertaken between January 2006 and December 2007 in Istanbul, Turkey. In brief, the present study yielded two main findings. Firstly, with regard to demographic profile, it seems that female, young, and single workers are more likely to suffer from customer violence. Secondly, with relationship to the professional profile, the call-center operators, part time workers, and employees with less experience are at greater risk for client abuse incidents.

Key Words: *customer violence, customer aggression, Turkey, retail sector, call-centers.*

12. HOW DO ORGANIZATIONS KNOW IF THEY ARE READY FOR SUSTAINABLE TRANSFORMATIVE CHANGE?

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ABSTRACT

The paper in addressing the title question: *How do organizations know if they are ready for sustainable transformative change?* focuses on concerns common to many small business environments as well as those of large organizations caught up in a shift to a global business environment. The authors capitalize on recent research identifying the drivers of communication clarity, appropriate empowerment, and understandable accountability within the organizational construct. In the second part of the paper a means of leveraging transformative change in sustainable systemic success is explored through the application of The SocioEconomic Equation for Systemic Success, introducing the key components necessary for transformative change in the current era. It is interesting to assess the value of addressing chaos and complexity in business environments by sustaining transformative change. The latter takes transformative change out of the buzz word category.

Keywords: *Transformative change; Organizational maturity; Socio-economic equation*

13. GLOBAL OIL AND NATURAL GAS INDUSTRY: PERSPECTIVES AND CHALLENGES

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ABSTRACT

The objective of this paper is to discuss and analyze the risk factors in the global oil and natural gas services and analyze the impact of the risk on the capital investment trends by oil and gas producers. Specifically, the paper will analyze the present as well as the expected risk environment in the industry,

and will attempt to look at the future of the industry. The paper will conclude with some discussion on the growth in the global energy market.

KEYWORDS: Oil, Natural Gas, Energy Sources, Energy Risk

14. THE EXPLANATION OF GLOBAL ADVENTURES

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ABSTRACT

This paper explains U.S. global adventures from a Veblenian perspective. Thorstein Veblen's theory of imperialism argues that imperialism is explained by various forces and aims at benefiting the ruling class at the expense of the community. These benefits may be economical, political, and psychological, sharing a common theme that powerless countries are looted and exploited by imperialist activities. The ruling class uses its government to implement global adventures which require powerful military forces, patriotism, and undemocratic means to ensure social cohesion. This paper contends that this Veblenian theoretical framework predicts that the recent global adventures have disastrous economic and noneconomic consequences on the United States of America.

Keywords: Finance Capital; Colonies; Capital Accumulation; Militarism; Patriotism, Stagnation; Inflation; Stagflation; Monetarism; Budget Deficit; Depreciation of Dollar; and National Debt.

15. THE IMPACTS OF BARGAINING POWER AND VENDOR SELECTION PRACTICES ON PERFORMANCE IN SUPPLY CHAIN

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ABSTRACT

Over the last 50 years, the semiconductor industry has served as a primary enabler of the high-tech revolution. The technology level and capacity are the major sources of bargaining power of firms in semiconductor industry. The characteristics of short product lifecycle and technology complexity pressure companies to choose a capable and trustful partner for a focal buyer firms. They need to give complicated consideration to select downstream vendors under different bargaining power structures. This paper aims to explore how the bargaining power of focal buyers influences their vendor selection practices. We contend that relative stronger and weaker focal firms will put different importance on vendor selection criteria when they face difference task independence types between them and their vendors. Finally, we propose a proposition about the relationships between vendor selection practices and focal firms' overall performance.

Keywords: bargaining power, vendor selection, semiconductor supply chain

16. TRANSFORMATIVE CHANGE THROUGH VIRTUALIZATION IN A GLOBALLY NETWORKED ECONOMY

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ABSTRACT

Virtualization has heightened a new imperative for managers focusing on transformative change. Driven by technological innovations, virtualization has initiated evolution, as well as revolution, in the organizational landscape. Virtualization impacts society, the economy, and the heart of organizations at the core of their operating culture. Managers of the 21st century must have the knowledge and skills necessary to navigate their clients through these complex uncharted waters. As captains of transformation, managers and leaders must understand the rapid change dynamic that exists in digital environments and correspondingly; they must advise others that sustainability will be measured in shorter time periods that may dwarf their former horizons, as well as their comfort zones.

Key words: Complexity, Transformational Change, Technology

17. THE IMPACT OF FOREIGN DIRECT INVESTMENT ON ECONOMIC GROWTH: AN EMPIRICAL ANALYSIS OF CENTRAL AND EASTERN EUROPEAN COUNTRIES

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ABSTRACT

This article relates to the post communist era in the Central and Eastern Europe (CEE) and focuses on foreign direct investment (FDI) as a factor stimulating economic growth. A fundamental drawback of the socialist planning system was the lack of open and dynamic mechanisms that could produce economic efficiency and sustain economic growth. As these economies have become more open it is important to estimate the impact of the inflow of foreign direct investment on the economic growth of the CEE economies. There has been however, very little rigorous empirical work till date on the effects of FDI on economic growth in the CEE countries. Based on our estimation of a modified Cobb-Douglas production function for the period 1993-2003, we conclude that FDI stock is a significant contributor to economic growth in the CEE countries studied.

Keywords: communist, investment, growth, FDI, CEE

18. ELECTRIC POWER INDUSTRY: ITS COST AND PRIVATIZATION

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ABSTRACT

Electricity is essential for economic growth and improved standards of living. Without reliable electricity, economic activity cannot take place. As a result, countries want to ensure a sufficient, reliable supply. Electricity generation requires large investments of money and years to build facilities, and those doing the investing face potential risks of fluctuating demand and prices. Thus national governments have usually felt that they could build and operate the facilities to produce electric power better than private companies. As a result, most of the international electric power sector has been owned and operated by governments.

However, during the last two decades, countries have been under pressure to privatize in the belief that private enterprise could provide more efficient service at lower prices than government operations. Supporters of this theory point to research that indicates that privatized companies have provided better service at a lower cost in some countries. Unfortunately, all of the research does not support this theory. Researchers have found that state-owned companies that undergo restructuring can perform as well as private companies, that privatization without regulation sometimes has disappointing consequences, and that opening state-owned enterprises to competition can improve the performance of the state-owned companies. There is no consensus that privatization is the best solution. Therefore, pressuring countries to privatize may have unforeseen consequences. Thus it is appropriate for countries to determine their own methods of dealing with providing electric power while experimenting with different methods to test the most efficient method for serving its economy and people.

Key words: electric power, economy, fuel, privatization, restructuring, state-owned.

19. MORAL IDEOLOGIES AND ACADEMIC DISHONESTY

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ABSTRACT

This research lays the theoretical foundations, literature review, and hypotheses to explore the relationship between moral ideologies and academic dishonesty. Forsyth's (1992) model will be used to operationalize moral ideologies along two dimensions (i.e., idealism and relativism). Academic dishonesty is measured by the four dimensions of Rawwas and Isakson's (2000) academic dishonesty model (i.e., receiving and abetting academic dishonesty, obtaining an unfair advantage, fabricating information, and ignoring prevalent practices). Based on theory and literature review, this study predicts 1) a negative relationship between idealism and the four dimensions of academic dishonesty and, 2) a positive relationship between relativism and the four components of academic dishonesty. The study of relationships among these factors should prove valuable for universities because Forsyth's framework allows academicians to identify differences in academic dishonesty among students using their moral ideologies.

Key words: Moral ideologies, Idealism, Relativism, academic dishonesty.

20. RELIGION AT WORK

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ABSTRACT

U.S. society has addressed a number of multicultural concerns of various constituencies including certain racial and ethnic groups, women, families, and homosexuals. Successful firms have confronted such societal movements by proactively addressing the concerns of these various employee groups and their respective rights and needs in the workplace. The recent societal interest in religion and spirituality has resulted in faith becoming the latest type of diversity in the workplace.

Keywords: Faith in the Workplace, God at Work, Workplace Spirituality, Soul at Work, God and Business

21. PRIVATE EQUITY INVESTMENT: KEY REGULATORY ISSUES

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ABSTRACT

In view of the growing role played by private equity investments, it is essential that the risks and rewards of this types of investments are clearly understood. While the rewards from those participating in private equity investments are considerable, so are the risks to those participants, as well as other stakeholders and the economy generally. Within this context, private equity investments raise a number of key regulatory issues. These issues include the stability of the financial system; the corporate governance of companies acquired by private equity investors; taxation consequences of private equity investments; competition or anti-trust law issues; and, finally, national interest issues.

Keywords: *Private equity investments, corporate governance, taxation, competition law, anti-trust law, national interest*
