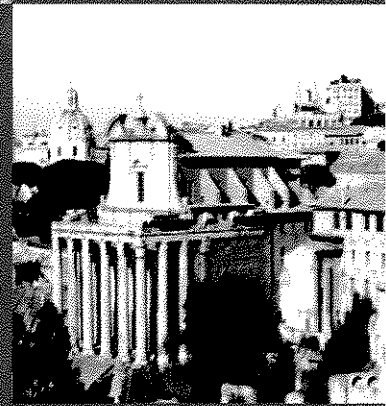
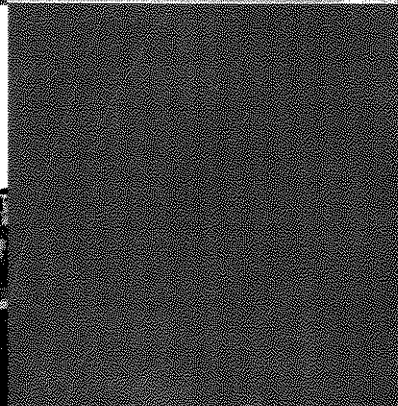
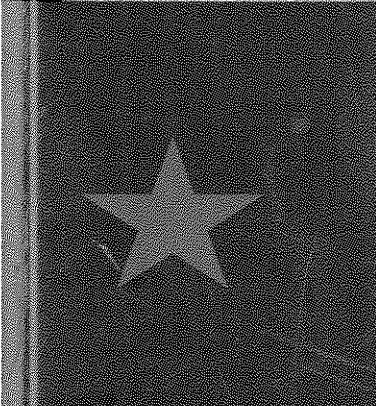
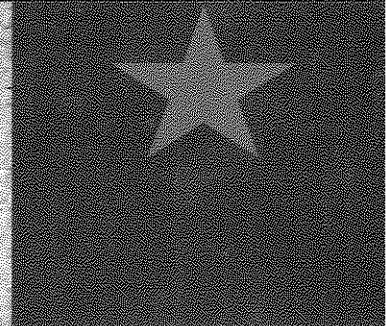
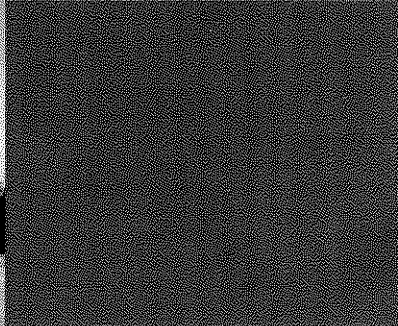


# EURAM 2010 ★ 10<sup>th</sup>

19th – 22nd May, Rome  
**Back to the Future**  
Tor Vergata University, Rome, ITALY




UNIVERSITÀ  
DEGLI STUDI DI ROMA  
TOR VERGATA

Facoltà di  
**Economia**

**EURAM**  
European Academy of Management

ACCADEMIA ITALIANA  
DI ECONOMIA AZIENDALE

**ITALIA**   
Istituto Nazionale per il Commercio Estero

 **ASSOCIAZIONE ITALIANA  
DEI COMMERCianti  
ESTERI**



**atac**  
ROMA

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Professor Antonio Chirico, University of Rome “Tor Vergata” – School of Economics

Dr. Alessandro Hinna, University of Rome “Tor Vergata” – School of Economics

Dr. Sara Poggesi, University of Rome “Tor Vergata” – School of Economics

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## Conference Registration

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The registration process for the EURAM Annual Conference 2010 is administered by:

EURAM

c/o EIASM – European Institute for Advanced Studies in Management

Place De Brouckère Plein 31

1000 Brussels, Belgium

Tel: +32 2 226 66 60

Fax: +32 2 512 19 29

E- mail: info@eiasm.be

## Local Organizing Secretariat

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EGA – Professional Congress Organisers

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00196 Rome, Italy

Tel: +39 0632812.1 - +39 06 32812340

Fax: +39 06 3240143

Web site: www.ega.it

## Venue

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The 10th EURAM Conference takes place at the School of Economics – University of Rome “Tor Vergata”. Meeting rooms are in two adjacent buildings of the School.

- **BUILDING A** SIGs Pre-Conference and Plenary, Track Session, General Plenary Session, General Assemblies, Symposia, Special Events and Exhibition Area

The four floors of the BUILDING A are characterized by letters:

- I the basement floor
- T the ground floor
- P the first floor
- S the second floor

- **BUILDING B** SIG Chair Meeting, Editorial Board, Special Events, EURAM Board Meeting, EURAM Executive Committee

## Conference Registration and Information Desk

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The Registration Desk, where you can collect the Conference materials and your badge, is located in front of the main entrance door of BUILDING B.

Wednesday, May 19	14.00 - 19.00
Thursday, May 20	08.00 - 17.30
Friday, May 21	08.00 – 17.30
Saturday, May 22	08.00 – 14.00

## Who's who – A key to Badges

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In order to identify the roles of the delegates, the following colours have been used for their badges:

- Green            Conference Delegate
- Blue            SIG Chair/Vice Chair
- Yellow          Exhibitor
- Red             Conference Organiser

Badges are mandatory for admission to sessions, coffee and lunch area.

## Transportation to the Venue

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There are several ways to get to "Tor Vergata" School of Economics that is located on a campus in the south east of Rome.

### By Public transportation (Metro + Bus):

Take the A line of the metro and get off at the Anagnina Station. When you get there you have two possibilities:

- Take the shuttle bus EURAM has organized for participants to the conference. It will take you directly to the School of Economics or
- Turn left, following the direction to the bus station. At the public bus station take the bus n. "20 Express". Get off at the 6th stop (Via Cambridge), which is located between the buildings of the Faculty of Engineering (on the left) and of the Faculty of Economics (on the right). The cost of a ticket is 1 euro. It allows you to have one metro ride or 75 minutes on all buses. You can also take the bus number 500 and the bus number 507.

### By Taxi

Tell the taxi driver to go to "Università di Tor Vergata, Facoltà di Economia". The cost of a taxi ride from the Fiumicino Airport will be approximately 50 €.

### By Car

You have to get on the Great Ring (Grande Raccordo Anulare abbreviated G.R.A.). In order to get on the G.R.A., if you come from downtown, look for the signs green signposts G.R.A; if you come directly from Fiumicino airport take first Fiumicino-Rome highway and then leave the highway at the G.R.A. exit.

Then take exit no. 19 (the exit is named "La Romanina - 2a Università") and then follow the directions for the "La Romanina" and "Seconda Università". After a slightly uphill bend, turn left and follow the directions to the School of Economics ("Facoltà di Economia"), which will lead you to Via Mario Pastore (the Italian for Mario Pastore street) after U-Turn. Then turn right on Via Stanford and pass by the roundabout continuing on Via Stanford. At the end of Via Stanford, you will turn right on Viale della Sorbona (the Italian for Sorbona Avenue), along which you will find a second roundabout. Take the first exit on your right, which leads you on Via Columbia. Drive all the way up to the end of Via del Columbia, where you'll find the parking.

### By train

If you came by train you should arrive at the main train station in Rome, which is Stazione Termini. Take the A line direction *Anagnina* and follow the instructions above under the heading "By public transportation".

### By plane

- **From Leonardo da Vinci Airport – Fiumicino**

At the airport, take the direct train to Termini railway station. From there, take the metro line A direction *Anagnina* and follow the instructions reported in this page under the heading "By public transportation".

- **From Ciampino airport**

Take the shuttle bus. It goes directly to *Anagnina* metro station. Follow the instructions above under the heading "By public transportation".

## Technical Equipment

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Each meeting room is equipped with a LCD projector and screen. Some larger meeting rooms will have a microphone.

**NOTE:** *Presenters are requested to bring their own laptop!*

Conference supporting STAFF is available to help you on each floor of the two buildings in case you need technical support

## Computer Rooms and Internet Facilities

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You are welcome to use the following computer rooms.

BUILDING A                      Room S2 – S4                      Floor - 2  
(see floor plans on page 13)

## Wireless internet

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During the entire Conference, free Wi-Fi internet will be available in each of the buildings. Access details can be found in your conference bag.

## Gala Dinner "in Heaven"

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The EURAM 2010 Gala Dinner will be held at a historical venue between the Vatican city and the very centre of Rome: Santo Spirito in Saxia.

Santo Spirito in Saxia will host EURAM participants just 200 meters away from the Basilica of St. Peter and one of the most renowned symbols of ancient Rome, Castel Sant'Angelo.

By Crossing the nearby Vittorio Emanuele II bridge and walking along Corso Vittorio Emanuele II, Piazza Campo dei Fiori, delegates will be able to enjoy Rome's nightlife.

The origins of the monumental complex of Santo Spirito in Sassia date back to A.D. 727 when a Saxon king founded the "Schola Saxonum" to host pilgrims arriving in Rome to visit the Apostle Peter's tomb.

Destroyed by fire and pillage, the building was rebuilt in 1198 under the pontificate of Innocent III as a hospital to help sick, poor, abandoned or illegitimate babies and was named Santo Spirito.

Between 1471 and 1478 Pope Sisto IV ordered to enlarge the building and paint the Corsia Sistina (Sistine Ward) with a cycle of frescoes commemorating the history of the former hospital that can still be admired.

The octagonal Tiburio, with an altar by Palladio, divides the Corsia Sistina (120 meters long) into two large halls named, in the XIX century, Sala Lancisi and Sala Baglivi.

The venue and its frescos are so marvelous that, not by chance, the entrance marble door is called "The Gate to Heaven".

**NOTE:** *The fee for the Gala Dinner is 110 €.*



**Track 02 - Gender, Management and Changing Public Sectors (III)**

Chairman: *Elisabeth BERG (LULEA UNIVERSITY OF TECHNOLOGY)*

Room: P10

**Perceived Organisational Support To Work-Life Balance In A Municipal Police Service: Are Employers Supportive ?**

*Tremblay Diane-Gabrielle (UNIVERSITY OF QUEBEC), Genin Emilie (CRC ON KNOWLEDGE ECONOMY)*

Abstract: This research analyses the perception of work-life balance in a demanding work environment in the public sector, which has recently encountered change, with the feminization of the work force: a police service in a large Canadian city. It confirms the importance for public organisations to take work-family conflict into account and to give support to employees in their work environment, to balance work and family. While the support from colleagues and from supervisors is surprisingly higher than in some more female sectors, we identified some ambivalence in the perceptions of organisational support to work-life balance in the police service we studied. Indeed, women and parents seem to perceive lower levels of support than men and nonparents. This result should then encourage municipal police services to develop special programs and measures for the employees who are most likely to face work-family conflict.

**Authority And Gender In Uk Defence - Towards A Model Of Relative Authority In The Uk Military**

*Dunn Michael (CRANFIELD UNIVERSITY)*

This paper analyses the current situation of women officers in the UK Armed Forces, and critically examines the UK Ministry of Defence's (MOD) current policy on their deployment. It finds that their numbers are relatively low and that the policy places them at a career disadvantage. The paper examines authority within a hierarchy and identifies that women officers are concentrated at the lower levels. A model of relative authority, based on the number of people commanded as a proxy for authority, is developed, applied to the current situation, and a comparison drawn with MOD Civil Service managers. It finds that, using the model, the authority exercised by military women is further reduced, possibly to token status. It also compares unfavourably with Civil Service women manager ratios. The paper concludes that current MOD policy is unjustified and that an affirmative research programme is required to reframe MOD policy.

**The Effects Of Masculine & Power Cultures On Workplace Bullying In The Austrian Armed Forces**

*Kozegi Sabine (VIENNA UNIVERSITY OF TECHNOLOGY), Hudribusch Rene (AUSTRIAN ARMED FORCES), Zedlacher Eva (VIENNA UNIVERSITY OF TECHNOLOGY)*

Despite considerable efforts of the Austrian government to attract women to the military women have not yet gained foothold in the Austrian Armed Forces. Policy makers state that physical limits of women are the main reason for high female drop-out rates. However, several scholars indicate that the specific masculine and androcentric culture of military organizations as well as gendered role attributions impedes full integration of women into these institutions. The underlying hypothesis of this paper is that conflicts rooted in the military culture with its diverse constructions of gender roles and stereotypes result in workplace aggression and sexual harassment and eventually cause high female drop-out rates in military institutions. In our survey in seven sub-units of the Austrian Armed Forces (N = 443) we use standardized instruments to measure specific culture types and attitudes towards women and workplace aggression. Preliminary results show that women are significantly more often affected by bullying than men. All victims of bullying allege that they faced more than one offender. This suggests that bullying and aggressive behavior is a collective phenomenon, either unconsciously motivated or induced by micro-political differences rather than individually caused. Furthermore, we find significant relationships between perceived cultures, attitudes towards women and aggressive behavior.

**Looking For More Than The Corner Office**

*Duxbury Linda (CARLETON UNIVERSITY), Eden-Lanthier Jessica (CARLETON UNIVERSITY)*

This paper uses qualitative research methods of identity the factors that public sectors employees consider when deciding whether or not to seek a promotion to management. Hypothesis on what factors might be of importance are generated by reviewing what the human resources, decision-making, organizational behavior and gender studies literatures had to say about career decision making. The hypotheses are then compared to the results of an exploratory research study of Canadian public sector managers. The results highlight how applying interdisciplinary concepts and exploratory approaches to the study of careers can deepen our understanding of how employees interact with their organizations and occupations - a critical tool for researchers and managers in the contemporary environment. Scholarly and managerial implications for the further study of career decision-