

Changes in Organizational Support, WLB, Stress, Burnout, and Feeling Pain of Educators Working Online During Two COVID-19 Lockouts in Lithuania

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Abstract:

During the epidemic of COVID-19, the educational sector was the most affected, and research processes had to be reorganized and completely moved to online environments. By March 2020, the global pandemic affected approximately 1.54 billion school and university students in 185 countries. The pandemic has been going on for two years and education did not return in the prepandemic time. This paper presents a longitudinal study on educator stress, burnout, feeling pain, WLB, and perceived institutional support changes during COVID-19. A quantitative study was conducted in Lithuania with 301 educators in two periods of lockouts in 2020 and 2021. The results revealed that educator stress, burnout, and feeling pain increased during the second lockout. The WLB and perceived institutional support decreased during the second lockout compared to the first. It also revealed the importance of institutional support for educators and their work. This study continues dialogue on the impact of institutional support on educator work and life in an unexpected pandemic.

E-Negotiation in Mergers and Acquisitions: The Importance of Cultural Familiarity in Western and Arabic Context

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Abstract:

This research focuses on the influence of cultural familiarity on getting the most out of an enegotiation for merger or acquisition based on subjective and objective negotiation behaviors. We examined if the cultural awareness could increase the rate of negotiation self-efficacy, length of negotiation and deal closure results. To do so, firstly the concept of e-negotiation and its development in the last two decades is investigated. Then a series of systematic review is performed on the parameters influencing the success in offline and online merger or acquisition negotiations. We also considered the main traits of Western and Middle Eastern Arab cultures on negotiations. The results show many of the requirements of successful collaboration with Arab managers can currently happen only through face-to-face meetings.

Flexible working arrangements, ostracism and inequality: The role of LMX and servant leadership

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Abstract:

The unanticipated disruption caused by the ongoing coronavirus pandemic led to the extensive use of flexible working arrangements. In such a boundaryless work environment however, there are significant concerns especially around inclusivity and discrimination in hybrid and remote work settings. Given the increasing concerns, we investigated whether the extent of working in substantially flexible working arrangements relates to employees' felt ostracism and inequality, distinguishing between working from home, in a hybrid mode or from the office. In addition, we theorized that in flexible working arrangements, high-quality leader relationships, such as LMX and servant leadership are likely to reduce perceptions of ostracism and inequality. Based on a survey of 161 professionals, who worked to varied degrees in flexible working arrangements, we found that employees who worked extensively in a hybrid mode were less likely to report experiences of ostracism and inequality in comparison to employees who worked mainly from home or in an office. Furthermore a moderation analysis showed that effects of LMX and servant leadership on perceptions of ostracism and inequality were much stronger for individuals who work in hybrid working arrangements than those who work at the office or from home. This research significantly improves our understanding of how different degrees of flexible working arrangements affect employees and by demonstrating the role of high-quality leader relationships in reducing perceptions of ostracism and inequality at different degrees of work flexibility.