

July 1st, Friday, 09.45-11.00

SYMPOSIUM SESSION 1: Recent Evidence for the Family Change Model

Chair: Bilge Ataca, *Bogazici University, Turkey*

Discussant: Cigdem Kagitcibasi, *Koc University, Turkey*

Bosphorus Ballroom - 2

Kagitcibasi's Family Change Model (1990, 1996, 2007) distinguishes among three prototypical family patterns based on cultural context and intergenerational dependencies. The family models of interdependence, independence, and psychological interdependence vary in terms of family structure, socialization, family interaction, and autonomy and relatedness in the emerging self. The Family Change Model involves a shift towards the family model of psychological interdependence with urbanization, social change, and economic growth in family-collectivistic cultures. This pattern is different from both the traditional (rural/low SES) family model of interdependence and the prototypical Western (middle class) family model of independence. Using samples of adolescents, university students, and immigrant mothers, the symposium brings together the most recent evidence supporting various aspects of the Family Change Model. A cross-cultural validation of autonomous and related self construals is also presented.

Functional Relationships in the Turkish Family

Bilge Ataca, *Bogazici University, Turkey*

The present study examines Turkish family structure and functioning in a sample of Turkish university students drawn for a multinational family project (Georgas et al., 2006). A total of 211 university students at two public universities in Istanbul, Turkey participated in the study. Family functioning in the nuclear and the extended family was assessed in terms of expressive and instrumental family roles, which denote psychological and material interdependencies, respectively, in Kagitcibasi's (2005, 2007) family change model. The findings provided support for her model in a variety of ways. Regardless of socio-economic development, emotional bonds with family were very close and expressive family roles were much greater than instrumental roles. It was the instrumental roles that showed variations with socio-economic development. Various roles in the nuclear family pointed to continuing psychological, yet weakening material interdependencies with socio-economic development.

Family Change Model in Immigration Context: Socialization Goals of Turkish Immigrant

Elif Durgel, *Tilburg University, Netherlands*

Fons van de Vijver, *Tilburg University, Netherlands*

Bilge Yagmurlu, *Koc University, Turkey*

Mothers in Western Europe Using Kagitcibasi's family change model as conceptual framework, this study examined (1) cross-cultural differences in socialization goals of 79 Dutch, 91 German, 89 Turkish-Dutch, and 79 Turkish-German mothers of preschoolers; and (2) the relation between socialization goals, acculturation attitudes and generational status of Turkish immigrant mothers in the Netherlands and Germany. Dutch and German mothers were found to display the family model of independence, whereas Turkish immigrant mothers favored the interdependence model. Increased adjustment to the host culture was found to be associated with more endorsement of autonomy goals and less endorsement of obedience in the Turkish immigrant sample. The inferences of the family change model were largely confirmed to be applicable in an immigration context; yet, the expected increase in autonomy and decrease in obedience were more supported than the continued importance of relatedness.

Assessment, Analysis, and Cross-Cultural Validation of Autonomous and Related Self Construals

Cigdem Kagitcibasi, *Koc University, Turkey*

Nazli Baydar, *Koc University, Turkey*

Zeynep Cemalcilar, *Koc University, Turkey*

There is a great need for the empirical analysis and assessment of autonomy and relatedness constructs. In particular, devising an autonomy scale that does not tap relatedness and a relatedness scale that does not tap autonomy is called for. The present paper pursues four aims: (1) to present autonomy and relatedness scales that are conceptually distinct; (2) to establish the cross-cultural measurement invariance of Autonomous and Related Self scales; (3) to examine the association of these two constructs empirically across cultures; and, (4) to focus on within culture variability of self construals. The present study offers a cross-cultural validation of autonomy and relatedness. Data were collected from six cultural groups: Belgium, Hong Kong, Germany, the U.S., the U.K., and Turkey. The existence and operationalization of Autonomous- Related self as proposed by Kagitcibasi and deriving from her family change theory (2005, 2007) are supported by empirical evidence.

Cultural Patterns and Developmental Pathways of Autonomy and Relatedness: Turkish and Belgian Self-construals in Middle and Late Adolescence

Karen Phaet, *Katholieke Universiteit Leuven, Belgium*

Derya Gungor, *Katholieke Universiteit Leuven, Belgium*

Cigdem Kagitcibasi, *Koc University, Turkey*

How Turkish and Belgian self-construals balance autonomy and relatedness is informed by distinct cultural models of independence vs. interdependence (Kagitcibasi, 2005). This study compares developmental pathways of self among middle and late adolescents in Turkey (N=174) and in Belgium (N = 111), while also differentiating gender and SES. Autonomy and relatedness measures from the Autonomous-Related Self Scale (ARS) were shown to be cross-culturally equivalent. Applying ARS measures to adolescents' relationship with mother, we focus on differential developmental trends towards increased conflict or compatibility between autonomy and relatedness orientations as a function of different cultural models of self. Our findings reveal diverging developmental pathways towards increased conflict of autonomy and relatedness among Belgian adolescents and towards increased compatibility among Turkish adolescents, with

high SES late adolescents in Turkey exemplifying a compatible pattern in line with a cultural model of psychological interdependence.

July 1st, Friday, 9.45-11.00
SYMPOSIUM SESSION 2: Personality Theory And Assessment: Recent Advances
Chair: Fons van de Vijver, *Tilburg University, Netherlands*

Bosphorus Ballroom - 1

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This symposium will deal with the issue of universality of personality factors, combining emic and etic methods. The universality of the five-factor model is challenged along two lines. On the one hand, etic studies suggest that western instruments may not be entirely adequate in non-western contexts (Laher) and lexical studies suggest that the range of cultures in which the five-factor model holds may be limited (De Raad et al.). On the other hand, emic studies in China, the Philippines, and South Africa suggest that social aspects are inadequately covered in the five-factor model and that traits are more salient in individualistic cultures (Valchev & Van de Vijver). The emphasis on social aspects of personality has rekindled the interest in social desirability (a South-African study presented by Meiring and a Mexican study presented by Dominguez Espinosa).

Exploring Etic Approaches to Personality Assessment in South Africa

Sumaya Laher, *University of the Witwatersrand, South Africa*

An important debate amongst researchers in the field of psychological assessment concerns the merits of employing etic instruments versus using emic instruments. This study adopted a pseudo-etic approach in that two foreign instruments, the NEO-PI-R and the CPAI-2, were employed in the South African context. Internal consistency reliability, face validity, construct validity, and aspects of construct, method and item bias were examined for each instrument. A non-probability sample consisting of 425 university students in their second or subsequent year of study was used. From the results it was evident that of the two instruments, the NEO-PI-R performed better in terms of reliability and validity. These results are discussed in relation to the etic-emic debate, issues of acculturation, national identity and ethos, as well as the FFM and Five Factor Theory.

Pancultural Personality Assessment: Input From Psycholexical Studies

Boele De Raad, *Rijksuniversiteit Groningen, Netherlands*
Dick Barelds, *Rijksuniversiteit Groningen, Netherlands*
Marieke Timmermans, *Rijksuniversiteit Groningen, Netherlands*

Within the psycholexical approach, comparisons of trait-structures developed in different languages have been done on the basis of factor interpretation and congruencies between factors based on trait-variables that have the same meaning after having been translated. Eleven trait-taxonomic data-sets from different languages were merged into a joint matrix with 7,104 participants and 1,993 trait-terms, with the aim to find the common kernel structure. The matrix was subjected to a Simultaneous Components Analysis. The result is a kind of “greatest common divisor”. The analysis supports a so-called Big Three model with Agreeableness, Conscientiousness, and Extraversion as typical characteristics. Beyond these three factors, there is evidence for an Emotional Stability factor, an Intellect factor, and an Honesty factor, but with a smaller range of cultures.

Traitedness and Language of Personality Descriptions in South Africa

Velichko Valchev, *Tilburg University, the Netherlands*

Fons van de Vijver, *Tilburg University, the Netherlands*

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Using data from a large qualitative personality study in South Africa (the SAPI project), this study investigates the traitedness of personality descriptions in the different cultural-linguistic groups of South Africa, i.e. the use of single trait terms out of context vs. specific, contextualized references. According to the trait perspective on personality, traits play a central role in the conceptualization of personality and are frequently used in all cultures; according to the cultural-psychology perspective, greater use of traits is expected in individualistic as opposed to collectivistic cultures (Church, 2009). We found Germanic vs. Bantu and White vs. non-White Germanic language speakers to use significantly more traits and fewer contextualized responses. This study further addresses the use of adjectives vs. verbs as well as the effects across different domains of personality and self- vs. others' descriptions.

Exploring the Cross-Cultural Application of Social Desirability within the SAPI Project

Deon Meiring, *University of Pretoria and University of Stellenbosch, South Africa*

The nature of social desirability and its effects on personality measurement have long been a heavily studied and often a controversial topic. There is controversy as to whether individuals over-report socially or culturally desirable activities that are deemed to be desirable, or underreport undesirable activities. The fundamental question that emerged is whether social desirability scales in general measure a personality trait, a response style, or a combination of the two. A social desirability scale was developed for the South African Personality Inventory (SAPI) using an adapted version (15 items) of the Marlowe-Crowne Social Desirability Scale (Crowne & Marlowe, 1960). The equivalence of the scale and group differences were investigated. In addition, associations with personality factors were addressed.

Relationship between Social Desirability and Personality Traits in Mexico

Alejandra del Carmen Dominguez Espinosa, *Universidad Iberoamericana, Mexico*

Rosa Maria Cordova Alvarez, *Universidad Iberoamericana, Mexico*

Miguel Angel Mendez Garcia, *Universidad Iberoamericana, Mexico*

Social Desirability (SD) is a construct consisting of two dimensions: 1) Self-Deception, an unconscious favorability bias closely related to narcissism and 2) Impression Management where the subject consciously gives a dissimulated image of the self. Dominguez et al. (2008, 2010) developed an ethno-psychological scale to measure SD. It has been suggested in the literature that SD is associated with certain personality traits as Agreeableness, Extraversion and Neuroticism. It has also been suggested that different people may have greater distortion consistently, e.g. religious people and inmates, when compared with the general population. Based on the above, the objective of this study was to determine the way social SD associates with different personality traits in three distinct populations: university students, religious people and male inmates. The results show significant correlations between SD and Agreeableness, Conscientiousness, Extroversion and Neuroticism, and between-group differences.

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THEMATIC PAPER SESSION 1: Leadership and Managerial Practices
Chair: S. Arzu Wasti, Sabanci University, Turkey

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Are Guanxi Relationships Distinctively Chinese or are they also Present in other Cultural Contexts?

S. Arzu Wasti, *Sabanci University, Turkey*
Peter B. Smith, *University of Sussex, UK*
Claudio Torres, *University of Brasilia, Brazil*
ChanHoong Leong, *National University of Singapore, Singapore*
Pawan Budhwar, *Aston University, UK*

Research into interpersonal relations in Chinese cultures has identified guanxi (connections) as a key indigenous element. However, in previous studies, the present researchers showed that behavioral episodes identified by Chinese respondents as exemplifying guanxi were also rated as typical by respondents in several other nations. This suggests that although guanxi is emphasized in Chinese cultures, it may not differ qualitatively from relations experienced elsewhere. More specific tests are required. Chen et al (2009) developed and validated a questionnaire tapping three dimensions of guanxi relations between superiors and subordinates in China, namely affective attachment, personal-life inclusion and deference to supervisor. Translated versions of this survey were administered to 100 managers in each of two Chinese cultures (Taiwan, Singapore) and five non-Chinese cultures (Turkey, Brazil, India, Saudi Arabia, UK). Analyses focus on the extent to which the guanxi dimensions are replicated and the degree to which they are endorsed in different cultures

A Qualitative Study to Investigate Effects of Managerial Behaviors on Psychological Empowerment of Subordinates

Tulay Bozkurt, *Istanbul Kultur University, Turkey*
Behice Ertenu, *Bogazici University, Turkey*

This study primarily aimed at investigating characteristics of managerial practices that would produce psychological empowerment, leading to the psychometric development of a
□ managerial empowering practices □ scale. For this purpose we conducted qualitative analyses on daily diary narratives written and sent to a specified mail portal by 456 employees working in 30 branches of a major Turkish bank. In this process participants were asked to report their daily experiences of events which involved contact with the immediate supervisor, co-worker, and their own reactions to it; than answered a psychological empowerment scale on daily base. The content analyses of qualitative data were adapted to managerial practices taxonomy developed by Yukl (2002) as to allow regression analyses revealing specific managerial behaviors explaining psychological empowerment. We also analyzed co-workers attitudes and behaviors reported in narratives and attempted to find out if they had any impact on psychological empowerment as well, using the same techniques. Results of the qualitative research is discussed in terms of the managers and co-workers empowering micro practices, as well as comparisons and interactions between these two groups

Gender Issues for Women Leaders in Chinese Organizations: Gender Nature or Social Constraints?

Li-Fang Chou, *National Cheng Kung University, Taiwan*
Hsiao-Pei Chen, *National Sun Yat-sen University, Taiwan*
Chun-Jung Tseng, *National Sun Yat-sen University, Taiwan*
Chin-Kang Jen, *National Sun Yat-sen University, Taiwan*

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Women, in growing numbers, are possessing leadership positions in male-dominant Chinese organizations and there is increasing attention to explore the gender issues for leaders. Using a sample of 261 leaders from 40 business units, we clarified that the gender difference on leaders is related with social constraints rather than inheritance. Results showed that: (1) Leader's gender is unrelated to paternalistic leadership behaviors; but masculinity-femininity traits are positively related to authoritarian and benevolent leadership separately; (2) Leader's gender is also unrelated to job stress and emotional exhaustion, whereas, masculinity trait has negative significant effects on leader's job stress and emotional exhaustion; (3) The masculinity-femininity and gender have three-way interactions on job stress and emotional exhaustion. The interaction patterns show that double-bind effects on women leaders. Finally, contributions and limitations of this study were discussed and possible directions for future study were also indicated.

Discovering Corporate Values

Martti Puohiniemi, *Limor Oy, Finland*

I will present Discovering Corporate Values (DCV) a technique used in developing leadership and managerial systems in companies. DCV is based on Schwartz's theory of universals in the content and structure of values. Values are discovered in qualitative group discussions arranged among the personnel of a company. Each discussion starts from scratch and discovers values on three levels: own work-related values, the present values of the company and the ideal future company values. DCV has been applied in dozens of Finnish companies varying in size from 18 to 45,000 employees since 1995. It has been applied in private and public companies and also in a few cities. I will discuss the relationship found between the individual, corporate and cultural levels of values. I will elaborate the DCV process with an example of the value and strategy process of a Finnish city.

Practice What is Preached? An Analysis of the Interplay between Managerial Discourses and Management Practices Within Health NGOs in South Africa

Frederik Claeys, *Middlesex University, UK*
Nathalie van Meurs, *Middlesex University, UK*

Little attention has been paid at the interplay between the global discourse on development management and the material practices in non-profit organisations (NPOs). In order to investigate this, data was collected from 10 organisations that deal with health service delivery in the Eastern Cape in South Africa. Using an interpretive framework, we examined the "as is" management practices. These were then linked to the norms governing management in these organisations through discourse analysis. Themes that emerged were related back to the global discourse on development management. Results show that NPOs in South Africa adopt this discourse, however, it is translated and reworked through cultural lenses. The theoretical implication of this study is a better understanding of the power dynamics shaping management in

NGOs. The practical implication is that the effectiveness of grassroots organisations might be affected by a focus on 'managerialism' and that a more cultural subjective discourse is desirable.

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THEMATIC PAPER SESSION 2: Interpersonal Conflict and Negotiation
Chair: Wendi Adair, *University of Waterloo, Canada*

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Dynamical Systems Approach to Conflict Communications Assessments

Christine Chung, *Columbia University, USA*

Cultural differences in communication styles pose a significant risk to the resolution of social conflicts. While there are many tools that assess an individual's aggregated cultural communication style, none yet exist that provides an understanding of a person's conflict communication tendencies over time, in varying cultural contexts. Such a tool would provide a more complete and nuanced profile of an individual's style, including a) multiple patterns and mindsets in communication, rather than one averaged score; b) how well he or she may respond and adapt to cultural cues in a conflict situation; and c) which communication styles are most difficult for the individual to understand and resolve conflicts in. This study aims to develop this assessment tool through a dynamical systems approach and proposes areas of utilization and avenues for further research.

Cultural Paradox and the Dialectical Minds in Conflict Management

Leigh Anne Liu, *Georgia State University, USA*

Theories dictate that Chinese are collectivist and avoid conflicts, but we observe extremely individualist behaviors and heavy bargaining in daily life in China. Across or within contexts, East Asians lack stability in the self-concept and exhibit low consistency whereas Westerners tend to define the self in relatively stable, global terms and exhibit high self-concept consistency (Cousins, 1989; Kashima, et al., 1992; Choi & Choi, 2002; Sedikides, et al., 2003). One explanation is that cultures differ in dialectical thinking, and East Asians hold a higher tolerance for apparently contradictory beliefs than North Americans (Peng & Nisbett, 1999). In the context of interpersonal conflict management, we integrate these ideas to examine affective experiences and dialectical cognitive mechanisms that individuals marshal to resolve culturally paradoxical situations. We propose specific triggers that activate or suppress culturally contradictory thinking patterns and behaviors.

Nonverbal Cues Communicating Involvement and Engagement in Cross-cultural Negotiation

Zhaleh Semnani-Azad, *University of Waterloo, Canada*
Wendi Adair, *University of Waterloo, Canada*

Our study examines cultural variation in nonverbal behaviors that communicate involvement and engagement during negotiation. Canadian and Chinese negotiators were primed with either an active (engaged, interested) or passive (disengaged, uninterested) negotiation approach. Independent, trained coders recorded the frequency and duration of nonverbal cues associated with passive and active engagement. We found main effects of engagement, such that actively

involved negotiators were more likely to display positive facial expressions, open body positions, gestures, and talking, while passively involved negotiators tended to display leaning back, facing sideways, and silence. A main effect of culture revealed that Canadians displayed more relaxed postures, hand gestures, and negative emotion, while Chinese negotiators were more reserved and occupied more space. A significant interaction indicated that Canadians were more likely to use hand gestures when actively involved, while Chinese participants used more gestures when disinterested. Theoretical and practical implications for cross-cultural negotiation and communication are discussed.

Timing, Communication, and Conflict: A Cross-Cultural Comparison of Levels of Conflict in Culturally Homogeneous Chinese and Canadian Groups over Time

Lindie Liang, *University of Waterloo, Canada*

Wendi Adair, *University of Waterloo, Canada*

Ivona Hideg, *University of Toronto, Canada*

The present study examines whether timing moderates the relationship between group conflict and intergroup communication in culturally homogeneous groups. Following a longitudinal design, 55 four-member teams composed of solely of either Chinese or Canadians were formed and group members performed various decision-making tasks. Group member self-reported conflict (relationship, task, and process) and communication were measured and collected six times over a 14-week time period. The results revealed that the relationship between group conflict and information exchange changed as a function of timing. Specifically, during the initial stage of interaction, conflict was negatively associated with information exchange in Canadian teams but was positively associated with information exchange in Chinese teams. During later stages, conflict was negatively associated with information exchange in both Canadian and Chinese teams. Implications of timing and conflict in group interactions are discussed in terms of group development, social identity formation, attribution theory, and high/low context communication norms.

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THEMATIC PAPER SESSION 3: Emotional Experiences and Expressions
Chair: Jane Clarbourn, *University of York, United Kingdom*

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Emotional Style: A Comparative Study of British and Pakistani Adolescents

Nazar Soomro, *University of York, United Kingdom*
Jane Clarbourn, *University of York, United Kingdom*

The aim of this study was to explore and compare the three-factor model of emotional style between British (N=609) and Pakistani adolescents (N=750), where a significant gender difference was found in both samples. Results showed that girls scored higher than boys on social anxiety but lower than boys on malevolent aggression. However, there was no significant gender difference in social self-esteem in either British or Pakistani adolescents. Cultural differences were noted in respect of the intercorrelations between the 3-factors. This paper presents evidence that the model of emotional style exists in different cultures; however, the relationship among the three factors may vary due to differences in cultural norms and values. The implication of these findings for future assessment and intervention are discussed.

Narratives of Daily Emotional Experiences of Setswana Speaking Police Officers

Rose Kgantsi, *North-West University, South-Africa*
Johnny Fontaine, *Ghent University, Belgium*
Eva Sekwena, *North-West University, South-Africa*
Nathalie Vervaeke, *Ghent University, Belgium*

The present study is the beginning of a broader research project aimed at identifying differences and similarities in the daily emotional experiences of the various ethno-cultural groups in the South-African Police Services. A combined emic-etic approach is used. Narratives of daily emotions will form the basis the construction of culturally adapted assessment instruments. The present study focuses on emotion narratives of Setswana speaking police officers. During an interview 120 Setswana speaking officers each reported their most important emotional experience of the past week (either at home, at work with colleagues, or at work with clients). They first freely described their emotional experience. Then they were specifically asked about their appraisals, bodily changes, subjective experiences, facial and vocal expressions, action tendencies and regulation processes during their emotional experience. A culturally adapted coding system is being developed and will be reported.

In-Group Advantages in Emotion Recognition in a Multicultural Society

Sun-Mee Kang, *California State University, Northridge, USA*

Elfenbein and Ambady (2002) found that there is an in-group advantage in emotion recognition, which means that recognition accuracy is higher when emotions are both expressed and perceived by members of the same cultural group. Interestingly, they also found an out-group advantage in emotion recognition, which suggests that minority group members in a multicultural

society tend to more accurately recognize emotional expressions of the majority group members than the reverse. Close examinations of Elfenbein and Ambady's meta-analysis (2002), however, raised a couple of interesting issues regarding the validity of the indicators of in-group advantages and the nature of study stimuli employed in the past studies. In this study, the out-group advantage in emotion recognition was re-evaluated using more ecologically valid stimuli and different ways of computing indicators for the in-group advantages. Caucasian-American (N = 131) and Asian-American students (N = 94) were first to take the Japanese and Caucasian Facial Expressions of Emotion test (Matsumoto & Ekman, 1988; named the imitated expressions test □). In the second test, the participants watched short video clips of Caucasian-American and Asian-American interviewees discussing emotional life-experiences (named the spontaneous expressions test □) and were asked to identify the emotion the interviewees most vividly expressed. The results revealed that the in-group advantage was observed in the spontaneous expressions test, but not in the imitated expressions test. Significance and implications of the findings from this study were discussed regarding inter-group interactions in a multicultural society.

What Drives Us to Forgiving Another Group? A Moderating Role of Repent

Marta Penczek-Zapala, *Institute of Psychology PAS, Poland*

The present study examines factors influencing willingness of Poles to forgive Germans their crimes perpetrated during the World War 2 period. Main research interest centers around the question: how do guilts and apologies ascribed to Germans influence Poles' readiness to forgive them. The study was conducted among Polish students (n=250). Developed by the author, Guilt and forgiveness questionnaire was the research instrument. Polish representation of German conduct during and after WW2 was measured with three scales: (i) magnitude of crimes against Poles; (ii) ascription of guilt to contemporary Germans; (iii) adequacy of repent. The remaining scales referred to family transmission of family experience during the war and attitudes towards Germans and Polish-German history. Research findings suggest that family experience of war is an important element of socialization, affecting also appraisal of harm inflicted by Germans and ascribed collective guilt. Ascribed collective guilt, in turn, strongly affects forgiveness towards Germans. However, these relationships are moderated by acceptance of repent: the higher it is, the weaker is the influence of family war experience and the stronger is the influence of socialization.

Historical Closure and Willingness to Make Amends in Germany and Japan after World War II (WW II)

Katja Hanke, *National Tsing Hua University, Taiwan*

James H. Liu, *Victoria University of Wellington, New Zealand*

This study investigated German and Japanese perspectives in the context of post WW II. Germany and Japan handled their past harm done in WW II differently in public. We tested for differences between German and Japanese participants regarding group-based emotions, historical closure, strength of national identity and the prediction of willingness to make amends. We expected that German participants express less guilt and shame feelings than Japanese and that this will be influence by the strength of national identity, since the resolution of the historical past has progressed further in Germany than in Japan. Japanese experienced more guilt and shame feelings than Germans. Stronger national identity did not contribute and had a reversed effect in the Japanese sample. Lack of historical closure consistently contributed to predicting the

cognitive component of willingness to make amends. The findings will be discussed, followed by closing remarks about implications and future research directions.

July 1st, Friday, 11.20-12.35
SYMPOSIUM SESSION 3: Stress, Well-Being and Culture: Temporal and Multi-Level Approaches

Chair: Ronald Fischer, *Victoria University of Wellington, New Zealand*

Discussant: Maria Cristina Ferreira, *UNIVERSO, Brazil*

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Relatively little attention has been paid to antecedents of stress and well-being in non-student populations across cultures. In this symposium, we bring together a number of studies across diverse and infrequently studied cultural contexts to examine factors leading to experienced stress. A common denominator is the focus on stress as a dynamic and multi-level phenomenon. The first presentation by Ferreira et al. uses data from Brazil to examine organization-level culture variables as predictors of stress and stress processes. The next presentation by Servino et al. focuses on whether there are changes in stressors and coping strategies over time in highly dynamic job environments in emerging societies such as Brazil. The presentation by Abubakar and Fischer examines whether stressors commonly reported in Western societies can be identified in African organizations. The last presentation by Boer and Fischer examines the policy-relevant question of whether wealth or autonomy may be more important for reduced stress and greater well-being of working populations. The studies bring together various perspectives on stress and examine these processes through multi-level approaches and temporal comparisons.

Organizational Culture Values, Job Roles And Job Stress

Maria Cristina Ferreira, *UNIVERSO, Brazil*

Ronald Fischer, *Victoria University of Wellington, New Zealand*

Marcos Maguiar de Souza, *Federal Rural University, Brazil*

Helenides Mendoca, *Catholic University of Goias, Brazil*

Research on job stress has mainly focused on the immediate job context, with little research on effects of organizational characteristics on stress. We address this gap in the literature by investigating the effects of organizational characteristics (organizational culture) and job context characteristics (job roles) upon job stress in a sample of 624 employees from 20 different Brazilian organizations. We measured three organizational culture dimensions relevant in Brazilian organizations (cooperative professionalism values, competitive professionalism values and employee satisfaction and well being values) and differentiated job roles in terms of role conflict and role ambiguity. Stress was measured using positive and negative job affects. Hierarchical linear modeling indicated that organizational culture (employee satisfaction and well being values) directly influenced job stress reactions, and also moderated the relationships between job roles and job stress. The importance of organizational culture for job stress is discussed.

Stress and Coping Strategies among Information Technology Professionals

Sandro Servino, *University of Brasilia, Brazil*

Elaine Rabelo Neiva, *University of Brasilia, Brazil*

Rodrigo Pires de Campos, *Catholic University of Brasilia, Brazil*

We studied occupational stress and coping strategies among information technology (IT) professionals in Brazil. A total of 307 Brazilian IT professionals in 54 organizations (age range 24 to 57 years) responded to a questionnaire on their experience of stress and coping strategies. Results showed that the main stressing factor is workload, whereas technology update is the least stressing factor. The main coping strategy is problem focused coping. No gender differences in overall stress were found, but women used social support coping strategies more compared to men. Escaping-avoidance strategies positively affect experienced stress, and stress in turn negatively influences acceptance of responsibility. Compared to similar research conducted and published during the 1980s and the 1990s, this study indicates that stress among IT professionals in Brazil today has different causes than in the past.

Organizational Justice and Mental Health: an African Perspective

Amina Abubakar, *Tilburg University, Netherlands*

Justice has been shown to positively affect mental health of employees in Western samples. However, less is known about collective justice climate effects and whether these effects also apply to non-Western samples. We examined the effect of individual justice perceptions and collective justice climate on mental health in an African sample of Kenyan employees. Data from 427 employees employed in 29 organizations was available. Using a two-level hierarchical linear model, only interpersonal justice at level 1 demonstrated a significant main effect. Interactions between distributive and interpersonal justice at both the individual and the collective level were found. Supervisors treating employees with respect and dignity and providing adequate and timely information allows employees to cope better with unjust distributions. Implications for mental health, especially in poor non-Western settings are discussed.

What is More Important for National Well-Being: Money or Autonomy

Diana Boer, *National Taiwan University, Taiwan*

Ronald Fischer, *Centre for Applied Cross-Cultural Research, New Zealand*

A meta-analysis of well-being, burnout and anxiety across 63 societies What is more important: to provide citizens with more money or with more autonomy for their subjective well-being? Economists have demonstrated the importance of wealth for mental health, with less consistent evidence showing effects of autonomy. However, social commentators have stressed that extreme wealth and autonomy can be counterproductive. We report a meta-analysis examining national levels of psychological health, anxiety and stress across 420,599 individuals in 63 countries. Using a 3-level v-known model, individualism as indicator of autonomy was a consistently better predictor than wealth, after controlling for measurement, sample and temporal variations. Despite some emerging non-linear trends and interactions between wealth and individualism, the overall pattern strongly suggests that greater individualism is consistently associated with more well-being. Wealth may influence well-being only via its effect on individualism. Implications of the findings for well-being and stress research and interventions are outlined.

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SYMPOSIUM SESSION 4: Acculturation within School Context

Chair: Elena Makarova, *University of Bern, Switzerland*

Discussant: Dina Birman, *University of Illinois at Chicago, USA*

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In societies with large proportions of immigrant population, cultural diversity becomes a common characteristic of school environment. The first-hand contact with individuals of different cultural heritage involves all actors within school context. The aim of the symposium is to discuss the acculturation issues in multicultural schools, emphasising such topics as school achievement and school adjustment of immigrant youth, students' social interactions, and teachers' classroom management in culturally heterogeneous school settings. In particular, it addresses the effects of immigrant adolescents' acculturation preferences on their school effort and achievement. It further exposes the impact of collective identities and perceived discrimination on school dropout among immigrant youth. Moreover, it discusses possibilities to increase the intercultural sensitization and competence of students in multi-ethnic schools. Finally, it focuses on teachers' acculturation attitudes in relation to their reaction on discipline disruption in classrooms and their perception of students' well-being.

Students' Acculturation Preferences, Parental School Involvement and Academic Achievement

Paul Vedder, *Leiden University, The Netherlands*

Mitch van Geel, *Leiden University, The Netherlands*

This presentation addresses the effects of immigrant adolescents' acculturation preferences on their school effort and achievements. We use both the bidimensional theory of acculturation and the theory of segmented assimilation. In a sample of 781 immigrant adolescents, ranging in age from 12 to 17, we used self-reports to obtain information about school adaptation, grades, hours spent on homework, and grade repetition. Correlations show positive effects of both ethnic and national orientations on school outcomes. When bidimensional profiles are analyzed, we found that those adolescents that prefer integration repeat grades least often, and show a high school adaptation. The theory of segmented assimilation predicts that a strong national orientation is mainly successful for more affluent immigrant adolescents. We indeed found that the effects of a national orientation on grades and hours spent on homework were moderated by SES.

Collective Identity and Perceived Discrimination as Predictors of School Dropout

Gabriel Horenczyk, *The Hebrew University of Jerusalem, Israel*

Wovite Worku Mangstu, *The Hebrew University of Jerusalem, Israel*

Recent studies on immigration and school adjustment show complex patterns of relationships, highly dependent on the acculturating group and on the particular aspects of adaptation measured. Very few studies have focused on the most "dramatic" measure of school adjustment, namely, school dropout, and on its predictors. We will present results of a study conducted

among Ethiopian immigrant high-school students in Israel, and will show differences among three groups of students: students actively attending school, students attending school but with minimal participation ("hidden" dropouts), and adolescents who have left school (dropouts). Combining quantitative and qualitative methodologies, we explored the extent and the ways in which collective identities (national and minority) and perceived discrimination are related to school dropout. The role of background variables (particularly teacher and family support) in the prediction of school dropout will also be discussed.

Training of Intercultural Competence and Tolerance (TICT): The Programme and Results

Nadezhda Lebedeva, *State University - Higher School of Economics, Russia*

The paper presents the TICT for high school students, its implementation within the multi-ethnic schools of the Russian Federation and empirical evaluation of its effectiveness. The TICT consists of six thematic sessions. The training addresses cross-cultural psychology issues and includes both known and new training methods of the intercultural sensitization and competence. It also aims at reducing anxiety in intercultural interaction, overcoming ethnic prejudices and negative stereotypes, formation of cognitive and emotional empathy, development of the isomorphic attribution of out-group behaviour, formation of the common identity, and modelling of the positive behaviour patterns in the intercultural interaction. The results of evaluation indicate that the TICT contributes to the growth of the positive ethnic identity and formation of the civic identity among the participating youth. It also raises their optimism addressing the future of inter-ethnic relations in Russia.

Acculturation Attitudes of Teachers and Their Classroom Management

Elena Makarova, *University of Bern, Switzerland*
Walter Herzog, *University of Bern, Switzerland*

Previous research shows that acculturation attitudes of teachers influence the way they handle ethnic heterogeneity of their students. This paper investigates the impact of the acculturation attitudes of 225 teachers in Swiss primary schools on their classroom management and poses the following question: How do the acculturation attitudes of teachers relate to their reaction to discipline disruption in classrooms and their perception of students' well-being? The results indicate that the majority of the teachers preferred separation strategy for migrant youth living in Switzerland, followed by integration and assimilation. Those teachers who preferred the separation strategy were found to punish their students for misbehaviour significantly less compared to those teachers who favoured integration. At the same time, teachers who preferred the separation strategy were found to have significantly lower perception of students' well-being than those teachers who favoured integration.

July 1st, Friday, 11.20-12.35
THEMATIC PAPER SESSION 4: Identity
Chair: Fons van de Vijver, *Tilburg University, Netherlands*

Rumeli Room

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South African Identity: Examining Self-Descriptions across Ethnic Groups

Byron Adams, *University of Johannesburg, South Africa*
Fons van de Vijver, *Tilburg University, Netherlands*
Deon De Bruin, *University of Johannesburg, South Africa*

We examined the identity of the African, Coloured, Indian, and White ethnic groups in South Africa in free self-descriptions. Based on trait theory, independence-interdependence and individualism-collectivism, we predicted more independent and context-free identity descriptions in the individualistic White group than in the other more collectivistic groups. We did not expect differences across the four groups in Ideological, Religious, Spiritual, and Ethnic aspects of identity. Loglinear analyses of the coded self-descriptions largely confirmed expectations for the African and White groups, but less so for the Coloured and Indian groups. The most salient difference between the African and White groups was that the African group more often specified target persons in relational self-descriptions whereas the White group did not, suggesting a stronger ingroup-outgroup distinction in the African groups. These differences were found against a backdrop of cross-cultural similarities, as independent, individualistic, context-free, and dispositional descriptions prevailed in all groups.

Intrapersonal Identity Conflicts and Perceived Value Fulfillment among Israeli-Arabs

Shani Oppenheim, *University of Haifa, Israel*

National Identity and Cultural Ideology: A Cross-Cultural Discourse Analysis of Ethnic and Civic Factors

Hector Grad, *Universidad Autonoma de Madrid, Spain*

In order to show how different types of national identity are related to distinct cultural ideologies, the relation between the social representation of the nation and the expectations about ingroup cultural diversity and the acculturation of immigrants was studied in five regions of Spain representing different stress of ethnic and civic factors in the social representation of the nation. Focus groups on these topics were conducted with native Spanish university students in Andalucia, Catalunya, Galicia, Madrid, and the Basque Country, and the group discussions were submitted to discourse analysis. The analyses show that the stress on civic (vs. ethnic) factors in the social representation of the nation is related to the definition of national membership as achieved status, the perception of the national ingroup as more culturally diverse, and the support of multicultural ideology “specifically, the support of integration (instead of melting pot, segregation or exclusion) acculturation policies towards immigration.

“At School You Have to be Different than at Home” - How Pupils with Migration Background Construct Their Ethnic Identity

Mirjam Hermanni, *Friedrich Schiller University of Jena, Germany*
Maja Schachner, *Friedrich Schiller University of Jena, Germany*
Peter Noack, *Friedrich Schiller University of Jena, Germany*

July 1st, Friday, 11.20-12.35
THEMATIC PAPER SESSION 5: Self, Self Esteem
Chair: Cem Safak Cukur, *Mugla University, Turkey*

Marmara Room

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Associations of Own-culture Discrepancies and Emotional Vulnerabilities across China, Turkey, and USA

Cem Safak Cukur, *Mugla University, Turkey*

Self-discrepancy Theory (SDT) investigates associations of distinct emotional distress with ideal and ought discrepancies involving to own and a significant other standpoint. In present study, ideal and ought self guides were defined as individuals' subjective accounts of their cultural standards within the SDT framework. The study then investigate how inconsistencies between what individuals think of themselves versus what they think the culture prescribes (cultural standpoints □) relate to distinct emotional vulnerabilities across different cultures. A total of 540 participants from China, Turkey and USA filled out Selves Questionnaire and emotion questionnaires. The results indicate that Turkish and Chinese participants manifested higher levels of ought-culture and ideal-culture discrepancies than Americans did. As SDT would suggest, ideal-culture discrepancy was uniquely related to dejection-related emotions, whereas ought-culture was uniquely associated with agitation-related emotions in the USA sample. However, in both the Turkish and Chinese samples, ideal-culture discrepancy was related to agitation-related emotions, but not to dejection-related-emotions

Conceptions of Adulthood in Cameroon: Emerging Adult Voices from Four Major Ethnicities

Joseph Lah Lo-oh, *University of Buea, Cameroon*

Research on emerging adulthood has indicated comparative and contrastive definitions of adulthood across cultures; and have sought to understand the criteria most important in signifying adult status; and whether there are universally held conceptions regarding adulthood or if these conceptions are cultural or context bound. With a multi-methods approach this study explored cultural and ethnic differences as well as score comparisons in the criteria youth hold for becoming adult in Cameroon. Specifically, it compared responses from emerging adults in four ethnic groups in Cameroon concerning their self-perceived adult status; examined if conceptions of adulthood could fit a common statistical model for all ethnicities considered; and compared the importance of such conceptions for Cameroonian emerging adults. Findings showed comparative conceptions of adulthood across all four ethnicities. Also Cameroonian emerging adults shared different importance to their definitions of adulthood, reason why the influence of culture in the transition to adulthood was discussed.

Perceived Consensus versus Personal Beliefs as Mechanisms of Cultural Influence

Xi Zou, *London Business School, UK*

Although various past findings have challenged the universality of the self-enhancement motive, suggesting that compared with North Americans, East Asians tend not show positive self-concept nor high self-esteem (e.g. Heine et al., 1991; Henie, Kitayama et al., 2001), more recent work demonstrate that Westerners self-enhance on individualistic attributes, whereas East Asians self-enhance on collectivistic attributes (e.g. Kurman, 2001; Sedikides, Gaertner, & Toguchi, 2003). In three studies, we build on the self-enhancement paradigm and show that regardless of cultural backgrounds and individuals' personal belief, participants are more likely to self-enhance on the behaviours that they think their fellow cultural members value. We discuss the implications of these findings in understanding how cultural differences emerge through people's perceptions of what is consensually valued in the culture.

Self-Esteem as a Correlate of Identity Development during Late Adolescence

Anjali Ghosh, *Indian Statistical Institute, India*

Adolescence is a period of exploratory self-analysis and self-evaluation which ideally culminates in the establishment of a cohesive and integrative sense of self or identity (Erikson, 1968). The present study wants to investigate the pattern of relationship of different types of identity statuses with self-esteem in late adolescents coming from two different regions of India. Extended Objective Measure of Ego-Identity Status Scale and Rosenberg Self-esteem Scale were administered on 495 male and female college students. The results of the study indicate positive relationship of identity achievement status in occupation and religion domains with self-esteem, while identity foreclosure and moratorium statuses were found to have negative relationship with self-esteem. The findings demonstrate that identity development has important implications for self-esteem and it varies from group to group.

July 1st, Friday, 11.20-12.35
THEMATIC PAPER SESSION 6: Acculturation and Values
Chair: Sharon Glazer, *University of Maryland, USA*

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Socio-Cultural Adaptation in Relation to Value Congruence and Acculturation Strategy

Mandy Shih, *San Jose State University, USA*
Sharon Glazer, *University of Maryland, USA*

We examined the relationships between international students' socio-cultural adaptation with acculturation strategy and value congruence (between personal values and each of perceived home country values and perceived US values). Further, we compared 173 U.S. with 152 Asian international students on the main study variables. We found no differences between the two populations on socio-cultural adaptation. There were also no differences based on sex. For international students, acculturation strategy positively related to congruence between self and perceived home country values, as well as self and perceived US values of conformity, tradition, and power. Although these findings suggest that identification with the USA and congruence with perceived US values on benevolence, security, and self-direction values relate to socio-cultural adaptation, this assertion was not fully supported. We will present some attempt to understand why only congruence with perceived US self-direction value accounts for a small amount of variance in socio-cultural adaptation.

Acculturation of Portuguese Immigrants in Luxembourg: Do Value Orientations of Portuguese and Luxembourgish Mothers and Daughters Converge or Diverge?

Isabelle Albert, *University of Luxembourg, Luxembourg*
Tom Michels, *University of Luxembourg, Luxembourg*
Dieter Ferring, *University of Luxembourg, Luxembourg*

In acculturation research, the convergence/divergence in value orientations of immigrants and host nationals as well as the question of an acculturation gap between first- and second generation immigrants are important issues. The present study examines similarities and differences between first- and second generation immigrants compared to host nationals in a sample of $n = 51$ Luxembourgish and Portuguese mother-daughter dyads living in Luxembourg who were interviewed with a standardized questionnaire regarding (a) value orientations, (b) family norms, and (c) self-construal. Controlling for the psychometric properties of the national groups, mean comparisons indicated an acculturation gap regarding family norms with Portuguese daughters being more similar to their Luxembourgish counterparts than to their mothers, whereas both Portuguese generations rated conservation values higher and an independent self-construal lower than Luxembourgish participants. Results are discussed in a theoretical framework of value change in acculturation considering the role of salience of different value contents.

Career choice of Chinese and Hungarian Students Living in Hungary - Values, Social Context and Acculturation Strategies

The study explores academic, social and psychological factors influencing career (school) choice of Chinese and Hungarian elementary school students living in Hungary. For the research, data was collected from 40 Chinese and 60 Hungarian students using semi-structured interview and self-reported questionnaire. We compared the two groups regarding individual factors such as career interest, values concerning learning and work and also future plans about schooling and work. We examined social factors such as the influence of family, teachers and peer relationships and as an indicator of perceived social context of career choices auto- and heterostereotypes about Chinese and Hungarian people. In the case of Chinese students the research also examines the question whether ethnic identity, cultural acculturation strategy and adaptation mechanisms (including coping strategies) play a role in carrier choice decisions. The conclusion of the study forms theoretical and practical recommendations for culturally sensitive counselling practice.

Sojourner Expectations: Are They Met and Does it Matter if They are Not?

Kali Demes, *University of Essex, UK*

Nicolas Geeraert, *University of Essex, UK*

Do unrealistic expectations about living abroad affect adjustment and well-being in the host society? Results from past studies paint a mixed picture, but this could be due to differences in methodology across studies. In particular, past research has utilised different designs (longitudinal, cross-sectional), different samples (migrants, students), and often differs in measuring expectations prospectively (what DO you expect) versus retrospectively (what DID you expect). Two studies will be presented. In Study 1, the expectations of 113 international students were recorded both prospectively and retrospectively at the start and end of term. Results suggest that retrospective expectations as a substitute for prospective expectations should be treated with caution. In Study 2, the expectations and experiences of 1400 exchange students were examined longitudinally. Results show that students' experience tends to be better than expected. In turn, this expectation-experience discrepancy seems to have a small effect on well-being.

July 1st, Friday, 13.50-14.50
SYMPOSIUM SESSION 5: A Refined Theory of Human Values: What, How, and Why?
Chair: Shalom Schwartz, *The Hebrew University of Jerusalem, Israel*

Bosphorus Ballroom - 2

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The Schwartz theory of 10 basic human values has spawned hundreds of studies since 1992. Distinguishing 10 values was, however, an arbitrary, scientific convenience. This symposium introduces a revised theory that partitions the circular continuum of values more finely. We report collaborative work that evaluates the theory and an instrument designed to operationalize it. Schwartz presents the rationale for the revised theory, explicates the 19 values it distinguishes and describes the instrument designed to measure them. Cieciuch applies confirmatory factor analysis to data from ten countries to examine the evidence for discriminating these values. Vecchione applies multidimensional scaling to these data, assessing the distinctiveness of these values and how well the structure of relations among the values fits the theorized motivational circle. Fischer asks: What is the practical benefit of discriminating more values? What is gained when relating the 19 values to a series of external, criterion variables?

A Revised Theory and New Instrument to Measure Basic Individual Values

Shalom Schwartz, *The Hebrew University of Jerusalem, Israel*
Michele Vecchione, *University of Rome La Sapienza, Italy*

Researchers have largely ignored a central assumption of Schwartz' theory of basic individual values: The array of values represents a circular continuum of motivations analogous with the circular continuum of colors. Partitioning the continuum into 10 discrete values was an arbitrary scientific convenience. One could reasonably partition the domain of values into broader or more fine-tuned value constructs, depending on how finely one wishes to discriminate among motivations. I present a revised theory intended to provide greater predictive and interpretive power than the original 10 by partitioning the value continuum into 19 distinct values. This theory retains the strengths of the original because the 19 values can be combined to recapture the original 10 or the 4 higher-order values. I also present an experimental instrument to measure the 19 values that is designed to provide improved reliability and validity.

Evaluating the Structure of 19 Human Values with Confirmatory Factor Analysis

Jan Cieciuch, *University of Finance and Management, Poland*
Eldad Davidov, *University of Zurich, Switzerland*
Shalom Schwartz, *The Hebrew University of Jerusalem, Israel*
Michele Vecchione, *The University of Rome La Sapienza, Italy*

We tested the discriminability of the 19 values proposed in the revised theory of basic values using the experimental Portrait Values Questionnaire (PVQ5x) which includes 57 items, three for each value. We tested versions with 6pt and 11pt response scales. 2156 adults and 3908 university students participated from ten countries: Finland, Germany, Israel, Italy, New Zealand, Poland, Portugal, Switzerland, Turkey, and the United States. The confirmatory factor model posited 19 value factors with a common factor loading on all the items. After dropping nine items, the model yielded an acceptable fit, discriminating 19 values, for both response formats. Fit indexes

were better for the 6pt response scale. Loadings of the value items on the common factor varied and are interpreted as reflecting susceptibility to response bias. Factor scores can be used to related the 19 values to other variables.

The Structure of Relations Among 19 Values: A Multidimensional Scaling

Michele Vecchione, *University of Rome La Sapienza, Italy*
Shalom Schwartz, *The Hebrew University of Jerusalem, Israel*

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We assessed the structure of relations among the 19 values with multidimensional scaling (MDS) analyses of responses to the experimental PVQ5X. 15 samples from 10 countries completed the PVQ5X in their native language. MDS analyses examined the distinctiveness of the 19 values, their locations around the circular continuum, and whether they could be collapsed into the original 10 and the four higher-order values. We included 48 items supported by CFA. Combined analyses across samples yielded 17 distinguishable values and two blended adjacent values. All items were located in their a priori regions. These values could be collapsed into the original 10 or into the higher order values. Analyses within the 15 samples supported the refined theory at a level comparable to earlier research on the original theory; but benevolence and universalism values were consistently reversed in the circle.

Why Do We Need w More Refined Set of Values? What are the Practical Advantages of Discriminating More Value Facets?

Ronald Fischer, *Victoria University of Wellington, New Zealand*

Why Do We Need w More Refined Set of Values? What are the Practical Advantages of Discriminating More Value Facets? One important advantage is to predict criterion variables more effectively. I report a series of comparisons that assess whether the newly discriminated values yield significantly different correlations with criterion variables. Data from 15 samples latent CFA factors that measure facets of the ten original values show different correlations with theoretically meaningful criterion variables. Further, an MDS analysis of the value "criterion correlations recovers the postulated value space. This implies that the internal structure of the new set of 19 values is conceptually meaningful and has external validity. Some shifts in locations of values (especially benevolence facets) shed light on anomalies in the internal structure of values and fit the original theory. Finally, I explore the ability of the 19 values to better capture the underlying motivational space.

July 1st, Friday, 13.50-14.50
SYMPOSIUM SESSION 6: Cultural Influences on Cognition (Invited Symposium)
Chair: Aysecan Boduroglu, *Bogazici University, Turkey*

Marmara Room

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Cultural Influences on Cognition Until recently, the focus of most cross-cultural research had been cultural differences in social and developmental domains. During this last decade there has been growing interest in cultural differences in cognitive processes. This recent line of research on culture and cognition has clearly shown that cultural influences penetrate cognitive systems. These influences have been reported in a vast array of cognitive domains, ranging from low and basic levels such as perception, attention and memory to much higher complex domains as reasoning. This symposium brings together culture and cognition research conducted at attentional, and memory levels using both behavioral and neuroimaging paradigms to question the wide-held assumptions regarding cognitive universals.

Memory Specificity across Cultures

Angela Gutchess, *Brandeis University, USA*

Culture can influence the ways that individuals perceive the world, shaping the ways people attend to and remember aspects of complex environments. Because events can be represented in memory with varying levels of detail and accuracy, measures of memory can be sensitive to the ways in which cultures differ in the strategies and values they place on encoding different aspects of information, at the expense of other information. In my talk, I will discuss the ways in which culture can influence memory specificity and memory errors, suggesting that culture not only influences what information is accurately remembered, but also the ways in which memory is distorted or is overly general. This approach can identify the type of information given priority in cognition, perhaps reflecting broader cultural values.

Differences in Default Activation in an East Asian and Western Sample

Denise Park, *University of Texas, Dallas, USA*

The default network is a set of brain regions that co-activate when an individual is at rest or is mind-wandering. These sites are suppressed when performing and demanding cognitive task in young adults but old adults have difficulty shifting out of this "mind-wandering" state when confronted with a cognitive challenge. We collected default network data from nearly 200 adults, half East Asian and half Western and examined age and culture differences in default activity. We have clear evidence that East Asians show somewhat less modulation of default activity compared to Westerners and will relate this to hypotheses about cultural differences that may sculpt these differences in neural activity.

Cultural Differences in Attentional Allocation

Aysecan Boduroglu, *Bogazici University, Turkey*

Eye-tracking and change blindness studies suggest that East Asians pay greater attention to background/contextual information when processing visual scenes (Chua et al, 2005; Masuda & Nisbett, 2006). We investigated the source of these differences, by focusing on low level attentional and working memory processes. Using a change detection paradigm, we demonstrated that East Asians allocate their attention more broadly than Americans (Boduroglu, Shah & Nisbett, 2009). In a separate study, using the functional field of view task, we showed that East Asians performed worse than Americans in identifying the location of a briefly presented target in both central and peripheral vision; nature of errors suggested that on a greater proportion of trials East Asians did not detect the original target location. We conclude that there are cultural differences in attentional breadth resulting in differences in processing power and in the spatial resolution of representations.

July 1st, Friday, 13.50-16.05
SYMPOSIUM SESSION 7: Developmental Pathways in the Context of Migration - The Case of Turkish Families in Germany

Chair: Heidi Keller, *University of Osnabrueck, Germany*
Discussant: Carolin Demuth, *University of Osnabrueck,, Germany*

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There is meanwhile wide agreement that there are cultural solutions to universal developmental tasks. While there is sufficient evidence that cultural models of autonomy and relatedness shape children's developmental outcome, little is known on how migration impacts parents' ethnotheories and child rearing practices and hence child development. Drawing on an ecocultural approach this symposium investigates how cultural models of good child care among Turkish families living in Germany influences children's social and cognitive development. The first presentation by Schroeder et al. investigates the influence of mother's socialization goals on children's cognitive styles, the second presentation by Schuhmacher et al. focuses on culturally distinct pathways towards the development of pro-social behavior; The third talk by Willard et al. investigates the influence of contextual factors on children's language proficiency; The last 3 presentations will be dedicated to the influence of culture on children's production of drawings of self and their families.

Cognitive Styles of German and Turkish Children and Their Mothers Living in Osnabrueck (Germany)

Lisa Schroeder, *University of Osnabrueck, Germany*
Dilek Yildirim, *University of Osnabrueck, Germany*
Heidi Keller, *University of Osnabrueck, Germany*

Studies have demonstrated that culture influences the way people process information. Parallel to the independent self-concept in autonomy-oriented contexts, people perceive the world in separated entities - the analytic mode. Parallel to the interdependent self-concept in relational oriented contexts, people perceive the world as an interwoven whole - the holistic mode. In the present study middle-class families with German descent (N=42) and Turkish descent (N=32) living in a German city participated. Cognitive styles of children and their mothers were investigated. As expected, socialization goals of Turkish mothers were more relational oriented whereas German mothers emphasized more autonomy-oriented goals. The cognitive styles of children were similar to each other; however, correlation patterns were different. Results will be discussed in view of cultural models and acculturation processes.

Turkish-German Bilingualism in Germany

Jessica Willard, *Ruhr Universitaat Bochum, Germany*
Katharina Kohl, *Ruhr Universitaat Bochum, Germany*
Olivia Spiegler, *Ruhr Universitaat Bochum, Germany*
Julia Jaekel, *Ruhr Universitaat Bochum, Germany*
Birgit Leyendecker, *Ruhr Universitaat Bochum, Germany*

It is an often voiced concern that the language abilities of children of Turkish descent in Germany are inadequate. Indeed, in standardized tests of German proficiency, children of Turkish descent often perform below the level of German children. However, little is known about their Turkish proficiency. And still less is known about what proportion of children actually reaches high levels of proficiency in both German and Turkish. In a sample of 360 children of Turkish descent, we examine the prevalence of different levels of German and Turkish language proficiency. In a second step, we explore to what degree contextual factors such as generational status, socioeconomic status, home language use, and literacy environment are involved in enabling high levels of proficiency in both languages. Preliminary analyses reveal that there is considerable variance in language skills. Data collection is ongoing, final results will be presented at the conference.

Cultural Influences on Preschool Children's Family-Drawings

Ariane Gernhardt, *Development, Germany*
 Sina Schwarzer, *Development, Germany*
 Melanie Lenk, *Development, Germany*
 Hartmut Ruebeling, *University of Osnabrueck, Germany*
 Heidi Keller, *Development, Germany*

Previous research has shown, that the way, children conceive themselves in relation to others varies across socio-cultural contexts. Some important features become visible in children's drawings of their families: Whereas children of urban Western middle-class families draw themselves rather tall and on a baseline, children of families in non-western cultural contexts draw themselves rather small and without using a baseline. In the present study we therefore investigate, in which way and to what extent family drawings are influenced by the cultural self-concepts of the children. The figurative drawings of 160 children between three and six years of age who live in diverse contexts of Turkey and Germany, have been analyzed. The findings indicate cultural differences concerning the size of the figures and personal attributes as well as the arrangement of the family members.

Self-Drawings of 4-6 Years Old Children with Turkish Immigrant Background and Native German Children

Hartmut Ruebeling, *University of Osnabrueck, Germany*
 Ariane Gernhardt, *Development, Germany*
 Sina Schwarzer, *Development, Germany*
 Melanie Lenk, *Development, Germany*
 Heidi Keller, *Development, Germany*

Previous studies with school aged children have demonstrated cultural influences upon their drawings of the human figure (Cox, 2005). The present study addressed to young children's depictions of themselves assuming that they reflect in some way different culturally mediated conceptions of the self beyond their verbal communications. A total of 160 children, living in and around the city of Osnabrueck/Northern Germany, participated in this study, half with Turkish family background and half with German family background. For comparison n= 80 drawings from Turkish children living in Ankara and in the Marmara region were used. Based on previous studies (Ruebeling et al. 2011) we hypothesized that several basic drawing features (e.g. size and completion of the figure) differed between the groups, however with larger resemblance of Turkish immigrant children and native Turkish children.

Childrens Drawings as an Expression of Cultural Forms of Life

Rita Schneevoigt, *Leibniz University of Hanover, Germany*

Heike Drexler, *Leibniz University of Hanover, Germany*

Elfriede Billmann-Mahecha, *Leibniz University of Hanover, Germany*

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Children's drawings, as their first lasting products, show their developing skills in leaving "artistic" traces or depict something. Over and above this, the drawings can be interpreted as cultural objectivations which express knowledge of the world, ideas, self-image and transformations of experiences by children within their own cultural forms of life (in the sense of cultural practices, social life, values). In our paper, we focus on this second perspective in analyzing children's drawings. We report the first results from a longitudinal study with 62 three-to-six-year-old German and Turkish children living in Germany. With the help of video-based analyses under the perspective "children's drawings as cultural objectivations", certain types of drawings and their specific characteristics could be identified. With regard to a comparison between German and Turkish children it appears that a cultural-comparative approach is less productive than a culture-inclusive approach.

July 1st, Friday, 14.50-16.05
SYMPOSIUM SESSION 8: Applications of Multilevel Analysis in Cross-Cultural Psychology

Chair: Itziar Alonso-Arbiol, *University of the Basque Country, Spain*

Discussant: Fons van de Vijver, *Tilburg University, the Netherlands*

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Cross-cultural studies often address aspects that have both individual and cultural components. Multilevel models capture individual- and culture-level variation in a single model. The presentations, all based on recent, empirical studies, illustrate how multilevel procedures can help to shed light on research questions that are difficult to tackle with conventional procedures like regression. Specifically, the procedure of a new approach for meta-analysis will be described step-by-step, two-levels designs will be used to analyze individual- and country-level predictors of psychological variables (prototypes of anger components, parenting styles, and social cynicism) in a sizeable number of countries, and a three-level analysis of guilt and shame experiences nested in persons, and persons nested in cultural groups will be presented. The implications of the methods used for the interpretation of data as well as the new possibilities that may arise will be discussed.

An Application and Extension of Multilevel Approaches to Cross-Cultural Meta-Analysis

Ronald Fischer, *Victoria University of Wellington, New Zealand*

I will present a new approach and step-by-step procedure to cross-cultural meta-analysis (Fischer & Mansell, 2009). Traditionally, only studies that directly compared two or more different cultural samples were available for meta-analysis. I will describe a new approach that allows mono-cultural studies to be included in cross-cultural meta-analyses. Information on central tendencies (means, frequencies), correlations or experimental designs (group mean differences) can be used to address novel questions in cross-cultural research. Complications of cross-cultural meta-analysis due to nesting of studies in cultures can be overcome using three level mixed effects models implemented in HLM. I will demonstrate the basic steps with examples on well-being, SDO, experimental studies of ingroup bias and justice effects. Furthermore, the underlying random effects model allows generalizations of findings beyond the specific studies included. Potential problems and limitations of this approach are discussed.

Individual- and Country-Level Differences in Prototypical Anger: A Freedom-Contingent Model of Emotional Experience and Expression

Itziar Fernandez, *Spanish University for Distance Teaching, Spain*

Dario Paez, *University of the Basque Country, Spain*

Pilar Carrera, *Autonomous University of Madrid, Spain*

Itziar Alonso-Arbiol, *University of the Basque Country, Spain*

Fons van de Vijver, *Tilburg University, the Netherlands*

Miryam Campos, *University of the Basque, Spain*

Nekane Basabe, *University of the Basque, Spain*

We aimed at disentangling individual- and country-level predictors of self-reported prototypes of anger components. Data were collected among 5,006 college students from 25 countries. A multilevel analysis revealed that being female, instrumentality, affluence, and the interaction between affluence and instrumentality were the most important predictors of internal processes and behavioral outcomes of anger prototypes. Instrumentality was positively related to anger components in countries with low HDI (Human Development Index). Primary self-control was predicted by higher levels of instrumentality, expressivity, interdependence, along with an interaction between HDI and competitiveness. Secondary self-control was best predicted by higher scores of competitiveness and interdependence, and low Uncertainty Avoidance Index. Results suggest the existence of a freedom-contingent model of emotional experience and expression: anger components are more freely experienced and expressed in countries with more freedom.

Evaluating Baumrind's Legacy across Cultural Contexts: A Multilevel Analysis

Amina Abubakar, *Tilburg University, the Netherlands*

Fons van de Vijver, *Tilburg University, the Netherlands*

Baumrind's typology of parenting styles and its influences on psychological outcomes of children is one of the most influential theoretical frameworks in developmental psychology. While its basic tenets have been consistently replicated with data from Western societies, findings from non-western studies have been inconsistent. Inconsistency in findings could arise from real differences in patterns of parenting or methodological artifacts. We aim at examining parenting styles and its psychological impact across different cultural settings to allow for a more coherent evaluation of Baumrind's typology. Individual (Age, Gender, and SES) and country-level (GDP, value orientation and individual-collectivism) correlates of parenting styles are examined using a two-level hierarchical model. Three thousand and five hundred students in at least 16 countries in all inhabited continents are involved in the study. The theoretical Implications of the findings will be discussed.

Social Cynicism and Neuroticism: Cross-Level Moderating Effect of Societal Corruption

Kwok Leung, *City University of Hong Kong, Hong Kong*

Vivian Lun, *City University of Hong Kong, Hong Kong*

Social cynicism as a dimension of social axioms has shown relationships with a variety of negative variables in previous research, including neuroticism, a dimension of the five factor personality model. People high on social cynicism are more likely to be neurotic. We argue that the societal context may influence this relationship, and focus on societal corruption as the contextual variable in the present research. This conjecture was explored in a data set involving 12 societies with hierarchical linear modeling. Consistent with the argument that a negative societal context can buffer against the negative impact of social cynicism, social cynicism showed a weaker relationship with neuroticism across individuals in societies where corruption was high. Theoretical implications of this finding are discussed.

The Organization of Guilt and Shame Experiences at Situational, Individual and Cultural Level

Johnny R. J. Fontaine, *Ghent University, Belgium*

Mia Silfver-Kuhlampi, *University of Helsinki, Finland*

Some hypothesized that guilt is more salient in interdependent groups (e.g. Triandis, 1988), while others expected guilt to be more salient in independent groups (e.g. Eid & Diener, 2001). For shame, most authors expect that it is more salient in interdependent groups, but also this is debated. A promising explanation for the contradictions is that the underlying structure of guilt and shame shifts depending on the level of analysis. Fontaine et al. (2006) have already demonstrated that situational differences are structured according to the dimension moral and personal norm violation versus negative evaluation by others, while for person differences are structured according to the dimension control versus lack of control. Using a nested three level design with guilt and shame experiences nested in persons, and persons nested in cultural groups it is investigated how guilt and shame reactions are organized at the cultural level.

July 1st, Friday, 14.50-16.05
THEMATIC PAPER SESSION 7: Fatalism, Risk Taking and Perceived Control
Chair: Lilavati Krishnan, *Iit Kanpur, India*

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Fatalism and Risky Outcomes: Cultural and Individual Levels of Analysis

Michele Gelfand, *University of Maryland, USA*
Ashley Fulmer, *University of Maryland, USA*
Arie Kruglanski, *University of Maryland, USA*
Zeynep Ayca, Koc University, Turkey

Fatalism denotes perceptions that one's destiny and life outcomes are predetermined. Such a belief arises when individuals, in the face of low personal control, seek order and structure from an external source. We predicted that fatalism can decrease a sense of personal responsibility and increase risk-taking and investigated this relationship at both the cultural and individual levels. In Study 1, we conducted a multi-national comparison and showed that fatalism was positively related to risky and mortality outcomes. In Study 2, an experimental study was conducted in which we primed individuals' fatalistic beliefs and showed that the manipulation of fatalism led to a higher level of risk-taking preferences in multiple life domains. This research demonstrates that culture plays an important role in predicting these outcomes above and beyond structural factors. A discussion of the implications will be presented.

Social Axioms in Relation with Time Perspective in Romania

Alin Gavreliuc, *West University of Timisoara, Romania*
Elena Mitu, *West University of Timisoara, Romania*
Dana Gavreliuc, *West University of Timisoara, Romania*

This article analyses the relation between student's time perspective and their general beliefs. The Social Axioms Survey (SAS) and Zimbardo Time Perspective Inventory (ZTPI) were tested on a sample of 522 students from Romania. The purpose of the study was to examine the construct and discriminate the validity of SAS and ZTPI. Both questionnaires provided acceptable fit indices. We have observed that Social Cynicism is positive correlated with Past Negative and Present Fatalist, and Fate Control is positive correlated with Present Fatalist. We have discovered a positive relationship between Present Hedonist and Social Complexity. At the same time, we have realized another correlation of the Time Perspective factors with Locus of Control and Self-esteem, evidencing some contradictory relationships (like positive correlations between Self-esteem and Past Negative). Following this trends, we have also critically analyzed the role of specific socialization of young cohorts in post-communist Romania centered on fatalistic generalized beliefs.

Regret in Indian Samples: The Role of Majority/Minority Information, Action/Inaction, and Margin of Loss

Lilavati Krishnan, *Iit Kanpur, India*

Two scenario-based investigations of Regret were conducted in India, a relatively collectivistic culture, to explore the effects of Majority/Minority action and outcome as possible bases of defining the "normal". Study 1 examined the effects of Majority/Minority action, and individual Action/Inaction on Regret, along with Attribution for, and Perceived Control over, the negative outcome. The findings exhibited the expected interaction between Majority/Minority action and individual Action/Inaction on Regret, and significant effects on Attribution for the negative outcome. Study 2 investigated the role of Majority/Minority outcome, Action-Inaction sequence and Small/ Large margin of loss. The results did not clearly support the hypothesized effects of the independent variables on Regret, but brought to light other aspects linking Regret with Attribution, Perceived control, and Subsequent Action. Implications of social comparison effects on Regret in a collectivistic context, in conjunction with other situational variables, and Perceived control as a possible mediator are discussed.

When Does Severity of Risk, Risk Consequence Frame and Self Construal Affect Individuals' Gambling Decision Making?

Lindsey Jane Paton, *The University of Sydney, Australia*

Ulku Yuksel, *The University of Sydney, Australia*

The experiment analyses the impact of various degrees of risk and reward and risk consequence frames; personal, collective, and impersonal, on decision behaviour in a horse race betting scenario. In addition, the study identifies whether type of target affected by the risky decision together with extent (or severity) of risk/reward would affect individuals' decision making when they belong to different self construal frames. Thus, the impact of self construal, with regard to independent and interdependent selves, is examined in terms of decision behaviour in the betting scenario. Specifically, this study identifies under which circumstances (i.e., when) individuals' decision making will be influenced (i) when they are faced with risk decisions involving two degrees of risks and rewards; that is, low versus high financial risks, (ii) that affect different types of target groups (focus). These targets implicate different types of selves, involving the personal self (i.e., the private self; "I", "me" condition), the collective self (i.e., the in-group membership; "us" condition), and the impersonal self (i.e., the large group).

Defending Religious Worldviews after Threats in Australia and Indonesia

Emiko Kashima, *La Trobe University, Australia*

Ruth Beatson, *La Trobe University, Australia*

Tutut Chusniah, *University of Indonesia, Indonesia*

Sutarimah Ampuni, *La Trobe University, Australia*

Effects of various psychological threats to enhance worldview defense have been documented. Taking a cultural approach, we examined the defense of religious worldviews in Indonesia and Australia where religion is culturally more vs. less central, respectively. After primed with thoughts of death, uncertainty, social isolation, or dental pain (control) participants evaluated an essay that derogated religion. As expected, more religious Australians were more critical of the essay, but thoughts of death alone increased their criticism among those had low in self-esteem in particular, consistent with Terror Management Theory. Although Indonesians were generally more negative towards the anti-religion essay than Australians, religiosity was unrelated with essay evaluation, and furthermore, thoughts of death led high (rather than low) self-esteem Indonesians to be more critical. Results underscore the importance of culture for understanding the dynamics of worldview defense.

July 1st, Friday, 14.50-16.05
THEMATIC PAPER SESSION 8: Development and Conceptualization of Personality
Chair: Julia Weiss, *Friedrich Schiller University of Jena, Germany*

Rumeli Room

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Do We Become a Different Person when Hitting the Road? Personality Development of Student Sojourners

Julia Weiss, *Friedrich Schiller University of Jena, Germany*
Franz J. Neyer, *Friedrich Schiller University of Jena, Germany*

The increasing number of student sojourners evidences that international mobility has become a conventional phenomenon in young adults' life. We investigated how short-time stays abroad impact young adults' personality development. In line with corresposive principle (vgl. Roberts, Caspi & Moffitt, 2003) we expected to find pre-departure differences between the Big Five-profiles of sojourners and control students. These differences should be further accentuated by the subsequent migration experience of the former. To empirically investigate this hypothesis a total of about 3.000 German students "both sojourners and non-sojourners - were queried several times over the course of a year using online-questionnaires. As expected analyses revealed substantial personality differences between the two groups prior to the departure of sojourners and indicated influence of the migration experience on sojourners' personality development. The results substantially add both to the understanding of international mobility's impact on sojourning individuals and the clarification of mechanisms of personality development.

Exploring Geometric Representations of the Filipino Core Personality

Johann Andrew Sagmit, Ateneo de Manila University, Philippines

Taxonomic representations of the Filipino personality rely heavily on identifying and describing orthogonal components of the construct. However, none of these taxonomic representations attempted to explain possible linear, circular or cubic structural organizations that could describe complex hidden features underlying factor analytic components. In this study, positively- and negative-valenced Filipino trait adjectives obtained from the hierarchical structural model proposed by the author were subjected to multidimensional scaling (MDS). Geometric representations were obtained and compared. Implication of the results on current Filipino psychology and directions of future emic studies are discussed.

Exploring a Hierarchical Taxonomic Structure of the Filipino Personality Using Salient Trait Adjectives

Johann Andrew Sagmit, Ateneo de Manila University, Philippines

Studies on the Filipino personality using lexical trait terms have been heavily dependent on factor analyses. These usually yielded a number of orthogonal factors. However, none of these studies attempted to look at a possible hierarchical structure of these trait terms. This study explored this alternative taxonomic model for the Filipino personality. A pool of 140 salient Filipino trait adjectives was subjected to a top-down hierarchical factor analysis technique. This resulted to a

three-level structural representation that suggests a number of positively-valued and negatively-valued personality facets that could be used to describe core Filipino personality. Implications of the results on current Filipino psychology and directions of future emic studies are discussed.

A Comparative Child Personality Study between Turkey, China and Greece

Irem Erdem Atak, *Okan University, Turkey*

Tevfika Yunaboylu-Ikiz, *Istanbul University, Turkey*

Jianxin Zhang, *Chinese Academy of Sciences, China*

Carina Coulacoglou, *Fairy Tale Test Society, Greece*

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This paper concerns a cross-cultural study of personality development between three diverse cultures using a projective personality test for children, the Fairy Tale Test (FTT). FTT's theoretical background is mainly psychodynamic resting on the association between traditional fairy tales and unconscious processes as well as the universal values reflected in these stories. The FTT consists of 21 cards depicting popular fairy tale characters -Little Red Riding Hood, the Wolf, the Dwarf, the Witch and the Giant. The test is individually administered to children aged 6-12 years; analyses of responses provides information on 30 personality variables and qualitative interpretation involves the study of defense mechanisms, evaluation of ego strength, family dynamics and nature of anxiety. FTT has been standardized in Turkey, China and Greece on large samples. Here, the results of factors analyses for each of those cultures and possible interpretations of various factors in relation to culture will be presented.

July 1st, Friday, 14.50-16.05
THEMATIC PAPER SESSION 9: Organizational Socialization and Attitudes
Chair: Nurcan Ensari, *Alliant International University, USA*

Marmara Room

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What is Multiculturalism and Internationalism in Organizations?

Denise Lopez, *Alliant International University, USA*
Nurcan Ensari, *Alliant International University, USA*

As organizations become more diverse and competitive in the global marketplace, the need for multiculturally and internationally competent employees becomes a strategic priority. However, the notion of multiculturalism and internationalism from the perspective of managers differ significantly. Consider, for example, how multiculturalism might be viewed by a Middle East-based family-owned business catering predominantly to the US market, versus a manager of a Chinese company with numerous subsidiaries in South America and Asia, or a Swiss-Thai venture in Thailand operating globally. We will first present the key psychological theories and principles, and then share a summary of interviews with managers working in multinational organizations who face multiple and complex challenges associated with differing expectations, management styles, communication barriers and work conflicts. Our primary aim is to clarify and expand the construct of multiculturalism in international organizations, and provide relevant strategies and techniques to build and develop it in organizations.

Mentoring as a Means that Mentors Socialize Protégés

Chunchi Yang, *Fu Jen Catholic University, Taiwan*
Changya Hu, *National Chengchi University, Taiwan*
Chiayu Lin, *Taian Insurance Co., LTD., Taiwan*

Taking a social learning perspective, we examined the relationship between mentor organizational socialization and protege organizational socialization, and the mediating role of mentoring functions received by proteges. The formality of mentorship that moderates the relationship between mentor socialization and mentoring functions protege received was also examined. Using data collected from 209 mentoring dyads in the banking industry, we found that mentor socialization related positively to career functions, role modeling proteges received, and protege socialization. Although both career functions and psychosocial functions related positively to protege socialization, only career functions partially mediated the relationship. Furthermore, we found mentorship format only moderated the relationship between mentor socialization and the psychosocial functions proteges received. This suggests that the positive relationship between mentor socialization and psychosocial functions proteges received only bear out in informal mentoring relationships. We discussed the theoretical and practical implications of our findings.

Global Mindset In Europe: East And West Meet North And South. Local Advantage for Global Reach

Cordula Barzantny, *Groupe ESC Toulouse Business School, France*

Concepts of global mindset have emerged as critical success factors to sustain the long-term competitive advantage in the global market place. With the particular multicultural patchwork of countries and regions in Europe, we address the contrasting patterns of influences and development of global mindset for managers in Europe. We decipher a difference of North vs. South of Europe, a typology that is transcending the formerly mainly political divide into East and West. Europe offers a regional competitive area with high cultural diversity. Therefore we suggest that what can be characterized as a particular ‘European’ Mindset of European managers as well as of successful managers in Europe is also entry point to the global one. Managers raised in Europe seem to have a ‘natural’ advantage because of exposure and the prolific context they are exposed to in a comparatively small geographical space that is Europe.

Workplace Bullying and Turnover Intention among Blue Collar Workers in Turkey: The Moderating Effect of Belief in a Just World

Hatem Ocel, *Karabuk University, Turkey*

The present study was carried out to examine whether the relationship between workplace bullying and turnover intention is moderated by belief in a just world (BJW). The results showed that personal belief in a just world moderates the relationship between bullying and turnover intention. That is victims of bullying high on personal BJW display less turnover intention than those low on personal belief in a just world. We consider our finding indicating that personal belief in a just world moderates the relationship of turnover intention with workplace bullying especially important for two reasons. First, although belief in a just world has been found to be directly related to various organizational behaviors, its moderating role has not been fully examined yet. Second, to our knowledge, it is the first study dealing with belief in a just world in organizational context in Turkey, a country with different religious and cultural background.

Relations of the Job Demands-Control-Support Model of Job Strain with Culture: A Comparison between Switzerland and South Africa

Christina Györkös, *University of Lausanne, Switzerland*
 Koorosh Massoudi, *University of Lausanne, Switzerland*
 Jérôme Rossier, *University of Lausanne, Switzerland*
 Gideon de Bruin, *University of Johannesburg, South-Africa*

This project aims to study the relations of the JDC model, culture related variables, and job strain or health in a sample of Swiss ($n = 370$) and South-African ($n = 640$) workers. Relationships between these set of variables were very similar in both countries, with only a small difference concerning social support, which seemed to be a less effective protective factor in Switzerland. Within each country, the moderator effect of culture variables on the relation between the JDC model of job strain was examined. In South Africa, several moderator impacts were observed. For example, vertical collectivism had a moderator impact on the relation between job demands and burnout ($\beta = -.08$, $t(608) = 13.71$, $p < .05$). In Switzerland, only the horizontal individualism had a moderator impact on the relationship between job control and general health ($\beta = .15$, $t(338) = 8.53$, $p < .001$).

July 1st, Friday, 16.25- 18.30
SYMPOSIUM SESSION 9: Socialization Practices and Conceptions of Childrearing in Turkish-German Families

Chair: Carolin Demuth, *University of Osnabrueck, Germany*

Discussant: Cigdem Kagitcibasi, *Koc University, Turkey*

Boardroom

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In recent years there has been an increasing recognition of the need to study the everyday experience of children and cultural conceptions of parenting among migrant families. Migration often confronts families with diverging cultural practices and beliefs and forces them to develop alternative adaptive strategies to the new cultural environment. The symposium aims at shedding light on mundane childrearing practices and parental beliefs among Turkish immigrant families in Germany and the cultural models that inform these practices and beliefs. The panel presents a comparison of German and Turkish children's reports of birthday celebrations (Otto), an in-depth study of young Turkish mother's ethnotheories of good child care (Demuth), a cross-cultural comparison of grandmothers' involvement in child care (Teiser), an investigation of parental involvement in the school system (Kohl et al), conflicts in raising adolescents (a-zdemir) and parenting behaviour of marital partners with differing acculturation status (Spiegler).

Today is my birthday! - Birthday celebrations of German and Turkish children living in Germany

Hiltrud Otto, *University of Osnabrueck, Culture and Development, Germany*

Christine Buettner, *University of Osnabrueck, Culture and Development, Germany*

Our cultural background defines what value and belief systems we acquire and what kind of rituals and traditions we absorb. This study investigates a ritual that is prominent among children in Germany: birthday celebrations. In order to find out if and what cultural differences there are among German and Turkish migrant children living in Germany, we asked 9 children aged 6-10 to take photographs at their birthday. The children were given disposable cameras to snap what they considered important to document their birthday for us. Afterwards we interviewed them, asking for reasons why they took a particular picture and what the picture is supposed to tell. Additionally, mothers filled out a socio-demographic questionnaire. The study reveals some fascinating patterns across the two groups of children's photographs and narratives with respect to their concerns and identities, revealing influences of the culture of origin among the migrant children, although they grew up in Germany.

Mother's Ethnotheories on Childrearing: The Case of Turkish Mothers in Osnabrueck

Carolin Demuth, *University of Osnabrueck, Culture and Development, Germany*

The study investigates socialization goals and ethnotheories on childrearing of second-generation Turkish mothers in Osnabrueck, Germany. Drawing on open procedures such as semi-structured interviews and theoretical coding (GTM) we aim at contributing to a deeper understanding of how mothers manage to merge different and sometimes opposing cultural models of child care in the context of migration. The presentation brings together findings from 3 studies with 8, 4, and 6 mothers of 2-6 year old children. The following central categories were systematically derived

from the analysis: 1) Strong family bonds, 2) fostering cognitive and physical achievement, 3) psychological autonomy, 4) Moral/religious integrity. Depending on the evaluation of their own socialization, as well as on the available societal infrastructure mothers show continuity of some traditional values as well as discontinuity of others. The findings will be discussed with regard to Kagitcibasi's model of autonomy and relatedness and the special context of migration.

Child-Rearing Strategies of German, German-Turkish and Turkish Grandmothers

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Johanna Teiser, *University of Osnabrueck, Culture and Development, Germany*
Heidi Keller, *University of Osnabrueck, Culture and Development, Germany*

Childcare practices and reasons for childcare vary across cultures. So far research has focused on maternal child-rearing strategies. More research about grandmaternal involvement in child-rearing is needed. Grandmothers from different cultural groups provide different rearing environments for grandchildren. Research has shown that German middle-class families follow autonomy oriented socialization strategies, whereas German-Turkish and Turkish middle-class families can be seen as prototypically relational. 15 German, 15 German-Turkish and 15 Turkish grandmothers of grandchildren aged 0 to 5 were interviewed using closed as well as open-ended questions. Grandmothers were asked to report about their childcare behavior, about reasons for childcare and about the impact of childcare on their life. It is hypothesized that grandmaternal behaviors, which induce playfulness, are enhanced in autonomy-oriented societies whereas obligatory behaviors like primary care are dominant in societies that aim towards relatedness. First results will be discussed.

Who is Responsible? Turkish Immigrant Parents and The German School System

Katharina Kohl, *Ruhr Universitat Bochum, Germany*
Olivia Spiegler, *Ruhr Universitat Bochum, Germany*
Jessica Willard, *Ruhr Universitat Bochum, Germany*
Birgit Leyendecker, *Ruhr Universitat Bochum, Germany*

Educational systems differ regarding the degree of parental involvement expected by teachers. In Germany, most schools are half-day schools and children have to study on their own in the afternoon. Parents are expected to supervise their children's homework and their independent learning and to attend meetings with teachers such as parent-teacher conferences. Immigrant parents are often not aware of their role and their responsibilities in the educational domain. The goal of this study is to examine how (a) teachers, German mothers and Turkish immigrant mothers in Germany perceive the distribution of these responsibilities, and how (b) context variables such as everyday distress influence parental involvement. Preliminary analyses of the first portion of data (N = 36) indicate significant correlations between stress levels and the distribution of responsibility. Final results including our complete sample will be presented at the conference.

Raising Adolescents in Germany - a Qualitative Study on Conflicts and Difficulties Experienced by Turkish Immigrant Mothers

Asli Aydin Ozdemir, *Ruhr Universitat Bochum, Germany*

This study examines the association between the perceived mother-adolescent acculturation gaps and conflict in their relationship. Particularly, we were interested to understand mothers' subjective experiences and perceptions about raising adolescent in a migration context. The data

is based on qualitative semi-structured interviews with Turkish immigrant mothers in Germany (n = 16). These mothers are part of a larger sample of a quantitative study. The data was analyzed using consensual qualitative research method. Results indicate that most conflicts are related to conflicts common in the life of 12-16 year old adolescents. Mothers assumed that the conflicts mentioned would be basically the same in Turkey. However, concerns and difficulties would be experienced and perceived differently. Results are discussed in terms of their implications for psychologists and family therapists working with immigrant clients.

Turkish Parents Socialization Experiences and Parenting Behavior

Olivia Spiegler, *Ruhr Universitat Bochum, Germany*

Jessica Willard, *Ruhr Universitat Bochum, Germany*

Katharina Kohl, *Ruhr Universitat Bochum, Germany*

Birgit Leyendecker, *Ruhr Universitat Bochum, Germany*

The aim of our study was to investigate how socialization in Turkey versus socialization in Germany influences parental involvement. Turkish immigrants in Germany have a strong preference to marry a partner who grew up in Turkey. As a result, many Turkish parents differ in regard to their socialization and acculturation experiences. Thus, these parents are likely to differ on important variables such as ethnic identity, acculturation, and language proficiency. We do not know how these differences affect parenting behaviour of Turkish immigrant mothers and fathers. To answer these questions, we conducted interviews with 103 Turkish immigrant mothers and obtained questionnaires from both mothers and fathers on parental involvement such as discipline, school encouragement, and support with homework. In addition, we were interested to explore the possible mediating role of daily hassles and satisfaction with life in Germany.

July 1st, Friday, 16.25-17.40
SYMPOSIUM SESSION 10: Infant Development in Two Socio-Cultural Contexts

Chair: Bettina Lamm, *University of Osnabrueck, Germany*

Discussant: Debbie Best, *Wake Forest University, USA*

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Development is embedded in eco-cultural contexts and reflects cultural models and associated socialization strategies. Therefore cross-cultural assessments are needed in order to better understand developmental trajectories. About 300 infants from German middle-class families and a rural Nso community (Cameroon) were studied at the ages of 3, 6, and 9 months. The main focus of the project was on memory and learning development, but general development and early social experiences were also regarded. This longitudinal multi-centric project is aimed at analyzing developmental progression of discrete characteristics as well as relations between developmental domains and cultural influences on development using different experimental and observational paradigms. In this symposium results on culture-specific progression in language and motor development, the influence of the cultural familiarity of stimuli on association learning, the adaptation of mothers' culture specific parenting strategies to the infants' maturation, and the growing cultural influence on deferred imitation with age are presented.

Cultural and Individual Differences in Language and Motor Development

Thorsten Kolling, *Johann Wolfgang Goethe University Frankfurt, Germany*

Bettina Lamm, *University of Osnabrueck, Germany*

Marc Vierhaus, *University of Bielefeld, Germany*

The present longitudinal study tested 3-, 6- and 9-month-old infants ($N = 300$) with language and motor scales of the Bayley Scales of Infant Development “III” in three German (Bielefeld, Gießen, Frankfurt) and in a Cameroonian (Nso) lab. Confirmatory cluster analyses were used to test replicability of cultural groups through cluster groups. Results demonstrate that for both receptive and expressive language development two cluster groups are separable constituted mainly by cultural groups with German infants having higher performance scores. In contrast, cluster analyses of fine motor development led to two culture-mixed cluster groups. Most interestingly, four cluster groups were extracted in the gross motor domain showing culture-specific differential growth curves. Additional variables (e.g., gender, SES) did not explain cluster group differences. The results of the present study demonstrate that differences in language development are mainly due to cultural background but motor development is stronger influenced by individual differences.

The Influence of Own- versus Other-Race Faces on the Visual Expectation Paradigm at Three and Six Months of Age

Ina Fassbender, *University of Bielefeld, Germany*

Manuel Teubert, *University of Bielefeld, Germany*

Marc Vierhaus, *University of Bielefeld, Germany*

Arnold Lohaus, *University of Bielefeld, Germany*

The results of an ongoing longitudinal study with three- and six months old German middle-class and Cameroonian Nso infants on the influence of own- and other-race faces on association learning in the Visual Expectation Paradigm are presented. White and Nso faces were used as familiar or unfamiliar stimuli respectively. There is no significant difference in the three-months-olds' reaction time to stimulus shifts between the two stimulus classes. At six months of age, infants' reaction time is supposed to decrease significantly in the familiar faces condition but not in the unfamiliar faces condition. These findings are expected as six months is the relevant age for the onset of the Other-Race-Effect, which should have an impact on other-race versus own-race face processing and therefore on infants' performance on the Visual Expectation Paradigm.

A Longitudinal Study of Parenting Strategies in Two Different Socio-Cultural Environments

Helene Gudi, *University of Osnabrueck, Germany*

Bettina Lamm, *University of Osnabrueck, Germany*

Heidi Keller, *University of Osnabrueck, Germany*

Cultures differ with respect to parenting strategies already during infancy. Research has shown that different parental behavioral patterns are predominant in different cultural contexts. This longitudinal study is interested in how mothers adjust their culture specific parenting strategies to adapt to the infants' pancultural maturity process. 200 mother-child dyads from a German urban educated middle-class context and 70 mother-child dyads from a traditional rural Nso community in Cameroon were videotaped in free play interactions when the children were 3 and 6 months old. Maternal interaction behavior was analyzed according to the emphasis on proximal vs. distal behavior. Even though, the parenting strategies are expected to alter over time in accordance to the infants' growing cognitive, motor, and social skills the cultural differences corresponding to the respective cultural models are stable.

Deferred Imitation at 6, 9, And 18 Months: A Growing Cultural Influence on Imitative Behavior

Sonja Borchert, *Johann Wolfgang Goethe University Frankfurt, Germany*

Bettina Lamm, *University of Osnabrueck, Germany*

Claudia Goertz, *Johann Wolfgang Goethe University Frankfurt, Germany*

Frauke Graf, *Johann Wolfgang Goethe University Frankfurt, Germany*

Thorsten Kolling, *Johann Wolfgang Goethe University Frankfurt, Germany*

Monika Knopf, *Johann Wolfgang Goethe University Frankfurt, Germany*

This study presents data on deferred imitation within two environments: Urban middle-class infants from Germany and Cameroonian Nso farmer infants were tested at the age of 6 and 9 months with a pillow-like puppet. At 6 months German urban ($n = 170$) and Nso farmer infants ($n = 67$) both showed deferred imitation (i.e. more target actions in test compared to baseline), there was no difference between the two groups. At the age of 9 months the German urban sample ($n = 244$) showed slightly more imitations than the Cameroonian farmer infants ($n = 66$). Another study with 18-months-olds revealed a growing cultural influence: Cameroonian farmer children ($n = 32$) showed only half of the imitative actions compared to an urban German sample ($n = 28$). Possible explanations are the lack of experience with toys and the unusual setting of instructional learning so early in ontogeny within the Nso context.

July 1st, Friday, 16.25-17.40
SYMPOSIUM SESSION 11: Impact of Culture and Family on Migrants Adaptation to a New Society

Chair: Paul G. Schmitz, *University of Bonn, Germany*

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Migration is an increasing phenomenon worldwide. Within the EU during the last three decades, this issue shows also an increasing interest, but focuses more the supposed deficits and problems of maladjustment than successful coping of migrants with the new socio-cultural environment. Different ways of designing adjustment patterns can be observed. There is remarkable evidence that in the course of time most migrants find an appropriate way of life-style und wellbeing for them as individuals and for their socio-ethnic group, but we find also persons who feel less happy and less effective in structuring their ways of life. In this symposium the impact of culture (e.g. political and social value systems, religious beliefs, role of language, etc.) and of family characteristics on adjustment to a new culture and society will be discussed. Research findings based on data collected with different immigrant groups from inside and outside the EU will be presented.

Acculturation, Identity and Ethno-Cultural Continuity among Vietnamese in Hungary

Lan Anh Nguyen Luu, *Eotvos Lorand University of Budapest, Hungary*

Janos Gordon, *Eotvos Lorand University of Budapest, Hungary*

In our study with Vietnamese immigrant families and their school children in Hungary we investigate the relationships between their acculturation strategies, ethnic identity and their motivation for ethno-cultural continuity. Based on our interview results which show that besides the present and future time perspectives, the past proved to be important in their every day life and in their planning for the schooling and future life of their children, we further investigate in our questionnaire study how motivation for ethno-cultural continuity (Gezentsvey, 2008) and practices to support ethno-cultural continuity relates to the immigrant parents acculturation strategies and adaptation, to their perception of the connection between the origin- and host culture orientation, to their ethnic identities, to language learning and competencies, and to their strategies concerning schooling of their children. The reaction of school children to their parents' endeavor to keep ethno-cultural continuity is also investigated.

Cultural Factors and Psycho-Social Adaptation of Migrants: The Role of Cognitive Representation and Belief-Systems

Paul G. Schmitz, *University of Bonn, Germany*

Florian Schmitz, *University of Freiburg, Germany*

The field of acculturation research has developed rapidly during the last three decades. However, one issue remains of prime importance: Why are some migrants more successful than others in meeting acculturative demands? Poll statistics are presented to illustrate that differences observed between different migrants groups can be predicted by cultural factors, such as religion, family characteristics, and socio-cultural value systems. A further factor seems to be language acquisition and use. In this contribution, we will also offer evidence that the observed differences in

adaptation are actually less influenced by the mentioned socio-cultural characteristics than by their cognitive representations and individual belief systems. Data collected with Immigrants from Southern Europe, Northern-Africa and Asia will be presented and discussed.

Chinese Immigrant Children's Social Support in School

Marta Fulop, *Hungarian Academy of Sciences, Hungary*

Robin Goodwin, *Brunel University, UK*

Lan Anh Nguyen Luu, *Eotvos Lorand University, Hungary*

Kerstin Goebel, *University of Wuppertal, Germany*

Luisa Martin Rojo, *Universidad Autonoma de Madrid, Spain*

Hector Grad, *Universidad Autonoma de Madrid, Spain*

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To investigate the support needs of migrants due to the importance of such support for adjustment to their new society is a key issue. One social arena for many migrants is the school, with concerns over language ability and cultural variations in religious and child-rearing practices leaving many migrants in need of both informational and emotional support. This project explored national, group and individual variations in support availability to Chinese migrant parents and their children, and the consequences of such support for the well-being of individuals and their communities across Europe. Questionnaire data have been gathered from 181 Chinese mothers in four countries: England, Germany, Hungary and Spain. Findings show that besides the family school was considered the most important source of emotional, practical and informational support in all four countries. Chinese felt well integrated and respected within the school system across these nations.

Teacher Trainee Students' Attitudes towards The Rights of Immigrants: A Cross-Cultural Study in Spain, England and Hungary

Alejandra Navarro, *Universidad Autonoma de Madrid, Spain*

Marta Fulop, *Eotvos Lorand University, Hungary*

Ian Davies, *York University, England*

Concepcion Maiztegui, *Universidad de Deusto, Spain*

Claudia Messina, *Universidad Autonoma de Madrid, Spain*

Javier Murillo, *Universidad Autonoma de Madrid, Spain*

This paper presents the results of an empirical study carried out to determine the attitudes of Teacher Trainee students from Spain, Hungary and England towards the rights of immigrants living in these countries (i.e. to be paid employment benefit if they are unemployed, to vote in local elections, to have free health care, to have access to a fair/equitable public education, to obtain the citizenship for themselves and their children etc.). We explore both global assessment and the differences by country, age, and gender. To obtain the data, we applied a questionnaire on attitudes toward immigration to 958 Teacher Training students from three countries in Europe: 300 questionnaires in Spain, 299 in Hungary and 359 in England. There were no significant differences in gender and age. Significant differences were found when comparing trainee students' attitudes by country. This research was supported with funds from the Ministry of Innovation and Science of Spain (SEJ2007-64719/EDUC).

July 1st, Friday, 16.25-17.40
THEMATIC PAPER SESSION 10: Self Construal
Chair: Magdalena Bobowik, *University of the Basque Country, Spain*

Rumeli Room

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Understanding Self-Construal: Reviewing 20 Years of Research

Benjamin Voyer, *London School of Economics, United-Kingdom*

Since Markus and Kitayama's seminal article on self-construal (1991), numerous researches have focused on the consequences of cultural differences in self-construal. Despite emerging criticisms of the existing self-construal framework (Spiro, 1993; Matsumoto, 1999), few works have shown interest in improving our knowledge of the mechanisms of self-construal. This paper first addresses this lack of understanding, and looks at 20 years of research on self-construal from a critical point of view. By drawing from the literature on the self, and from the distinction between self-processes and self-knowledge, it offers a clarification of the definition of self-construal. It also looks at the recurring debates surrounding the conceptualization of self-construal (multidimensionality, measurement issues), and suggests ways to reconcile those different perspectives. Finally, this paper offers new perspectives on the understanding of cross-cultural differences in self-construal, by suggesting that the social environment may play a role in shaping different types of self-construal across cultures.

Unpacking Japanese Interdependence: The Usefulness of Likert-type Self-Report Measures to Detect Cultural Differences

Hirofumi Hashimoto, *Hokkaido University, Japan*
Toshio Yamagishi, *Hokkaido University, Japan*

This research demonstrates that the currently used measures of cultural beliefs or cultural self-construals (such as interdependence/independence) fails to detect the expected cultural differences due to the fact that the current measures of interdependence confound two distinct faces of interdependence, namely harmony seeking and fear of negative reputation. We conducted three studies to examine new scales that are constructed to assess these two faces of interdependence. We found that the fear of negative reputation was strongly related to social stress (measured by salivary alpha-amylase, sAA), whereas the harmony seeking was not. We further found, using the new scales, that Japanese responders, compared to American responders, scored higher on the fear of negative reputation, and yet, lower on harmony seeking. The cultural differences on these two aspects of interdependence would cancel each other, and would yield the result of no cultural difference. Theoretical implications of the results are discussed.

Connection between Self-Construals and Action Orientation? Evidence from German Students

Muge Bayramoglu, *University of Osnabrueck, Germany*
Eva-Maria Leicht, *University of Osnabrueck, Germany*

Individuation and relatedness are two self-constructions which are assumed to be bipolar opposites (Markus & Kitayama, 1991). However, according to the Balanced Integration-Differentiation (BID) model (Imamoglu, 1998), they are not opposing but distinct and complementary. A self-construction involving both relatedness and individuation is associated with optimal psychological functioning (Imamoglu, 2003). In the current study, the BID model is investigated with 64 students (22 males) from the University of Osnabrück. Results showed that individuation and relatedness are not correlated, proving that they are distinct but not opposing. Thirty-two participants completed WHO-5 Well-being (Bech, 1998) and Satisfaction with Life scale (Diener, Emmons, Larsen and Griffin, 2003) and 28 participants completed the Action Control Scale (Kuhl, 1990). The self-construction involving both relatedness and individuation is positively correlated with satisfaction with life and well-being. Action orientation is positively correlated with relatedness, which emphasizes the importance of relatedness for psychological well-being and emotion regulation.

Social Change and Individual Mobility Strategies among Immigrants in Spain: Perceived Social-Structural Factors, Discrimination, and Well-being

Magdalena Bobowik, *University of the Basque Country, Spain*

Nekane Basabe, *University of the Basque Country, Spain*

Dario Paez, *University of the Basque Country, Spain*

Veronica Sevillano, *University of the Basque Country, Spain*

Social Identity Theory proposes social change and individual mobility as two main responses to a negative collective identity. These strategies might serve as buffers which protect individual's personal and collective well-being from the consequences of stigmatization. The random sample with a stratified by age and sex sampling procedure consisted of 1250 immigrants in Spain from Bolivia, Colombia, Morocco, Romania, and Sub-Saharan African countries. Structural Equation Modelling results showed that perceived permeability of group boundaries and low stability of status differences were associated with the election of social change strategy. In turn, individual mobility was selected when the participants did not feel personally discriminated, believed in the possibility of personal promotion (permeability), and accepted their status quo as legitimate. Finally, both social change and individual mobility responses were linked to higher well-being. The results are discussed within the framework of Social Identity Theory and Social Stigma paradigm.

Toward a Categorical Model of Interdependent Self-Construal

Sharon Glazer, *University of Maryland, USA*

Sergey Blok, *University of Maryland, USA*

Joseph Dien, *University of Maryland, USA*

An important recent development in Cultural Psychology is the move away from attempting to place nations into cultural dimensional spaces (e.g. Individualism-Collectivism) and toward an understanding of the culture-specific dynamics of situational construal. In this talk, we describe a research program aimed at development of a categorical model of cultural differences in social cognition. We modify Fiske's Relational Models Theory in order to capture differences among a range of East and South Asian countries, including China, Japan and Afghanistan/Pakistan. Specifically, we suggest that each of the four relational models results in a distinct type of interdependent self-construal. Furthermore, cultural differences are accounted for by the relative

priority being placed on each model. We aim to test the theory with Asian immigrant populations living in the U.S. Additionally, we hope to use a priming methodology to further validate the theory and as a practical tool in enhancing cross-cultural perspective taking.

July 1st, Friday, 16.25-17.40
PANEL SESSION 1: Development and Challenges of International Education in Professional Psychology
Organizer: Nurcan Ensari

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Marmara Room

Nurcan Ensari, *Alliant International University, USA*

Idil Isik, *Bilgi University, Turkey*

Diane Sunar, *Bilgi University, Turkey*

Leon Bovete, *Bilgi University, Turkey*

Internationalism and globalism shifted the focus of education in professional psychology to the development of multicultural and skills, interactions with, and inclusiveness for, individuals from other nations and cultures, and increasing urgency for culturally sensitive and responsive practices and services. In an attempt to meet the growing need for interculturally competent psychologists, many universities are developing international educational strategy, and starting new international programs. One such example is the certification in Industrial-Organizational Psychology program developed by Alliant International University from US and Bilgi University from Turkey. This round table panel aims to discuss how these international programs can be developed, and what challenges they face in developing and executing these programs. The discussions will include (1) strategies for culturally sensitive international curriculum, assessment and delivery methods; (2) guidelines for overcoming communication barriers and adjustment issues; (3) cross-cultural training programs; and (4) an evaluation system that is sensitive to cultural differences.

July 1st, Friday, 17.40-18.30
**POSTER SESSION 1: Social Psychology, Cultural Intelligence and Values,
Organizational Behavior**

Dolmabahce Ballroom Foyer

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Social Psychology

The Big 6 in Thailand: A Thai Version of the HEXACO Personality Scale

Nicolas Geeraert, *University of Essex, UK*

Kali Demes, *University of Essex, UK*

Psychologists have long endeavoured to classify personality characteristics into a number of basic dimensions. Typically, researchers have argued for the existence of 5 basic personality factors. The Big 5 comprises of openness, conscientiousness, extraversion, agreeableness, and neuroticism. Other scholars have argued for the existence of an additional personality factor. According to the HEXACO model, this sixth dimension is honesty-humility, characterized by sincerity, fairness, greed avoidance, and modesty. Research has shown the big 6 to fit English speaking populations as well as a number of other language populations (mostly European). In the present study we translated a 60 item version of the HEXACO into Thai, and tested a sample of 470 Thai participants. CFA showed a good fit for the 6 factor solution, with a well-pronounced factor of Honesty-Humility. The results validate the Thai version of the personality scale, and suggest the dimensions of the HEXACO are reliable for Thai individuals.

Perceived Malleability of Self versus the World and its Impact on Youths' Control Orientation in the US, Germany, and India

Boris Mayer, *University of Konstanz, Germany*

Yan Z. Wang, *Endicott College, USA*

Shubhra Sinha, *Banaras Hindu University, India*

Primary control is defined as changing the world to fit the self, while secondary control is defined as changing the self to fit the world. To understand why different individuals prefer different kinds of control processes, we proposed a research project looking at US, German and Indian young adults. We hypothesize that theories of self and the world (fixed vs. malleable; Dweck, 1999) affect the prevailing mode of control used. Furthermore, adolescents' cultural background is assumed to affect their self-world theories as well as the adaptiveness of specific modes of control. For example, in the US, where the self is tended to be seen as fixed and the world as malleable, primary control prevails and is more adaptive than secondary control while the reverse is expected for India. We present the theoretical outline and methodology of the study as well as first results.

How Chinese People Construct their Self: Exploring the Relative Importance of Different Types of Comparison Information

Chien-Ru Sun, *National Chengchi University, Taiwan*

Yang (2004) proposes the quadruplet model of the self to describe the complexity of the Chinese self. In this study, the relations between four different selves and different comparison information were investigated. A 4 (ambiguity of self: individual-oriented self vs. relationship-oriented self vs. familistic (group) - oriented self, vs. other- oriented self.) X 3 (types of comparison information: general social comparison information vs. specific social comparison information vs. temporal comparison information) mixed design was employed. Dependent measures were the proportions of different social comparison information chose and the priority of different comparison information. The result indicated that when individuals try to construct their individual-oriented self, all three types of comparison info are equally used, whereas temporal comparison messages are employed significantly more than the other two types when the relationship- oriented self is constructed. The result also showed that general social comparison information is more relevant to the construction of the other-oriented self.

Mentor Functions and Protege Knowledge Sharing

Changya Hu, *National Chengchi University, Taiwan*

Ying-Ni Cheng , *National Chengchi University, Taiwan*

Shih-Wen Chien, *National Kaohsiung University of Applied Sciences, Taiwan*

Knowledge sharing in an organization is fundamental in to the survival of dynamic environments. Because mentorship involve frequent interaction of the mentoring pair, mentorship is expected to facilitate knowledge sharing within in an organization. Using the social learning theory as the foundation, we examined the role of mentors' knowledge sharing and mentor functions in porteges' knowledge sharing. Furthermore, we investigated the moderating role of porteges' self efficacy in the relationship between mentoring functions and porteges' knowledge sharing. Regression analysis results based on 265 respondents showed that mentors' knowledge sharing positively related to porteges' knowledge sharing and that career mentoring functions mediates the above positive relationship. Furthermore, porteges self-efficacy moderated the positive relationship between mentoring functions and portege knowledge sharing such that above positive relationship was stronger for porteges with low self-efficacy. Theoretical and practical implications of our findings are discussed.

Global Warming and Conservation Behavior: The Role of Personality, Value Orientations and Guilt

Ruey-Ling Chu, *Academia Sinica, Taiwan*

Although there are clear prospects on alleviating global warming through energy saving and carbon emission reducing among developed countries, people in Taiwan are relatively less aware of the risks of climate change and its consequences. The main purpose of this study is to examine the current public perception of the climate change issue, i.e. risk perception, knowledge (beliefs), and coping behaviors towards global warming and climate change in Taiwan. This study hypothesizes that both individual and cultural differences interpret unique elements of Taiwanese people's proenvironmental behaviors. The results (data collected from 739 Taiwan college students and 2193 adults) show that conscientiousness personality trait, biospheric value orientation and guilt affect are related to people's proenviornmental attitude, intention and conservation behaviors. The cultural-bounded shame feeling did not have significant effect as expected.

Effects of Family Size and Cultural Values on Narcissism

Yasemin Kisbu, *Arizona State University, USA*
 Virginia S.Y. Kwan, *Arizona State University, USA*
 Huajian Cai, *Chinese Academy of Sciences, China*
 Constantine Sedikides, *University of Southampton, UK*

There is a recent debate over whether there is a universal drive for positive self-regard. Some researchers question whether this drive exists among collectivistic East Asians. We conducted two studies to address this question. Study 1 showed that that Beijing Chinese students scored significantly higher in narcissism than the U.S. students. Using a large representative, internet samples, Study 2 found that Chinese individuals from one-child families are more narcissistic than their counterparts with siblings. Chinese narcissists are more likely to endorse vertical individualistic values (i.e., thinking of herself as different from others and accept inequality) than non-narcissists. Path analyses illustrate how family size influences narcissism through vertical individualism. Together, these findings suggest that the one-child policy and increasing individualism contribute to the rise of narcissism in China highlighting how changes in socio-political environment influence the psychology of people.

A Comparison of Inglehart's and Schwartz's Value Dimensions at the Individual and Country Levels

Henrik Dobewall, *University of Tartu, Estonia*
 Micha Strack, *University of Göttingen, Germany*
 Anu Realo, *University of Tartu, Estonia*

and Shalom Schwartz ” both at the individual and national levels. We use data from the latest World Values Survey which includes direct measures for both theories, completely assessed in 47 countries. At the level of individuals ($N = 46444$), the biggest correlation was obtained between Schwartz’s Openness and Inglehart’s Self-Expression dimensions when the latter factor scores were rotated 26 degrees clockwise from their initial position, $r = .36$ whereas the correlation between Schwartz’s Self-Transcendence and Inglehart’s Secular-Rational dimension was negative, $r = -.11$. At the national level, the ranking of countries based on Schwartz’s Openness and Inglehart’s Self-Expression scores reached a maximum of similarity, $r = .82$ after rotating Inglehart’s factor scores 27 degrees clockwise. The correlation between the two other dimensions, however, was near zero. We conclude that the theories of Schwartz and Inglehart share one dimension both at the individual and country levels, whereas the other dimension of both theories emphasize different aspects which cannot be explained by the other

Sense of Authenticity: Similarities and Differences across Cultures with Respect to Self-Construals

Yasin Koc, *Istanbul Bilgi University, Turkey*
 Diane Sunar, *Istanbul Bilgi University, Turkey*

Authenticity occurs when one’s true self functions unimpededly by satisfying fundamental psychological needs. The present study investigates how people sense authenticity and whether there are cultural differences and/or similarities in the sense of authenticity with respect to self-construals based upon two basic psychological needs: autonomy and relatedness. To examine this, convenience samples of Turkish and British college students were recruited from different universities in Istanbul and Edinburgh. They completed the Authentic Personality Scale (Wood et al., 2008), and Autonomy and Relatedness scale (Kagitcibasi, 2007). Cross-cultural differences

were found in both self-construals and levels of authenticity; results are discussed in cross-cultural and social psychological perspectives.

The Concept of Multiculturalism: An Exploratory Study

Elif Celebi, *Istanbul Sehir University, Turkey*

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The Concept of Multiculturalism: An Exploratory Study Multiculturalism refers to the acceptance of cultural diversity and active support for cultural differences by both majority and minority group members. Psychological research has hardly examined the psychological processes involved in cognitive, affective, and behavioral processes of multiculturalism in the context of modern Turkish society. Studies investigated mainstreamers' attitudes toward ethnically and culturally different others in the society. For example, the first instrument to systematically measure attitudes toward multiculturalism was developed to inform Canadian policymakers regarding cultural diversity (Berry & Kalin, 1984). Sample items include: Every ethnic group is entitled to a culture of its own □ Multiculturalism is a good thing for the country. This study will be a first step in developing a scale to assess attitudes towards various aspects of multiculturalism (ideology, perceived consequences, assimilation preferences). We will adopt items from the Multicultural Ideology Scale (Berry & Kalin, 1984) and Multicultural Attitude Scale (MAS; Breugelmans & Van de Vijver, 2004). With added items related to the Turkish context, a scale will be designed to measure majority members' views on multiculturalism. In the qualitative part of the study, participants will be asked to write what they thought multiculturalism in Turkey meant. After the pilot study, 500 participants will complete the questionnaire. Demographic variables including gender, educational level, age, composition of neighborhood, and socioeconomic status will be investigated. Participants' responses to the open-ended question will be content analyzed. Factor analysis will be conducted to determine the factorial structure of the scale.

Is Happiness an Abstract or Concrete Concept?

Hidehumi Hitokoto, *International Economy and Research Institute, Japan*
Kokoro Ikkai, *Kwansei Gakuin University, Japan*

Happy individuals tend to hold abstract concepts of happiness (Updegraff & Suh, 2007). Current study examined the cultural limitation in this finding, by comparing the contents of happiness in 140 Japanese/Korean students with those of 50 exchange students in Japan. It was hypothesized that in collectivistic culture, happiness is largely accomplished by fulfilling one's roles and external norms, thus happy individuals should hold concrete concepts of happiness. Participants rated on the Satisfaction With Life Scale (SWLS; Diener et al., 1984), subsequently asked to list up what they have just imagined when rating on the scale. Individual descriptions were rated by bilingual coders for their abstractness. Values (Schwartz & Sagiv, 1995) were also measured, and participants were divided according to their values placed on Self-direction and Dutifulness. Supporting the hypothesis, in the subgroups scored high in Dutifulness and scored low in Self-direction, SWLS and abstractness of happiness were negatively correlated. Concreteness of the concept of happiness is unpackaged by values.

The Mediating Effect of Negative Emotions on the Relationship of Multicultural Experience and Creativity: The Application of Mood-as-Input Model

Chi-Ying Cheng, *Singapore Management University, Singapore*

Angela Leung, *Singapore Management University, Singapore*
Tsung-Yu Wu, *National Taiwan University of Science and Technology, Taiwan*

This research investigates the mediating role of negative emotions on the multicultural experience-creativity relationship. According to mood-as-input model, negative emotions promote creativity through signaling individuals to exert higher efforts to the task at hand. Drawing from this model, we propose that individuals may experience negative emotions when dealing with cultural contradictions. This cognitive mindset of idea juxtaposition, coupled with a negative emotional state as an information signal, may propel one to invest more efforts to a creativity task, leading to higher creativity. Two studies comparing local-foreign dual cultural activation vs. single cultural activation (Study 1) and comparing local-foreign vs. foreign-foreign dual cultural activation (Study 2) confirmed previous findings that local-foreign dual cultural activation promoted creativity. Furthermore, this effect was mediated by an emotional state tending toward a negative direction. Together, these studies contribute to literature of multicultural experience-creativity relationship by illuminating the influence of emotions activated by joint cultural stimuli.

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Structure Moderates Social Power: Type of Incentive Matters to Emotions and Motivation

Sibel Atasayi, *University of Heidelberg, Germany*
Susan T. Fiske, *Princeton University, USA*

Social power has been linked with cognition through research on goal pursuit. The present study expands this power-goal link by introducing a new structure variable defined as the perceived contingency between one's task performance and one's anticipation of rewards. The study was a 2x2 Design with structure as a between-dyad-variable (high vs. low) and power as a within-dyad-variable (boss vs. subordinate). Persistence defined as cognitive energy and capacity that a participant spent to accomplish the task was measured on separate dimensions. Structure influenced self-reported positive emotions (PosEm) and partially one persistence measure (BPT), with more structure increasing both. Structure interacted with power on the absolute task performance (NCT), such that only high-power bosses completed more Tangrams under high than low structure. The results support power's effect of increased goal-pursuit, and sensitivity to structural contingency.

Ethnic Differences in Display Rules

Hyi Sung Hwang, *San Francisco State University and Humintell, US*
David Matsumoto, *San Francisco State University, US*

The purpose of this study is to determine whether Asian Americans and European Americans differ in their beliefs about how to express and modify their emotions in interactions with family, friends, colleagues, and strangers in different settings. Forty-three Asian American (mean age = 19.65) and 50 European American (mean age = 19.45) undergraduate students from San Francisco State University participated in the study. All subjects were born and raised in the US and completed the Display Rule Assessment Inventory (Matsumoto, et al., 1988). The results showed significant differences on ethnicity, with European Americans (mean = .24) endorsing the expression their emotions more than Asian Americans (mean = .19). Asian Americans (Mean = -.21) endorsed the modification of their emotions more than European Americans did (Mean = -.31).

The Relationship between Religious Rules and the Moral Judgments of Liberal and Religiously Conservative Turkish Muslims

Nilay Kuyel, *Isik University, Turkey*
Sevim Cesur, *Istanbul University, Turkey*

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Nucci and Turiel (1993) demonstrated that highly religious Christians and Jews judge the nonmoral religious rules (e.g., day of worship, work on the Sabbath) to be relative to the individual's own religion and contingent on God's word, whereas they view the rules pertaining to moral issues (e.g., stealing, slander) as universal and independent of God's word. Using Turiel's (1983) Domain Theory, the study investigated whether liberal and religiously conservative Turks also distinguish between moral (e.g., stealing, slander, killing) and nonmoral religious rules (e.g., praying five times a day, having ablution before praying, women's wearing head coverings). A total of 59 participants (23 females and 2 males from College of Divinity and 25 females and 9 males from College of Education), 18 years of age or older, were interviewed. Statistical analyses are still in progress. Both liberal and conservative participants' moral reasoning is expected to be independent of religious prescriptions.

Identity Paradoxes of Western Cultural Identification: Social Exclusion and Inclusion in an Israeli Sample

Amir Rosenmann, *University of Haifa, Israel*

Through the process of globalization, Western culture (WC) has become a cultural reference point for individuals and societies around the world. In segments of the peripherally western Israeli society, WC serves as both a source for social identity and as a value-laden cultural identity. As a social identity, it buttresses the exclusionary superiority of more westernized segments of society over ostensibly less-westernized others. As a cultural identity, it espouses inclusionary and egalitarian values. This paradox was experimentally demonstrated in a highly WC-identified sample of 128 secular Jewish-Israelis. High WC identification interacted with experimentally heightened salience of WC to increase perceived difference in values (measured by the Portrait Values Questionnaire; Schwartz et al., 2001) between the self (and ingroup) and two non-westernized outgroups: Palestinian-Arabs and Ultra-Orthodox Jews. Opposite, inclusionary effects were demonstrated in relations to homosexuals, a westernized outgroup. These effects held even when political orientation, SDO and religiosity were controlled.

Cultural Intelligence and Values

Cross Cultural Management as a Threshold Concept: The next generations Cultural Intelligence?

Nathalie van Meurs, *Middlesex University, UK*

Threshold concept theory (Meyer and Land, 2003) concerns 'a point of no return', where students have moved from mimicry to understanding. Experts in management and psychology education have acknowledged the importance of cultural. This paper presents three studies that explore Cross Cultural Management (CCM) as a Threshold Concept and its link to Cultural Intelligence and Cultural Essentialism. Results showed that CCM is viewed as key to and that CCM changed their understanding of Business and Management in comparison with other modules. For study 2, one's understanding of Business & Management was changed if students viewed CCM as key to their understanding. Direct Cultural Intelligence (CI) was predicted by

rating CCM as integrative, though mediated by Ang et al's (2007) motivational and behavioural CQ. Finally, MBA students' Cultural Essentialism beliefs negatively correlated with their grades for their CCM assessment. The students' review of CCM illuminates this counter intuitive result.

Relationships Between Cultural Values of Russians and the Models of Socio-Economic Behavior

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Olga Pavlenko, *State University - Higher School of Economics, Russia*

This research touches upon questions concerning relationships between culture and human behavior. The general purpose of the study is to reveal interconnection between values and the models of different types of social behavior. The new socio-psychological method utilized “œScenarios of social and economic behavior□ “ is applied in a combination with Schwartz method of values and is tested on Russian sample. Multiple linear regression analysis of the data reveals numerous links between values of cultural and individual level and situations of socio-economic behavior. The results are expected to provide greater depth of knowledge about the impact of cultural values on human behavior and the specificity of Russian culture.

Guilty or not Guilty? Cultural Determinants of Sexual Guilt in Anglo-Canadians, Franco-Ontarians and Franco-Quebecois

Emilie Gravel, *University of Ottawa, Canada*
Marta Young, *University of Ottawa, Canada*
Andrea Lee, *University of Ottawa, Canada*
Marcela Olavarria, *University of Ottawa, Canada*

Although psychological research is increasingly examining the cultural determinants of sexual guilt (SG) in ethnic minority groups, few studies have focused on Euro-Canadians, namely Anglo-Canadians and Franco-Canadians. This is surprising considering that Anglo-Canadians are more conservative than Franco-Canadians in their sexual attitudes and behaviours (Barrett et al., 2006). This study thus examined differences in SG in Anglo-Canadians (n = 129), Franco-Ontarians (n = 102), and Franco-Quebecois (n = 100). It also examined how ethnic identity (in-group identity), religiosity, and gender predicted SG in these groups. Anglo-Canadians reported higher SG than Franco-Quebecois. Greater ethnic identity predicted less SG, but only in Anglo-Canadians. Religiosity predicted higher SG across these three groups. Gender did not predict SG in any of these groups. These results thus highlight the role of culture in the determination of SG in Euro-Canadian groups, but also greater gender parity in sexuality among and across them.

In-Group Advantage in Deception Detection

Bahar Erden, *California State University, Northridge, USA*
Kristin Hyde, *California State University, USA*
Sun-Mee Kang, *California State University, USA*

The current study was conducted to explore an in-group advantage in deception detection across two cultural groups. Forty-seven students (27 Caucasian and 20 Hispanic) were filmed expressing their opinions on two controversial topics (abortion and equal justice). The senders opted in advance to lie or share their honest opinions on each issue and answered twenty questions while they were recorded. The tapes were then edited and reviewed by two-hundred and ninety-two students (146 Caucasian and 146 Hispanic) These judges reviewed each clip and completed a questionnaire to determine whether they perceived each of the expressed opinions

as true. The results showed that the two-way interaction of senders by judges was significant, $F(1, 288) = 7.05, p$

Sexuality among Chinese Canadians, South Asian Canadians, and Anglo Canadians: Do family and Culture Still Matter?

Andrea Lee, *University of Ottawa, Canada*
Marta Young, *University of Ottawa, Canada*
Emilie Gravel, *University of Ottawa, Canada*

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A large body of literature has accumulated on sexuality in the mainstream North American literature. There are, however, surprisingly few studies exploring the influences of culture and family in diverse ethnic groups despite the fact that Canada has become increasingly multicultural. Second generation youth, in particular, face specific challenges with respect to their acculturation orientations and their sexuality. The main objective of the present study is to explore the relationships between culture and family on sexuality. Chinese Canadians ($n=100$), South Asian Canadians ($n=91$), and Anglo-Canadians ($n=100$) between the ages of 18 and 25 completed measures related to identity, individualism-collectivism, parental attitudes toward sexuality, personal attitudes toward sexual matters, and their sexual experiences. Analyses suggest that all the variables in the study have significant, yet differing influences, for each group on sexual matters. These results will be discussed within the context of current findings in the cross-cultural and sexuality literatures.

Organizational Behavior

The Role of Traditional Values and Religiosity in Work-Family Conflict and Life Satisfaction of Indian Mothers

Franziska L. Merkel, *University of Konstanz, Germany*

Recent processes of social change in India have brought about an increasing number of women employed in the education and IT sectors. The present study examined the effect of these changes on religiosity and traditional values of Indian women. Employed women's experience of work-family conflict and its effect on their life satisfaction was also studied. A sample of 259 mothers was surveyed in a modern (city of Bangalore) and a traditional (city of Varanasi) cultural context. Mothers from Bangalore, compared to Varanasi, were found to have less traditional values, but a higher level of religiosity as well as life satisfaction. Multigroup SEM analyses showed that traditional orientation and religiosity had a positive effect on life satisfaction in Bangalore, whereas in Varanasi both led to more work-family conflict. Results are discussed in a culture-informed theoretical framework of work-family conflict taking into account the effects of globalization and value change.

The Role of Traditional Values and Religiosity in Work-Family Conflict and Life Satisfaction of Indian Mothers

Gisela Trommsdorff, *University of Konstanz, Germany*
Ramesh C. Mishra, *Banaras Hindu University, India*

Recent processes of social change in India have brought about an increasing number of women employed in the education and IT sectors. The present study examined the effect of these changes on religiosity and traditional values of Indian women. Employed women's experience of

work-family conflict and its effect on their life satisfaction was also studied. A sample of 259 mothers was surveyed in a modern (city of Bangalore) and a traditional (city of Varanasi) cultural context. Mothers from Bangalore, compared to Varanasi, were found to have less traditional values, but a higher level of religiosity as well as life satisfaction. Multigroup SEM analyses showed that traditional orientation and religiosity had a positive effect on life satisfaction in Bangalore, whereas in Varanasi both led to more work-family conflict. Results are discussed in a culture-informed theoretical framework of work-family conflict taking into account the effects of globalization and value change.

Individual Level Cultural Values and Ideal Organizational Culture

Catherine Kwantes, *University of Windsor, Canada*
Charlotte Karam, *American University of Beirut, Lebanon*
Cheryl Boglarsky, *Human Synergistics International, USA*

This project examined the extent to which culturally learned values predict the organizational culture that employees endorse as ideal, or that support their effectiveness and productivity. Participants (226 employed students at a Canadian university) completed the Organizational Culture Inventory of “Ideal and items from the Schwartz Value Survey (SVS). Cultural values explained 12% of the variance in preferences for ideal organizational cultures that promote satisfaction and fulfillment on the part of employees, with benevolence and low power providing independent contributions. Preferences for aspects of organizational cultures that promote interactions with tasks in order to preserve security were also predicted by values (24% of variance) with higher power providing significant explanatory power. Finally, values predicted preferences for organizational cultures that promote interactions with people in ways that preserve security (22% of variance) with higher levels of power, conformity, and tradition along with lower levels of achievement and self-direction being particularly important.

Paternalism or Maternalism? : The Relationship between Attitudes toward Woman Managers and Paternalistic Leadership Preferences in Turkey

Duygu Biricik, *Koc University, Turkey*

In previous research, it was found that in collectivistic cultures, paternalistic leadership style is favored whereas in individualistic cultures it is not. This study aims to investigate whether a correlation exists between people’s attitudes towards women on management and paternalistic leadership preferences in Turkey, considering there is no previous research about the commonalities of paternalistic and women leaders. Since Turkey is considered as a collectivist country, women leaders are expected to be favored by their followers like paternalistic leaders. This correlation was hypothesized to be emanated from the caring and nurturance nature of both woman and paternalistic leaders. Data were collected from 495 people living in different cities of Turkey. A positive correlation was found between participants’ attitudes towards women managers and paternalistic leadership preferences. Individualized relationships of paternalist leaders positively correlated with quality of relationships of women managers with their subordinates. The effect on culture on this correlation will be discussed.

Regional Differences of Positive Organizational Behaviors and Psychological Ownership

Tuna Uslu, *Marmara University Social Sciences, Turkey*
Didem Rodoplu Sahin, *Kocaeli University School of Civil Aviation, Turkey*

Ergun Ozgur, *Marmara University Social Sciences, Turkey*
Zennure Gundogdu, *Marmara University Social Sciences, Turkey*

In this study, the aim is to set a framework for antecedents effecting psychological ownership. The influences of support, job characteristics, positive organizational behaviors and personality on psychological ownership are related to various theories like Social Identity, Social Exchange, etc. However among scientific works, there is a shortage of work bringing all the factors together and comparing the individual and organizational structures. According to proposed model, when the contextual state and organizational behaviors of the employed as mediating variables are presented, the argument is that direct effect of independent variables lessens. A questionnaire from 465 participants has been collected. On the next level, factor analysis, reliability, mediation-moderation analysis, hierarchical regression and confirmatory structural equation model of the study has been tested. On the final level, structure equation modelling has been used for alternative models with employees from different regions like Turkey, Europe, and North America

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Benevolent Leadership and Voice Behaviors: The Mediation of Organization-based Self-esteem and Intention to Express Dissent

Shou-Ji Lin, *National Sun Yat-sen University, Taiwan*
Li-Fang Chou, *National Cheng Kung University, Taiwan*
Chu-Yen Lin, *National Sun Yat-sen University, Taiwan*
Wen-Chung Hsu, *National Sun Yat-sen University, Taiwan*

Employee's voice behavior is viewed as the critical factor for innovation and survival of organization by researchers and managerial practices. In this study, we classified employee's voice into two distinct behavior, improvement-voice and dissent-voice (rated by employee's two coworkers). Then, we explored different psychological machines, organization-based self-esteem (OBSE) and intention to express dissent (IED) between benevolent leadership and voice behavior. Using a sample of 207 employees from Taiwan private businesses, result showed that: (1) Supervisors' benevolent leadership has positive effects on both improvement-voice and dissent-voice; (2) employee's OBSE fully mediates the influence of benevolent leadership on improvement-voice, whereas, employee's IED fully mediates the positive impact of benevolent leadership on dissent-voice; (3) supervisors' authoritarian leadership moderates negatively the positive relationship of benevolent leadership and IED. Finally, contributions and limitations of this study were discussed and possible directions for future study were also indicated

Career Orientation and Research Performance in University Faculties: Moderating by Organization and Working Time Context

Chunchi Yang, *Fu Jen Catholic University, Taiwan*
Hsiao-Wen Liu, *National Central University, Taiwan*
Ben-Chang Shia, *Fu Jen Catholic University, Taiwan*

Taking the work adjustment from Minnesota Studies perspective, we examined the relationship between career orientation and research performance in university faculties, and the moderation role of organization and working time context. Using data collected from 2507 university faculties in Taiwan, we found that the professional career orientations related positively to research performance, while administrative career orientation related to research performance negatively. Compared to working in general universities, faculties of vocational universities will reduce their administration career orientation negative impact on performance. The policy that

relief teaching loads with doing research project only increases the relationship between professional career orientation and performance. Furthermore, we found working time moderated the relationship between professional orientation and performance. It suggests that the less time faculties spend to teaching or doing research, the stronger tie between profession orientation and performance. We discussed the theoretical and practical implications of our findings.

The Relationship Between Universalism versus Particularism and Trust: A Study of a Turkish Sample

Bulent Kilic, *Koc University, Turkey*

Particularism means that relationships are more important than abstract social codes and moral standards while universalism states that rules and regulations which can be applied in any given situation are developed. The aim of the study was to investigate the relationship between particularism and trust. In the present study, a total of 2087 Turkish participants responded to one of the scenarios used by Trompenaars and Hampden-Turner (1998) in order to determine their standing on the universalist-particularist dimension. The participants were then asked to fill out a survey on their level of trust to people in their close environment. The analyses showed that the respondents who were found to be particularist displayed significantly higher levels of trust.

Cultural Influences on Interaction Patterns among International Business Groups

Ming-Yen Lee, *National Sun Yat-Sen University, Taiwan*
 Yun-Ping Lee, *National Sun Yat-Sen University, Taiwan*
 Chin-Kang Jen, *National Sun Yat-Sen University, Taiwan*
 I-Heng Cheng, *National Sun Yat-Sen University, Taiwan*

Based on SYMLOG (A System for the Multiple Level Observation of Groups; Bales, 1979), this study conducted case study on [E] Marine Transport Company and collected data by three approaches: 1) questionnaire survey 2) on-site observation and 3) individual and group interview. We analysed data by Field Diagram, Interaction Form and Thematic Analysis of SYMLOG intending to understand whether members' interaction in Taiwanese and European business group would be influenced by their national cultures and how it affects work. We found that the influence of individual's original culture background does not lessen with the prevalence of globalization. Also, the concept of Differential Matrix is the most powerful factor of interpersonal interaction in Chinese culture, and culture has much more salient influences than structural influence of organizations on group members in international business. In conclusion, this study demonstrated that members' culture background will have a significant effect on their behaviour.

Tell Me What You Like, and I'll Tell You What You are: How Preference Frames Affect The Perception of Choice as Self-Expression across Cultures

Michalis Kokkoris, *Bremen International Graduate School of Social Sciences, Germany*
 Ulrich Kuehnen, *Bremen International Graduate School of Social Sciences, Germany*

Self-expressive functions of choice, routinely found in individualistic cultures, have also been evidenced in collectivistic cultures, when choice involves culturally relevant aspects of the self. In this research, we focus on the perception of choice by others, and set off to determine which culture-specific contexts make a choice self-expressive, according to the disjoint and the conjoint model of agency. We predict that choice reflecting exclusive preferences, with clear boundaries between likes and dislikes, will be perceived

as more diagnostic of the self for Westerners than choice reflecting inclusive preferences, with broadened likes, but no dislikes. However, choice reflecting inclusive preferences will be perceived as more self-expressive for Easterners than for Westerners. Results from a study comparing how Germans and South/Southeast Asians make inferences about choice, confirm our hypothesis. Perceptions of exclusive preferences as extrovert by Germans, but as introvert by South/Southeast Asians, mediate the effect of culture on choice diagnosticity.

July 2nd, Saturday, 9.45-11.00
SYMPOSIUM SESSION 12: Identity Development and Well-being across Cultural Contexts

Chair: Amina Abubakar, *Tilburg University, Netherlands*

Discussant: David L. Sam, *University of Bergen, Norway*

Bosphorus Ballroom - 2

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Identity development is a salient developmental task at adolescence. The various facets of identity (ego, ethnic, religious, gender, etc.) play an important role in ensuring optimal psychological well-being. This symposium brings together a set of studies from different cultural contexts across Europe, Africa, Asia and Middle East to discuss the relationship between identity and psychological well-being in unique and often understudied settings. The paper by Dimitrova et al. discusses the pattern and influence of collective identity among various ethnic groups in Bulgaria. Adams et al. present data on ethnic identity and well-being among young adults in four African countries, with a specific emphasis on factors related to between and within country differences on ethnic identity. Valerina et al. present data on psychological well-being among immigrants in Norway. The salience and impact of ethnic identity on well-being in Oman will be the focus of Aldhafri et al. presentation. While the paper by Abubakar et al. will focus on the influence of gender, SES, and religious orientation on identity and well-being.

Collective Identity and Well-Being of Mainstream and Minority Adolescents in Bulgaria

Radosveta Dimitrova, *Tilburg University, Netherlands*

Athanasios Chasiotis, *Tilburg University, Netherlands*

Michael Bender, *Tilburg University, Netherlands*

Fons van de Vijver, *Tilburg University, Netherlands*

Ergyul Tair, *Bulgarian Academy of Sciences, Bulgaria*

This study examined ethnic, familial and religious components of collective identity and their relation to psychological well-being of mainstream Bulgarian (N = 305), minority Turkish-Bulgarian (N = 279) and minority Muslim-Bulgarian (N = 183) adolescents. Although ethnically diverse but religiously similar, Turkish-Bulgarian and Muslim-Bulgarians (Bulgarians converted to Islam) are two indigenous minorities representing the second large religious group after the Bulgarian Christian majority. Collective identity data were obtained using self-reports and parent reports. We found that mainstream Bulgarian youth showed higher Bulgarian and lower religious identity than Turkish-Bulgarian and Muslim Bulgarian adolescents. Turkish-Bulgarian youth revealed a stronger focus on their Turkish, familial, and religious identity compared to their Bulgarian identity. In all groups, individuals with a stronger collective identity reported more well-being, although in the Turkish-Bulgarian group no association was found with Bulgarian identity. These findings suggest a strong structural universal regarding the effect of collective identity on well-being.

Ethnic Identity and Psychological Well-being among African Youth: A four country Study

Byron G. Adams, *Tilburg University, Netherlands*

Amina Abubakar, *Tilburg University, Netherlands*
 Given Hapunda, *University of Zambia, Zambia*
 Joseph Lah LO-OH, *University of Beau, Cameroon*
 Gideon P. De Bruin, *University of Johannesburg, South Africa*
 Fons Van de Vijver, *Tilburg University, Netherlands*

The positive relationship between ethnic identity and psychological well-being has been widely reported in the literature. Little is known about the antecedents and consequences of ethnic identity in Africa; yet interethnic relationships have been a major challenge in the process of nation building in Africa. This study investigates the relationship between ethnic identity and wellbeing. Moreover we evaluate the degree to which this relationship may differ between and within four countries (Cameroon, Kenya, South Africa and Zambia) given their historical and socio-cultural context. More than 1000 university students completed the Phinney's Multi-ethnic Identity Measure alongside measures of psychological well-being. MANCOVA will be used to evaluate group differences. While Multi-group path analysis will be used evaluate the antecedents and consequences of ethnic identity in this sample. The theoretical and practical implications of our findings will be discussed.

Ethnic Identity and Well-being among Omani Youth

Said Aldhafri, *Sultan Qaboos University, Oman*
 Amina Abubakar, *Tilburg University, Netherlands*

Ethnic identity has been observed to positively influence psychological well-being. However, the salience of ethnic identity and its influence on psychological well-being is often moderated by socio-cultural context. In settings where other forms of identity/ affiliations may be stronger the influence of ethnic identity may be considerably diminished. The current study aims at investigating the saliency of ethnic identity and its consequences on well-being in this unique and often under-researched context. More than 500 university and high students completed the Phinney's Multi-ethnic Identity Measure alongside measures of psychological well-being. Rank order will be used to evaluate the saliency of ethnic belonging in relation to other forms of affiliations e.g. regional and religious. While Multi-group path analysis will be used evaluate the antecedents and consequences of ethnic identity in this sample. The theoretical and practical implications of our findings will be discussed.

Identity Development and Well-being: A Three Country Study

Amina Abubakar, *Tilburg University, Netherlands*
 Angela Suryani, *Atma Jaya Catholic University, Indonesia*
 Margaret Murugami, *Kenyatta University, Kenya*
 Lubna Mazrui, *Kenyatta University, Kenya*
 Josephine Arasa, *United States International University- Africa, Kenya*
 Fons van de Vijver, *Tilburg University, Netherlands*

Identity development is strongly influenced by socio-cultural and economic context in which the adolescents live in; it is therefore important to assess current theoretical formulations in a variety of socio-cultural settings so as to evaluate there generazability. The current study aims at evaluating theories on ego identity development, especially those with a strong emphasize on the domain-specificity of the development and influences of identity in unique and often underresearched contexts. These theories will be discussed in the light of cross-cultural theories

such as the Autonomous-Relational Self (Kagitaſibasi, 1996), and masculinity ”femininity stereotypes (Williams & Best, 1991). The study involves 1,200 adolescents from the Kenya, Indonesia and Netherlands. Measures administered include Ego Identity Process Questionnaire, GHQ-12 and Rosenberg Self-Esteem Scale. MANCOVA, Confirmatory factor analysis and Multigroup path analysis will be used to analyse the data. The theoretical and applied implications of our findings are discussed in the light of the specific features of these populations.

July 2nd, Saturday, 09.45-11.00
SYMPOSIUM SESSION 13: Fitting in: How Biculturals Negotiate Different Cultural Models

Chair: Derya Gungor, *University of Leuven, Belgium*



Karen Phalet, *University of Leuven, Belgium*

Discussant: Veronica Benet-Martinez, *University of California Riverside, USA*

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Distinct cultural models of independence and interdependence shape how individuals make sense of and act upon their world differently (Kagitcibasi, 2005; Markus & Kitayama, 2003). Cultural differences in psychological functioning converge on person-culture fit as a generic process. Taking a perspective from cultural fit, this symposium asks the question how biculturals negotiate different cultural models and presents new findings across immigrant groups in European and American acculturation contexts. The first presentation investigates the acculturation of self across different relationship contexts with parents and peers. The second presentation focuses on emotional acculturation and relates emotion patterns to value acculturation; the third presentation examines the acculturation of personality relative to the cultures of origin and destination; the fourth paper primes cultural models and compares bicultural networks of meanings to the cultures of origin and destination; and the fifth presentation examines how dual identity relates to school adjustment when mainstream society rejects diversity.

Bicultural Selves: Negotiating Autonomy and Relatedness with Parents and Peers

Canan Coskan, *University of Leuven, Belgium*

Jozefien De Leersnyder, *University of Leuven, Belgium*

Despite well-documented cultural differences between independent and interdependent self-construals, the acculturation of self is less researched. Extending Kagitcibasi's (2005) Theory of Self to bicultural selves, we compared the self-construals of Turkish-Belgian biculturals and Belgian majority culture members (N = 129) across different relationship contexts with mother and best friend. We examined the importance and the conflict or compatibility of autonomy and relatedness orientations in biculturals as compared to the majority culture and as they relate to acculturation orientations. In line with a cultural model of independence, Belgian self-construals showed a conflicting pattern opposing agency to relatedness. In contrast, Turkish Belgians showed a compatible pattern in line with psychological interdependence. Moreover, Turkish-Belgian, but not Belgian, self-construals differed between relationship contexts in accordance with different cultural models. As expected, bicultural self-construals were associated with acculturation orientations.

Where do my Emotions Belong? A Study of Immigrants Emotional Acculturation

Jozefien De Leersnyder, *University of Leuven, Belgium*

Batja Mesquita, *University of Leuven, Belgium*

Heejung Kim, *University of California, Santa Barbara, USA*

When immigrants engage in relationships with majority culture members, they come to share the emotion patterns that are prevalent in the majority culture. Parallel studies comparing Korean-American emotion patterns with American patterns (N = 91) and Turkish-Belgian with Belgian patterns (N = 227) provide first evidence of emotional acculturation - in terms of converging emotion patterns with length of stay. In a follow-up study with Turkish Belgians (N = 144) and Belgians (N = 188), we explored how emotion patterns relate to value acculturation. In this study, respondents reported emotion episodes and rated the extent to which they had felt different emotions. They also rated the importance of different values in the same emotion episodes. As expected, emotional acculturation – or the extent to which biculturals share majority emotion patterns – was predicted by the fit between their value orientations in the emotion episodes and those of majority culture members.

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Becoming American? A Cross-Cultural Study of the Acculturation of Personality

Derya Gungor, *University of Leuven, Belgium*

Marc H. Bornstein, *National Institutes of Health, USA*

Do immigrants' personality patterns converge on the host cultural pattern through cross-cultural interaction? And to what extent do immigrants maintain distinct heritage cultural patterns? To address this question we compared the Big Five personality patterns of Argentine and Japanese immigrant mothers (n = 80) in the US to the personality patterns of monocultural Argentinian (N = 103), Japanese (N = 57) and European-American mothers (N = 60). Next, we related the acculturation of personality to cross-cultural contact in the US. Preliminary analyses mostly showed the acculturation of immigrants' personality patterns, with most acculturation towards the host cultural pattern for most culturally dissimilar Japanese immigrants. At the same time, both immigrant groups maintained in part their distinct heritage cultural patterns of personality. As expected, personality acculturation was related to cross-cultural contact. Our findings suggest culture-specific pathways of acculturation as a function of fit with both heritage and host cultural patterns.

Networks of Meaning: A Cross-Cultural Study of the Bicultural Mind

Katerina Pouliasi, *Utrecht University, Netherlands*

Maykel Verkuyten, *Utrecht University, Netherlands*

This presentation extends experimental research on cultural frame switching to the study of culture-bound networks of associations. Greek-Dutch biculturals (N = 196) were randomly primed with either Greek or Dutch cultural symbols or language preceding a semantic association task. A monocultural Dutch group in the Netherlands (N = 92) and a monocultural Greek group in Greece (N = 110) served as control groups. Multigroup confirmatory factor analysis revealed differential patterns of associations between constructs in the Dutch and Greek cultural conditions and groups. As expected, we find that Dutch-primed biculturals reproduce the monocultural Dutch networks of meanings whereas those primed with the Greek culture replicate the monocultural Greek patterns of meanings. In line with an approach from cultural fit, our findings relate contextualized meaning making in biculturals to distinct networks of meaning in heritage and host cultures.

When Education Equals Assimilation: Dual Identity Threat in the Classroom

Gulseli Baysu, *University of Leuven, Belgium*

Karen Phaet, *University of Leuven, Belgium*

Dual identity threat' among biculturals arises when the majority culture rejects cultural diversity. Focusing on school adjustment, we ask the question why many bicultural students respond to identity threat by disengaging from school while others persist. We hypothesized that differential vulnerability to identity threat would be moderated by the fit of individual acculturation strategies with predominant assimilationism in the Belgian school context. We defined distinct acculturation strategies in terms of 'separated', 'assimilated' or 'dual identity'. Study 1 relates the school performance of Turkish Belgians ($N = 576$) to past experiences of discrimination in school as our threat measure. Study 2 relates the test performance of bicultural students ($N = 171$) to situationally induced identity threat. In line with the fit hypothesis, our results reveal that biculturals with an 'assimilated' identity perform better in the face of identity threat. In contrast, dual identifiers were most vulnerable under high threat.

July 2nd, Saturday, 9.45 – 11.00
THEMATIC PAPER SESSION 11: Research in Cross Cultural Psychology
Chair: John G. Adair, *University of Manitoba, Canada*

Marmara Room

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Majority World Participation in International Psychology: A conceptual Model and Empirical Analysis of Leading Countries

John G. Adair, *University of Manitoba, Canada*
Cam-Loi Huynh, *University of Manitoba, Canada*

In the first part of this paper we articulate a conceptual model of the evolution of the discipline from its importation, indigenization and development into an autochthonous national discipline participating in international mainstream psychology. In the second part we report analyses of an empirical study into the national affiliations of authors in a sample from the current decade of 19 mainstream English-language journals published in the USA and in four journals sponsored by international associations. Due to performance similarities, former Eastern-Bloc countries are considered together with majority-world countries. These data provide a systematic perspective on the status and patterns of research productivity pursued by these countries in keeping with the proposed model. Analyses identified the 15 leading MW/Eastern-Bloc countries and case by case comparisons shed light on the modes and manner by which these countries enter, participate, and promote their presence in international psychology.

Interpreting Likert-type Scales within a Cross-Cultural Context

Boaz Shulruf, *University of Auckland, New Zealand*

This paper introduces theoretical and empirical comprehensive models that combine three well-established theories and relate to the underlying cultural contexts of individuals completing Likert-type questionnaires. The theoretical model incorporates the stages of responding to Likert-type questionnaires, the effects of response sets and cross cultural effects measured by collectivist and individualist attributes. The main findings indicate that collectivist and individualist attributes interact with other response sets and mostly affect the magnitude of the answers (i.e. the extent to which extreme responses are used). The actual content of the answers is affected to a lesser extent. Some examples are provided to demonstrate the usefulness of the models in interpreting answers to Likert-type questionnaires within cross cultural and cross national environment. The paper concludes with some practical recommendations relating to the design and analysis of such questionnaires.

Arabic Educational Researchers' Practice of Test Adaptation: An Analytical Eye on Cultural Considerations

Said Aldhafri, *Sultan Qaboos University, Oman*

This paper aimed at demonstrating the importance of attending to cultural issues when adapting tests for the use in cultures that are different from cultures of origin. In light of the latest version of the ITC's guidelines for test adaptation, the researcher will: 1. Examine the practices of test adaptation in the Omani educational research; particularly the existing master theses in the

college of education at Sultan Qaboos University. This examination will be based on a comprehensive survey of the steps undertaken by a random sample of 30 master theses in several departments of the college of education. 2. Examine the Omani researchers' perception of test adaptation issues as it is declared in the random sample of theses. Examples of statements adapted to Arabic from English measures will be discussed to contextualize the discussion with an eye on cultural issues attached to these measures.

July 2nd, Saturday, 09.45-11.00
THEMATIC PAPER SESSION 12: Acculturation and Well-being
Chair: Colleen Ward, *Victoria University of Wellington, New Zealand*

Rumeli Room

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Perceived Health Inequalities of Turkish Immigrants in the United Kingdom

Candan Ertubey, *University of Bedfordshire, United Kingdom*
Bahri Besimoglu, *University of Bedfordshire, United Kingdom*

The aim of this research is to investigate the Turkish community's experience of using the health services provided by the UK National Health Service (NHS). The focus was on male members of the community, due to the increased number of suicides within this group. Three focus groups (21 participants) were conducted, with two groups of male community members (Ss15) and one advocacy group (Ss6). The focus groups took place in the south of England to investigate the experience of using health services. The data was analysed with a thematic approach. The themes emerging were: 1) unmet expectations from health services, due to differences from previous health service experiences in Turkey; 2) the language barrier; 3) perceived lack of respect; 4) mistrust of General Practitioners (GPs). These findings support the need for further cultural competence education within UK health services. Next we will look at Turkish immigrants' health needs in Europe.

The Adaptation of Muslim Youth in New Zealand and the United Kingdom

Jaimee Stuart, *Victoria University of Wellington, New Zealand*
Colleen Ward, *Victoria University of Wellington, New Zealand*
Lena Robinson, *Victoria University of Wellington, New Zealand*

The research investigates adaptation of Muslim immigrant youth (16-26) in New Zealand and the United Kingdom. Initial analyses examined differences across three measurement domains: 1) cultural factors (multicultural environment, attitudes towards integration, national identity and ethnic identity, 2) risk factors (perceived discrimination and cultural transition stress) and 3) adaptation outcomes (well-being, psychological symptoms and behavioural problems). Results indicate that Muslim youth in the UK are less likely to agree that they live in a tolerant, multicultural environment, experience significantly more risk, and have poorer adaptive outcomes than Muslims in NZ. Hierarchical regression models revealed that country of residence significantly predicts psychological symptoms and behavioural problems, and cultural factors significantly add to the models, with multiculturalism emerging as a positive predictor of well-being and a negative predictor of psychological symptoms and behavioural problems. The findings highlight the role that receiving societies play in the psychological and socio-cultural adaptation of immigrant youth.

Building Integration Indices of Immigrants in Greece: Definition, Measurement and Relations with Sociodemographic Factors

Vassilis Pavlopoulos, *University of Athens, Greece*

Marina Dalla, *University of Athens, Greece*
Katerina Georganti, *University of Athens, Greece*
Elias Besevegis, *University of Athens, Greece*

Despite the increasing numbers of immigrants in Greece (about 10% of the population), there has been no systematic definition and measurement of concrete integration indices. To fill in this gap, a multidisciplinary research team collected empirical data from a representative sample of 1,843 immigrants across the country. This paper presents indices referring to acculturation (ethnic orientation, national orientation), psychological adaptation (subjective well-being, psychological symptoms) and sociocultural adaptation (social competence, supportive networks). These indices were examined for the whole sample as well as in relation to demographic variables (e.g., ethnic origin, length of stay in the host country). The relationships of acculturation and adaptation with other domains of integration were explored, such as general health, work status and social-political participation. The theoretical and empirical documentation of these indices constitutes a valuable tool for intervention planning and policy making; it also serves as a point of reference for future research

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Unveiling the Mechanisms of Sojourner Adaptation

Nicolas Geeraert, *University of Essex, UK*
Kali Demes, *University of Essex, UK*

This paper examines the relationship between psychological and socio-cultural adaptation and a number of key variables in a longitudinal study of 1400 intercultural exchange students. Before the sojourn, baseline levels were recorded for constructs such as well-being (e.g. stress, anxiety, self-esteem), identification with home and host cultures, and host language proficiency. During the first few weeks in the host country current levels of adaptation were measured. A couple of months into the sojourn, the original constructs were re-assessed. We hypothesized that psychological and socio-cultural adaptation could be predicted from certain baseline variables, and that early adaptation could predict outcomes later in the sojourn. Findings indicate that baseline levels of well-being, identity and language proficiency did indeed predict adaptation. Controlling for baseline, adaptation was also found to predict future outcomes such as stress, anxiety, and self-esteem. The theoretical and practical implications of these findings will be discussed.

Perceived vs. Actual Cultural Distance. What is their Role in Predicting International Students Adaptation?

Joanna Wieckowska, *Polish Academy of Sciences, Poland*

The construct of cultural distance can be conceptualized in two ways. One (more popular) way is to treat it as an individual level variable and operationalize it as a perception of cultural differences reported by an acculturating person (Perceived Cultural Distance - PCD). The other way is to treat it as an aggregated level variable and create indexes by comparing cultures' scores on various dimensions, independently from an acculturating individual's perception (Actual Cultural Distance - ACD). This paper will present research results on the influence of both measures: PCD and ACD, on adaptation of international students in 5 European countries: Poland, UK, Germany, France, and Spain. The results show that both measures are significant for predicting students adaptation, but in different ways. For ACD measures, the bigger the distance is, the more difficult adaptation is. For PCD measures it is not the magnitude which is

important, but rather the direction of differences: the more receiving university's cultural characteristics exceed those of home university, the higher adaptation indexes are.

July 2nd, Saturday, 09.45-11.00
THEMATIC PAPER SESSION 13: Family Dynamics and Parenting across Cultures
Chair: Ozlem Otyakmaz, *Dortmund University, Germany*

Boardroom

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Accessing Family Cohesion: Comparing Adolescents in Greece and Serbia

Georgios Michailidis, *University Nis, Serbia*
Evi Georgiadi, *University of Athens, Greece*
Marina Dalla, *University of Athens, Greece*

The present study was conducted to examine the perception of family cohesion with sample of adolescents from Athens and Belgrade. Self report data assessing and family cohesion (Olson, Portner, Bell & Filsinger, 1983) were collected from 400 adolescents between the ages of 13 and 15: 200 Serbian and 200 Greek. Results provide information about unique aspects of family cohesion across two cultural groups, but also point to aspects where significant cultural differences exist. **KEYWORDS:** adolescents, family cohesion, cultural differences.

Filial Responsibilities of Hispanic-American Children

Deborah Best, *Wake Forest University, USA*
Alyssa Cantin, *New York University, USA*

The Six Culture Study (Whiting, 1963; Whiting & Edwards, 1988) demonstrated the importance of filial responsibilities (e.g., household chores, caregiving) in children's learning environment and gender role development. In this study, 42 Hispanic-American children reported their filial responsibilities and perceptions of the unfairness of those on four occasions. Boys averaged 35 minutes/day completing chores and 11 minutes caregiving. Girls had more responsibilities than boys and spent 40 minutes/day performing chores and 20 minutes caregiving. However, boys inaccurately reported more caregiving than girls. Perceived unfairness was related to chores for boys ($r=.88$) and caregiving for girls ($r=.50$). High perceived unfairness was related to lower school self-esteem, but not social self-esteem. Home responsibilities leave less time for homework, perhaps decreasing children's confidence in academic abilities. However, filial responsibilities may help children maintain feeling of social competence. These Hispanic children had similar filial responsibilities so they did not tease or judge other's home activities.

Turkish Mothers: Together with Their Spouses and Alone as Parents

Aysegul Metindogan Wise, *Bogazici University, Turkey*
Ryan Macey Wise, *Istanbul Bilgi University, Turkey*
D. Bruce Carter, *Syracuse University, USA*

The findings presented in this paper include primarily qualitative data from 50 mothers attending an eight-week educational program for mothers of children between 7 and 11 in Turkey and are part of a larger study of mothering. The majority of mothers felt alone raising their children and in dealing with the struggles of parenting. Mothers perceived fathers as distant and uninvolved in childrearing but also indicated children viewed fathers as the main disciplinarian. Members of the

extended families were not perceived as supportive and mothers experienced frustration serving as the primary caregiver while having little power within the family. The qualitative results will be compared to the findings from the quantitative investigation of mothers' parenting styles (N=1000) from the same study. Discussion will focus on how mothers question and redefine motherhood in a relatively traditional culture in which motherhood is thought to come from within and not from experience.

Adaptation and Validation of the HOME Scale for Turkish-German Toddlers in Germany

Ozlem Otyakmaz, *Technical University Dortmund, Germany*

Adapting the HOME for Turkish-German Toddlers The HOME Inventory is one of the most widely used instruments to assess the developmental context of children. Numerous studies have been concerned with the lack of validity of the HOME in minority groups in the USA. Assuming that a cultural bias of the items causes validity differences Bradley et al. (2001) propose to develop supplement items to the HOME items to detect culture specific aspects in the home environment of minority children. For the assessment of the developmental context of Turkish-German toddlers in Germany the author composed culture specific supplement items. In a validation study the original items and the supplement items were applied to Turkish-German and German families with twelve months old infants. The results of the study suggest that a criterion oriented item selection of the original HOME is a more successful approach than the addition of supplement items to enhance the validity.

July 2nd, Saturday, 11.20-12.35
SYMPOSIUM SESSION 14: Advancing Understanding of the Work-Family Interface:
Findings from a Multi-National Research Project
Chair: Karen Korabik, *University of Guelph, Canada*

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This symposium presents results from Project 3535, a multi-national research study of the work-family (W-F) interface. Survey data were collected from over 3,000 employed parents in ten countries (Australia, Canada, China, India, Indonesia, Israel, Spain, Taiwan, Turkey and the United States). The survey contained information about W-F conflict and enrichment, as well as their antecedents (e.g., role overload and support) and outcomes (e.g., W-F guilt, role satisfaction, turnover intentions) in both the work and family domains. Cultural and contextual moderators (e.g., coping, gender-role ideology, individualism/collectivism) were also examined. The survey data were supplemented by a social policy analysis. The papers in this symposium focuses on findings related to the antecedents and outcomes of W-F conflict; how gender-role ideology, coping and social support relate to the W-F interface; and the impact of social policies. Emphasis will be placed on how the results have advanced our understanding of the W-F interface

Testing a Model of the Antecedents and Outcomes of Work-Family Conflict in a Multinational Context

Karen Korabik, *University of Guelph, Canada*
Zeynep Aycan, *Koc University, Turkey*

We tested a structural equation model of the antecedents and outcomes associated with work-family conflict using data from the ten countries that participated in Project 3535. We first established that all of our measures were invariant for culture. Our results demonstrated that the model fit the data well for all ten countries. Greater supervisor support predicted lower conflict due to work interference with family (WIF). Higher work overload was related to higher WIF and higher turnover intentions, whereas higher family overload predicted greater conflict due to family interference with work (FIW) and lower family satisfaction. Higher WIF predicted lower family satisfaction, whereas higher FIW predicted higher turnover intentions. Family satisfaction was positively related and turnover intent negatively related to life satisfaction. These results indicate that findings from North America can be generalized to a multinational context.

Gender Role Ideology, Work-Family Overload, Conflict and Guilt: Examining a Path Analysis Model in Three Asian Countries

Ujvala Rajadhyaksha, *St. Mary's College, USA*
Ting-Pang Huang, *Soochow University, Taiwan*
Artiawati Mawardi, *University of Surabaya, Indonesia*
Tripti Pande Desai, *Institute for Integrated Learning in Management, India*

A model of work-family (W-F) conflict was examined via path analysis using the Project 3535 data from three Asian countries “ India, Indonesia and Taiwan. Gender-role ideology (GRI) was treated as an antecedent variable that impacted W-F conflict directly as well as indirectly through the demand variables of work and family role overload. W-F guilt was the outcome variable. Fit

indices were good for each country group model as well as the global model. All the path coefficients were in the hypothesized direction for the three countries, although effect sizes varied. This indicated that GRI predicted W-F conflict in the same manner among Asian countries. A further examination of gender invariant models for each country provided adequate fit indices indicating that there were no significant differences between male and female samples. Results are discussed in terms of the W-F conflict literature and the socio-cultural context of each Asian country.

Coping with Work-Family Conflict from a Cross Cultural Perspective

Anit Somech, *University of Haifa, Israel*

Anat Drach-Zahavy, *University of Haifa, Israel*

This study was aimed at addressing the issue of coping with work-family conflict (WFC) from a cross-cultural perspective. Coping is defined as the cognitive and behavioral efforts of individuals to manage taxing demands appraised as exceeding their personal resources (Lazarus & Folkman, 1984); it is the things people do to reduce harm from life's stressors (Aryee, Luk, Leung, & Lo, 1999; Somech & Drach-Zahavy, 2007). Effective coping styles, therefore, should presumably be associated with lower levels of WFC (Aryee et al., 1999). No coping styles are universally appropriate; some may work better with specific forms of conflict, or within a specific context, such as culture or personal values (Rotondo et al., 2003). Presentation of theoretical frameworks of coping with WFC will be followed by preliminary findings from the Project 3535 ten country study. The findings will have important implications for both theory and policy concerning WFC.

The Impact of Social Support on the Work-Family Interface: A Cross-National Analysis

Li Zhang, *Harbin Institute of Technology, China*

Yuchuan Lin, *Harbin Institute of Technology, China*

Roya Ayman, *Illinois Institute of Technology, USA*

Karen Korabik, *University of Guelph, Canada*

This study investigated the influence of social support on the work-family (W-F) interface in a multi-national context. Much research has demonstrated that social support from both work and nonwork sources alleviates W-F conflict (see Ayman & Antani, 2008 for a review). However, almost no prior research has examined the relationship of social support to W-F facilitation or to other aspects of the W-F interface. In addition, it is unusual for a number of different sources of support to be considered within the same study. Furthermore, few cross national comparisons exist in this area. In the present study we addressed these issues using the data from Project 3535. We looked at the differential impact of satisfaction with various sources of social support (e.g., supervisor, coworker, family and friends, and organizational and government policies) on different aspects of the W-F interface. Implications of the results for individuals and organizations will be discussed.

Socio-Cultural and Public Policy Contexts as Factors Affecting Work-Family Conflict: A Cross-National Analysis

Donna Lero, *University of Guelph, Canada*

Anne Bardoel, *Monash University, Australia*

Karen Korabik, *University of Guelph, Canada*

Tricia van Rhijn, *University of Guelph, Canada*

Considerations of how to support women's human capital development, employment, and gender equality figure prominently in policy discussions as factors critical for economic and social development. Project 3535 was uniquely constructed to enable comparisons across countries that vary in the extent to which culture and institutional policies and programs support women's employment opportunities and work-family integration. In this presentation we provide information obtained from government sources and NGOs, including rankings from the UN Gender Development and Gender Empowerment Indices, labour force statistics, and data on social policies and programs including maternity and parental leave, child care, and other supports that illustrates important differences between countries in the 3535 study. In addition we provide examples of how such data can be incorporated in analyses of this large data set, including the extent to which use of, and satisfaction with government and workplace policies affect work-life conflict and role satisfaction.

July 2nd, Saturday, 11.20-12.35
SYMPOSIUM SESSION 15: Cross-Cultural and Cross-Age Studies of Basic Human Values

Chair: Shalom Schwartz, *The Hebrew University of Jerusalem, Israel*

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This symposium presents applications of new approaches to value measurement. Beierlein presents a short scale developed for use in large scale surveys to measure the four higher-order values of self-transcendence, self-enhancement, conservation and openness and reports its validation across countries. Doring presents a picture-based value survey intended for young children that has successfully measured the value structure in nine countries. She discusses how children's concrete motivational goals emerge and eventually develop into abstract values. Davidov examines the measurement invariance of the new PVQ5X across 10 countries. He uses multi-group confirmatory factor analysis to assess the extent to which it is legitimate to compare scores on the values in the revised value theory across countries. Daniel studies the intra-individual stability of adolescents' value priorities across contexts among subgroups in Israel and Germany. She finds that context affects both individuals' value priorities and the coherence of their value systems.

A Short Scale to Measure the Four Higher-Order Schwartz' Values in Surveys

Constanze Beierlein, *GESIS-Leibniz Institute for the Social Sciences, Germany*
Christoph J. Kemper, *GESIS-Leibniz Institute for the Social Sciences, Germany*
Anastasiya Kovaleva, *GESIS-Leibniz Institute for the Social Sciences, Germany*
Beatrice Rammstedt, *GESIS-Leibniz Institute for the Social Sciences, Germany*
Shalom Schwartz, *The Hebrew University of Jerusalem, Israel*

Schwartz' 10 basic human values predict numerous attitudes and behaviors across cultures. Measuring all 10 values requires relatively lengthy instruments (e.g., 40 item Portrait Value Questionnaire, 57 item Schwartz Value Survey). However, given limited resources of time and money, surveys require short, valid, and reliable instruments. Therefore, instead of assessing all ten values, we selected PVQ-items that serve as good indicators for the four global value dimensions (Schwartz & Boehnke, 2004): Self-Enhancement, Self-Transcendence, Openness to change, Conservation. Using data from the ESS, we measured these four poles with one item from each of the two to three values that combine to form that pole. Confirmatory Multidimensional Scaling and Confirmatory Factor Analysis yielded a set of items that consistently represented the global value dimensions best throughout the different samples. Implications for measuring values in cross-cultural samples will be discussed.

Children's Motivational Goals as Early Precursors of Values in Adult's Lives

Anna K. Doring, *University of Munster, Germany*
Jan Cieciuch, *University of Finance and Management, Poland*
Justyna Harasimczuk, *Cardinal Stefan Wyszyński University, Poland*
Ella Daniel, *The Hebrew University of Jerusalem, Israel*
Ariel Knafo, *The Hebrew University of Jerusalem, Israel*
Wolfgang Bilsky, *University of Munster, Germany*

Substantial empirical evidence underscores the validity of Schwartz's (1992) values theory in adulthood and adolescence. Still, questions about the developmental origin of values remain open (e.g., how and when processes of value acquisition and value transmission are initiated). We bring data on children's values from Germany, France, Italy, Poland, Bulgaria, Israel, Brazil, New Zealand, and the USA to bear on these questions. Data were collected with the Picture-Based Value Survey for Children (PBVS-C, Doring et al., 2010), a self-report instrument adapted to children's cognitive-developmental background. Findings shed light on this relatively unstudied field of research revealing that children's understanding of values, value structures and value priorities are highly similar to patterns found in later life. Thus, the discussion aims at tracing how children's rather concrete, trans-situational motivational goals emerge and how they develop into abstract guiding principles in adults' lives.

Testing for Measurement Invariance of The PVQ5X Questionnaire in Ten Countries

Eldad Davidov, *University of Zurich, Switzerland*

Constanze Beierlein, *GESIS-Leibniz Institute for the Social Sciences, Germany*

Jan Cieciuch, *University of Finance and Management, Poland*

Michele Vecchione, *University of Rome La Sapienza, Italy*

A central topic in utilizing values for cross-cultural studies is guaranteeing their comparability across cultures. Otherwise, differences may be artifacts of noninvariance in measurement properties that are unrelated to 'real' substantive differences. Similarly, findings of no differences across cultures cannot guarantee the absence of 'real' differences. Previous studies show that value measurements are often only partially cross-culturally invariant. In this study we examine the measurement invariance of a new experimental PVQ5X questionnaire to measure human values (Schwartz 1992, 2011). Data were collected during the first half of 2010 in ten countries with participants completing the questionnaire online or in writing. Multiple-group confirmatory factor analysis (MGCFA) was used to assess three hierarchical levels of invariance: configural, metric and scalar (Steenkamp and Baumgartner, 1998). Findings are discussed and implications for possible future adaptations of the measurement for cross-cultural research are reviewed.

One and not the Same: Value Consistency across Contexts among Majority and Minority Members in Israel and Germany

Ella Daniel, *The Hebrew University of Jerusalem, Israel*

Ariel Knafo, *The Hebrew University of Jerusalem, Israel*

Values are trans-situational, but little is known about their intraindividual stability. We correlated value importance across contexts among 6 adolescent groups: Israeli (majority, former Soviet-Union (FSU) immigrants and Arab citizens) and German (majority, FSU and Turkish immigrants). Self-direction, achievement, conformity and benevolence values were moderately positively correlated in the family, school and country of residence contexts among the majority members (Study 1). A similar pattern was discovered among minority members (Study 2). These results suggest that values are stable, but adapt to circumstances. Minority members' values were also investigated in the ethnic context. Values in this context correlated positively with values in other contexts in Israel. In Germany, self-direction and conformity values in the ethnic context correlated NEGATIVELY with same and positively with motivationally-opposed values in other contexts. We discuss the role of different contexts in value-system coherence.

July 2nd, Saturday, 11.20-12.35
SYMPOSIUM SESSION 16: Dimensions of Cultural Maintenance in Childhood and Adolescent Acculturation in North-Western Europe and the USA

Chair: Michael Bender, *Tilburg University, The Netherlands*



Symen Brouwers, *Ghent University, Belgium*

Discussant: Bilge Ataca, *Bogazici University, Turkey*

Boardroom

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Children and adolescents with a healthy development of self-esteem and attachment exhibit higher social well-being than children and adolescents with poor attachment or deflated self-esteem. The contributions of the present symposium examine this paradigm in the context of psychological acculturation. The first contribution examines the impact of parental cultural adaptation and cultural maintenance on childhood acculturation outcomes in Dutch-speaking Belgium. The second contribution examines the interaction of religiosity and acculturation orientation and its impact on self-esteem in adolescents in the Netherlands. The third contribution examines the impact of parental sociocultural characteristics on their bicultural child's social well-being in Ireland. The fourth contribution examines the impact of computer access for keeping in touch with home among international students in the USA. Overall this symposium demonstrates that dimensions of cultural maintenance positively predict psychological adaptation among immigrants

Parental Sociolinguistic Acculturation and Children's Social Functioning: Evidence from the Longitudinal Large-Scale Survey "Growing Up in Ireland"

Ela Polek, *Social Science Research Centre, University College Dublin, Ireland*

Data from the first wave of the longitudinal study "Growing up in Ireland" has been recently collected from more than eight thousand 9-years old and their families living in Ireland. Preliminary results showed that 16% of children in this sample (N = 1385) have at least one non-Irish parent and that wellbeing of children with an ethnic background is significantly related to parental acculturation. Using confirmatory factor analyses we examine the structural properties of acculturation related outcomes in these children: Perception of his/her family's social status, experience of ethnic-related bullying at school, behavioral problems, and functioning in peer groups. Further pathway analyses support a model in which parental characteristics such as social status, education, and sociolinguistic acculturation predict their children's acculturation outcomes. Results are discussed with an emphasis on evidence-informed policy making.

Similarities and Differences in the Acculturation Outcomes of Turkish-Flemish and Moroccan-Flemish Children and Their Parents

Symen Brouwers, *Ghent University, Belgium*
Hans Groenvynck, *Ghent University, Belgium*
Johnny Fontaine, *Ghent University, Belgium*

In two studies we examine the acculturation outcomes of children and their parents in two different ethnicities. Recent research showed that the cultural values of immigrant children and

their parents faced significant discrepancies. We examine similarities and differences in the outcomes of cultural adaptation and maintenance in one sample of six to twelve year old Turkish-Flemish and Moroccan-Flemish children ($N = 256$) and a second sample of six to ten year old Turkish-Flemish and Moroccan-Flemish children together with their parents ($N = 216$). Results showed that, while cultural adaptation and maintenance dimensions are identified in children as in adults, cultural maintenance in children is not related to cultural maintenance in their parents. Implications of this finding are that bicultural children benefit the most from policies that foster family adaptation rather than prevent maintenance.

Incongruence in Strength of Religiosity and Maintenance of Parental Culture Lower Self-Esteem in Turkish-Dutch Adolescents

Michael Bender, *Tilburg University, The Netherlands*
Iren Yeresyan, *University of Bielefeld, Germany*

The present study investigates how acculturation orientation and religiosity may contribute to the development of self-esteem in second generation Turkish-Dutch adolescent immigrants. On the one hand, past research has shown that adapting to the host culture, not maintaining one's culture of origin (and thus one's religion) is associated with positive acculturation outcomes (Sam, 2006), but on the other hand religiosity has been linked to positive effects for non-immigrants. We suggest that the self-esteem of adolescents who experience a mismatch between their acculturation orientation and their religiosity declines. And indeed, in a sample of 137 (73 female) participants, we found that when Turkish-Dutch adolescents draw on both their religious beliefs and their parental culture, they can avoid negative effects of incongruence on their self-esteem.

The Effect of Changes in Acculturation Strategies on International Students' Adaptation

Zeynep Cemalcilar, *Koc University, Turkey*

In a short-term longitudinal study we examine sojourners' acculturation experiences and adaptation. Ninety-three newly admitted international students provided information about their home and host culture identifications before they left their home and once again within the three months of their transition to the U.S. When examining only the post transition acculturation strategies, results show that assimilation is the best acculturation strategy, as it positively predicts socio-cultural adaptation, and that separation is the worst strategy. But when comparing pre- to post- identification scores, the results show that the distinction between stability and instability is also important: Stability in acculturation strategy has a positive effect on socio-cultural adaptation, even after control for psychological wellbeing, while instability in acculturation strategy has only a small effect (even when one was marginalized or separated before the transition).

July 2nd, Saturday, 11.20-12.35
THEMATIC PAPER SESSION 14: Trust in Interpersonal Relations in Work Settings
Chair: Ergun Ozgur, *Marmara University, Turkey*

Marmara Room

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Trust after Violations: Cultural Orientation and Dynamic Patterns

Ashley Fulmer, *University of Maryland, USA*
Michele Gelfand, *University of Maryland, USA*

Trust has been conceptualized as a dynamic process that constitutes multiple stages. However, little research has examined multiple trust phases sequentially and delineated the nonlinear patterns of trust over time. This study examined trust levels and trajectories in two phases after violation: trust dissolution and trust restoration. In addition, we examined how the individual differences of collectivistic self-construal and group identification, as well as the situational variables of partner's group membership and violation magnitude moderate the relationship between violation and trust changes across the two phases. To address these empirical questions, we adopted an economic game methodology, the Investment Game, which allows repeated measures of trust. Our results revealed the black sheep effect in trust dynamics, where compared to individualists, collectivists high on group identification became less trusting after experiencing a large violation from an ingroup than an outgroup partner. Implications for future research and intercultural relations will be discussed.

Qualitative Queries on Trust Ethics and Emics: Evidence from China, India, Netherlands and Turkey

S. Arzu Wasti, *Sabanci University, Turkey*
Hwee Hoon Tan, *Singapore Management University, Singapore*

Extending the work of Wasti, Tan and Erdil (forthcoming) in understanding interpersonal trust from the indigenous culture's perspective, we conducted semi-structured interviews with the same methodology in India (N=30) and the Netherlands (N=29). We found that similar to China and Turkey, *mainstream* antecedents of Ability, Benevolence and Integrity existed in all four countries. Further, Benevolence played a very important role in trust building particularly towards supervisors and peers for Chinese, Turkish and Indian respondents. Across the board, peer relations were more multiplex (mixing affective and instrumental concerns) and trust towards subordinates was largely cognitive (based on reliability). The Dutch respondents, however, differed in putting higher emphasis on Integrity and are also more concerned about being trusted by subordinates.

Multiplexity and Reciprocity in Dyadic Trust Development: Evidence from a Collectivist Culture

Selin Erdil, *Sabanci University, Turkey*
S. Arzu Wasti, *Sabanci University, Turkey*

In this study, we developed and tested an indigenous model of trust formation towards coworkers. In particular, focusing on the multiplex nature of relationships that mix friendship and work in collectivist cultures (Gelfand, Leslie, & Fehr, 2008) we conceptualized trustee benevolence and trustor affect-based trust more holistically and incorporated both professional and personal manifestations of trust behavior (e.g., telling personal secrets). Moreover, given the strength of reciprocity norms towards in-group members in collectivist cultures (Yamagishi, Jin, & Miller, 1998), we explored whether being perceived as trustworthy by the trustee increased trust towards the trustee. Data collected from dyadic student teams (N=135) was analyzed with the Actor-Partner Interdependence Model (APIM; Kenny, Kashy, & Cook, 2006). Results showed that trustee's ability and integrity predicted cognition-based trust, whereas trustee's benevolence predicted affect-based trust. In addition, we found that only affect-based trust formation was reciprocal. We discuss implications in view of mainstream trust models.

Cross-Cultural Examination of Knowledge Sharing and Communication Effectiveness on Trust and Affective Commitment

Tuna Uslu, *Marmara University, Turkey*

Ergun Ozgur, *Marmara University, Turkey*

Didem Rodoplu Sahin, *Kocaeli University, Turkey*

E. Meltem Cam, *Anadolu Health Center, Turkey*

Determining which factors promote or impede the organizational commitment within organizations and sectors constitutes an important area of research. This paper focuses on four such influences: supervisory and organizational trust, vertical (downward and upward) communication, knowledge sharing and the use of information and communication technologies (ICT). Moreover, the proposed model specifies how often employees from different sectors use advanced communication technologies to access information and facilitate interpersonal relationships that contribute to organizational commitment. 573 turkish speaking employess from Turkey and European countries participated in the study. The authors present, analyze and compare direct and indirect alternative models for structure equation modellling. Using mediation analysis and structural equation modeling, the authors found that downward communication and structure of information sharing predict upward communication, trust of one's supervisors and organizations while upward communication predict one's affective commitment to the organization.

July 2nd, Saturday, 11.20 – 12.35
THEMATIC PAPER SESSION 15: Learning and Education in Cross Cultural Context
Chair: Serap Ozer, *Dogus University, Turkey*

Rumeli Room

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The Hungarian Learning Concept and its Relation to the American and Chinese One: Mapping Pragmatic, Mind, and Virtue Orientation

Nora Sebestyen, *Hungarian Academy of Sciences, Hungary*

The rapidly-growing migration enhances the cultural diversity in the educational sphere. Promoting effective schooling through culturally sensitive education it becomes crucial to investigate the cultural embeddedness of learning concepts. Present study examined the Hungarian concept of learning with learning-related terms collected from 183 university students. Using the prototype method (Shaver et al., 1987) adopted by Li (2003) to reveal the Chinese and American learning model made it possible to compare the three cultural concepts. The findings show that Hungarian students tend to have pragmatic orientation to learning emphasizing the external goals (diploma, graduation), the memorization and immorality (e.g. cheating). These results strongly differ from the value-oriented Chinese learning model which cultivates learning virtues (e.g. diligence, perseverance) and moral character, and also differ from the mind-oriented American model focusing on mental processes and internal learner characteristics (Li, 2003). Implications for the culturally responsive teaching will be discussed in details.

Early Steps in Mathematics Learning-Family Study

Ergi Acar, *Goethe University, Germany*

This presentation draws on a research project, erStMaL-FaSt, which is conducted at the Center of Individual Development and Adaptive Education of Children at Risk (IDeA) in Frankfurt am Main, Germany. From a socio-cultural perspective, the analysis of mathematics education in early childhood requires also to consider the familial context, which has a significant influence on the children's development in the early childhood. For this reason it is focused on family situations, which deals with mathematical problems as an everyday affair. In the presentation will be also introduced some of the first results of the Family Study.

Three Experiments in Cross-Cultural Collaborative Teaching: Encouraging Intercultural Engagement Using New Communication Technologies

William Gabrenya, *Florida Institute of Technology, USA*
Chien-Ru Sun, *National Chengchi University, Taiwan*
Wenhua Yan, *East China Normal University, China*

Three experiments in international collaborative teaching were conducted in cross-cultural and social psychology classes. In collaborative teaching, students in geographically separated classes work together on course activities. 110 students at universities in Taiwan (Chung-Yuan University, National Chengchi University), China (East China Normal University), and the

United States (Florida Institute of Technology) performed three types of interactive projects in dyads or in groups of up to 6 students. The projects varied in the extent to which they focused on psychology (cultural film critiques vs. empirical social-cultural research), overall difficulty, and use of quantitative vs. qualitative (video based) data collection. Detailed evaluations were conducted after each class was completed. Students reported overall moderately high satisfaction with the process and content of the projects and with culture learning, regardless of project variations, but frustration with communication difficulties, cultural differences in academic expectations, and faulty group processes attributable to cultural and non-cultural issues.

Perception of Most Important Events in History: A Cross-cultural Perspective

Serap Ozer, *Dogus University, Turkey*
Gokce Ergun, *Dogus University, Turkey*

The perception of historical events are considered to be an important cultural, political, social psychological variable. Perception of events in history is shaped by culture, education, and family. Research has shown that in many countries historical events are viewed from a Western-Christian perspective and participants consider recent and violent events as more important. 374 college students from Turkey responded to a cross-culturally researched questionnaire about the most important events of the last 10, 100 and 1000 years. The categories and frequency analyses undertaken with 7 countries were replicated. It was found that Turkish students differed from their counterparts in these countries. The most frequently mentioned events of the last 100 and 1000 years coincided with lists of the other countries only 50%, while the other seven countries had an agreement rate of 90% and 80%. The results are discussed from the perspective of history education and the fact that none of the countries researched earlier had predominantly Islamic populations.

Cross-Cultural Awareness and Management of Students' Expectations: Reflections of Foreign Teachers

Astrid Kainzbauer, *Mahidol University, Thailand*
Brian Hunt, *Mahidol University, Thailand*

This paper focuses on the cultural awareness of foreign teachers in Thai graduate management classrooms. We describe current research from the teachers' reflections on their repertoires of methodology, modified by their cross-cultural sensitivity to their students' expectations. Reflection involves embracing a subjective understandings of reality as a basis for thinking more critically about the impact of our assumptions, values, and actions on others (Cunliffe, 2004). These educators thus manage the learning environment from their perceived perspective of their students' expectations. This involves the teachers' adjusting their teaching style and classroom management activities. A preliminary analysis of our qualitative research data from semi-structured interviews indicates that these teachers reflect on their own actions. From this reflection they adjust their teaching styles and manage the expectations of their students. In essence, these teachers are successful educators because they have innate sensitivity not only to their students but also to their own pedagogies.

July 2nd, Saturday, 13.50-14.50
**SYMPOSIUM SESSION 17: New Developments and Insights in Cross-Cultural Research
on Implicit Motives**

Chair: Jan Hofer, *University of Osnabrück, Germany*

Marmara Room

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Recent research in various disciplines within psychology has highlighted the significant role of implicit processes for human functioning. Also, implicit motives are a prominent determinant of personality and behavior, as they represent a fundamental source of human behavior and psychological features. Unfortunately, little cross-cultural research is available. The present symposium assembles some contemporary examples of cross-cultural research on implicit motives. Papers will cover a wide array of topics in this field: Consequences of motive frustration will be examined in samples from Germany and Cameroon; determinants and consequences of motive congruence will be highlighted in samples from Germany, India, and Bulgaria; the effect of childhood context variables for motive realization will be dealt with. In sum, the present symposium underlines the importance of implicit motivation for behavior by presenting recent discoveries of both similarities and differences across cultures and by discussing fruitful directions for future research.

(Dis-)Satisfaction of the Implicit Affiliation Motive

Holger Busch, *University of Osnabrück, Germany*

Jan Hofer, *University of Osnabrück, Germany*

Generally speaking, implicit motives are unconsciously represented propensities towards situations that afford certain incentives. Specifically, the implicit affiliation motive denotes a preference for situations in which people can experience friendly and warm interaction with others. Thus, while relatedness with others in general is associated with well-being, this association ought to be particularly strong for individuals high in the implicit affiliation motive. On the other hand, frustration of the implicit affiliation motive ought to be associated with negative emotions such as envy. These two hypotheses are tested in adult samples from Germany and Cameroon. Indeed, strength of the implicit affiliation motive moderates the relationship between relatedness and partnership satisfaction. Moreover, strength of the implicit affiliation motive also moderates the relationship between relatedness and envy. Results hold across both cultural groups. Thus, implicit motives may universally play a prominent role in affecting emotions and behavior.

Interactions Between Self-Regulation and the Congruence of Explicit and Implicit Motives

Monischa Chatterjee, *University of Trier, Germany*

Nicola Baumann, *University of Trier, Germany*

Ritu Tripathi, *Indian Institute of Management, India*

Effects on well-being in Germany and India: An insufficient congruence of self-attributed and implicit motives has been associated with impaired well-being. In studies within individualistic cultures emotional self-regulation competencies have turned out to promote well-being by

moderating the consistency of explicit and implicit motives. The importance of motive-congruence has already been examined in international studies. Yet, the moderating effect of self-regulation has been neglected in cross-cultural comparisons. In our survey the congruence of self-attributed and implicit motives for affiliation, power and competence was examined in Germany and India. A new aspect of analysis is the inclusion of self-regulation. Information about socio-demographic background was collected to test whether cultural differences could be further explained by biographical and actual socio-structural factors. Results suggest that well-being is influenced by specific interactions of explicit and implicit motives. This interplay is substantially affected by socio-demographic background and self-regulatory competence.

Motive Congruence and Well-being in Turkish Minority and Mainstream Bulgarian Groups

Radosveta Dimitrova, *Tilburg University, The Netherlands*

Athanasios Chasiotis, *Tilburg University, The Netherlands*

Michael Bender, *Tilburg University, The Netherlands*

Fons van de Vijver, *Tilburg University, The Netherlands*

Ergyul Tair, *Bulgarian Academy of Sciences, Bulgaria*

This study aims at assessing congruence of implicit and explicit domains of motivation and its interactions with acculturation orientations as predictive factors of psychological well-being of minority and mainstream adults in Bulgaria. Participants were bicultural Turkish-Bulgarian (N= 196) and monocultural Bulgarian (N= 130) adults aged 20 to 60. We applied a previously tested model of immigrants' well-being (Chasiotis, Bender, & Hofer, 2010) to a group of Turkish-Bulgarians, constituting the largest minority in terms of size and prominence with a separate language, religion, culture and historical traditions in Bulgaria. The model holds that well-being is influenced by the alignment of implicit motives and explicit goals and that this relationship is mediated by acculturation orientations. Moreover, we applied an experimental frame switching manipulation to the bicultural Turkish-Bulgarian group in order to explore the associations between different acculturation orientations and cultural conditions of frame switching.

Childhood Context Explains Cultural Differences in Implicit Prosocial Motivation

Athanasios Chasiotis, *Tilburg University, The Netherlands*

Michael Bender, *Tilburg University, The Netherlands*

Jan Hofer, *University of Osnabruck, Germany*

In two studies with six samples from Europe (Germany), Latin America (Costa Rica), Africa (Cameroon), and Asia (PR China), we investigated the effect of the childhood context variables birth rank, number of siblings, and parental SES on implicit prosocial motivation across cultures. Implicit prosocial motivation was measured using an instrument measuring implicit motives (OMT, Operant Multimotive Test, Kuhl & Scheffer, 1999). Replicating and extending results from a previous study (Chasiotis, Hofer & Campos, 2006), regression analyses show that childhood context variables explain a large amount of cultural variance, ranging from 19% to 99 % of the cultural variance in implicit prosocial motivation. Results are discussed within the framework of evolutionary developmental psychology.

July 2nd, Saturday, 13.50-14.50

SYMPOSIUM SESSION 18: Processes of Infant/Toddler-Caregiver Communicative Patterns across Cultural Contexts (Invited Symposium)

Chair: Aylin Kuntay, *Koc University, Turkey*

Discussant: Heidi Keller, *Osnabruck University, Germany*

Bosphorus Ballroom - 2

Sophisticated communication skills are an earmark of human cognition, and are crucial in organizing human social life. We will examine how early communication between youngsters and caregivers in different cultural settings prepares young children for joint activities, learning language, and motoric achievements such as movement. Lizskowski examines pointing patterns by 10-14 month-olds and their caregivers in 7 different cultural settings, and shows that the nature of the shared activity and the caregivers' rate of pointing rather than the specific culture affects the pervasiveness of pointing in infants. Şen, Demir, and Kuntay report how different types referential gestures and actions are integrated into the referential communication patterns of 12-21 month-old Turkish learners and their caregivers. Lamm demonstrates how the proximal parenting of rural Cameroonian Nso and distal parenting of German middle class parents influence the development of gross motor milestones in the infants from these cultures in a context sensitive way.

Infants' Interactions in Different Social Contexts and Cultural Settings

Ulf Lizskowski, *Max Planck Institute for Psycholinguistics, The Netherlands*

We investigated the role of different interaction formats and cultural settings on infants' and caregivers' spontaneous usage of pointing. Caregivers and infants pointed spontaneously when looking at things together, but less when acting together, supporting an epistemic function interpretation. Across 7 different cultural settings infants spontaneously used index-finger pointing in the same basic context, revealing a prelinguistic cultural universal of human communication. Caregiver and infant pointing was also correlated, indicating a deeply social use and the emergence of gestural conversation formats. A further study revealed frequency differences in natural daily observations of infants' and caregivers' shared activities and gestures across cultural settings, supporting the idea that pointing emerges through scaffolding shared activities.

Discourse-Pragmatic Effects on Referential Behaviors of Turkish Toddlers and Their Primary Caregivers

Beyza Ates Sen, *Koc University, Turkey*

Ozlem Ece Demir, *University of Chicago, USA*

Aylin Kuntay, *Koc University, Turkey*

We investigated whether the discourse-pragmatic factors of joint attention, prior mention and physical presence influence children's and their caregivers' reference to external objects in both speech and gesture. Spontaneous interactions of Turkish children with their primary caregivers were examined at three different time points, when the children were 12, 17, and 21 months of age. In this talk, we will focus on how gesture (by itself and as integrated into speech) is used in

these caregiver-child interactions, especially with regard to learning/teaching about referential terms for third-person objects.

Mother-Infant Interaction and Infant Development in Two Eco-Cultural Contexts: Rural Cameroonian Nso and German Middle-Class

Bettina Lamm, *Osnabrück University, Germany*

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Parenting is a cultural activity. From birth on, parents in Western industrialized societies emphasize a rather distal style of parenting, whereas parents from traditional non-Western rural communities show a proximal style of early parenting (Keller, 2007). Studies on early development, especially with respect to the development of gross motor milestones, have documented considerable differences across cultures (e.g. LeVine et al., 1994; Super, 1976). The present study is aimed at systematically observing parenting behavior and infants' developmental achievements in samples of rural Cameroonian Nso and German middle class infants. Via cluster analyses the proximal and distal style of early parenting could be confirmed empirically across cultures. These behavioral patterns are related to the cultural context, yet, their influences on infant development are context-sensitive.

July 2nd, Saturday, 14.50-16.05
SYMPOSIUM SESSION 19: Conditions and Consequences of Harassment of Immigrant Youth

Chair: Ylva Svensson, *Orebro University, Sweden*
Discussant: Frosso Motti, *University of Athens, Greece*

Boardroom

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Immigrant youths are at greater risk of being harassed as they can be subjects of ethnic harassment, in addition to other types of harassment and bullying. The aim of the symposium is to shed light over who are at risk for experiencing ethnic harassment and the consequences for the victims. The first study demonstrates that immigrants were equally victimized as natives, regardless of gender. The second study stresses the importance of ethnic background in the interplay between social support, discrimination and internalizing problems. The third study shows that immigrants with native friends are at greater risk for ethnic harassment and internalizing problems, regardless of the context of the friendships. The fourth paper reveals unique effects of ethnic harassment in the changes of immigrant adolescents' adjustment problems over time. Overall, the studies provide new perspectives on the victims, context, and consequences of ethnic harassment of immigrant youth.

Peer Groups and Victimization among Native and Immigrant Adolescents in Norway

Hildegunn Fandrem, *University of Stavanger, Norway*
Dagmar Strohmeier, *University of Vienna, Austria*
Kolbrun Asta Jonsdottir, *University of Stavanger, Norway*

This study examines peer groups and bullying among native and immigrant girls and boys in Norway. We particularly wanted to find out whether some subgroups, according to gender and ethnicity, are more victimized than others. To identify victims of bullying, self-assessment was used. Social cognitive mapping (SCM) was used to identify peer groups in classes. The sample comprises 97 native adolescents (55 girls, 42 boys) and 59 immigrant adolescents (34 girls, 25 boys) attending grades 8, 9 and 10 in an urban Norwegian secondary school. Configural frequency analyses (CFAs) showed that there were no significant differences between subgroups (native boys, native girls, immigrant boys, and immigrant girls) according to being less or more often identified as victims. Results from the SCM analyses showed that victims were usually members of peer groups. Implications for anti-bullying work in schools are discussed.

Discrimination, Social Support and Mental Health

Brit Oppedal, *Norwegian Institute of Public Health, Norway*

Knowledge about what social resources children have available to help them cope with or protect them from discrimination can shed light over individual and group differences in the association between discrimination and psychiatric problems. The aim of the present study is to provide information about ethnic group variation in the role of social support from minority and majority culture networks in the association between discrimination and internalizing problems. The study is based on questionnaire data from 280 preadolescents and 193 adolescents with three different

national backgrounds. Findings revealed three different patterns of associations between support, discrimination and mental health with substantial ethnic group variation: one with direct effects of social support, one mediational, corroborating the Rejection-Identification Model, and one pattern showing interaction effects between support and discrimination. Findings are discussed with respect to the groups' varied immigration history, out-group orientation, cultural fit and visibility.

Immigrant-Native Friendships in Context

Ylva Svensson, *Orebro University, Sweden*

Hakan Stattin, *Orebro University, Sweden*

Having a native friend, as an immigrant youth, has been shown to be adaptive. However, is this true regardless of the context of that friendship? Using a sample of 646 immigrant youths, age 12-17 we tested the adaptiveness of having a native friend in different school contexts; majority immigrant vs. majority native schools, and schools with positive attitudes towards immigrants vs. schools with negative attitudes towards immigrants. The results showed that having a native friend is not adaptive for immigrants regardless of context. Immigrants with native friends attending a school with positive attitudes towards immigrants had more school problems, lower school satisfaction and self-esteem. By contrast, immigrants without native friend in a majority immigrant school had fewer school problems, higher school satisfaction and self-esteem, and were less often a victim of ethnic harassment and bullying. These findings stress the importance of the context for integration policies.

The Role of Ethnic Harassment and Bully Victimization in Immigrant Adolescents Adjustment Problems

Metin Ozdemir, *Orebro University, Sweden*

Hakan Stattin, *Orebro University, Sweden*

Peer victimization or harassment puts adolescents at risk for development of adjustment problems. Unlike their peers, immigrant youths may experience harassment directed toward their ethnic identity in addition to being bullied. Nevertheless, little is known regarding whether ethnic-harassment is a risk factor for the adjustment problems of immigrants above and beyond the effects of bully victimization. The current study examined the unique effect of ethnic-harassment and bully-victimization on the changes in immigrant adolescents' adjustment problems, including depression, poor self-esteem, drinking, and deliberate self-harm over two-year. The results revealed that both bully-victimization and ethnic-harassment were positively related to adjustment problems concurrently. In contrast, only ethnic-harassment played a significant role in the changes of immigrant adolescents' adjustment problems over two-year. The findings suggest that ethnic harassment warrants special attention to understand immigrant youths' adjustment and well-being.

SYMPOSIUM SESSION 20: Family Dynamics and Acculturation of Turkish Immigrants in Europe

Chair: Elif Durgel, *Tilburg University, the Netherlands*



Ozgur Celenk, *Tilburg University, the Netherlands*

Marmara Room

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Family Dynamics and Acculturation of Turkish Immigrants in Europe The relations between immigrant families' family dynamics, parenting, children's developmental outcomes and their acculturation have been attracting increasing academic and public attention in the host societies. Much of the extant literature has focused on immigrant families mainly in the USA; however, family dynamics and acculturation of particularly non-Western immigrants in Europe has gained prominence in the last couple of years. Turkish immigrants form one of the largest non-Western immigrant populations in Western Europe; yet, research on their family relations and acculturation is still scarce. This symposium focuses on patterns of family dynamics, parenting, and acculturation orientations of Turkish immigrants in Europe, mainly in the Netherlands and Germany. The five papers presented will provide insight into aspects of the relation between culture, immigration, and family dynamics in different Turkish immigrant contexts.

Marital and Family Dynamics from an Acculturation Perspective: The Case of Turkish, Turkish-Dutch and Dutch Couples

Ozgur Celenk, *Tilburg University, Netherlands*

Fons van de Vijver, *Tilburg University, Netherlands*

Marital and family dynamics from an acculturation perspective: The case of Turkish, Turkish-Dutch and Dutch couples The present qualitative study aimed at identifying similarities and differences in marital and family dynamics among Turkish, Turkish-Dutch and Dutch couples and the particular role of acculturation in understanding these differences. 13 Turkish, 19 Turkish-Dutch and 17 Dutch married dyads were independently interviewed in order to examine marriage and family in a cross-cultural context to get more insight in the role of cultural factors behind marital and family beliefs, expectations and values. A content analysis of the responses revealed that determinants of marital and family satisfaction, marital and family roles, ways of solving the problems, expectations related to marriage and family, and relationship with the children showed differences between the three cultural groups. Findings of the study are interpreted in light of the differences in acculturation processes and orientations as well as the changing structure of the Turkish society.

Parenting Practices and Mother-Child Interaction among Turkish and Dutch Mothers and Their Preschoolers

Elif Durgel, *Tilburg University, Netherlands*

Fons van de Vijver, *Tilburg University, Netherlands*

Culture plays a significant role in parenting and child outcomes; thus, examining child-rearing patterns of immigrant parents appears important to understand processes that are affected by

diversity and those that are more culture-specific. This study aimed at identifying patterns in mother-child dyads of 35 Turkish immigrant and 33 Dutch mothers living in the Netherlands and 20 Turkish mothers living in Turkey. Behaviors of mothers and children were assessed during 10-minute free play and 10-minute joint book reading sessions. Coded behaviors included positive affect, proximity, maternal negative control, maternal responsiveness, autonomy of the child, connectedness, and cognitive stimulation. Multivariate statistics pointed to group differences in mother-child interaction patterns, and the importance of maternal education in mother's child-rearing behaviors. The results are discussed with respect to cultural influences on parent-child relationship, and functioning of Turkish immigrants in the Netherlands.

Developmental Expectations of German and Turkish-German Mothers

Ozlem Otyakmaz, *Dortmund University, Germany*

Cross-cultural research has shown that developmental expectations of mothers referring to the expected ages of children's mastery of certain skills (e.g. cognitive, physical, perceptual, social) vary by culture. In this study approximately 50 Turkish-German and 70 German mothers with preschool aged children were asked to indicate at which age they expect children in general to acquire certain developmental skills. Developmental expectations of mothers were assessed particularly on nine dimensions which are physical skills, cognitive skills, self-control, social skills, autonomy, obedience, family orientation, moral rules, and competitiveness. Mothers differed on several dimensions of developmental expectations reflecting their cultural background. The results are discussed with respect to cultural influences on parenting beliefs, and functioning of Turkish immigrants in Germany.

School Adjustment and the Role Of Parents: A Comparison of Turkish and Other Immigrants to Germany

Maja Schachner, *Friedrich Schiller University Jena, Germany*

Fons van de Vijver, *Tilburg University, Netherlands*

Peter Noack, *Friedrich Schiller University Jena, Germany*

As A Number Of PISA studies have shown, children of Turkish descent are having the most difficulties in German schools (OECD, 2009). It has been argued that this is due to the relatively poor educational levels and proficiency in German of the parents as well as the endorsement of segregation from the German mainstream society. The present study will investigate the role of Turkish parents (e.g. perceived acculturation expectation, SES, language, interest in school life) for their children's school adjustment, looking at outcomes such as academic and social self-concept, the formation of cross-ethnic friendships and school delinquency. Results of about 500 Turkish-German pupils are compared to about 500 other ethnic immigrant pupils, all attending culturally mixed schools, in terms of the parental influence on school adjustment, taking into account differences in perceived cultural distance.

Intergenerational Acculturation Patterns of Turkish Immigrants in Australia, France, Germany and the Netherlands

Kutlay Yagmur, *Tilburg University, Netherlands*

Fons van de Vijver, *Tilburg University, Netherlands*

We examined acculturation and language orientations among Turkish immigrants in Australia (n = 283), France (n = 266), Germany (n = 265), and the Netherlands (n = 271). We expected that the countries with the least pluralistic climate (France and Germany) would show the lowest levels of sociocultural adjustment and the highest level of ethnic orientation and language use, the opposite was expected in Australia, as the country with the most pluralistic climate, and the Netherlands would have an intermediate position. In all countries Turkish identity was a positive predictor and mainstream identity a negative predictor of both language value and preference factor. Mainstream and Turkish identity showed stronger negative correlations in the less pluralistic countries. An analysis of generation differences revealed that the harder the group boundaries between the receiving society and the immigrant group, the smaller is the generational difference.

July 2nd, Saturday, 14.50 – 16.05
THEMATIC PAPER SESSION 16: Stereotypes, Prejudices and Discrimination 1
Chair: Marta Penczek-Zapala, *Institute of Psychology PAS, Poland*

Rumeli Room

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Are Predictors of Prejudice Universal across Cultures? The Question of Threat and Values

Marta Penczek-Zapala, *Institute of Psychology PAS, Poland*

Multiple studies have shown that both feeling of threat and values are important predictors of prejudice. However, some authors argue that these factors may vary in importance across countries. In order to check the cross-cultural differences, representative data of the survey on Group-focused Enmity in Europe (eight countries: Poland, Hungary, Germany, France, Great Britain, Netherlands, Italy and Portugal; n = 1000 each) was used. In the study prejudice against various target groups (muslims, Jews, immigrants, and other races) was examined. Results suggest that indeed culture is a strong moderator of influence of threat and values on prejudice. These findings will be discussed in terms of economical and political situation of the countries, as well as their cultural values.

Religion and Prejudice in Eastern Culture: An Analyses of ISSP Data's

Magali Clobert, *Universite Catholique de Louvain, Belgium*
Vassilis Saroglou, *Universite Catholique de Louvain, Belgium*

Extensive previous research shows that religiousness predicts various kinds of prejudice (e.g., ethnic, religious, and anti-gay prejudice). This evidence comes massively from Western countries and Christian, Muslim, and Jewish samples. In this study, we analyzed data from the Religion III module (2008) of the International Social Survey Program. We examined prejudice against homosexuals and other religions among Buddhists, Taoists and people belonging to Other East Asian religions, as well as Protestants and Christians, all living in three Asian countries (Japan, South Korea, and Taiwan) (total N = 2831). Across all samples, religious measures predicted anti-gay prejudice, a link mediated by traditional sexual morality and gender roles. However, religious prejudice was negatively related to religiousness among Buddhists and people from other East Asian religions, whereas it was positively related to religiousness in the Christian samples. The results suggest the importance of integrating religious and cultural factors into the religion-prejudice research tradition.

Nepotism in the East and West: Cultural Conventions and Intra-Cultural Polarization in the Perception of Decisions to Hire Friends and Relatives

Xiaoxiao Liu, *Nanyang Technological University, Singapore*
Josh Keller, *Nanyang Technological University, Singapore*
Ying-Yi Hong, *Nanyang Technological University, Singapore*

This paper examined beliefs about hiring friends and relatives in the US and China. Using open-ended survey, American and Chinese participants were asked to generate incidents of nepotism

and hiring friends and relatives of the manager or external stakeholders (customers and government officials who oversee the industry) were generated as examples of nepotism. In another survey, using Cultural Consensus Model and Cultural Mixture Model analysis, we found cross-national similarities, cross-national differences and within-nation polarization in how people categorize and evaluate these hiring decisions. There was high consensus in the two cultures that hiring relatives indicated nepotism and was bad for the organization, whereas less consensus and more polarization about hiring friends, or friends and relatives of external stakeholders, and also less consensus about the hiring decisions when the qualifications and organizational citizenship behaviors of the candidates were ambiguous. Agency belief and the need for cognitive closure significantly predicted nepotism perception.

Tangible Evidence of Differences in Gender Based Discrimination in South Africa and the United States of America

Renier Steyn, *University of South Africa, South Africa*

International treaties, national legislation and local bylaws advocate the equal treatment of people of different genders, but claims of gender-based discrimination are still being made. Indicators of discrimination against women include employment ratios and differences in income. In this study a different, more exact and tangible method to describe and detect discrimination was used, namely the difference in the number of ablution facilities provided to each gender in public spaces. Ablution facilities at airports, train stations, as well as shopping centers in four major South African cities (N=128), and at airports and shopping centers in five large cities in the United States of America (N=120), were inspected. Medium to large differences in the respective number of facilities provided in South Africa were found (η^2 .05 to .13), while no such differences were found in the United States of America. These results suggest that, despite progressive legislation and aggressive affirmative action applied in South Africa, South African women are still discriminated against when compared to their counterparts in the United States of America. The impact of this discrimination on woman's physiological health and psychological wellbeing is discussed.

July 2nd, Saturday, 14.50-16.05
THEMATIC PAPER SESSION 17: Multicultural Work Groups and Attitudes towards Diversity

Chair: Wendi Adair, *University of Waterloo, Canada*

Bosphorus Ballroom - 1

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Social Identification and Altruism in Multicultural Teams

F. Pinar Acar, *Middle East Technical University, Turkey*

Multicultural teams have become common in a wide range of settings. With the increased use of multicultural teams, both practitioners and researchers need to better understand their functioning within organizations. This study argues that effective functioning of such teams depends, in part, on individual members' display of cooperative, helpful behaviors that extend beyond formal job requirements. Such behavior is commonly labeled altruism. Relational demography research drawing from social identity approach suggests that eliciting altruism may be problematic in the face of cultural differences. The present study, drawing upon social identity approach, investigates the link between social identification with the multicultural team and display of altruistic behavior by individual members and salience of demographic categories as potential moderator of this link. Using a convenience sample of 126 individuals from 8 multinational teams, this study found that team identification is significantly and positively associated with altruism. This study found that salience of demographic categories interfered with team identification-altruism link and that individuals were less altruistic towards their fellow multicultural team members when they perceived demographic categories to be salient.

Creative Environment and standardized Procedure in Chinese Work Teams: What Member's Cultural Values Matter?

Li-Fang Chou, *National Cheng Kung University, Taiwan*
Chun-Jung Tseng, *National Sun Yat-sen University, Taiwan*
Hsiao-Pei Chen, *National Sun Yat-sen University, Taiwan*
Chin-Kang Jen, *National Sun Yat-sen University, Taiwan*

In the face of economic environment with growing uncertainties and competitions, work teams are mostly adopted designs for organizations to carry out tasks and to better survive. Simultaneously, teams are often confronted with two contrasting requirements: creativity and standardization. Using a sample of 629 members from 105 teams, we explored how a team's Creative Environment (CE) and Standardized Work Procedures (SWP) influence a member's creativity and task performance. We also explored how a member's cultural values moderate those effects. Results showed that: (1) team's CE has more positive effect on member's creativity while SWP has stronger effect on task performance; (2) CE and SWP positively interact on creativity and task performance; (3) a member's power distance is unrelated to performance, but Other-orientation is positively related to performance; (4) power distance strengthens the positive effect of CE on creativity while other-orientation weakens the effect of CE on creativity. Finally, contributions, limitations, and future research directions were discussed.

Categorization Conventions for American and Chinese Behaviors in Multicultural Teams within and Across Cultures

Catherine Wu, *Nanyang Technological University, Singapore*
Joshua Keller, *Nanyang Technological University, Singapore*
Ying-yi Hong, *Nanyang Technological University, Singapore*

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Multicultural work teams often require people to make inferences on others' behaviors without considerable prior knowledge. We provide evidence that conventions for categorizing Chinese and American team member behaviors have consistency across cultures, variance between and within cultures, and are contingent on the context. We use cultural consensus analysis to examine the consistency and variance of categorization conventions held by Chinese and American professionals about team members from China and the US. We also use a cultural mixture model to identify three subcultures consistent across national cultures and corresponding to a general tendency to positively stereotype, negatively stereotype or do little stereotyping in comparison with a baseline. We discuss the implications for studying multicultural teams.

Consequences of Intercultural Ideology on Team Identification, Information Processing, and Work-Related Outcomes in Culturally Diverse Teams

Omar Ganai, *University of Waterloo, Canada*
Wendi Adair, *University of Waterloo, Canada*

We build on the social identity approach (Ashforth & Mael, 1989, Hogg & Terry, 2000) to specify a model predicting performance and positive working relationships within culturally diverse teams. Specifically, we propose that the type of intercultural ideology (multiculturalism versus assimilationism) espoused within a culturally diverse team will influence the complexity of individuals' cultural identity (Roccas & Brewer, 2002). Moreover, complexity of individual cultural identity may mediate levels of team identification, which in turn, may influence a culturally diverse team's shared mental model, or third culture (Adair, Tinsley, & Taylor, 2006). Finally, the type of third culture (identical and emergent versus overlapping and intersection) found within a culturally diverse team will influence work-related outcomes such as team innovation and creativity, team citizenship behavior, team commitment, and job satisfaction. We offer propositions and future research directions to test the proposed model.

Intergroup Contact and Threats as Predictors of Local Australian Students' Attitudes towards International Students

Anita Mak, *University of Canberra, Australia*

Drawing on intergroup contact and integrated threat theories, this study investigated the effects of the quantity and quality of contact with international students, and three types of intergroup threats, on local-born students' attitudes towards international students. The threats investigated were stereotypes of international students, intergroup anxiety in cross-ethnic interactions, and intercultural communication emotions negative affect associated with perceived linguistic and cultural barriers. Intergroup threats were expected to explain variance in attitudes beyond the contributions from contact variables. Participants were 515 Australian-born domestic university students who completed an anonymous survey of social contact with people from different ethnic backgrounds and with international students. Hierarchical regression analyses of attitudes towards international students indicated that positive stereotypes and lower levels of intercultural communication emotions exerted moderate effects, whereas contact quality and quantity, and

being female displayed small and significant effects. Implications for intergroup contact research and inclusive educational practices are discussed.

July 2nd, Saturday, 14.50 – 16.05
THEMATIC PAPER SESSION 18: Values and Attitudes in Cross Cultural Context
Chair: Marta Fulop, *Hungarian Academy of Sciences, Hungary*

Bosphorus Ballroom - 2

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The Representation of Competition in the Visegrad Countries, Western Europe, Turkey and East Asia

Marta Fulop, *Hungarian Academy of Sciences, Hungary*

Iveta Kovalcikova, *University of Presov, Slovakia*

Beata Krzywosz-Rynkiewicz, *University of Warmia Mazury, Poland*

Ebru Aktan, *Canakkale Onsekiz Mart University, Turkey*

Competition is a key concept of market economies and also democratic societies. The construction of its notion however is different according to the particular cultural-historical background of a society. Research on competitiveness has to take into consideration the particular meaning of the phenomenon. In the present research university students of eight countries participated: from the so called Visegrad countries, representing the post-socialist countries (Czech Republic, Hungary, Poland, Slovakia), one traditional market economy from Western Europe (UK), from Turkey and from two East-Asian countries (Japan, China). The number of participants varied between 100 and 228 in each country. The AGA method (Associative Group Analysis Technique, Szalay & Brent, 1967) was applied. Respondents had 1 minute to free associate to the word competition. The associations gathered got loadings and were categorized. The presentation will discuss how competition is conceptualized in the different national groups.

How Concepts of Competition Differ across Cultures?

Boaz Shulruf, *University of Auckland, New Zealand*

David Watkins, *University of Hong Kong, China*

John Hattie, *University of Auckland, New Zealand*

How concepts of competition differ across cultures? Although the literature suggests that individualists are more competitive than collectivists, very little is known how competition is perceived by people from different cultures. This study compared the interactions between concepts of competition and attributes of collectivism and individualism in two countries (NZ & China). Using data, which was received from 293 undergraduate students and employing a range of statistical models this study first validated a scale for measuring concepts of competition (HKCQ). Most important was the finding from the path models, which suggests that the level of competitiveness is determined by the balance between two concepts: α Improve and Win-Lose and that pathway did not differ across cultures. The main difference between cultures was at the national level where different agents had different impact on the concepts of competition. Implications for future research in as well as possible development this topic are discussed.

The Relationship between the Attitudes towards Turkey's Entry to the EU, System Justification and Values in a Cross-Cultural Sample

Melek Goregenli, *Ege University, Turkey*

Pelin Karakus, *Ege University, Turkey*

Hans-Werner Bierhoff, *Ruhr University, Germany*

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The aim of this research is to determine the attitudes towards EU in terms of group-based values, system justification theory and socio-demographical variables in two different cultural groups. The sample consisted of 151 college students from Ege University in Izmir, Turkey (37 males and 61 females); Ruhr University in Bochum, Germany (29 males and 24 females) from various faculties, departments. The mean ages of participants for Turkey 22,66 years (range = 19-38, SD= 3,469) and for Germany 23,68 years (range = 18-59, SD= 6,142). Participants fulfilled a questionnaire containing Schwartz Value Survey (1992), System Justification Survey (Jost & Banaji, 1994) and several socio-demographic questions. The results showed that the attitudes towards Turkey's entry to EU are significantly differentiated in terms of ethnicity, political view, religiosity and some value types in both cultural groups. The contextual and cultural dimensions of the results were discussed on the base of System Justification theory.

July 2nd, Saturday, 16.25-17.40

SYMPOSIUM SESSION 21: Family Values and Intergenerational Relationships across Cultures: Perspectives from the Value-of-Children Study

Chair: Boris Mayer, *University of Konstanz, Germany*



Isabelle Albert, *University of Luxembourg, Luxembourg*

Discussant: Cigdem Kagitcibasi, *Koc University, Turkey*

Bosphorus Ballroom - 2

This symposium brings together scholars from seven countries on the basis of the cross-national "Value of Children and Intergenerational Relations Study". The papers focus on two related topics: (1) Role of family values and family relationships in adolescent development; and (2) Intergenerational relationships and within-family value similarity in different cultures. In the first paper, Sabatier et al. report relations among religiosity, family values, and life satisfaction across four cultures. Next, Mayer and Trommsdorff examine the relations between adolescents' family values, their support for parents and family future orientation across ten cultures. The paper by Kasearu deals with the effects of family structure and parent-child relationships on Estonian adolescents' peer relationships. The fourth paper by Barni et al. investigates value similarities within Italian families with regard to different value-of-children dimensions. Finally, Friedlmeier, Albert, and Trommsdorff study the mediating role of mothers for the relationship between grandmothers and grandchildren in four different cultural contexts.

Religiosity, Family Orientation, and Life Satisfaction: A Cross-Cultural Developmental Approach

Colette Sabatier, *University Victor Segalen, France*

Boris Mayer, *University of Konstanz, Germany*

Mihaela Friedlmeier, *Grand Valley State University, USA*

Katarzyna Lubiewska, *Kazimierz Wielki University in Bydgoszcz, Poland*

Gisela Trommsdorff, *University of Konstanz, Germany*

Family and religion are two social institutions that affect persons from childhood to old-age. Religion, as a cultural system, is seen as a resource for individual well-being and as sustaining family values and family cohesion. However, its impact is embedded in the cultural context of religiosity. From a developmental perspective, an important period of life for a quest of (or explicit disinterest in) spirituality, is adolescence. Drawing upon the culture-informed model of intergenerational relationships (Trommsdorff, 2006) and data from the Value-of-Children study, this study investigates the interplay between attitudes towards religiosity and family, and the life satisfaction of adolescents and their mothers across four western countries with a Christian tradition (France, Germany, Poland, USA). Results indicate for adolescents in all cultures that religiosity had a positive impact on adolescents' family orientation, which was in turn related to a higher life satisfaction. No such pattern was observed for adults.

Relations among Adolescents' Family Values, Support for Parents, and Family Future Orientation in Cross-Cultural Perspective

Boris Mayer, *University of Konstanz, Germany*

This study analyzes relations between adolescents' family values (autonomy and/or relatedness), their readiness to support parents, and personal family planning across 10 countries. The data have been collected as part of the international "Value of Children and Intergenerational Relations"-project. The theoretical background bases on Kagitcibasi's theory of family change. In a previous study using the same dataset, adolescents' family value patterns (person-oriented approach) of independence, autonomy/relatedness, and interdependence were identified. Overall, N = 2566 adolescents (57% female, age 13-20 years) from China, France, Germany, India, Indonesia, Israel, Japan, South Africa, Switzerland, and Turkey participated in the study. Results showed that both culture and family value patterns strongly predicted adolescents' readiness to support their parents (in an everyday situation scenario). Additionally, to a lesser extent, culture and family value patterns predicted adolescents' intention to have their own family in the future. Results are discussed from a culture-informed perspective of adolescent development.

The Influence of Family Structure and Family Relations on Estonian Adolescents' Relationships with Peers

Kair Kasearu, *University of Tartu, Estonia*

In recent decades Estonian society has faced numerous changes with regard to the family, e.g., concerning social norms regarding divorce, cohabitation and single parenting. This means that families have become more complex in their structures and family interdependencies. The present study is based on a configurational perspective by taking into consideration the larger network of relationships in which the dyads are embedded. It is investigated whether and how family structure and relationships between family members influence children's relationships with peers. The empirical analysis is based on the Estonian VOC data from the year 2009. Results showed that family structure had an influence on adolescents' relationships with peers. Moreover, adolescents' relationship quality with family members and their relationships with peers were associated. Finally, perceived maternal parenting was strongly related to adolescents' relationships with peers: democratic parenting increased and authoritarian parenting decreased youths' chances to experience high-quality relationships with peers.

Value of Children in Families with Young Adults: An Italian Study

Daniela Barni, *Athenaeum Center for Family Studies and Research, Italy*

Sonia Ranieri, *Athenaeum Center for Family Studies and Research, Italy*

Rosa Rosnati, *Athenaeum Center for Family Studies and Research, Italy*

Sara Alfieri, *Athenaeum Center for Family Studies and Research, Italy*

The concept of Value of Children (VOC) has gained increasing importance due to demographic changes in many parts of the world, namely declining birth rates. Most studies investigated VOC in adolescence, examining similarities and differences in utilitarian and emotional VOC between children and their parents. Few studies focused on VOC during the transition to adulthood. In this life phase, VOC becomes a central construct since a primary aim of the transition consists in the acquisition of social and family responsibilities, through the choice of a stable, affective relationship, and the plan to build a new family. Therefore, this study analyzes the level of similarity of VOC within different family dyads in families with young adults. N = 184 triads of young adults (aged 20-25) and both their parents participated in the study. For 127 families, additional data from one brother or sister of the young adult were available. Data analysis is still in progress.

Grandmother-Grandchild Relationships and the Role of the Middle Generation: A Cross-Cultural Perspective

Mihaela Friedlmeier, *Grand Valley State University, USA*

Isabelle Albert, *University of Luxembourg, Luxembourg*

Gisela Trommsdorff, *University of Konstanz, Germany*

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Recent studies underlined the importance of grandparent-grandchild ties, but the quality of relations varies across cultures. Parents as middle generation may play a mediating role, e.g., by regulating contact frequency and exchanged support. The present study aims to explore the mediating role of mothers for the relationship between maternal grandmothers and grandchildren in cultural contexts with different family norms and kinship systems. A sample of $N = 489$ family-triads (adolescents, mothers, maternal grandmothers) from USA, Germany, China and Turkey participating in the Value-of-Children study reported on their relationship quality and intergenerational support provision. Analyses showed that the relationship quality of mothers to their own mothers was related to the grandmother-grandchild relation in all countries included. Further, results partly suggested an indirect effect of social support provided by adult daughters on the grandmother-grandchild relationship. Findings are discussed within the framework of intergenerational relations throughout the lifespan from a cross-cultural perspective.

July 2nd, Saturday, 16.25-17.40
**SYMPOSIUM SESSION 22: Predictors of Psychological Adaptation Insights from
Different Age Groups and Acculturative Contexts**

Chair: Maja Schachner, *Friedrich Schiller University Jena, Germany*

Discussant: David Sam, *University of Bergen, Norway*

Bosphorus Ballroom - 1

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Successful acculturation outcomes have been found to depend on a set of conditions, which differ in their relevance for psychological vs. sociocultural adaptation (Arends-Tóth & Van de Vijver, 2003). This combination of studies focusses on psychological adaptation and examines the role of individual and contextual predictors. Whereas for younger individuals, it is particularly important to disentangle acculturative and developmental processes and parents are the major socialisation agent, new agents like peers come into play with increasing age. The connection to home and host culture is important – in terms of the attitudinal climate and support for cultural diversity within a particular context such as the school as well as the actual social resources one can draw upon from both cultures. Using a variety of methods and samples, the symposium will provide interesting insights into the processes relevant for the psychological adaptation of immigrants.

Psychosocial Development during the Transition to Kindergarten and School

Katharina Stoessel, *Friedrich Schiller University Jena, Germany*

Peter F. Titzmann, *Friedrich Schiller University Jena, Germany*

Rainer K. Silbereisen, *Friedrich Schiller University Jena, Germany*

New experiences, challenges, and opportunities inherent in biographical transitions are expected to foster the psychosocial development of individuals. Our study investigated, first, developmental gains in children's language competence and self control during the transitions to kindergarten and school; second, whether native Germans, ethnic German repatriates, Russian Jewish and Turkish migrants living in Germany differed in developmental gains; and third, whether mother's education, financial standing, or network contacts accounted for ethnic differences in developmental gains. We interviewed 111 mothers of kindergarten-aged and 179 mothers of school-aged children before and after the respective transition. Children increased in language competence and self control during both transitions. This increase varied between ethnic groups; differences were accounted for by differences in maternal education. Results underscore the importance of immigrants' education for the psychosocial development of their offspring and of institutional opportunities in compensating for early disadvantages.

Perceptions of School Climate and Psychological Adaptation of Children With a Migration Background

Maja Schachner, *FSU Jena, Germany*

Peter Noack, *FSU Jena, Germany*

Fons van de Vijver, *Tilburg University, Netherlands*

Research in educational psychology in recent years has paid more and more attention to the school climate as a microcontext shaping pupils' interethnic relations (e.g. Gniewosz & Noack,

2008). The present study investigates the relationship between perceptions of relevant aspects of school climate (e.g. perceived discrimination by fellow class mates and teachers and their interest in pupils' cultural background as well as diversity in the school curriculum) and a variety of school adjustment and psychological adaptation outcomes (e.g. depressivity, academic and social aspects of the self-concept and general life satisfaction) of pupils with a migration background. Results will be presented on the basis of more than 1200 students from about 50 countries attending more than 80 culturally heterogeneous class rooms at 22 German secondary schools, using structural equation modeling.

Psychological Well-Being of Adolescent Immigrants: Acculturation vs. Age-Typical Development

Andrea Michel, *Friedrich Schiller University Jena, Germany*

Peter F. Titzmann, *Friedrich Schiller University Jena, Germany*

Rainer K. Silbereisen, *Friedrich Schiller University Jena, Germany*

Although stress-and-coping frameworks predict increasing psychological adaptation of immigrants over time, in previous research with adolescent immigrants, length of residence and psychological adaptation often seemed to be unrelated, probably because adolescent-typical change in indicators of psychological adaptation counteracts acculturative change. This study examined change in depressivity as a measure of psychological adaptation among comparable groups of adolescent natives, newcomer and experienced ethnic German immigrants over a three-year period. Results showed that native adolescents increased in depressivity as was expected based on age-typical trends. More experienced immigrants also showed an age-typical increase in depressivity over time. Newcomer adolescent immigrants, however, remained stable. Furthermore, the initially higher depressivity of newcomers compared to more experienced immigrants vanished over time. Thus, both age-typical processes and acculturation might interact in creating specific time trends, and need to be considered when examining longitudinal processes in immigrant populations.

Relationship Effects on Sojourners Adaptation

Julia Weiss, *Friedrich Schiller University Jena, Germany*

Stefanie Goede, *University of Potsdam, Germany*

Franz J. Neyer, *Friedrich Schiller University Jena, Germany*

Several investigations revealed the importance of successful relationship acculturation with respect to sojourners' adaptation. According to Bochner's (1977) functional model relationships to hosts, conationals and international fellows contribute differently to adaptation. To empirically investigate sojourners' social situation we interrogated about hundred German speaking Expatriates in Mexico using a personal network approach (Milardo, 1992). This innovative technique offers detailed information on all individual relationships participants consider important in their lives, such as their fellows' nationalities, the single relationships' levels of conflict etc. The data analysis revealed a complex interplay of relationship qualities and adaptation success which is largely in line with Bochner's presuppositions, e.g. whereas conflicts with inhabitants of the host country negatively affected sojourners' sociocultural adaptation, conflictuous relationships with confederates in the country of origin were detrimental to psychological adaptation. Both scientific and practical implications of the results with regard to sojourners' adaptation are discussed.

July 2nd, Saturday, 16.25 – 17.40
THEMATIC PAPER SESSION 19: Stereotypes, Prejudices and Discrimination - 2
Chair: Gazi Islam, *Insper Institute for Education and Research, Brazil*

Marmara Room

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Fundamentalism and Terrorism as Negative Terror Management Strategies

Kinga Williams, *MENSANA, England*

Starting from a cognitive-behavioural position (i.e. we think in certain ways so we behave in certain ways), the presentation first describes stress's effect on performance. Individual stress-cognitions and socio-cognitive stress-cognitions are demonstrated to be not merely very similar in nature, but also as showing the same kind of detriment in action: cognitive errors. It is then proposed that Fundamentalism is the combined product of errors due to cognitive simplification, - with Terrorism being its behavioural correlate, itself resulting from the Rule-Category Substitution Fallacy (Williams 2007).

Children's Gender Stereotypes: A Thirty Year Replication

Deborah Best, *Wake Forest University, USA*

Brady Everett, *Wake Forest University, USA*

Thirty years ago in their first cross-cultural study with children, Best, et al (1977) found similar patterns of stereotype learning in the United States, England, and Ireland. Knowledge of male stereotype traits developed earlier than knowledge of female traits, but they were equally well known by 8 years of age. In this partial replication with American 8- to 11-year-olds (N=114), boys and girls described same-sex peers more stereotypically than opposite-sex peers. Surprisingly, stereotyped traits most frequently associated with peers in 1977 have remained so 33 years later. Children responded to structured interview questions concerning beliefs and evaluations of gender activities and preferences. Responses reflected stereotypically role-consistent behaviors (i.e., sports - boys, dolls - girls) with children describing different activities when playing with girls or boys. Given the increased numbers of women in the workplace, athletics, and higher education, consistency in children's gender attitudes and beliefs over the past 30 years is unexpected.

Tangible Evidence of Differences in Gender Based Discrimination in South Africa and the United States of America

Renier Steyn, *University of South Africa, South Africa*

International treaties, national legislation and local bylaws advocate the equal treatment of people of different genders, but claims of gender-based discrimination are still being made. Indicators of discrimination against women include employment ratios and differences in income. In this the study a different, more exact and tangible method to describe and detect discrimination was used, namely the difference in the number of ablution facilities provided to each gender in public spaces. Ablution facilities at airports, train stations, as well as shopping centers in four major South African cities (N=128), and at airports and shopping centers in five large cities in the United States of America (N=120), were inspected. Medium to large differences in the respective

number of facilities provided in South Africa were found (η^2 .05 to .13), while no such differences were found in the United States of America. These results suggest that, despite progressive legislation and aggressive affirmative action applied in South Africa, South African women are still discriminated against when compared to their counterparts in the United States of America. The impact of this discrimination on woman's physiological health and psychological wellbeing is discussed.

Affirmative Action and Leadership Attitudes in a Sample of Brazilian Women Managers

Gazi Islam, *Inspire Institute for Education and Research, Brazil*

Sarah E.S. Zilenovsky, *Inspire Institute for Education and Research, Brazil*

This note extends existing research regarding the relationship between affirmative action program perceptions on women's self-evaluated capacity and desire to attain leadership positions. While the psychological effects of affirmative action have been established in the United States, recent international surges in equal opportunity policies have increased the importance of demonstrating the cross-cultural applicability of such effects. Our study proposes that in a sample of Brazilian managers, women believing that their organization implements preferential selection will experience negative psychological effects leading to lowered leadership attitudes, but that this effect will be moderated by their beliefs regarding the justice of affirmative action programs. We test this proposition empirically for the first time with a Latin American female sample. Among Brazilian women managers, desire but not self-evaluated capacity to lead was reduced when they believed an affirmative action policy was in place. Both desire and capacity were moderated by justice beliefs.

July 2nd, Saturday, 16.25-17.40
THEMATIC PAPER SESSION 20: Leadership and Organizational Practices
Chair: Ramona Thomas, *Technical University of Brunswick, Germany*

Rumeli Room

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Alignment of Values and Human Resources Management in Saudi Companies

Mustapha Achoui, *KFUPM, Saudi Arabia*

Studying organizational values is important to understanding organization behavior across cultures because cultures differ in their norms, ethics, languages and religions. Furthermore, values are important to be studied because they lay foundation for the understanding of attitudes and motivation and influence employees' perceptions and performance. This understanding becomes more important in a diversified organizational environment such as in the Saudi labor market. This labor market is characterized by high diversity (different national backgrounds, religions, languages and races). Human resources management's practices in Saudi Arabia vary according to the ownership of the company (private, government or semi-government) and employees' diversity (Saudis or foreigners). In the government sector, for example, the Saudis are guaranteed employment till retirement, seniority wages and retirement benefits while foreigners do not enjoy these privileges. However, the foreigners' salaries in these companies vary according to several factors but mainly according to citizenship and national backgrounds. Meanwhile, most of these government companies and organizations claim strategies that are based on important values such as justice, fairness, human resources, and trust. Unfortunately, we did not find any study that links the values to the human resources management (HRM) policies and practices in Saudi companies. However, according to our observation, several Saudi large companies and organizations such as ARAMCO, SABIC and KFUPM have lists of values that are published on their websites. In addition of illustrating the importance of studying values and human resources management in general, it is the main purpose of this study to investigate empirically the alignment between Saudi companies' values and their human resource management practices (functions, rules and policies) taking in consideration diversity issues.

Capturing the Knowledge of Expatriates

Ramona Thomas, *Technical University of Brunswick, Germany*
Simone Kauffeld, *Technical University of Brunswick, Germany*

An expatriate is according to acculturation models like Oberg's going through five phases until he has adjusted to the new cultural environment. During each of the phases the individual is gathering specific knowledge which will only be reflected and available during a certain time frame. As the distance and therefore perceptions change during the acculturation process, the knowledge which is not captured and reintegrated into the organization at the right time, will change and transform into tacit knowledge which, at the point of repatriation, will be hard to recall as it has turned into implicitness. This work is theoretically examining the acquired knowledge in each phase of the acculturation process, it analyses the mechanisms by which this knowledge is gained by the expatriate and gives with the help of Nonakas organizational knowledge creation theory first practical recommendations how the knowledge can be passed on to the organization.

Exploring the Relationship between Societal Values and Entrepreneurial Intention among Emerging Adults in Cameroon

Fomba Emmanuel, *University of Dschang, Cameroon*

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The criticality of culture as antecedent of entrepreneurial dispositions and venture in the majority world has become topical. This study investigates the relationship between societal values and entrepreneurial intention in emerging adulthood. The two main concerns were the relationship between values and intention, and the power of societal values in predicting start-up intention. Participants included 739 undergraduates (n= 383 males and 356 females), aged 16-35 years with different academic cultures. Sub-scales of the Entrepreneurship Intention Questionnaire [EIQ] (Liñán et al., 2008), were used for the survey. As expected, results supported a significant relationship between the overall and core factors of societal values and entrepreneurship intention but higher for males than females. Regression analysis showed societal values as significant predictors of intention. Implications of findings with regards to reinforcing entrepreneurial values as strategies for promoting business start-up intention for emerging adults in a majority world has been discussed.

July 2nd, Saturday, 16.25-17.40

PANEL SESSION 20: Addressing Diversity: Combining Cross-Cultural and within-Cultural Approaches in the Classroom

Organizer: Marieke van Egmond

Boardroom

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Marieke van Egmond, *Bremen International Graduate School of Social Sciences, Germany*

Bjorn Ekelund, *Simon Fraser University, Canada*

Alexis Rossi, *Loughborough University, UK*

This panel will introduce a workshop format in which learning style differences can be openly discussed, on both a cross-cultural as within-cultural level, in order to prevent the use of stereotypes and overgeneralizations in explaining diversity in learning preferences. First, cross-cultural research from a Western and East-Asian culture will be presented to illustrate that the meaning that learning has as a concept differs between cultures, leading to diverse learning preferences. Next, we will introduce the concepts of the Diversity Icebreaker; Red, Blue and Green interaction styles. We will explore the way in which awareness of the diversity of these styles can be used to our advantage. Furthermore, we will explore how these categories of Diversity Icebreaker are linked to cultural beliefs about learning. It will be illustrated that an understanding of diversity both on the cross-cultural and within-cultural level will allow the creation of a common classroom culture in intercultural classrooms.

July 2nd, Saturday, 17.40-18.30
**POSTER SESSION 2: Cognitive Psychology, Developmental Psychology, Acculturation
and Clinical Psychology and Psychology of Health**

Dolmabahce Ballroom Foyer

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Cognitive Psychology

Orthographic Awareness in Native and Non-Native Chinese Learners

Pei-Yu Luo, *National Cheng Kung University, Taiwan*
Jon-Fan Hu, *National Cheng Kung University, Taiwan*
Hsueh-Chih Chen, *National Taiwan Normal University, Taiwan*
Li-Yun Chang, *National Taiwan Normal University, Taiwan*

This study is concerned with the differentiation of orthographic awareness between Chinese as second language (CSL) learners and young native Chinese learners. In previous research, CSL learners do not show preference for higher-frequent configuration on the Chinese orthographic legitimacy choice task as native Chinese. It is hypothesized that individual's meta-linguistic awareness gained from the experiences of learning different first languages would impact the performance of the task differently. In the study, 120 Chinese nonce-words were designed to ask both 58 11-year-old students and 80 CSL to judge word legitimacy. High and low configuration frequency was manipulated for testing the hypothesis. The findings reveal that young native Chinese rely more on the frequency cues of configuration than the CSL. It implies that different language learning experiences would lead to forming different meta-linguistic awareness on learning Chinese word structure

Semantic Feature Analysis for Comparing Chinese, French, and Dutch Naming Patterns

Yun Li, *National Cheng Kung University, Taiwan*
Jon-Fan Hu, *National Cheng Kung University, Taiwan*
Yu-Sheng Hung, *National Cheng Kung University, Taiwan*

The present study is intended to analyze both abstract and observable features of common objects for investigating the basis of differentiation of naming patterns in Chinese, French, and Dutch. Previous cross-linguistic studies found that French and Dutch possess different naming patterns for the same groups of common objects. In the experiment, the photos of the same set of 73 bottles used in the literature were adopted for asking 32 Taiwanese college participants to offer possible names for the objects and sort the objects into categories based on similarity. The abstract and physical features were also collected through a group rating for the semantic feature analysis of the objects. The results showed that Taiwanese who use Chinese tend to weight the abstract and physical features evenly according to their naming patterns. It would be a valuable insight for interpreting the naming differentiation across languages.

From Local to Global Coherence? The Development of Moral Thinking?

Hui-Tzu Lin, *Fo Guang University, Taiwan*

Wen-Ying Lin, *Chung Yuan Christian University, Taiwan*
Jenn-Wu Wang, *Fo Guang University, Taiwan*

The implicit assumption of Piaget's and Kohlberg's cognitive developmental theory is the development of cognitive coherence via resolution of cognitive conflict. The purpose of present research is to investigate whether the global coherence of moral thinking is increased by age. The author utilized four moral situations to evaluate the subjects' responses to two contradictory arguments concerning behavior of stealing, cheating, cheating in an exam, breaking promise. The correlation of the two responses indicated the degree of coherence. The author designed two studies to study two age groups; Study 1 for elementary school children, Study 2 for older subjects. Taking study 1 and study 2 into account, coherence of moral thinking is increased by age which support the implication by Piaget and Kohlberg's theoretical hypothesis. Moreover, it seems that coherence of moral thinking has critical period in 10 and 16 years old. Finally, The degree of coherence depends on moral domains.

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Second Reminiscence Bump in Turkish Old Adults

Ceyda Sayali, *Koc University, Turkey*
Asli Ozden, *Koc University, Turkey*
Burcu Demiray, *Koc University, Turkey*
Sami Gulgoz, *Koc University, Turkey*

Autobiographical memory literature shows that old adults recall more memories from between ages 10-25 than other ages (reminiscence bump effect). The current study, however, examines the lifespan distribution of Turkish adults' memories and shows an unexpected second reminiscence bump between ages 40-50. The sample consists of 10 female and 6 male adults (ages 60-75) with children (Data collection is in progress for larger sample). In a 3-hour interview, participants report memories from all life phases, and complete measures on family relations and involvement in their children's lives. Content analyses of memories show that participants' memories in the second bump are mostly about their children: Their second bump overlaps with their children's own reminiscence bump. Findings are discussed in terms of cultural differences in family relations and involvement: In cultures with close family relations, adults experience a second bump (recall more memories from ages 40-50) due to experiences involving their children.

Cultural Scripts in Narratives about Past Efforts

Kumiko Mukaida, *Komazawa Women's Junior College, JAPAN*
David Crystal, *Georgetown University, USA*
Hiroshi Azuma, *University of Tokyo, JAPAN*

This study explored cultural scripts in narratives about past efforts by comparing three different cultural groups. Participants were 83 Chinese, 117 Japanese, and 70 American undergraduates. They were asked to think back to and describe things they had done with clear intention and a lot of effort in the past two years. Trained coders analyzed each narrative based on the coding categories. As a result, we found that Chinese and Japanese students tended to focus on the efforts to succeed at school or at extracurricular activities with negative feelings during the process. Whereas Chinese descriptions were strategic, concrete and ambitious, Japanese descriptions were relatively short and ambiguous. On the contrary, American students' goals were many and varied, and they tended to emphasize the results of their efforts with positive feelings, rather than the process. It is suggested that individual narratives were likely to reflect scripts unique to each culture.

Linguistic Gender Bias as a Result of Uncertainty: Moderating Role of Perceived Legitimacy

Ceren Gunsoy, *Bogazici University, Turkey*

Mujde Peker, *Bogazici University, Turkey*

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The study investigated the effect of exposure to uncertainty on linguistic inferences (i.e., an indicator of stereotypical thinking) among female university students, by focusing on the moderating role of perceived legitimacy. Moreover, the linguistic biases based on abstraction, i.e., trait inferences from behaviors in a Turkish sample were investigated for the first time. It was argued that exposure to uncertainty would lead to stereotypical thinking, especially among those who were high on perceived legitimacy of the status inequalities between genders. Stereotypical thinking was assessed by the methodology of Induction-Deduction Assymetry studies (Maass et al., 2001, 2005), i.e., the number and response time of inferences in a memory task were measured. Moreover, the stereotype congruency of the scenario to be remembered was manipulated, as was the gender of the target person in this scenario. Results showed that participants who were primed with uncertainty (i.e. were asked to write about the aspects of their lives that made them feel uncertain) and who perceived the system as legitimate, made more stereotype-congruent than incongruent inductions (i.e. inferred stereotypical traits from stereotypical behaviours), compared to individuals who perceived the system as illegitimate, as well as those who were primed with certainty. In other words, in line with our predictions, uncertainty exposure led participants to think stereotypically, especially when they perceived the gender inequalities as legitimate.

Divide and Rule

Kinga Williams, *MENSANA, UK*

Culture can be construed as a set of rules one can either be familiar with or ignorant of. The poster attempts to tease apart Constitutive, Regulative, Prescriptive and Descriptive Rules, and pinpoints their respective roles in Culture Learning. It is proposed that the proportion of Regulative Rules is generally underestimated, while the incidence of Constitutive Rules tends to be overestimated. The poster puts forward the Rule-Category Substitution Fallacy, a hypothesis suggested to be of use in exploring what fuels other-culture intolerance. The Fallacy is demonstrated to be a Negative Terror Management Strategy (cf. Greenberg et al 1997): a compensation-attempt doomed to failure. Finally, alternative Terror-Management Strategies are proposed

Culture in Fear of Flying: Turkish Flight Passengers Cognitive-Behavioral Experiences and Safety Perceptions

Uzay Dural, *Dogus University, Turkey*

The understanding of flight passenger experiences is crucial for enhancing flight safety and passenger satisfaction. Existing literature and our previous findings showed that flight passengers have different behavioral/cognitive reactions on flight travel based on their cultural background. The culture specific behavioral and cognitive patterns of flight passengers was not much examined. The present study aims to reveal Turkish flight passengersTM cognitive and behavioral reactions and safety perceptions to flight travel. Nearly 100 flight passengers are recruited from the inbound and outbound section of Istanbul Ataturk Airport. Semi-structured interviews on their flight experience and safety perceptions are conducted with the aim of revealing flight

related emotion and behavior reactions of passengers before and during flight travel. State-Trait Anxiety Inventory is provided to measure passengers' overall anxiety level. Results are compared with the existing Western findings on flight passenger behaviors and Turkish culture specific experiences are discussed.

The Assessment of Daily Emotional Experiences of Setswana Speaking Police Officers

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Eva Sekwena, *North-West University, Potchefstroom Campus, South-Africa*

Johnny Fontaine, *Ghent University, Belgium*

Rose Kgantsi, *North-West University, Potchefstroom Campus, South-Africa*

Elke Van Thielen, *Ghent University, Belgium*

The present study is the beginning of a broader research project to identify differences and similarities in the daily emotional experiences of the various ethno-cultural groups in the South-African Police Services. This study investigates whether emotions can be assessed using the componential emotion approach in Setswana speaking police officers. According to this approach an emotion consists of a synchronization between appraisals, bodily changes, subjective experiences, facial and vocal expressions, action tendencies and regulation processes in order to deal with goal-relevant events. 120 Setswana speaking officers reported their most important emotional experience of the past week (either at home, at work with colleagues, or at work with clients) using a 85-item instrument that operationalized various emotion components (Fontaine et al., 2007). Two dimensions emerged: general emotionality and pleasantness. Emotional episodes at work with clients were rated the least pleasant.

Developmental Psychology

Parents and Adolescents in Greece, Norway and Poland: A Cross-Cultural Study on the Relations Between Parental Warmth, Control, Consistency of Behavior and the Adolescents' Individuation and Psychological Adaptation

Anna Filus, *Warsaw School of Social Sciences and Humanities, Poland*

The goal of the study was to compare the relations between four dimensions of parenting: warmth, consistency, behavioral control, autonomy suppression and the adolescents' individuation and psychological adaptation in Greece, Norway and Poland. A total of 700 adolescents (ages 18-19) took part in the questionnaire research. The results showed that the more individualistic a country is, the lower the behavioral control and autonomy suppression used by parents. Yet, levels of parental warmth and consistency do not depend on culture. Results also revealed that in all three countries: (1) the higher behavioral control, autonomy suppression and warmth used by parents, the stronger the adolescents' functional/ material/ emotional bond with parents; (2) the lower parental behavioral control, autonomy suppression and the higher warmth, the higher the adolescents' psychological well-being and self-esteem. Additionally, emotional bond with parents has proven to be a significant mediator of the relations between parenting and the adolescents' well-being

Call The Bird: Come, Come!- Socializing Infants for Interactions with Animals in Gujarat, India

Monika Abels, *UCLA, USA*

This poster addresses how Gujarati (Indian) infants are socialized into interacting with animals. While pets are uncommon, children are surrounded by a variety of animals, such as birds, mice and lizards. In rural families buffaloes are kept as dairy cattle. In urban families there are stray dogs and cows in the street. Caregivers of 45 nine-month-olds were interviewed and families were observed for app. 3 hours in their homes. Mothers often stated that children point at and like animals. Animals are frequently shown to children, especially when the children get bored or fussy. The animal seems to be construed as sharing characteristics of a toy (as in the case of a family that showed baby mice to their infant to amuse him) but also with persons (e. g. when the child is told to call the animal). The poster explores how this is related to ecological factors and Hindu cosmology

Trouble Babies or Goodness of Fit? A Cross-Culture Comparison of the Characterization of Difficult Infants Perceived by Mothers

Pei-Ling Wang, *Taipei Municipal University of Education, Taiwan*
Jon-Fan Hu, *National Cheng Kung University, Taiwan*

The objective of this study is to explore whether there exists a cultural difference for parentsTM perception towards their difficult or normal babies and ~Goodness of FitTM for caring babies with different temperament patterns. Two hundred pregnancy women during three gestation periods completed the temperament questionnaires when the infants were four months old. Difficult infants were screened according to the mothersTM perception and the questionnaires on the five dimensions: low approach, slow adaptability, irregular rhythmicity, high intensity and negative mood. The quantitative analysis revealed that there are clear differences on rhythmicity, withdraw, adaptability, intensity of reaction, and mood in difficult and normal infants. The data from interviewing mothers further reveal that there are different caring patterns which significantly differ from the patterns reported in the literature on western parent-child interaction.

Developing a Cross-Culturally Valid Instrument of Early Language Development for Turkish-Speaking Children from Different Socio-Educational Backgrounds

Burcak Akturk, *Koc University, Turkey*
Aylin Kuntay, *Koc University, Turkey*
Ayhan Aksu-Koc, *Bogazici University, Turkey*

Cross-linguistic studies have shown that language skills in children vary widely in rate, style and order of acquisition within and across languages. However, less is known about variation in early language development of Turkish-speaking children. This study is expected to respond to the need for having a reliable, valid, and efficient screening tool for Turkish language development, by examining the validity of the Tige (Turkish Communicative Development Inventory). In the current study, the language comprehension and production scores for 8- to 36-month-olds obtained from TİGE were compared to their scores in spontaneous language in child-mother interaction contexts: an unstructured free activity setting, a joint picture-book reading context, and a toy play setting. The sample consists of 152 mother-child dyads of different socio-educational backgrounds from different cities of Turkey across different language communities. The results are compared with findings from other languages, and with reference to the age-gender norms in English. Analyses will be discussed in accordance with the language-specific properties of the Turkish as a whole and in subgroups of gender and maternal education. This study is expected to contribute to the effort of forming an extensive database for conducting cross-linguistic comparisons in the development of early communicative signals, vocabulary, and grammar.

The Study of Children's Temperament, Parenting Style and Parent-Child Relationships in Taiwanese Families

Hui-Chin Chang, *Taipei Municipal University of Education, Taiwan*

Pei-Ling Wang, *Taipei Municipal University of Education, Taiwan*

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The purpose of this study is to investigate the involvement of cultural influence to the relationships among children's temperament, parenting style and parent-child relationships. Literature has been suggested that parents in the western cultures are encouraged to adopt different parenting style to the parents in the eastern cultures. In the present study, 778 elementary school students were recruited in Taiwan and the "Children's Temperament Scale", "Parenting Style Scale", and "Parent-Child Relationships Scale" were used. The results of the study indicated that some variables which are considered to influence children's temperament, parenting style and parent-child relationship in the western culture do not reveal significant impact for the Taiwanese cases. However, some variables, such as gender, role of father and interactions between temperament, gender, and roles of father and mother in parenting indeed showed different patterns from the findings investigated in western countries.

An Empirical Study of University Life Adaptation for the Graduates of the International School in Japan: Assessing Culture through Cultural Self-Constraint Scale

Kokoro Ikkai, *Kwansei Gakuin University, Japan*

Junko Tanaka-Matsumi, *Kwansei Gakuin University, Japan*

In Japan there are a number of international schools designed to foster international educational environment for overseas returnees as well as local Japanese students. The purpose of this longitudinal (4months) and cross-sectional project was to (1) examine if Japanese international high school students hold a bicultural self-construal that includes aspects of both western and eastern cultures, (2) if their self-construal would change after graduating from the international high school, and (3) if their self-construal would differ from general Japanese students after entering Japanese university. In Study 1, 44 students responded to the scales measuring independent-interdependent self-construal, school satisfaction, attitude towards friends, and Japanese social skill performance before (time 1) and after (time 2) their high school graduation. Results indicated high endorsement of both independent and interdependent self-construals at time 1, and decrease in their interdependent self-construal at time 2. Moreover, in Study 2, those who decreased their interdependent self-construal also decreased their Japanese social skill performance and their independent self-construal remained higher than general Japanese students.

The Importance of Friends in Autobiographical Memory

Radka Antalíkova, *Aalborg University, Denmark*

Tia G. B. Hansen, *Aalborg University, Denmark*

Knut Arild Gulbrandsen, *Aalborg University, Denmark*

Andres Santamaria Santigosa, *University of Seville, Spain*

Relatedness is a complex issue and it has been argued that developmental perspectives should complement cross-cultural comparisons. We noticed that cross-cultural studies of autobiographical memories tend to focus on early childhood and thus family, leaving the role of friends and school less explored. Thus, we asked adolescent school-goers who still lived with

their parents for a meaningful memory from each of the settings family, school, and friendship. In both samples analyzed so far (Norwegians, N=22, and Slovaks, N=40) participants chose friend memories that were recent and reportedly often rehearsed, family memories that were old and rarely rehearsed, and school memories that were in between on both variables. This supports theories of friendship as the primary social context for adolescent development. Moreover, content analysis found friend memories to mention others more often than the self, although not as pervasively as family memories. Results from a Danish sample (N=52) will be added.

Coaching for Cultural Logic: European American and Taiwanese Mothers Converse with their Children about Learning

Jin Li, *Brown University, USA*

Fung Heidi, *Academia Sinica, Taiwan*

Liang Chi-han, *Chicago University, USA*

Children develop different learning beliefs (BLs) in different cultures. BLs are important in predicting children's achievement. Despite some research on BLs, little is known about how parents socialize their children in this process. Our research intended to address this research gap. We recorded 207 conversations between European American (102) and Taiwanese (105) mothers and their children aged 7-10 about learning. Sequential analysis shows that European American mothers coach their cultural logic that good learning is the cause of feeling positive about oneself, particularly feeling pride. Such socialization guides children to discover their own greatness. Taiwanese mothers' coaching emphasizes a different cultural logic: the learning virtues of diligence, persistence, endurance of hardship, and concentration are the cause for good learning. These mothers also instruct children how to feel (e.g., not afraid of failure), and how to reflect on their past learning and future effort. This style guides children for continuous self-improvement.

One Home, Two Cultures: Raising Children in Taiwanese-Vietnamese Intercultural Marriage Families in Taiwan

Heidi Fung, *Academia Sinica, Taiwan*

Chi-Han Liang, *University of Chicago, USA*

In today's globalized world, intercultural marriages have become more common than ever. Nevertheless, studies on how intercultural couples socialize their hypothetically bicultural/bilingual children remain scarce. Even less is known for intra-Asian cross-border marriage families. Taiwan recently becomes host to 400,000 women from neighboring countries, who migrated by virtue of marriage (mostly through for-profit brokers). Among them, Vietnamese constitute the largest non-Han-Chinese group, and experience particular pressure to raise their children in a Taiwanese way. With data drawn from longitudinal observations in seven Vietnamese marriage migrants' conjugal households in Taipei, and fieldwork in their natal homes in southern Vietnam, this study examines how Vietnamese mothers socialize their children along the dimensions of culture learning, shedding, and resisting. Amidst many constraints, they selectively renounce, negotiate and transform many practices, while subtly instilling important Vietnamese values in their children. In order to capture such dynamics, a need to go beyond methodological nationalism is suggested.

Ethnic Prejudice, Peer Impact and Identity in Preschool Children

Judit Kende, *ELTE University, Hungary*

The research investigated the role of peer impact on the development of preschool children's ethnic prejudice in Hungary. Though cognitive and social identity factors are well-researched, peer's role as a reference group requires clarification. The study involved 129 4-7 year old participants in 9 kindergarten groups with repeated measures in 2 groups. Ethnic prejudice and stereotypes, ethnic identity and peer relations were surveyed. Results showed that peers play an important part in the development of children's ethnic attitudes. The kindergarten groups and close friends within the groups had coherent and highly similar profiles of stereotypes and prejudice with significant differences across the groups. The interplay of identity, social relations and bias showed a complex pattern. Though identity and friendship were closely connected to ethnic attitudes, a number of children with Roma identity had strong anti-Roma sentiments and majority children with strong anti-Roma bias also had friends they identified as Roma.

Beliefs and Cultural Practices Influencing Sexual Behaviours of Pre-Adolescent Females in the South-West and North-West Regions of Cameroon

Kate Tande, *University Ofbuea, Cameroon*

Beliefs and Cultural practices influencing the sexual behaviours of pre-adolescent females in the South-West and North-West Regions of Cameroon. This study examined the influence of beliefs and cultural practices on the sexual behaviour of pre-adolescents. While some families welcome developmental hallmarks, others find them embarrassing. These include, breast ironing, genital mutilation, and early betrothal and marriages. These can affect the child's self-esteem and have profound impact on the individual, the parents and the community. Maturing children are likely to have physical or psychological effects. The study made use of mixed-methods design. Interviews were conducted with 30 female pre-adolescents. A questionnaire was administered to 400 parents. Frequencies, proportions and Multiple Response Sets were used to present data. Content analysis was used. The study model was strengthened by weighting using Automated Data Aggregation and salient indicators used to build the ethno-theory. Key words: beliefs, cultural practices, pre-adolescent, breast-ironing, genital mutilation, early-betrothal.

Motivation and Performance. Are There Differences between First Graders with and without a Turkish Immigration Background in Germany?

Anna-Catharina Grohmann, *German Institute for International Educational Research, Germany*

Marcus Hasselhorn, *German Institute for International Educational Research, Germany*

One third of primary school children in Germany have an immigration background, most frequently a Turkish one. Having a Turkish immigration background is occasionally considered a social at-risk factor for developing school difficulties and thus for experiencing failures during learning processes. Motivation is an integral part of learning processes. Different motivational orientations (mastery vs. performance goals, approach vs. avoidance motivation) may be shaped by culture and influence learning processes and performance differently. Thus, the question arises if motivational orientations and their efficiency differ for children with and without Turkish immigration background. In the present study, goal orientations and performance of 50 first graders with and without Turkish immigration background in Germany were assessed within an experimental setting. There are as many mastery as performance goal children within both groups. Performance does not differ, however, reactions to failures do. Also, goal orientations affect the performance of both groups in different ways.

Parenting and Ethnicity in a Multicultural Context: A comparison of Parenting and Child Development in British South-Asian and Non Immigrant White Families in the UK

Humera Iqbal, *University of Cambridge, UK*

Past research has neglected second-generation onward migrant families and their patterns of cultural transmission and child development as they become more acculturated into the host society. This is the first in-depth comparative study in the UK of normative second-generation families rather than disadvantaged samples. It will provide an in-depth assessment of the socio-emotional and behavioural development of 5-7 year old children and mothers from second-generation British-born samples of 35 Indian, 35 Pakistani and 35 non-immigrant White families in the UK. Results show a complex array of factors relating to parenting and parent-child relationship including differences in ethnic-racial socialisation practices, acculturation, meanings of multiculturalism and 'culture', experiences of racism, perceptions of family life within and across ethnic groups, generational differences in discipline, the role of extended family and religion. The study provides information about what it means to be born to second-generation parents, thus informing policy and theoretical understanding.

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Clinical Psychology and Psychology of Health

Perspectives on Psychological Well-being: Views of Filipino and Chamorro University Students on Guam

Jacquelin Gouniai, *University of Guam, Guam*

Seyda Turk-Smith, *University of Guam, Guam*

The present study explores cross-cultural differences in layperson's conceptions of two levels of psychological wellbeing: psychological health (normalcy) and optimal psychological wellbeing. A total of 142 Chamorro and Filipino undergraduate students attending the University of Guam in Micronesia described the features of psychological health and optimal psychological wellbeing in a free response format. Prototype analysis (cf., Fehr & Russell, 1984; Smith, Turk-Smith, & Christopher, 2007) was used to identify the emerging themes, which included the following: an overall positive outlook on life (happiness, optimism), absence of a psychological disorder, ability to regulate emotions (appropriate expression and awareness of emotions), a healthy physical lifestyle, and a social component describing positive relations with others. Data collection is ongoing to generate a larger data set for comparison of psychological health and optimal psychological wellbeing across the two cultures. Findings will benefit practitioners in recognizing the various perceptions of psychological wellbeing across cultures.

Family Caregiving and Help-Seeking Behaviors in Cancer Patients on Guam

Joanna Caasi, *University of Guam, Guam*

Seyda Turk-Smith, *University of Guam, Guam*

Cancer is the second leading cause of death in Guam, and diagnosis and mortality has increased over the past ten years. The present study explores the psychological health of cancer patients and their family caregivers in Guam, Micronesia, and their help-seeking behaviors. For this purpose, both patients and caregivers were administered tests measuring caregiver burden, psychological distress, perceived social support, and attitudes toward seeking psychological help. It is expected that higher levels of perceived caregiver burden would be associated with more distress, and that perceived social support would be a buffer in this relationship. Given that

Micronesians traditionally consult with suruhanos for physical and mental illnesses, it is expected that they would be less likely to seek psychological services. Data collection is ongoing and findings would be beneficial in developing culturally sensitive support services for cancer patients and their caregivers on Guam and the larger Micronesian region.

Religiosity, Education and SES As Predictors of Hypnagogic and Hypnopompic Hallucinations among Rural and Urban Egyptians

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Baland Jalal, *The American University in Cairo, Egypt*

Joseph Simons-Rudolph, *The American University in Cairo, Egypt*

Bamo Jalal, *The University of Copenhagen, Denmark*

The hypnagogic (upon falling asleep) and hypnopompic (upon awakening) hallucinations that accompany sleep paralysis have yielded various cultural interpretations (Cheyne et al., 1999). For example, in Newfoundland sleep paralysis has been called Old Hag attacks (Ness, 1978), kanashibari in Japan, (Arikawa et al., 1999) and "ghost oppression" among the Chinese (Wing, Lee, & Chen 1994); in more recent studies, sleep paralysis has been referred to as alien abduction in the US (McNally & Clancy, 2005). In our study, we examine how sleep paralysis is interpreted among 100 rural and urban Egyptians. Preliminary analyses indicate that higher levels of religiosity, less education and lower SES predict religious hallucinations. Follow up analyses, including a cross-cultural comparison with 50 Danish individuals, indicate that religiosity is a predictor of religious hallucinations for Danes, while level of education and SES are less pronounced as predictors.

Humorous Stress Coping in Taiwanese Young Children

Yu-Ting Huang, *National Cheng Kung University, Taiwan*

Fang-Wei Wu, *National Cheng Kung University, Taiwan*

Jon-Fan Hung, *National Cheng Kung University, Taiwan*

The objective of the study is to investigate whether there is a cultural difference in the way that young children express their comprehension and coping strategies to stressful life situations. Cartoon stimuli were drawn for describing the stressful situations selected from both Life Stress Scale and Feel Bad Scale. Fifty-six 8-year-old children were asked to judge what situations are stressful and rate the level of agreement accordingly. Afterwards they were asked to choose a humorous or neutral imaginary response drawn in cartoons to cope with the situations. Two comparison groups of the same-age-children were asked orally to answer the questionnaire items and give coping responses. The results showed that young Taiwanese children, compared to western children, only have reliable rating to the stressful situations while presented with drawings, but not oral inquiries. They also inclined to choose humorous responses to cope with stressful situations.

Intervention Community Program (Gaaat): Creating Groups of Self-Help With Psychotherapy of Art in Immigrant

Angelica Ojeda, *Iberoamerican University, Mexico, City*

Georgina Garcia, *Iberoamerican University, Mexico, City*

Cirilo Martanez, *Iberoamerica University, Mexico, City*

The present article is focused on describing an intervention program, which propose is to develop a scenario in favor of increasing self-help groups strength, that favor artistic self-

expression, as a media of working individual emotions, reproducing family life and as network community. According to Chesler, Yoak, Katz, Lieberman y Borman (1984), group work is an important force of support and adaptation. The group provides emotional support, giving the participants the opportunity to open, explore and listen to themselves, so they can later come up with different solutions to their problems, as they handle in a non-verbal way feelings and fears. Two scales were used to evaluate resilient and coping abilities. Using the production of drawings and their sequential analysis showed the advanced construction of new perspectives, how to visualize and cope with the environment, exploring other alternatives, techniques for the integration or family exchange and in community.

Acculturation

Sojourner Adjustment: Development of Two Concise Adaptation Scales

Kali Demes, *University of Essex, UK*

Nicolas Geeraert, *University of Essex, UK*

Sojourner adaptation is believed to have both a psychological and a socio-cultural component. Linked with acculturative stress, the psychological component refers to emotional and affective adaptation. In contrast, socio-cultural adaptation deals with the behavioural and practical elements of negotiating a new culture. The aim of the present research was to construct two concise scales measuring both psychological and socio-cultural adaptation suitable to any cultural context. These scales were developed on the basis of symptoms described in the ICD-10 classification of stress and adjustment disorders, scales previously described in the acculturation literature, and qualitative data. On the basis of this, 12 items were selected for the socio-cultural adaptation scale, and 10 items for the psychological adaptation scale. We tested the reliability and validity of the scales across 10 languages with sojourners travelling to and from multiple countries. The results suggests both scales to have good reliability, and validity.

The Acculturation of Bosnian Refugees in Canada: A One Year Follow-Up

Marta Young, *University of Ottawa, Canada*

Blanka Miletic, *University of Ottawa, Canada*

Past research with Bosnian refugees in the U.S. suggests adjustment difficulties that persist over time. The present longitudinal study explored, from a multidimensional perspective, the psychosocial adaptation of Bosnians living in the Ottawa-Gatineau area. Eighty-six Bosnian refugees completed a questionnaire assessing their psychological adaptation (life satisfaction, homesickness, depression, PTSD), Bosnian and Canadian acculturation (identity, behaviour, language), social support (immigrant, Bosnian, Canadian), personal resources (mastery, religiosity), and post-migration hassles (general and acculturation-specific). A follow-up study with 40 of the original participants was conducted twelve months later. Results showed a significant decline in the level of Bosnian and Canadian identity and behavior, a decrease in French language competence, and lower religiosity. Psychological adaptation remained stable over time. These findings will be discussed in the context of current theories of acculturation and refugee mental health.

The Structure of negative Social Identity Management Strategies: A Multi-Sample Confirmatory Factor Analysis of Coping with Immigrants Stigma Scale (CISS)

Magdalena Bobowik, *University of the Basque Country, Spain*

Nekane Basabe, *University of the Basque Country, Spain*

Dario Paez, *University of the Basque Country, Spain*
Veronica Sevillano, *University of the Basque Country, Spain*

The structure of Coping with Immigrant's Stigma Scale (CISS; Bobowik, Basabe, & Paez, 2010) which measures negative social identity management strategies is examined using a multi-sample confirmatory factor analysis (CFA). The measurement invariance of previously developed measure is analyzed in five samples of 250 immigrants each in Spain: proceeding from Bolivia, Colombia, Morocco, Romania, and Sub-Saharan African countries. The invariance of the four-factor individual coping model is tested across the five sub-samples and included strategies labelled individual mobility, temporal and ingroup comparisons, individualization and super-ordinate categorization, and me-us differentiation (or subordinate categorization). Similarly, a multi-sample CFA is carried out with the five-factor collective coping model which included strategies labelled attributions to prejudice, social change or competition, and three social creativity strategies: new comparison group, new comparison dimension, and differentiation or exclusion. The results are discussed within the framework of Social Identity Theory and Social Stigma paradigm.

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Can Romantic Relationships with Host Nationals Lead to Better Integration and Adjustment for Cultural Newcomers?

Kathrine Bejanyan, *Brunel University, UK*
Tara Marshall, *Brunel University, UK*

A considerable research literature has examined the process of acculturation experienced by migrant groups, while a separate literature has explored the dynamics and quality of intercultural relationships. The present study investigated these topics concurrently by assessing whether migrants involved in a romantic relationship with a host national, relative to those migrants whose partner is not a host national, experience enhanced integration, adaptation, and relationship quality. Questionnaires were administered to 145 romantic couples (80 non-British migrant couples, 65 mixed-British couples). Of the mixed-British couples, 72% consisted of British men partnered with non-British women. Results indicated that migrants who were romantically involved with a British national, relative to those whose partners were not British, reported greater integration and sociocultural adaptation. Non-British and mixed-British couples did not significantly differ in relationship quality, suggesting that the acculturative benefits of romantic involvement with a host national did not extend to relationship well-being.

Assimilation and Attitudes Towards Interracial Marriages in Guam, Micronesia

Laila El Sayeh, *University of Guam, Guam*
Seyda Turk-Smith, *University of Guam, Guam*

A total of 50 University of Guam students participated in a study exploring the relationship between assimilation and attitudes toward interracial relationships in Micronesia. The participants answered questions about their background, level of acculturation (modified version of SL-ASIA (Suinn, R.M., Ahuna, C., & Khoo, G., 1992), and their attitudes towards their willingness to have intimate relations with individuals of different ethnic and religious backgrounds. Results indicated that high assimilation was related to more positive attitudes toward interracial marriages. The willingness to get into relationships with individuals of other ethnicities and religions were also affected by parental acceptance of such relationships. However, parental acceptance was found to be higher for other ethnicities than other religions. Finally, a gender difference was found

showing that males were more open to get into interracial relationships than females. The findings will be discussed within the culturally diverse community of Guam.

Intercultural Comparison of Prosocial Motivation and Behavior

Anna Neubauer, *IDeA, Germany*
Caterina Gawrilow, *IDeA, Germany*
Markus Hasselhorn, *IDeA, Germany*

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Using a new method to assess prosocial motivation and behavior, German children without an immigration background, children in Germany with a Turkish immigration background, and Turkish children without an immigration background were compared. The children were asked whether they prefer a toy for them alone or for every child in their pre-school group (prosocial motivation). Then, they had the choice to receive one toy immediately, or wait one day and every child in the group would receive a toy (prosocial behavior). Results revealed that in the groups without an immigration background, the German children showed neither prosocial motivation nor prosocial behavior; whereas Turkish children were prosocially motivated but didn't behave so. Only girls with a Turkish immigration background showed prosocial motivation and prosocial behavior, while boys with a Turkish immigration background behaved like the German children without an immigration background. Results are discussed with the family change theory (Kagitsibasi, 2007).

Predicting Host versus Ethnic Acculturation in Immigrant Youth: A Double-Mediation Model

Anne Kristin Reitz, *Humboldt-University of Berlin, Germany*
Frosso Motti-Stefanidi, *University of Athens, Greece*
Jens Asendorpf, *Humboldt-University of Berlin, Germany*

To date little is known about the factors affecting individual differences in acculturation. Therefore, we investigated the role of psychosocial risk and individual resource factors as mediators of effects of risk on acculturation as described in the resilience framework of Motti et al. (in press). In a 2-year longitudinal study, we examined the two largest immigrant groups in Greece. The sample consists of 414 students (around 13 years old) in 12 public schools in Athens. We tested a double-mediation model wherein family functioning as a protective contextual factor affects involvement in the Greek culture via the mediator self-efficacy and involvement in the ethnic culture via the mediator sense of belonging (sub factor of ethnic identity). Our double-mediation model fitted well (full mediations in a 2-level SEM) both cross-sectionally and longitudinally. The model applied equally well to both immigrant groups and to both males and females.

The Effects of Acculturation Attitudes on Immigrants Thriving at Work: A Multilevel Inquiry

Xiao Chen, *University of Toronto, Canada*

Immigrant employees represent a unique segment of workforce diversity in global organizations. Integrating perspectives from the psychology of immigration (Berry, 1997, 2001) and the socially embedded model of thriving at work (Spreitzer, Sutcliffe, Dutton, Sonenshein, & Grant, 2005), this conceptual paper explores the relationship between immigrants' acculturation attitudes (integration, assimilation, separation, and marginalization) and their thriving at work (i.e.,

individuals' experience of vitality and learning) through agentic work behaviors (i.e., active and purposeful work behaviors). Adopting a multilevel framework, this research has made three major predictions: (a) acculturation attitudes are related to agentic work behaviors, which in turn, affect immigrants' thriving at work; (b) a work unit climate of trust and respect strengthens the relationship between acculturation attitudes and agentic work behaviors; and (c) immigrants' cultural intelligence moderates the contingent effect of a work unit climate of trust and respect on the acculturation attitude-agentic work behaviors link

Culture of Honor and Acculturation: The Case of Moroccan Women in Spain

Noelia Rodriguez, *University of Jaen, Spain*

Karima El Ghoudani, *University of Jaen, Spain*

Esther Lopez-Zafra, *University of Jaen, Spain*

Acculturation processes in immigrants is determined by the weight given to peripheral areas (dominating attitudes of assimilation and integration), or to core areas (dominating attitudes of isolation). This isolation is compounded for Moroccan women in Spain, due to the culture of honor values that limit their integration. Our study analyzes the relationship between the importance given to culture of honor and attitudes of acculturation chosen by the subject. Furthermore, we test the effect of incongruence attitudes of the male figure and the emotional impact. 120 Moroccan women completed a questionnaire to measure the culture of honor, acculturation, emotional stability, emotional intelligence, and self-esteem and sociodemographical aspects. Our hypotheses were that a high culture of honor relates to isolation attitudes in the core areas. Furthermore, incongruence with the masculine figure in culture of honor along with the load of migration effects (Syndrome of Ulysses) make women feel emotional instability. Emotional intelligence mediate these results. We discuss the results.

July 3rd, Sunday, 8.45-11.00
SYMPOSIUM SESSION 23: Conflicts, Conflicts Resolutions and the Importance of
Understanding Each Other's Voice
Chair: Roger Sages, *Lund University, Sweden*

Rumeli Room

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To strive for a global world community, it is not enough to suppress passports as long as there remains invisible mental barriers, more often than not unknown even to the persons themselves, hindering an appreciation of an individual in his/her specificity, referring him/her with unconscious negative evaluations, to group characteristics. Our project aims at a cross-/cultural study of conflict situations, unveiling the complexes representations and dynamic processes underlying it, opening the way to practical means of information, prevention and transformation. Meaning Constitution Analysis reconstitutes the meaning of the subject's thoughts and feelings, from their origins in the life-world. Each individual has a unique way of unveiling his/her modalities of perceiving, feeling, thinking. They constitute the basis for understanding the possibles worlds opened to him/her, allowing for possibilities of co-operative actions instead of conflicts. The softwares Sphinx Lexica and MCA - Minerva are used. They allow for a rigorous and controlled analysis of texts, interview transcripts, archives documents, written answers to questions, texts collected via the internet, providing for a rapide and large gathering of data over a considerable range of space and time.

Group Conflicts and Their Resolutions

Anna Bayard, Jules Verne of Picardie University, France

In this paper we will analyse from a phenomenological and intercultural point of view the institutional life of a medical, psychological and learning center. This institution is characterised by the multitude of professionnals working together around their young patients and their families. We will underline the latent difficulties they have to face of : misunderstanding and disrepute between psychologists and youth worker, reproaches and criticism between administration and medical team. In front of this institutional troubles, they have been recourse to a culture contact investigation, that permit them to have a best understanding of each other and to resolve their conflicts. We will propose here a clinical description of the situation and its resolution based on the analyse of the intercultural psychologist involved, and a combinaison of texts and questionnaires collected in the institution.

A Phenomenological Analysis of a Conflict Situation About the Use of Internet Downloading Facilities

Peter Buskas, Lund University, Sweden

This paper describes, analyses and interprets part of the Swedish Internet debate following the verdict against the people behind the website The Pirate Bay, with the goal of providing information to facilitate cultural understanding, communication and conflict solving. Reader comments were taken from online public media and divided into two groups, supporting or opposing the verdict. The compiled comments were subjected to phenomenological analysis and interpretation through Sphinx Lexical and MCA-Minerva software. The outcome of the analysis

was used to create two life-world descriptions, showing distinct differences between the groups. Those in support of the verdict focussed on the concepts of money/proper compensation; those opposing the verdict focussed on a larger systemic context. Finally, a description of the main areas of antagonism was given: this defined where the subjective experiences of the groups were the most dissimilar, and therefore also where a mediator probably would face the greatest challenge.

Whistle-Blowers: Past History and Present Motivation

Isa Gustafsson Jertfelt, *Lund University, Sweden*

Some people stand up against the group when they believe the group behaves immorally. It can be in the form of whistle-blowing, helping illegal immigrants, civil disobedience etc. In this paper potential reasons why some people behave this way when the majority does not is examined. Interviews and written answers have been collected from the above mentioned groups and their answers have been analyzed with Meaning Constitution Analysis with the help of the Minerva software. Many different themes have been found but the perhaps strongest is that nearly all of the participants mention some type of moral catalyst in their history that could be the cause of their decision to go against the group. This study one of the first to examine this subject and should hopefully be the base for a more through-out study of the phenomenon.

Meaning Constitution, Cultural Contact, Conflicts

Roger Sages, *Lund University, Sweden*

Patrick Denoux, *Jules Verne of Picardie University, France*

Meaning constitution, cultural contact, conflicts. Conflicts and conflicts preparing situations often depend, at least partly, on an erroneous understanding of the opposite part, based on different assumptions about the other's intentions and motivations. This, usually, is exacerbated when different cultures or subcultures are parts of conflicts. Unveiling the set of assumptions each part has about its own intentions as well as the other's intention and making them available to both parts can be an efficient way of opening for possible solutions to the conflict situation. The process of unveiling lead us back to the lifeworld conditions under which individuals, as parts of different intersubjective communities have step by step constitute their world of meanings, many aspects of which are, more often than not, veiled even for themselves. And as the lifeworld is culturally modulated, the phenomenological analysis provides us with the cultural background of meaning formation.

Can "Motherhood Identity" Go Along With "Prostitute Identity"? A Phenomenological Study of Prostitutes

Shabnam Najmabadi, *Lund University, Sweden*

This research focuses on female outdoor sex-workers in Tehran, Iran, from a phenomenological point of view. The empirical data contributed to shed light on the identity representations of these sex workers by exploring for the existence of a so called Prostitute identity □ among these women. Also, since fluidity is an inseparable characteristic of identity, each individual has several identities that could either change based on various social contexts or even transform to other forms of identity. This interchangeability of the identity is a foundation to what constitutes the core part of this research. Therefore, a comparison is given between the prostitute identity □ and motherhood identity □ among the sex workers who have a dependent child to trace the

overlaps and possible contradictions that they are experiencing in their personal lives as mothers and working lives as sex workers. On a broader societal level, this study also aims to see whether these identity representations are in conflict with the cultural norms of the Iranian society.

Back to Traditional Ayurvedic Medicine in a Collectivistic Context. A Growing Need in The Individualistic Swedish Society?

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Alexandra Johansson Barrienuevo, *Lund University, Sweden*
Felicia Frimodig, *Lund University, Sweden*

The main purpose of this thesis is to present possible reasons to the fact that some Swedish people choose traditional Ayurvedic Medicine in India prior to the health care found in Sweden. Is this a consequence of the individualization of the Swedish community, where the individuals try to find a way back to a collectivistic tradition? In the knowledge of the way that cultures treat people suffering from illnesses, differences could be seen as possibilities to improve Swedish healthcare. This thesis may prevent future conflicts by increase the understanding of the two countries approach to health care and therefore make way for a cross cultural cooperation between them. The thesis includes field studies in India during April. 26 individuals will constitute our sample and we intend to analyze the data using the phenomenological methods Meaning Constitution Analysis and Sfinx Lexica.

Filial Piety: Change in its Meaning for Young Chinesees as a Result of Globalisation with a Cross-Cultural Comparison with Parent-Child Relationship in Sweden

Zhao Xiachong, *Ningbo University, China*
Roger Sages, *Lund University, Sweden*

Our study aims to get at eventual changes in the meaning of filial piety for different generations in China. Traditional filial piety includes the following aspects: support to the elder, respect to the elder, obedience to the elder, solemn funeral after their death, sacrifices, mourning, and carrying on of the unfinished lifework of the father (such as the upheld the family name, carry on the wishes/ambitions/family traditions, or carry on the family line). But now, due to changes resulting from industrialization and globalisation (studying in an university far from home, take job where you find it!) the meaning of filial piety is changing in China. We will compare theses changes with the historical evolution of European countries from a collectivistic society to a more individualistic one, namely in Sweden. The results can be important for an understanding of the resources and/or problems theses societal changes can carry and for developing means of alleviating the difficulties by learning from the other culture.

Failed International Negotiation, a Lake of Interculturation ?

Patrick Denoux, *Jules Verne University of Picardie, France*
Roger Sages, *Lund University, Sweden*

Meaning constitution, as a dimension of interculturation in culture contact. We propose, illustrated by different studies in culture contact psychology, to theoretically analyze how the meaning constitution participate to the interculturation process. Defined as the process leading the way by which anybody in cultural contact try to go beyond the involved cultural differences by positive or negative mental coconstructions, it aims at managing as well the relationship functioning meaning production. It contributes to the emergence of a third culture. As long as in psychological research the object and the subject share the very same nature, the study by a

researcher of one culture on a subject of another culture will be, from a methodological point of view, a culture contact. Our communication will try to show how research needs an interculturalization of researcher and research object meaning constitutions..

July 3rd, Sunday, 8.45-11.00
**SYMPOSIUM SESSION 24: Psychology of Immigration and Psychology of
Acculturation:
New Perspectives (Invited Symposium)**

Chair: Pawel Boski, *Warsaw School of Social Sciences and Humanities, Poland*

Discussant: Fons van de Vijver, *Tilburg University, The Netherlands*

Bosphorus Ballroom - 1

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For three decades, acculturation has been incrementally one of the leading themes in IACCP congresses, and in the content of JCCP. Yet, a growing sense of a need for progress in the can hardly be missed. Every our congress in this century was an arena for such discussions. The panelists of this symposium have been active researchers and reviewers of acculturation work; they have been requested to propose topics which they consider novel compared to the standard approach. This condition has been met in more than a satisfactory way. Van Oudenhoven describes important characteristics of a multicultural world which redefine the context of acculturation; Chirkov redefines acculturation using a phenomenological approach; Boski demonstrates distinction between acculturation and immigration studies; Benet-Martinez returns with her cultural frame switching paradigm and biculturalism; Kurman shows the phenomena of acculturation in families driven by immigrant children; and Safdar illustrates creative studies using dress and fashion.

Enculturation, Acquisition of Autonomy and Acculturation: A Phenomenological Perspective on Analysis of Immigrants' Life-Worlds

Valery Chirkov, *University of Saskatchewan, Canada*

This presentation provides a phenomenological analysis of the processes of enculturation of future immigrants, development of their autonomy, and their acculturation in a new society. Based on the works of Bergman and Luckman, Schutz, Giddens and Bourdieu, the following processes are outlined: primary and secondary socialization through cultural learning and internalization; evolvement of practical consciousness and habitus in socializing individuals; development of individuals' capacity for autonomy and agency; entering the intentional world of others; and re-socialization. The role that immigrants' self, and their identities play in enculturation and acculturation is discussed. Overall, acculturation is seen as an open-ended, multi-facet process, unfolding in never-ending interactions of agentic individuals with new and old cultural environments. This process of individuals navigating between their old and new cultural practices and meanings, with continuous reflections on them, constitutes the essence of acculturation. A preliminary data from phenomenological interviews complement the provided statements.

Psychology of Immigration vs. Acculturation Three Research Paradigms are Contrasted: The standard model of acculturative attitudes and stress; cultural psychology of acculturation and psychology of immigration

Pawel Boski, *Warsaw School of Social Sciences and Humanities, Poland*

The last is given special attention, as not being recognized yet as a field of study of its own merit. Theoretical model of psychological disharmony is outlined, where hard work and savings become

crucial elements of immigrant condition, compared to non- and pre-immigration populations. Several studies will be reported, showing increase in work effort among immigrants, considered also as personality trait of conscientiousness, and as life styles of eudaimonia or self-sacrifice. Slavonic and Vietnamese immigrants are contrasted; the former seeking more hedonic satisfaction through spending, while the latter manifesting eudaimonic approach to work and thrift according to their post-Confucian cultural heritage. Acculturation measured as culture specific value endorsement, cultural knowledge and behavioral competence is a separate source of immigrant adaptation, independent of standard four attitudes, established in the literature.

The Multi-Cultural Self: Cultural Frame-Switching and Bicultural Identity Integration

Veronic Benet-Martinez, *Pompeu Fabra University, Spain*

Cultural contact has led to growing numbers of individuals who consider themselves bicultural and multicultural. Using a framework that integrates acculturation, social-identity theory, and individual differences approaches, this presentation will review a research program conducted to examine how biculturals process and respond to dual cultural information (cultural frame-switching, CFS), how they integrate their different cultural identities into a cohesive selfhood (Bicultural Identity Integration, BII), how they maintain competing loyalties between different cultural groups, and the socio-cognitive and adjustment consequences of this type of identity. These studies generally reveal that: (1) CFS has effects for a wide range of phenomena (e.g., attributions, personality self-views, ethnic identity, self-construals, and values); (2) individual differences in BII moderate CFS, biculturals high vs. low on BII behave in psychologically contrastive ways; (3) differences in BII are linked to specific demographic, acculturation, personality, social-identity, and wellbeing variables; and (4) biculturalism is positively linked to adjustment.

Role Reversal, Language Brokering and Adjustment among Young Immigrants in Israel

Jenny Kurman, *University of Haifa, Israel*
Dorit Roer-Strier, *University of Haifa, Israel*
Olga Oznobishin, *University of Haifa, Israel*

Role reversal in parent-child relationship, when the child acts in a parenting role toward parents, is a common phenomenon, understudied in the context of immigration. A series of studies examined the experiences of role reversal as perceived by adolescents and young adults who immigrated to Israel from Russia, Ethiopia, and south Lebanon as compared to various control groups. The main results demonstrated that: (1) immigrants assume more family obligations than control groups; (2) among immigrants to Israel, family obligations are related to more negative outcomes than among non-immigrants or other immigrants; (3) perceived fairness of family obligations and emotional parental support are crucial for adjustment among all studied groups. Studies which focused on language brokering (children acting as translators) showed negative correlates with self-perceptions in Israel. Negative language brokering experience was related to assimilation pressure prevailing in Israel. Qualitative data regarding the immigrant groups supported some of the reported trends.

Identity and Immigrants Fashion Choices

Saba Safdar, *University of Guelph, Canada*
Christina R. Kocharakal, *University of Guelph, Canada*

The concept of fashion has not been thoroughly examined within the field of cross-cultural psychology. The current study examines the extent that fashion or clothing preference is associated with immigrants' ethnic and national identity, acculturation strategies, and socio-cultural adaptation. University students between the ages of 18-24 participated in the study. Students were first and second generation Indian immigrants. They were asked to rate pictures of models wearing clothes that were heavily or slightly influenced by their culture. Participants had to report their preference for these clothes and whether or not they would wear them. The findings were examined in terms of the mediating role of preference for cultural apparel in relation to identity (ethnic and national) and socio-cultural adaptation.

July 3rd, Sunday, 8.45-11.00
**SYMPOSIUM SESSION 25: Culture, Identity and Motivation: Findings From An
International Research Project**

Chair: Vivian L. Vignoles, *University of Sussex, UK*
Discussant: Michele Gelfand, *University of Maryland, USA*

Bosphorus Ballroom - 2

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This two-part symposium reports selected findings from a new research project examining cultural and motivational influences on identity construction. The project involves a network of research collaborators in 37 nations, providing a broad representation of global cultural variation. We have collected multilevel questionnaire data from high-school students (Study 1: 5254 individuals in 19 nations) and from adults (Study 2: 7617 individuals in 58 cultural groupings in 34 nations so far), including within-participant measures of identity contents, structures, and motives, individual- and ecological-level measures of cultural beliefs, values and practices, as well as indices of the eco-cultural context of each sample. These rich data allow us to test new questions about the generality and functioning of identity motives across cultures (papers 1, 6-9), the nature and distribution of cultural orientations at different levels of analysis (papers 2, 3), and the contents of identity in diverse cultural groupings (papers 4, 5).

Identity Motives in Cultural Context: An introduction

Vivian L. Vignoles, *University of Sussex, UK*
Members of CIRN, *University of Sussex, UK*

Western research has identified various identity motives' that predispose people to see themselves in particular ways: emphasizing positive self-regard (self-esteem), continuity, distinctiveness, belonging, efficacy, and meaning. However, theorists disagree about the relevance of these motives in non-Western cultures, and existing evidence is hotly debated. Relativists argue that identity motives are simply internalized reflections of cultural beliefs and values. Universalists claim that particular motives have adaptive functions that should not depend on culture. Our findings support a middle way between these positions. Supporting universalism, identity motives show little variation in strength with beliefs, values or practices across diverse cultural groupings. However, cultural groupings show different characteristic ways of satisfying each motive. Thus, a common set of underlying motives may lead to different patterns of self-construal and social action in the context of different cultural systems, supporting Shweder's concept of universalism without the uniformity.

Measuring Culture: Values, Beliefs and Practices across 34 Nations and 57 Cultural Groups

Ellinor Owe, *University of Sussex, UK*
Vivian L. Vignoles, *University of Sussex, UK*
Members of CIRN, *University of Sussex, UK*

Culture is often measured as Individualism-Collectivism (I-C); however this construct remains somewhat diffuse and ill-defined. We disentangled facets of I-C by investigating values, beliefs and practices separately across 34 nations, 57 cultural groups and 7367 individuals. Alongside

Schwartz's (2004) autonomy vs. embeddedness values we measured two new constructs: contextualised (vs. decontextualised) beliefs about personhood, and community relations "the degree of face-to-face interactions in the community. Both new scales showed measurement invariance across cultures and levels of analysis (isomorphism). Initial analyses suggest that contextualism varies between nations whereas community relations vary between cultural groups within nations. At ecological levels, beliefs and practices were related to values, whereas correlations were negligible at the individual level. We conclude that culture cannot be separated from its unit of analysis and specific facets of I-C may function differently at different levels.

Exploring Aspects of Individualism-Collectivism in South Africa

Shaida Bobat, *University of KwaZulu Natal, South Africa*
 Joey Buitendach, *University of KwaZulu Natal, South Africa*
 Thand Magojo, *University of KwaZulu Natal, South Africa*
 Abed Moola, *University of KwaZulu Natal, South Africa*
 Shanya Reuben, *University of KwaZulu Natal, South Africa*

The individualism-collectivism (IC) construct has suffered from the absence of an agreed-upon conception of its various facets. We used a measure that defines contextualism as the perceived importance of contextual attributes in defining a person, and is considered a facet of collectivism. We will present data from a South African sample of white and Indian participants. Analysis showed that the Indian sample reported higher levels on both contextualism and conservation values. The correlation between the two dimensions indicates evidence of discriminant validity. Our findings support the proposition that contextualism is an important facet of cultural collectivism, and we examine possible reasons for the differences in our sample.

A Content Analysis of Identity in Alevi and Sunni Samples from Turkey

Ersin Kusdil, *Uludag University, Turkey*
 Selinay Caglar, *Ankara University, Turkey*

We will present the findings of a content analysis of the identity elements provided by two distinct samples from Turkey, namely Alevis (members of a sizeable minority) and the Sunni majority. Being members of a thousand years old heterodox Islamic sect that emphasizes a rather egalitarian and a peaceful world view, Alevis can be regarded as a unique example for examining the identity construction of a politically active religious minority group. We classified the identity elements provided by participants into individual, relational, and collective levels. Results showed that Alevis used collective identity elements more than the Sunni participants did. Among collective descriptions, the use of references to humanity and universalism was a distinguishing feature of Alevi participants. Findings will be discussed in relation to their importance in understanding the minority-majority relationships in a collectivist culture like Turkey.

Cultural Bases of Self-Esteem: Seeing Oneself Positively in Different Cultural Contexts

Maja Becker, *University of Sussex, UK*
 Vivian L. Vignoles, *University of Sussex, UK*
 Members of CIRN, *University of Sussex, UK*

Several theories propose that self-esteem (or positive self-regard) results from living up to personal values internalized from one's surrounding culture. We measured four bases of self-esteem (autonomy, duty, benefit to others, social status) relevant to two cultural value dimensions

(individualism-collectivism; toughness-tenderness) among 4852 adolescents in 20 cultural groupings (nations/regions). As predicted, self-esteem was constructed more in terms of autonomy in individualist groupings, and more in terms of duty in collectivist groupings; more in terms of benefit to others (and duty) in tender groupings, and more in terms of status in tough groupings. Thus, participants derived self-esteem especially from parts of their identities that matched values emphasized in their cultural environments. Corresponding effects of individuals' own value priorities were negligible. Seemingly, bases of self-esteem are defined collectively rather than individually, reflecting normative cultural values rather than personal, internalized values.

Perceptions of Efficacy and Feelings of Belonging as Sources of Positive Self-Regard among Urban Egyptians

Sami Abuhamdeh, *Istanbul Sehir University, Turkey*
Baland Jalal, *American University in Cairo, Egypt*

Using a dual-component conceptualization of self-esteem (e.g. Franks & Marolla, 1976; Tafarodi & Swann, 1996), we examined perceptions of efficacy and feelings of belonging as sources of self-esteem among a sample of 164 urban Egyptians. Multilevel regression analyses indicated that perceived efficacy predicted self-esteem to a considerably greater degree than feelings of belonging did, at both within-person and between-person levels of analysis. Furthermore, this difference was equally pronounced for women and men. Follow up analyses, including cross-national comparisons, were aimed at providing insight into these unexpected findings.

Urbanization and the Construction of a Distinctive Identity

Matt Easterbrook, *University of Sussex, UK*
Vivian L. Vignoles, *University of Sussex, UK*
Members of CIRN, *University of Sussex, UK*

Urbanization and the construction of a distinctive identity As the world's population continues to shift from rural to urban areas, it is increasingly important to study effects of urbanisation on identity motives and processes. In multilevel analyses of data from 6480 members of 50 cultural groupings sampled in cities (35), small towns (9), and village/rural locations (7), we investigated differences in the strength and means of satisfaction of the motive for distinctiveness. Results showed that the distinctiveness motive was somewhat stronger in urban than in rural areas. Moreover, ways of satisfying this motive varied across locations: social position was emphasised relatively more as a source of distinctiveness in rural areas, separateness relatively more in small towns, and difference relatively more in cities. These differences persisted while controlling for previously-established effects of cultural values and beliefs: effects of urbanisation on identity construction are not reducible to these dimensions of subjective culture.

July 3rd, Sunday, 8.45-11.00
SYMPOSIUM SESSION 26: Diaspora Migrants
Chair: Klaus Boehnke, *Jacobs University Bremen, Germany*

Marmara Room

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The series of two symposia on so-called Diaspora migrants analyses (re-)acculturation and transnationalism among migrants who have (willingly or unwillingly) re-migrated to the country from which either they themselves or their ancestors had emigrated between a several years ago and centuries ago. Symposium I of the two symposia addresses questions of forced resettlement to the ethnic home country as well as voluntary 'return' among Mexicans who had been deported to Mexico by US authorities, among Nippo-Brazilians in Japan, Portuguese, who have lived abroad, as well as among Jewish immigrants to Israel from countries of the former Soviet Union. Both their (re-)acculturation to the country/culture of ethnic origin, and their involvement in transnational activities with their interim home land are discussed.

Diaspora Migrants: The Case of Mexicans Living in the United

Amado M. Padilla, *Stanford University, USA*

This study reports findings of unintended diaspora migrants of Mexican origin who after living in the United States for the majority of their life are forced to return to Mexico because of U.S. immigration policy. Interviews were conducted with 75 Mexican born males brought to the U. S. by their parents between the ages of < 1 year to 12 years of age and all were deported to Mexico between the ages of 20 and 35. In Mexico all reported difficulties in adapting (e.g., "didn't speak Spanish well," "police harassed me," "people made fun of me," "missed my family") and decided to return to the U. S. All interviewees had returned to the U.S. between 1 to 4 times following deportation and were incarcerated at the time of the interview awaiting prison sentencing followed yet by another deportation. The social and psychological factors contributing to the diaspora migrants' failure to adjust to Mexico despite their professed "Mexican identity" in the United States is discussed.

Connecting Transnational Families and Communities: The Japanese-Brazilian Case

Lucia E. Yamamoto, *Shizuoka University, Japan*

According to the statistics, around 300 thousand Japanese-Brazilians moved to Japan and a quarter of the population settled there. Previous research indicates that the Japanese-Brazilian migration to Japan is occurring in the spaces where ethnic business, international phone services, ethnic newspapers and bank services have been established in both countries. In those spaces, the families maintain a strong linkage with the families they have left behind thanks to advanced communication technology. However, those technologies cannot totally heal the emotional costs of living transnational. Thus, my question is how transnational family constructs and maintains family ties? Researchers point out that once separated from each other, family members need to construct their notion of family and its emotional and economic function more intentionally. In this paper, I analyze how family migration strategies challenge existing family structures. I focus

on the Brazilian families who are moving across transnational spaces and are connecting countries as geographically distant as Japan and Brazil.

National, Ethnic, and Religious Identities in Change: Israeli Immigrants Undergoing Conversion

Gabriel Horenczyk, *The Hebrew University of Jerusalem, Israel*
Merav Weisberg-Blum, *The Hebrew University of Jerusalem, Israel*

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Cultural transition involves significant changes in the complex identity structure of the immigrants. In the case of Israel, it is not only the national and ethnic identities, but also the religious identities, which often need redefinition and at times even transformation. Our study examines identity processes among 152 Israeli immigrants from the former Soviet Union undergoing religious conversion to Judaism (giyyur). These immigrants are becoming Jewish not only in the sense of a religious conviction, but also in the sense of peoplehood. In this cross-sectional study, we measured their three collective identities (Israeli, Jewish, "Russian"), their attitudes toward components of Jewishness, and their motivations for conversion, at three stages of the conversion process: at the start and at the end of the basic course, at the end of the advanced course.

Family Obligations and Differentiation from the Family among Young Russian Immigrants in Israel

Olga Oznobishin, *University of Haifa, Israel*

The present study examines family obligations and relationship patterns among young immigrants from Russia in Israel. Two age groups are inquired, immigrant adolescents and young adults, regarding their roles in the family following immigration, such as providing instrumental and emotional support for the parents, translating and interpreting the new language and culture (language brokering). Control groups consist of Israeli born adolescents and young Jews who live in Russia. Immigrants reveal higher levels of obligations, which are negatively related to separation-individuation and differentiation of self only among them. The importance of perceived fairness of family responsibilities is evident, with support from the interviews conducted among the immigrants. It is argued that not the obligations alone, but the family dynamics and emotional atmosphere surrounding them, are crucial to adjustment outcomes. Findings regarding assimilation pressure prevailing in Israel are presented as a possible explanation for negative experiences of family obligations, especially language brokering.

The Religion of Diaspora Migrant Adolescents in Israel: Identification with the Nation and Values

Ella Daniel, *The Hebrew University of Jerusalem, Israel*
Ariel Knafo, *The Hebrew University of Jerusalem, Israel*

The main research questions of the study were: (1) Do returned immigrant adolescents' loneliness differ from national youth's loneliness? (2) In what way and to what extent are returned immigrant youth's re-acculturation orientations and perceived discrimination related to their loneliness? Answering these questions is seen as important to the exploration of needs and possibilities for improving immigrant youth's re-acculturation experiences and their adaptation. The study sample consisted of 377 adolescents from returned immigrant families from Europe (N = 222) and from North America (N = 105). They answered a self-report questionnaire. A

control group involving 211 Portuguese youths was also included in the study. Adolescents from returned immigrant families reported lower levels of loneliness than their native Portuguese counterparts. Predictive factors - socio-demographic, re- acculturation, and adaptation variables - were significantly linked to youths' loneliness. Major predictors of loneliness were psychological adaptation, perceived discrimination, and linguistic orientation.

Multiple Social and Cultural Identifications and Well-Being of Russian Immigrants in Germany and in Israel

Maya Benish-Weisman, *University of Haifa, Israel*
Ella Daniel, *The Hebrew University of Jerusalem, Israel*
Ariel Knafo, *The Hebrew University of Jerusalem, Israel*
David Schiefer, *Jacobs University Bremen, Germany*
Anna Mollering, *Jacobs University Bremen, Germany*
Klaus Boehnke, *Jacobs University Bremen, Germany*

Although a general reduction of ethnic disparities in educational achievement can be noticed, there are still observable differences in school success between immigrants and their natives. Since educational aspirations play a major role in this respect, this paper aims at investigating educational aspirations of immigrants in Germany and Israel. Children of immigrants move between the culture of the host country and the culture of their country of origin. Growing up in two different cultural environments strongly affects their habitus - including educational aspirations. Using data from the project Young Immigrants in the German and Israeli Educational Systems, we examine the impact of cultural capital on educational aspirations of immigrants from the former Soviet Union in Israel and Germany. Preliminary results show that cultural capital specific to the country of origin enhances educational aspirations of Russian adolescents in Germany. In contrast, cultural assimilation leads to higher educational aspirations in Israel.

Acculturation and Well-Being Among Migrant and Minority Adolescents: A Cross-National and Cross-Ethnic Comparison

Anna Mollering, *Jacobs University Bremen, Germany*
David Schiefer, *Jacobs University Bremen, Germany*
Ariel Knafo, *The Hebrew University of Jerusalem, Israel*
Klaus Boehnke, *Jacobs University Bremen, Germany*

This study examined the relationship between acculturation strategies and well-being among ethnic minority adolescents in Germany and Israel. In each country a group of diaspora-immigrants from the Former Soviet Union (FSU) was compared to a non-diaspora minority group (Turkish immigrants, Arab Israelis). It was expected that diaspora-immigrants show a stronger affiliation with the host society than the non-diaspora minorities. Moreover, it was expected that the acculturation orientations integration and assimilation are more benefitting for the well-being of diaspora- compared to non-diaspora immigrants because among the former these orientations fit better to the expectations of the particular host societies. Surprisingly, FSU immigrants to Germany preferred separation over integration or assimilation, whereas Arab Israelis tended towards integration. Data also showed that assimilation and separation were unrelated to psychological well-being. Overall, acculturation strategies related to psychological well-being similarly across all four minority groups, pointing to rather common processes among diaspora- and non-diaspora immigrants.

July 3rd, Sunday, 09.45-11.00
THEMATIC PAPER SESSION 21: Morality, Ethics and Instrumental Values
Chair: Sofya Isaakyan, *State University-Higher School of Economics, Russia*

Boardroom

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Pattern of Parental Behavior and its Affect on the Moral Integrity Shaping in the Confucian Context

Joung Hoon Lee, *Korea Productivity Center, Republic of Korea*

Present study attempts to explore the effects of parental behavior on the shaping of moral integrity in the Confucian context. For this aim, survey was administered to the classes in 28 high schools in the spring of 2007 and data were collected from responses made by 1,495 adolescents (age averaged 18.7). Analysis on data shows that the moral integrity of Korean is composed by abstinence, fairness, responsibility, and transparency among which abstinence is central and salient. Measurements conducted using the Parental Bonding Instrument have shown that child rearing practices have an important impact on the shaping of moral integrity. The LISREL analysis has shown that the maternal care and maternal autonomy are disclosed to effect positively and maternal control effects negatively on the shaping of moral integrity. Mental illness is revealed to have notable destructive effect on the shaping of moral integrity and also found to function as a channel of indirect effects of parental behavior. Maternal control is appeared distinguished for its degrading the stature of moral integrity indirectly by aggravating the mental illness. On the contrary, parental control is found to perform to guide the social norm of which the proxy is Confucian value. Long term orientation and collectivism where Confucian value concerned are revealed to have significant effect on the shaping of moral integrity. Long term orientation (trustworthiness) includes the sub-factor of achievement that is arrayed with the moral elements in private area and is found to effect positively. On the contrary, collectivism includes the moral element in the social arena such as 'resistance against the corruption' which is placed subsidiary to the harmony sub-factor and is revealed to limit the capability of self purgation of collectivity and hence effect negatively on the moral integrity shaping. Author suggests to cowork with Turkish scholar in expanding the scope of research which include Islam value as well as Confucian value together.

The Transmission and Change of Work "End" and "Instrumental" Value within Family: A Dyadic Analysis between Parents and Children

Chung Kwei Wang, *Soochow University, Taiwan*
Kuo Ying Lo, *Soochow University, Taiwan*

The authors developed an indigenous work value scale based on Yang's four part self theory. A dyadic analysis between parent/child work values revealed that children are more likely than their parents to emphasize on individual and social-oriented intrinsic work values such as self actualization and altruistic values, as well as social oriented extrinsic work values such as social respect and monetary reward. Children are also more emphasize on individual oriented instrumental values but less emphasize on social oriented instrumental values. However, children also inherit both intrinsic/extrinsic end values and individual/social oriented instrumental values from their parents. Parent-child relationship moderates the values transmission. Those who have

more intimate relationship with their parents were less likely to identify their parents' extrinsic reward and values and self-restrain instrumental values, but more likely to identify with their parents' autonomy and independence, individual rights, self-discipline, honesty and industry value to their parents

Interconnection between Values and Monetary Behavior in Russians and Caucasians

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Sofya Isaakyan, *State University-Higher School of Economics, Russia*

Natalya Amerkhanova, *State University-Higher School of Economics, Russia*

In the present paper, we would like to consider the link between monetary behavior and values in two different ethnic groups: Russians and Caucasians. Values, as one of the most significant features, determine a person's behavior and interaction with social environment. Thus, it is preferable to focus on differences in values for these two ethnic groups and to reveal how these differences influence their monetary behavior. In this study, we used Schwartz's theory according to which our values are divided into two groups: individual and cultural. The research method was a socio-psychological survey. Based on the data analysis, factors determining monetary behavior of Russians and Caucasians were outlined. Further connections between these factors and individual and cultural values in two ethnic groups were revealed. This study brought us to the conclusion that connections have significant differences in these ethnic groups.

The Economic Attitudes of Russians and Caucasians: Comparative Analysis

Lusine Grigoryan, *State University-Higher School of Economics, Russia*

The purpose of the given study is to reveal the differences in economic behavior between two ethnic groups: Russians (N=334) and Caucasians (N=235). To identify models of economic behavior we have developed a special methodology of economic behavior scenarios which allows identifying economic attitudes. The significant differences have been found out in 10 scenarios from 11. For Russians is more typical priority of creative work over money, just distribution of remuneration; their willingness to waste are less than Caucasians'. But in the same time Russians are ready to break the law to get higher profit and short-term economic perspectives are more typical for them. For Caucasians are more typical economic activity, interest and independence; they value time more than money. So, the economic attitudes of these two ethnic groups are considerably different. *The research has been supported by Scientific Foundation of HSE (project №11-04-0003 within the contest Teacher-Pupils 2011-2012)

Social Capital and Models of Economic Behaviour: A Cross-Cultural Analysis

Alexander Tatarko, *Higher School of Economics, Russia*

The research has been supported by Scientific Foundation of Higher School of Economics (project №11-04-0003 within the contest Teacher-Pupils 2011-2012). The research aimed at identifying interconnections between psychological measurements of social capital and sets to various kinds of economic behaviour of representatives of different ethnic groups living in Russia. The access included Russians (N=334) and representatives of Caucasian and Transcaucasian nations (N= 235). The research hasn't detected any statistically significant difference in social capital indicators between the Russians and the representatives of Caucasian nations. In general, social capital is connected with sets to the so-called 'productive' patterns of economic behaviour in both groups. Thus, we can conclude that the economic behaviour of people who contribute greatly to the society's social capital (via higher confidence, tolerance, etc),

will be more useful for the society, too. This phenomenon has proved to be universal for representatives of both analyzed cultures

The Cultural Dimension of Tightness-Looseness: An Analysis of Situational Constraint in Estonia and Greece

Anu Realo, *University of Tartu, Estonia*

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The importance of tightness-looseness as a systems model was rigorously demonstrated by Gelfand and colleagues (2011) in their recent study published in *Science*. Tight nations have many strong norms and a low tolerance of deviant behavior whereas loose nations have weak social norms and a high tolerance of deviant behavior. The main aim of the current study was to examine the situational constraint in Greece and Estonia, that is how the cultural dimension of tightness-looseness is manifested in a variety of everyday behaviors and situations. The findings of a questionnaire study (Study 1) suggested that in relatively formal situations (e.g., classroom, workplace etc.), there appear to be more rigid social norms in Greece than in Estonia. In more informal and looser settings (e.g., city sidewalk, party, public park), however, there are less behavioral constraints in Greece than in Estonia. The results of an observational study (Study 2) revealed a relatively high agreement between appropriateness of certain behaviors as judged by the respondents in Study 1 and the frequencies of behavioral acts observed in the two countries.

July 2nd, Sunday 11.20 - 12.35
SYMPOSIUM SESSION 27: Understanding Honor across Cultures: What is it and How do We Respond When it is Threatened?

Chair: Susan Cross, *Iowa State University, USA*

Bosphorus Ballroom - 2

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Until recently, the importance of maintaining and protecting one's honor and the honor of one's family has been largely overlooked by psychologists. Yet in many places, honor is a key principle that shapes behavior. The symposium papers examine both culturally specific and culture-general conceptions of honor and its maintenance. They focus on honor in multiple cultural contexts, including Spain, Turkey, Egypt, Iraq, Jordan, Lebanon, Pakistan, Turkey, the UAE, and the United States. The studies are conducted using multiple methods in exploring honor and its impact on behavior, including interviews, life stories, situational analysis, and experimental methods. Taken together, these papers provide new insights into honor's role in human behavior and consider a diverse array of cultural contexts.

The Cultural Psychology of Honor: Evidence from 8 Nations

Lun Janetta, *University of Maryland, USA*

Michele Gelfand, *University of Maryland, USA*

Bayan Bruss, *University of Maryland, USA*

May Al-Dabbagh, *DubaISchool of Government, Dubai*

Zeynep Aycan, *Koc University, Turkey*

Munqith Daghir, *Independent Institute for Administration and Civil Society Studies, Jordan*

In-depth interviews (N=200) were conducted in Egypt, Iraq, Jordan, Lebanon, Pakistan, Turkey, the UAE, and the United States. The interviews are modeled after Triandis's (1972) seminal work, the Analysis of Subjective Culture. The interviews illustrated that one's sense of felt honor translates into honor claimed through two interrelated self-regulatory processes, including (a) The promotion of honorable self (e.g., achieving and adhering to societal expectations of honorable behavior); and through (b) The prevention of dishonorable behavior or honor loss (e.g., by avoiding harmful or suspicious situations and by projecting a sense of strength so as to not appear vulnerable or weak ((men) and/or projecting a sense of modesty (women). Once gained there are numerous ways in which honor can easily be lost and easily be stolen. Honor loss affects a wide range of cognitive, emotional, and behavioral consequences. We will highlight how the honor process is both general and contextual.

Culture of Honor and Life Stories of Prisoners by Gender Violence

Noelia Rodriguez-Espartal, *University of Jaen, Spain*

Esther Lopez-Zafra, *University of Jaen, Spain*

In our study, we present a program including both emotional and culture of honor components of gender violence that is being conducted with prisoners by gender violence. Life stories are analyzed as a part of the intervention and as a previous and necessary step to make them aware about the magnitude and seriousness of the crime committed and face the consequences. Thus in this presentation, we present the content analyses of the stories of life of a sample of 26 men

convicted for gender violence. Our results show that their reactions and comments reflect a view of gender relations related to culture of honor, gender stereotypes based on social traditional roles; and also the role that jealousy and infidelity (real or not) have on the justification of the committed crime.

Honor Situations in Turkey and the US: What are they and what psychological responses do they evoke?

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Ayşe Uskul, *University of Essex, UK*
Susan Cross, *Iowa State University, USA*
Zeynep Sunbay, *University of Southampton, UK*
Berna Gerçek Swing, *Iowa State University, USA*
Bilge Ataca, *Bogazici University, Turkey*

Our research demonstrates that Turkish and (Northern) American cultures afford different honor-relevant situations and different responses to these situations. In Study 1 we found that American-generated situations focused more on the individual, whereas Turkish-generated situations focused more on close others and involved more references to an audience. In Study 2, these situations were evaluated as having greater impact on the self and close others than did American participants. Turkish participants also evaluated all situations to have a similar impact on their own feelings and close others' feelings about themselves, whereas Americans evaluated the situations to have more extreme impact on their own feelings than on the feelings of close others. Turkish-generated situations were evaluated to have stronger impact on all targets. In Study 3, we asked why Turkish situations had a greater impact than did American situations and found that Turkish situations elicited stronger emotional reactions than US situations.

Responses to Honor Threats in Turkey and the US

Susan Cross, *Iowa State University, USA*
Ayşe Uskul, *University of Essex, UK*
Berna Gerçek Swing, *Iowa State University, USA*
Cansu Alozkan, *Bilgi University, Turkey*
Bilge Ataca, *Bogazici University, Turkey*

Two studies examine the hypothesis that people in a traditional honor culture (Turkey) and in a non-honor culture (northern US) will respond differently to an honor threat. In Study 1, Turkish participants were much more critical of targets in scenarios who did not respond to a threat than were Americans. In Study 2, Turkish and American participants were given the opportunity to retaliate against a challenge to their own or their family's honor. Turkish participants who highly endorsed traditional honor values were more likely to retaliate when their family's honor was challenged than those who did not endorse traditional honor values. In contrast, the low scorers on the honor values measure were more likely to retaliate when their own honor was challenged than when their family honor was challenged. We discuss these findings in terms of the social expectations of honor and non-honor cultures.

July 3rd, Sunday, 11.20-12.35
**SYMPOSIUM SESSION 28: Academic Environments as Cultural Contexts: Implications
for Diversity Inside and Outside the Classroom**
Chair: Janxin Leu, *University of Washington, USA*

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Marmara Room

American schools confront unprecedented racial, socioeconomic, and national-origin diversity. Four papers utilize a cultural psychological perspective to analyze how academic settings in the US represent European American, middle-class cultural norms that create mismatches for students from different backgrounds. This effort specifies the link between collective-level (i.e., norms of independence, representations of national history, and interpersonal slights) to personal-level reality. Stephens shows that the university's focus on independence decreases the motivation and performance of first-generation college students. Leu demonstrates greater physiological stress among Asian immigrants for whom home and school contexts provide conflict about the role of family in decisions. Salter considers how mainstream historical narratives of Black History Month glorify what it means to be American through denial of racial injustice. Wang considers how interpersonal slights at schools and communities negatively impact the emotional well-being of racial minorities. Implications for creating a more inclusive climate in academic settings are discussed.

**Unseen Disadvantage: How American Universities Focus on Independence
Undermines the Academic Performance of First-Generation College Students**

Nicole M. Stephens, *Northwestern University, Kellogg School of Management, USA*

Stephanie Fryberg, *University of Arizona, USA*

Hazel Rose Markus, *Stanford University, USA*

Camille Johnson, *San Jose State University, USA*

Rebecca Covarrubias, *University of Arizona, USA*

Top universities now admit substantial numbers of students from families that are not college-educated. These first-generation students struggle academically. Four studies examine the classic sociological theory that the middle-class American university culture disadvantages first-generation students from working-class backgrounds. First, a survey of university administrators (N=248) indicated that the university culture promotes cultural norms of independence. Second, a longitudinal survey (N=1530) identified the hypothesized cultural mismatch between university culture and first-generation students' motives for attending college, and suggested that this mismatch contributes to lower grades. Finally, two experiments (N=235) at a private and public university examined the performance consequences of this cultural mismatch. These studies revealed that although university culture's focus on independence undermines first-generation students' performance, re-framing university culture as interdependent eliminates this performance gap. These studies address the urgent need to recognize the cultural obstacles that contribute to the social class achievement gap and develop interventions to address them.

**Leaving Family at the Doors of School: Influences of Home and School Cultural
Contexts among Immigrants on Decision-Making and Stress**

Janxin Leu, *University of Washington, USA*

Jelena Obradovic, *Stanford University, USA*
Chris Schroth, *University of Washington, USA*

Roughly 25% of children in the US live in immigrant families. The adaptation of immigrant youth is related to the cultural context of education in the US where values promoted at home and at school may compete. Two experimental studies explore this culture clash among immigrant and native-born youth who were randomly assigned to a home or school prime. In Study 1, over two-hundred immigrant Asian and native-born European American college students described the meaning of home and school. Immigrant Asians were more likely than European Americans to relate family to school. These representations were related to decision-making about future marriage partners. In Study 2 (N=450), only in the home condition did immigrant Asians show greater physiological stress when making decisions which pitted family duties against individual rights; there was no difference across conditions among European Americans. Discussion includes the role of education in understanding health declines in immigrant communities.

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History Education as a Cultural Tool for Liberation and Oppression

Phia S. Salter, *Texas A&M University, USA*
Glenn Adams, *University of Kansas, USA*

This paper focuses on the extent to which the typical American school classroom—particularly, history education practices—might provide scaffolding for denial of racism and serve as a cultural tool for the production of nation-glorifying citizens. Across three studies, we use qualitative and quantitative evidence to demonstrate that mainstream representations of Black History Month (BHM) reflect and promote the preferences and understandings of White Americans. In Study 1 (N=47), White American participants expressed greater familiarity and liking for BHM displays from majority-White schools than displays from minority-White schools. In Studies 2 (N=123) and 3 (N=37), perception of racism and support for ameliorative policy were weaker among participants exposed to features of BHM displays from majority-White schools (which White American participants in Study 1 preferred) than among participants exposed to features of BHM displays from minority-White schools. Discussion focuses on the extent to which educational contexts can afford liberation and oppression.

When Seemingly Innocuous Situations Sting: Microaggressions against Cultural Identity in Academic and Community Settings and their Emotional Consequences

Jennifer Wang, *University of Washington, USA*
Janxin Leu, *University of Washington, USA*
Yuichi Shoda, *University of Washington, USA*

Commonplace situations that are seemingly innocuous in academic and community settings may nonetheless be emotionally harmful for racial/ethnic minority students. Despite their apparent insignificance, these situations can be hurtful and experienced as subtle racism by racial minorities when they are believed to have occurred because of their race, ethnicity, and national origin. In Study 1, Asian American college students (N = 181) reported greater negative emotion intensity when they believed that they encountered a given situation because of their race, ethnicity, and national origin. Study 2 replicated this finding, and confirmed that the effect was significantly stronger among Asian American (N = 149) than among White students (N = 178). These findings clarify how perceptions of subtle racial discrimination in academic and community contexts that do not necessarily involve unfair treatment may account for the “sting” of racial microaggressions (Sue, 2007), influencing the emotional well-being of racial minority students.

July 3rd, Sunday, 11.20-12.35
THEMATIC PAPER SESSION 22: Attitudes towards Health
Chair: S. Gulfem Cakir, *Akdeniz University, Turkey*

Rumeli Room

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The Relation Between Cultural Conflict and Well-being: The Role of Gender and Conformity

Yishai Friedlander, *Ben Gurion University, Israel*
Maya Benish-Weisman, *University of Haifa, Israel*

This study examines the moderate role of conformity in explaining the relation between self inter-cultural conflict and subjective well being (SWB). The hypothesis is that only for people with high levels of conformity, the conflict between two cultural identities will be in a negative relation with SWB. 175 Russian-Israelis answered a questionnaire measuring their conformity, inter-cultural conflict and their SWB. The results show that the hypothesis was confirmed only for the female sample. Results were discussed and therapeutic implications were suggested concerning the differences between genders in immigrant and bicultural treatment policies.

Health Risk Behaviors and Physical Symptoms: Effects of Dispositional Self-Consciousness and Sociodemographic Factors

Yacoub Khallad, *Middle East Technical University-Northern Cyprus Campus, Turkish Republic of Northern Cyprus*

The relationships between various aspects of dispositional self-consciousness (Scheier & Carver, 1985) and a number of risk behaviors (smoking, seatbelt nonuse, vehicular speeding) and physical symptom reporting were assessed in a sample of Jordanian college students. Jordanian women were more likely to complain of physical symptoms, but less likely to engage in risk behavior than men. Private self-consciousness was not related to risk behavior, but somewhat related to complaints of physical symptoms, especially among women. Public self-consciousness was associated with social anxiety for the entire sample. Social anxiety was found to be related to physical symptom reporting, especially among men and those from lower socioeconomic backgrounds. Multiple regression analyses showed that, overall, socioeconomic status and gender were better predictors of risk behaviors and physical symptom reporting than private self-consciousness or other aspects of dispositional self-consciousness. The implications of these findings are discussed.

Causal Explanations for Sleep Paralysis among Egyptians and Danes

Baland Jalal, *The American University in Cairo, Egypt*
Bamo Jalal, *The University of Copenhagen, Denmark*
Joseph Simons-Rudolph, *The American University in Cairo, Egypt*

Sleep Paralysis has produced unique cultural constructions of the nature and etiology of these experiences (Arikawa et al. 1999; McNally & Clancy, 2005; Ness, 1978; Wing, Lee, & Chen 1994). For instance, Yeung, Xu, & Chang (2005) investigated explanations of sleep paralysis among

Chinese psychiatric patients and Chinese American patients. In an attempt to replicate Yeung, Xu, & Chang (2005) we examine attitudes towards the sleep paralysis experience among 100 urban and rural Egyptians, and 50 individuals from Denmark. Participants were recruited using a non-random sampling technique known as *snowballing*. The Sleep Paralysis Questionnaire (see Yeung, Xu, & Chang, 2005) was subsequently orally administered to participants. As anticipated preliminary analyses indicate that participants from Egypt tend to ascribe supernatural causal explanations for sleep paralysis while participants from Denmark attribute sleep paralysis to fatigue, stress, and other psychosocial factors.

A Qualitative Study on Risk and Protective Factors in Positive Adaptation of Turkish Migrant Women in the UK

S. Gulfem Cakir, *Akdeniz University, Turkey*

In the migration context, development toward positive is more complex and multifaceted, which deserve to be examined. The purpose of this study was to explore risk and protective factors in positive adaptation of Turkish migrant women in the UK. Narrative interviews were carried out with 11 Turkish migrant women living in London. The documentary method was used to analyze the transcribed interviews. Results revealed that migration process, language, accommodation, marriage and relationship with husband, social relationships, ties and friends, children and motherhood, losses, husband's family, loneliness and belongingness, Turkish community, health problems and experiences with health services, and discrimination were the important risk and/or protective factors in the positive adaptation of Turkish migrant women.

July 3rd, Sunday, 11.20-12.35
THEMATIC PAPER SESSION 23: Values and Social Change
Chair: William Gabrenya, *Florida Institute of Technology, USA*

Bosphorus Ballroom - 1

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Modernity and Traditionality among University Students in Taiwan: A 22-Year Cross-Sectional Study

William Gabrenya, *Florida Institute of Technology, USA*
Wen-Ying Lin, *Chung Yuan University, Taiwan*
Chih-Wei Hue, *National Taiwan University, Taiwan*
Chien-Hui Kao, *National Taiwan University, Taiwan*

Modernity values of 282 students at Taiwan's prestigious National Taiwan University were assessed over a 22-year period using a cross-sectional design. During this time frame, Taiwan has experienced dramatic social changes involving democratization, industrialization and the emergence of post-industrial values and behaviors. Values were assessed in 1989, 1998, and 2011 cohorts using independent measures of modernity (M) and traditionality (T) developed and validated in Taiwan by K.-S. Yang. Students held greater M than T values at all time periods, but M increased and T decreased over the period of the study, in particular for female students. Consistent with recent theorizing, value change was uneven over the 10 TM subscales, occurring primarily for gender equality. Mothers' but not fathers' education increased over time, and mothers' education was related to T at some administrations. However, family education did not mediate cohort and sex effects for T and M measures.

Cultural Continuity in Values: Theoretical Imperatives and Empirical Findings

Hester van Herk, *VU University Amsterdam, Netherlands*
Ype Poortinga, *Tilburg University, Netherlands*

There is supposed to be substantial consistency of values in a cultural group across historical time. This viewpoint is being supported by a host of arguments pointing to similarities between current cultural practices and ideas and those centuries and even millennia ago. First we will critically examine the strength of the evidence underlying the dominant view of primordially of cultures in the domain of values. Then we will mention three kinds of evidence pointing to values as susceptible to rapid change: (1) Cultural constructions of values, especially those based in religion are often incompatible with cultural practices; (2) Generations differ in values, making cultural transmission of continuity a questionable proposition; (3) GDP per capita, an external antecedent, being the clearest antecedent of cross-cultural differences in values. In conclusion we will look at some consequences of our analysis for the way culture is being conceptualized in contemporary cross-cultural psychology.

Changes in Values in Rulers' Public Speeches in Finland 1809-2000 as a Reflection of Cultural Change

Anneli Portman, *University of Helsinki, Finland*

This paper explores cultural changes through the lens of changes in values in rulers' speeches in Finland 1809-2000. The time frame captures major changes in political structures as well as providing an opportunity to investigate longitudinal cultural change. Three types of written speeches directed to the entire population were coded using Schwartz Value Theory (SVT) and previous studies of Finnish values. While SVT covered most of the values expressed, the findings suggest that two value types (spirituality/inner life, work) found in previous Finnish studies are necessary to accurately describe the values present in the data. Main changes in values follow the predicted pattern of societal pluralization, but not secularization. Political situations seem to impact the endorsed values, thus confirming the importance of placing the research in its historical context.

Value Priorities and Social change: A Comparisons of Younger and Older Adults in Five European Countries

Tiia Tulviste, *University of Tartu, Estonia*

Kairit Kall, *Tallinn University, Estonia*

Andu Rammer, *University of Tartu, Estonia*

This paper focuses on the relationships between social change and value priorities. European Social Survey data about responses to a 21-item version of the Portrait Values Questionnaire were used to compare younger (29 years or under) and older adults' value priorities in five European countries. Two countries "Finland and Sweden" are relatively stable welfare societies, three other countries "Estonia, Latvia and Rumania" are Eastern European countries that have, during the last two decades, experienced rapid economic, political and societal transformations. We found that older people valued Self-direction less than younger people in Estonia, Latvia and Rumania, but not in Finland and Sweden. Older people in Estonia, Finland and Latvia valued Conformity and Security more than younger people. There were no age differences in valuing Benevolence and Universalism, except in Latvia, where older people valued it more highly. At the same time, Hedonism, Achievement, Stimulation and Power were less valued by older people in all five countries. Older people in all countries, except Sweden, valued Tradition more than younger people. The findings indicated the implication of social change for value priorities.

Change of Family Values in High and Low Affluent European Countries Based on the EVS Data

Penny Panagiotopoulou, *University of Patras, Greece*

Aikaterini Gari, *University of Athens, Greece*

Kostas Mylonas, *University of Athens, Greece*

The theory of family change (Kagitcibasi, 1990) and the modernization theory (Inkeles, 1977) give a quite different picture of family values. This presentation using this theoretical background and based on the European Values Study data collected in European countries during the 1999 and 2008 waves will discuss the findings of statistical analyses of high affluent and low affluent European countries data in comparison with recent cross cultural empirical findings regarding family issues (Georgas, 2004, 2006). The initial findings regarding Greece, form an overall picture of family values stability regarding emotional bonds and family roles. However, small statistically significant differences exist: (i) increase in religiosity, (ii) disapproval of intentional abortion and children independence and, (iii) decline in viewing the work of women as a mean towards independence and equity in family income. Questions addressed: are these findings valid for other low income European countries, do they constitute evidence towards more conservative family values in the future.

July 3rd, Sunday, 11.20-12.35
THEMATIC PAPER SESSION 24: Culture and Cognitive Processes
Chair: Umit Akirmak, *Istanbul Bilgi University, Turkey*

Boardroom

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The Contribution of Implicitly Activated Knowledge on Cued Recall Performance: An Empirical Study with Turkish and English Word Norms

Umit Akirmak, *Istanbul Bilgi University, Turkey*
Yasin Koc, *Istanbul Bilgi University, Turkey*
Nedime Gokmen, *Istanbul Bilgi University, Turkey*
Erkin Unalan, *Istanbul Bilgi University, Turkey*

Free association is a procedure that maps how words are linked to related words in semantic space. Norms created by free association tell us what other words people think about when they encounter a word. The purpose of this study was to investigate similarities and differences of norms in predicting episodic recall. Istanbul Bilgi University undergraduates studied target words and related words were used as test cues. In Experiment1 (n=52), materials were chosen from the Turkish Word Association norms (Tekcan & Goz, 2005) whereas in Experiment2 (n=40), the University of South Florida Word Association Norms (Nelson, McEvoy, & Schreiber, 2004) were used. In both experiments, strength of the target-to-cue link and associative set size of the targets were manipulated. Targets' associative set improved cued-recall performance only when targets were strongly connected to their cues. Additionally, obtained effects were not sensitive to word norms employed thus indicating an automatic retrieval process.

When Cognitive Psychology Turns towards Cross Cultural Perspectives: Case Studies of Climate's Representation with Amerindians and Hmong Subjects from French Guyana

Sandra Bruno, *University of Paris 8 and University of Cergy Pontoise, France*

Our study is aimed at using cognitive psychology methods and concepts to explore cultural aspects of representation and reasoning. The general issue we deal with is to identify if there are specific reasoning strategies associated to the conceptual field of climate at climate change, depending on the subject's culture. Based on verbal data collected by semi-directive interviews, we will present various models of subjective cognitive networks of concepts associated with climate and climate change. We will show that conceptualization occurs at different levels of complexity sustained by the subjects' reasoning, which can be identified, such as semantic association, analogical reasoning, and categorization. Our qualitative analysis will use an intra and inter-subjects comparative method applied to two groups of subjects living in French Guyana: Amerindians and Hmong. To conclude, we will put forward the hypothesis of an influence of cultural background and environmental variables on the development of cognition of each individual.

Origins of Cross-Cultural Differences in Zero-sum Thought: Evidence from Children and Adults in Singapore and the United States

Louisa Egan, *Kellogg School of Management, USA*
Daniel Diermeier, *Kellogg School of Management, USA*

The tendency to perceive situations in zero-sum terms has serious implications for the study and practice of negotiations. Zero-sum thought negatively impacts negotiation outcomes through the fixed-pie bias, reactive devaluation, and illusory conflict. Intriguingly, zero-sum thought is believed to be more prevalent in individualistic than collectivist cultures. The current study uses a cross-cultural, cross-development approach to explore the origins of cultural differences in zero-sum thought. Children's expectations about interpersonal interactions were measured using a vignette-based paradigm. Results were obtained with 230 children (ages 4, 8, and 12 years) in a collectivist country, Singapore and an individualist culture, the United States. Results indicate cultural differences in zero-sum thought from the earliest ages, suggesting that the cultural forces that drive differences in zero-sum thought operate even in early childhood, rather than taking effect over the course of development. A cultural model for the development of zero-sum thought is proposed.

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Focus of Attention Shifts as a Function of Identity Cues and Identity Integration: Evidence from Asian Americans and Female Lawyers

Aurelia Mok, *Hong Kong, Hong Kong*
Michael W. Morris, *Columbia University, USA*

Individuals with dual identities (e.g., Asian-Americans, business women) vary in whether they represent their identities as integrated versus conflicting. Studies of social judgment find that the degree of identity integration influences the way that individuals respond to situational cues of their identity; individuals who integrate dual identities display judgment biases congruent with the cued identity (assimilative response), whereas those with unintegrated identities display judgment biases incongruent with the cued identity (contrastive response). We examined whether this effect extends to more basic cognitive processing in visual perception of objects as decontextualized versus contextualized. Two studies with Asian-Americans (study 1) and female lawyers (study 2) support our hypothesis that identity integration (between cultural identities, or gender-professional identities, respectively) moderates the effects of identity primes in object- (vs. context-) centered focus. The findings highlight the visual flexibility of dual identifiers and how underlying identity structures can critically influence which identity lens they adopt.

Styles of Reasoning in Japan, the United States, and France: Logical, Causal and Emotional Framing in Three Countries

Masako Watanabe, *Nagoya University, Japan*

This paper illustrates different styles of reasoning promoted in Japanese, American and French schools. The results of the experiments, in which students are asked to explain an identical comic strip, suggest that although chronological order is the basic framework for explanation in all three countries, causality is used by significant numbers of American students. Japanese students' explanations tend to become a moral story, while French students state the events chronologically. In a conditional task, in which students are asked to provide reasons for the end result of a comic strip, while American students tend to state the most immediate cause of an effect, eliminating other events, Japanese students still recount them in chronological order, making sympathetic comments. By contrast, French students synthesize the chronology and

causality to provide a panoramic view of whole events, stating a variety of causes. The paper examines the causes of these differences by classroom observations

July 3rd, Sunday, 13.50-14.50
SYMPOSIUM SESSION 29: Challenges to Simplistic Interpretations of Cultural Differences

Chair: Susumu Yamaguchi, *University of Tokyo, Japan*

Bosphorus Ballroom - 2

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This symposium features four studies, each of which challenges simplistic interpretations of cultural differences either in regulatory focus (Kurman) or self-esteem (Morio, Fukuzawa, Yamaguchi). The four presentations emphasize the importance of culturally nuanced interpretations of cultural differences, because people in each culture are motivated to adopt the most adaptive behavior, which may well vary with cultures. Simplistic views on culture (such as individualism vs. collectivism) need to be reexamined given inconsistent findings presented in this symposium.

Culture and Regulatory Focus

Jenny Kurman, *University of Haifa, Israel*

New refinements Regulatory focus theory (e.g., Higgins, 1997) presented a differentiation between promotion orientation, focused on growth and advancement, and prevention orientation, focused on safety and security. Cross-cultural differences in these systems generally show that collectivist, Eastern cultures are considered prevention oriented whereas Western cultures are considered promotion oriented. Two relevant main claims will be presented. The first pertains to a refinement regarding the relations between individualism - collectivism and regulatory foci on base of the vertical-horizontal distinction, showing that vertical, and not horizontal collectivism is related to prevention. The second claim challenges the widespread notion of uni-dimensional mapping of cultures on the prevention-promotion continuum. Using data from Hong Kong and Israel we show that at least some of the collectivist cultures are oriented to both, prevention and promotion, at least regarding achievement. An operational mechanism that facilitates the co-existence of promotion and collectivism is introduced “control via self-improvement.

Self-Esteem as Socially Desirable Response: Cross-Cultural Perspective

Hiroaki Morio, *Kansai University, Japan*

In this study, we examined the relationship between self-esteem and socially desirable response (SDR) using an implicit measure of self-esteem. Implicit self-esteem is comprised of self-evaluative thoughts and feelings that an individual does not have access to on a conscious level. One's implicit attitudes toward him/herself are also affected by the sociocultural context within which one is raised (cultural biases). This study focused on the proposition that implicit self-esteem is more susceptible to cultural norms. We examined relationships between SDR and explicit, as well as, implicit self-esteem from a cross-cultural perspective, with the samples from Japan and the US. The results showed the relationship between implicit self-esteem and SDR of Japanese participants was positive, while the relationship was negative with American participants. Implications of the findings will be discussed.

The Influence of Negative Events on the Relation between Self-Esteem Instability and Expectation for Future among Italian Students: : A Replication of Japanese Study

Ai Fukuzawa, *University of Tokyo, Japan*

Susumu Yamaguchi, *University of Tokyo, Japan*

Gian Vittorio Caprara, *Sapienza University of Rome, Italy*

Guido Alessandri, *Sapienza University of Rome, Italy*

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This study examined the relation between self-esteem instability and expectation for future among Italian students. Although previous researchers suggested that people with unstable self-esteem have extrapunitive tendencies, our recent research in Japan showed that self-esteem instability is accompanied by adaptive tendencies such as positive expectation for future. Because there remains a possibility that extrapunitive tendency is not acceptable in Japanese culture thus the result is unique to Japanese culture, we attempted to replicate it in Italy. Two hundred and sixty-six Italian undergraduate students participated in a diary survey in which self-esteem instability, self-esteem level, frequency of negative and positive events, and the expectation for 5 years later were measured. The results revealed that among people who frequently experienced negative events in the previous week, self-esteem instability was positively related to the expectation for 5 years later, partly replicating our previous findings in Japan. The implication will be discussed.

Further Evidence for The Functional Equivalence of Self-Esteem Across Cultures

Susumu Yamaguchi, *University of Tokyo, Japan*

Hiroaki Morio, *Kansai University, Japan*

Further evidence for the functional equivalence of self-esteem across cultures Japanese and Chinese show lower self-esteem on explicit measure of self-esteem such as Rosenber's (1965) self-esteem scale than North Americans. However, this cultural difference should not be interpreted as indicating that self-esteem is less important for Japanese and Chinese as compared with North Americans. In a series of studies on this issue, we have found that accumulated evidence on Japanese self-esteem point to the functional equivalence of self-esteem in Japan and North America. In addition to the positive relation of self-esteem with psychological well-beings, our meta-analysis revealed that self-esteem is positively associated with self-reported positive interpersonal relationships and performance, as they are in North America. Integrated view on the expression of Japanese self-esteem will be presented.

July 3rd, Sunday, 13.50-14.50

SYMPOSIUM SESSION 30: Psychological Perspectives on Social Change in the Arab World: Values, Identities, and Gender Norms (invited symposium)

Chair: May Al-Dabbagh, *Dubai School of Government, UAE/Saudi Arabia*

&

Charles Harb, *American University of Beirut, Lebanon*

Marmara Room

Dramatic transformations have swept political landscapes and reshaped economic arenas in most Arab countries spanning the Atlantic to the Arabian Gulf. The psychological implications of these changes are immense, yet cross-cultural research about this region is scarce. Our symposium aims to fill this void by providing a critical assessment of the state of cross-cultural research about the Arab world. Four panelists will present research conducted in over thirteen Arab countries on topics, including: values, identity preferences, leadership, gender norms, globalization, and parenting styles. Panelists will also discuss the context for research production in the Arab world, including: the political, economic, and social conditions that hinder the development of research, the state of East-West research collaborations, and new opportunities for producing indigenous research. We hope that the theoretical and empirical contributions provided will contribute to a deeper understanding of culture that goes beyond current paradigms in the field of cross-cultural psychology.

Gender and Globalization in the Arab Gulf Countries

May Al-Dabbagh, *Dubai School of Government, UAE/Saudi Arabia*

Hannah Riley-Bowles, *Harvard University, USA*

The present research focuses on the gendered effects of globalization in Arab Gulf Countries. In three experimental studies, we prime local and global culture among men and women in Saudi Arabia and the UAE. Results showed the emergence of a new negative stereotype about nationals in the global context which applies more to men than women. Participants analyzed a compensation negotiation from the negotiator's and evaluator's perspectives. Priming local culture, gender effects on negotiation replicated U.S. studies: Arab women (versus men) were less inclined to negotiate and paid a higher social cost for negotiating. However, in the global (versus local) context, Arab men were more reticent to negotiate and paid a higher social cost after negotiating "reflecting lowered social status. The results of these studies have important implications for the psychology of globalization and gender equality interventions in the Arab world.

Exploring Values and Identities in Samples from Iraq, Jordan, Lebanon, and Syria

Charles Harb, *AUB, Lebanon*

Empirical research on values and identity preferences in the Arab world is scarce. The present research explores value type preferences and identity hierarchies in five samples from four Arab nations, Iraq (national sample, N = 2724), Jordan (student sample, N = 226), Lebanon (national samples, N = 1200, N = 1600) and Syria (student sample, N = 232), and assesses similarities and differences between samples and gender on both values and identities. Violations of Schwartz's

circumplex model, and variations in identity hierarchies (social, political, sectarian, national, pan-national) across samples and gender highlight the cultural complexity of a region in turmoil and points to some necessary considerations when researching in the area.

Leadership and Gender in Arab Countries

Mustapha Achoui, *Arab Open University, Kuwait*

Mahmoud Boussena, *Algiers University 2, Algeria*

Solaiman Rajab Sayedahmed, *Benha University, Egypt*

Huda Hilal, *International Islamic University, Syria/Malaysia*

Batoul Al-Khalifa, *Khartoum University, Sudan*

Omar Al-Khalifa, *Khartoum University, Sudan*

Maan A.Bari Saleh, *Al-Dammam College, Saudi Arabia and Yemen*

Rachid Zeffane, *Sharjah University, United Arab Emirates*

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The main objective of this exploratory study is to investigate the attitudes of male and female employees towards organizational leadership with a specific interest in their perception of gender differences in leadership styles and characteristics. A questionnaire assessing perceptions of gender differences in leadership styles and characteristics was administered to 1000 employees in 8 Arab countries: Algeria, Sudan, Egypt, Qatar, Saudi Arabia, Kuwait, Yemen and Syria. Psychometric assessment of the scale explored the underlying structure along which gendered leadership characteristics can be classified. Statistical analyses were conducted to explore differences in these perceptions by culture, type of organization, position in the organization, gender of participants, and gender of the actual supervisor. Implications for organizational leadership in Arab countries are discussed.

Parenting and Children's Psychological Adjustment: A Cross-Cultural Approach

Marwan Dwairy, *Oranim Academic College, Palestine/Israel*

Classic developmental theorists propose that parental rejection and authoritarian parenting are associated with psychological maladjustment in children. Our research in eight Arab countries found a significant association between parental rejection and psychological maladjustment, but no association between authoritarian parenting and maladjustment. We proposed that cross-cultural differences are due to a misfit between authoritarian parenting and prevailing liberal cultural values in the west and developed a scale to measure parental inconsistency. In order to test how parental inconsistency affects children's maladjustment, we conducted research across nine Eastern and Western countries and found that the inconsistency factor is associated with children's maladjustment, and that all factors together explain only 13.5% of the variance in maladjustment. This multi-stage, multi-cultural, and systemic approach has enabled the development of a new multivariate scale of parenting which measures seven different parenting styles, and is currently being tested cross-culturally.

July 3rd, Saturday, 14.50-16.05
SYMPOSIUM SESSION 31: Parental Control and its Correlates in Cross-Cultural Perspective

Chair: Diane Sunar, *Istanbul Bilgi University, Turkey*
Discussant: Cigdem Kagitcibasi, *Koc University, Turkey*

Bosphorus Ballroom - 2

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The aim of the symposium is to explore various aspects of the impact of parental control behaviors. One question to be addressed is whether all types of control (for example, behavioral versus psychological control) function similarly. Another is the relation of perceived control to perceived acceptance or warmth in parent-child relations. A third is the effect of perceived control on the child's behavioral outcomes and psychological functioning. Finally, each of these questions is considered in cross-cultural perspective, mainly through comparisons between Turkish and U.S. culture.

Culture and the Effect of Parental Control: Is it Always Perceived as Rejection?

Fatos Erkman, *Bogazici University, Turkey*

Aim: To assess the impact of perceived parental or interpersonal control on perceptions of perceived acceptance in cross-cultural perspective. **Method:** A review of a series of relevant studies with particular emphasis on recent studies in the Turkish context using Rohner's interpersonal acceptance-rejection scales. **Results:** In many studies carried out in Western cultures, perceived control in interpersonal relationships is found to have a negative impact on psychological functioning, similar to the effects of perceived rejection. However, studies utilizing the same tools in Turkish culture and some other non-Western cultures fail to support these findings. **Discussion:** Differences in cultural values and practices may result in attribution of different meanings to controlling behaviors by parents and others.

Cross-Cultural and Regional Variation in Childrearing Practices and Their Correlates

Diane Sunar, *Istanbul Bilgi University, Turkey*
Ayse Aycicegi-Dinn, *Istanbul University, Turkey*

Aim: To examine childrearing practices across two nations (US and Turkey), and across regions of Turkey with reference to demographic factors and endorsement of cultural orientations (horizontal and vertical individualism - collectivism). **Method:** 255 American (182 female) and 936 Turkish university students (496 female) from 3 geographic regions of Turkey (West, Metropolitan and East) completed a measure of parental acceptance, psychological control and firm control. Turkish participants also completed a horizontal-vertical individualism-collectivism scale. **Results:** No US-Turkey difference in Acceptance was found for either parent. Turkish parents were higher on Psychological Control but US parents were higher on Firm Control. Acceptance was negatively related to control of both kinds in both cultures. Within Turkey, differences in childrearing were predicted by region, cultural orientation, parents' education, sex of parent and child, and size of family. **Discussion:** Despite wide economic and cultural differences, child rearing practices show similar patterns between the US and Turkey, but with

greater variation in control than acceptance. Regional differences within Turkey are comparable in degree to between-country differences.

Types of parental control and factors that mediate their relation to adolescent's psychosocial functioning.

Melike Sayil, *Hacettepe University, Turkey*
Yeliz Kindap, *Hacettepe University, Turkey*

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Aim: To investigate relationships between two dimensions of parental control (behavioral control and psychological control) and aspects of adolescents' psychosocial functioning (internalizing and externalizing problem behaviors), and to identify mediating variables. **Method:** Two consecutive questionnaire-based studies of 2129 secondary and high school students (ages of 13.5-15.9) from middle SES families in Ankara, and their mothers. **Results:** The two control dimensions of parenting (behavioral and psychological) were opposite but partially overlapping constructs that had different effects on adolescent's functioning. Psychological control was positively related to both negative parenting practices such as prohibition in peer management and negative developmental outcomes (both internalizing and externalizing types of behavior problems). Adolescents' self-disclosure, relational aggression, self-esteem and maladaptive perfectionism mediated the relationships between parental control and adolescent functioning. Effects of parent's gender and gender- typed socialization were observed.

Different Types of Parental Control Mediate the Effect of Parental Sense of Efficacy on Adolescent Friendship Relations

Asiye Kumru, *Ozyegin University, Turkey*
Melike Sayil, *Hacettepe University, Turkey*
Yeliz Kindap, *Hacettepe University, Turkey*
Bilge Yagmurlu, *Koc University, Turkey*

Aim: To investigate the role of parents' behavioral and psychological control behaviors in the relationship between parents' sense of efficacy in managing their children's friendship relations and the actual quality of their friendships. **Method:** In a longitudinal design 280 children and their mothers were studied when the children were 12 and 13 years old using the following scales: Friendship Qualities, Monitoring, Parents' Peer Management Behaviors, Parents' Perceived Efficacy in Managing Adolescents' Friendships, and Psychological Control. **Results:** Structural equation modeling revealed that the relation between parents' perceived efficacy and positive friendships was fully mediated by the parents' use of behavioral control, while the relation between parents' perceived efficacy and negative friendships was fully mediated by the parents' use of psychological control. **Discussion:** The findings suggest that parents' behavioral and psychological control behaviors have differential mediating roles in the relations between parent's sense of efficacy and the quality of their children's friendships.

Three Types of Parental Control and Their Roles in Externalizing Child Behavior in Two Cultures

Nazli Baydar, *Koc University, Turkey*
Berna Akcinar, *Koc University, Turkey*
Pinar Arslan, *Koc University, Turkey*

Aims: (1) to compare the levels of use of three types of parental control (behavioral, psychological and physical); (2) to compare the association of the uses of different types of control; and (3) to identify the strength and pattern of association of different types of control and parental warmth with externalizing behaviors of preschool age children. Method: Comparable data were collected by the study of Early Childhood Developmental Ecologies in Turkey and an evaluation study of Head Start in the US. Both studies collected observational data using the Dyadic Parent-Child Interaction Coding System (DPICS) for measuring parenting behaviors. Furthermore, for measuring child externalizing behaviors, both studies used DPICS, Coder Impression Inventory, and Eyberg Child Behavior Inventory. Results: in both samples, the associations between behavioral control and externalizing behaviors were curvilinear, suggesting a culture-specific optimum level of control for minimizing externalizing behaviors.

July 3rd, Sunday, 14.50-16.05
SYMPOSIUM SESSION 32: Paternalistic Leadership: Universal and Cultural Specific Aspects

Chair: Bor-Shiuan Cheng, *National Taiwan University, Taiwan*

Marmara Room

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This symposium introduces an international research project on paternalistic leadership. This leadership style combines strong discipline and authority with fatherly benevolence and moral integrity. Four presentations aim to illuminate our understanding of the cross-cultural dissemination, effectiveness and psychological underpinnings of the authoritarian, benevolent and moral components of paternalistic leadership. First, Chou, W.J. and colleagues compare the association between authoritarian leadership and outcome variables in Japan and China. Next, Chou, L.F. et al. explore how leader's moral-related traits and cultural values related to moral leadership in Taiwan and Belgium. Then Lin et al. discuss how societal gender equality relates to gender issues displayed in paternalistic leadership behavior across 8 societies. Finally, Boer and colleagues assess the effectiveness of paternalistic leadership in 10 societies. These presentations reveal that the relevance and effectiveness of paternalistic leadership is not limited to non-Western or Asian organizations. Furthermore, this symposium highlights cultural influences on leadership behaviors.

Authoritarian Leadership Effectiveness: Cross-Cultural Differences in Two East Asian Countries

Wan-Ju Chou, *Department of Psychology, National Taiwan University, Taiwan*

Diana Boer, *Department of Psychology, National Taiwan University, Germany*

Li-Fang Chou, *Department of Psychology and Institute of Cognitive Science, National Cheng Kung University, Taiwan*

Chou-Yu Tsai, *Department of Psychology, National Taiwan University, Taiwan*

Jian-Min Sun, *School of Labor and Human Resource, Renmin University of China, China*

Shigemi Yoneyama, *Musashi University, Japan*

Authoritarian leadership refers to leader behaviors that assert authority and control over subordinates, which is particularly prevalent in Asia. However, it is still a debated concept in the management literature, and there is a paucity of research that examines its effectiveness across Asian countries. This study compared the association of authoritarian leadership and employees' attitudes and performance from China (N = 531) and Japan (N = 551). Authoritarian leadership had a positive effect on affective organizational commitment and supervisory commitment in China. In Japan, the effect of authoritarian leadership on supervisory commitment and performance was negative. The effectiveness of authoritarian leadership varied significantly between the two Asian samples, and individual differences in power distance partially explained the cross-cultural variation. Results suggest that authoritarian leadership may have different effects among Asian countries, and individuals who value power distance tend to be more accepting of authoritarian leadership than their counterparts.

Moral Leadership in Belgium and Taiwan Organizations: An Interaction Model of Moral-Related Traits and Cultural Values

Karen Hamamoto, *National Cheng Kung University, Japan*
Li-Fang Chou, *National Cheng Kung University, Taiwan*
Bor-Shiuan Cheng, *National Taiwan University, Taiwan*
Min-Ping Huang, *Yuan Ze University, Taiwan*
Chin-Kang Jen, *National Sun Yat-sen University, Taiwan*
Peter Vlerick, *Ghent University, Belgium*

The moral and ethical issues in leadership are a major concern in business organizations. Using 196 Taiwanese and 293 Belgium supervisors as samples, we explored how leader's moral-related traits (Machiavellianism and values of money) and cultural values (individualism-collectivism and power distance) related moral leadership behaviors (rated by their direct subordinates). Results revealed that (a) leaders in Taiwan showed higher scores on power distance and collectivism than in Belgium; (b) neither moral-related traits nor cultural values related significantly to moral leadership behavior; but (c) cultural values showed a distinct interaction on the relationship between moral-related traits and moral leadership for Taiwan and Belgium supervisors. In Belgium, high collectivism weakened the negative effect of Machiavellianism and money values on moral leadership. In Taiwan, collectivism also weakened the negative effect of Machiavellianism, while power distance reduced the negative effect of money values on moral leadership behaviors. Contributions, limitations, and future directions were discussed.

Paternalistic Leadership Style of Male and Female Leaders across Eight Societies

Tzu-Ting Lin, *National Taiwan University, Taiwan*
Wan-Ju Chou, *National Taiwan University, Taiwan*
Min-Ping Huang, *Yuan Ze University, Taiwan*
Ilya Garber, *Saratov State University, Russia*
Eva Malovics, *University of Szeged, Hungary*
Bor-Shiuan Cheng, *National Taiwan University, Taiwan*

Adopting the perspective of social role theory, we argue that paternalistic leadership relates to gender-role behaviors. These gender-role leadership behaviors may vary across societies according to different societal emphasis on gender equality. Data was collected from 2751 participants in eight societies with varying Human Development Index (HDI) rank: very high, Belgium, Korea, Hungary; high, Mexico, Russia, Ukraine; and medium, China, Thailand. We used the Gender Inequality Index to reflect women's disadvantage in their societies. Overall, female leaders performed more benevolence leadership and less authoritarianism leadership than their male counterparts. No gender effect on moral leadership was found. In addition, societal gender equality accounted for the gender differences: societies with lower gender equality had greater gender differences. However, female leaders in those societies performed more authoritarian leadership. Gender inequality seems to encourage female leaders to match the traditional leadership role which may be more strongly characterized by masculine stereotype.

The Effectiveness of Paternalistic Leadership across 10 Countries

Diana Boer, *National Taiwan University, Germany*
Tzu-Ting Lin, *National Taiwan University, Taiwan*
Consuelo Garca-de-la- Torre, *EGADE Business School, Technological Institute of Monterrey, Mexico*
Olena Vynoslavska, *National Technical University of Ukraine, Ukraine*
Duksup Shim, *Chonnam National University, South Korea*

This presentation examines the effectiveness of paternalistic leadership in employee samples from Belgium, China, Hungary, Japan, Mexico, Taiwan, Thailand, South Korea, Russia and Ukraine. We assessed the effects of three leadership dimensions (authoritarianism, benevolence, and moral character) on subordinates' ratings of work drive and organizational commitment and supervisors' ratings of employees' job performance and altruism (towards co-workers). While authoritarianism had a consistent negative association with altruism and job performance, it contributed positively to employees' work drive. Benevolence showed a consistent positive link to work drive, organizational commitment and altruism. Moral leadership had positive associations with work drive and organizational commitment. These results hold when controlling for transformational leadership, indicating the unique contribution of paternalistic leadership on organizational outcomes. This research is the first to show that elements of paternalistic leadership are valuable in a variety of cultures. We discuss the results patterns with regard to universality, culture-specifics and cultural regions.

July 3rd, Sunday, 14.50-16.05
THEMATIC PAPER SESSION 25: Research on Happiness and Psychological Well-Being

Chair: Meral Culha, *Sabanci University, Turkey*

Bosphorus Ballroom - 1

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A Model of Cross-Cultural Psychology and Psychotherapy and Examples of Implementation: Revisited

Meral Culha, *Sabanci University, Turkey*

Examples from my previous (doctoral) research and current psychotherapy practice will be presented. The model is a theoretical framework that I have been using in my practice of psychology and psychotherapy. It is a model for cross-cultural 'correspondence' that was first implemented in my psychology doctoral dissertation in the University of Minnesota, USA., in 1974. The thesis researched international students' compatibility or harmony with the environment, at the University of Minnesota. In order to measure compatibility, the thesis designated two terms--satisfaction and competence as two important concepts measuring the correspondence between a person and the environment. Results indicate that the content and competent individual is at peace with herself/himself. How the results of the research are applied to psychotherapy practice when an individual encounters a different cultural context : individualist v.s. collectivist will be presented.

Social Effects of Deep and Surface Acted Happiness: The Moderating Role of Culture

Ivona Hideg, *University of Toronto, Canada*

Stéphane Côté, *University of Toronto, Canada*

Generating happiness is a cornerstone for building and maintaining relationships. Past research suggests that happiness leads to positive social outcomes. In this paper, we suggest that happiness may not always lead to positive social outcomes and that may depend on culture. We develop and test a model of how culture influences the relation between one person's (regulator) regulation of happiness and another person's (perceiver) prosocial behaviors. Drawing on research on analytical-holistic thinking, we suggest that perceiver's cultural thinking style shapes the effect of happiness regulated through deep and surface acting on prosocial behaviors. We further suggest that moderation effect is mediated by perceiver's trust in the regulator. We test this proposed model in an experimental study where displays of deep and surface acted happiness are manipulated via videos. Contributions to the literatures on the social-functional accounts of emotions and fundraising and helping as well as practical implications are discussed.

Quality of Life of Jewish and Arab Children in Israel

Shulamith Kreitler, *Tel-Aviv University, Israel*

Michal Kreitler, *Bar-Ilan University, Israel*

Yasmin Alkalay, *Tel-Aviv University, Israel*

The aim was to compare the quality of life (QOL) of Jewish and Arab children and adolescents in Israel. The hypothesis was that there would be significant differences not in the overall score but in specific scales of QOL. The samples included 2682 Jewish children and 1050 Arab children, 8 to 18 years, of both genders, sampled from different regions of Israel. All children were administered the Children's Quality of Life inventory (Kreitler & Kreitler), which includes 15 scales assessing social, cognitive, emotional functioning, self image, body image etc. Structural equation modeling showed the same structure in both populations. Significant differences were found between the groups in the overall score and specific scales, more in girls than boys.. Arab children scored higher in some scales (e.g., family) and Jewish in others (e.g., cognitive). The conclusions refer to the well being and development of Israeli children of both cultural groups.

Happiness and Religiosity Relationship in a Non-Christian Population

Asli Carkoglu, *Dogus University, Turkey*

Ali Carkoglu, *Koc University, Turkey*

Various researchers have identified several volitional activities that improve individual happiness, some of which are highly related to cultural and religious contexts. Current study looks at the prevalence and relevance of these activities in a Muslim, non-western context and operationalizes the frequency of use of these activities as a measure of people's effortful ness to be happy. A nationally representative sample of 3000 people from Turkey rated their frequency of use of twelve activities on a three-point scale in addition to measures of religiosity, demographics and life satisfaction . A principal component analysis revealed a two-factor design. The first factor, termed 'interpersonal agency orientation' (IAO), shows a propensity to actively manipulate the external factors to increase happiness and the second factor, termed 'intrapersonal complacency orientation' (ICO), shows a propensity to manipulate one's internal factors in a reactive fashion. Scores on the IAO have a significant relationship with life satisfaction and religious orientation.

Adolescent Emotional Challenges, The Need For Guidance And Counseling within a Cross-Cultural Context

Therese Tchombe, *Univeristy of Buea, Cameroon*

Njungwa Zinkeng Martina K., *University Of Buea, Cameroon*

Joseph Lah Looh, *University Of Buea, Cameroon*

Hannah Kolle, *University Of Buea, Cameroon*

Jacqcline Bobga Lum, *University Of Buea, Cameroon*

Schools are useful places in which much assistance could be offered to adolescent emotional challenges, through the use of counseling services. However; there is evidence to show that there is little or no interventions. There are no counselors in some schools and even where they are the numbers are limited. A good number of students do not even know who a counselor is and even where the students know the school administrators do not give counsellors the opportunity and the basic necessities required for effective counseling. As a result of these gap students, teachers and parents alike are left to themselves to handle the challenges that come with adolescence. This study therefore aims at looking for ways of improving on the counseling services in our schools as well as proposes other intervention strategies that could be used in handling adolescent emotional/health challenges in this millennium of information technology.

July 3rd, Sunday, 14.50-16.05
THEMATIC PAPER SESSION 26: Environmental Protection, Social Responsibility and Sustainable Development

Chair: N. Ekrem Duzen, *Izmir University, Turkey*

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Cross-Cultural Psychology and Cross-Cultural Problems: How Cross-Cultural Psychology can Contribute to Global Climate Change's Studies?

Lammel Annamaria, *Université Paris 8, France*

Cross-cultural psychology and cross-cultural problems: how cross-cultural psychology can contribute to global climate change's studies? The first part of the presentation explores the role that cross-cultural psychology can play in the understanding of cross-cultural human adaptation to climate change, thanks to its theoretical foundations and methodology. In a second time, the main points of our current study on cognitive adaptation, conducted in a comparative cultural perspective, will be presented, specifically a study on the representation of human adaptive capacity to climate change by contrasting developmental (age groups) cultural and environmental conditions (New Caledonia, French Guyana, Paris, Alpes, N=600, three age groups). Finally, some conclusions will be set on the important role of cross-cultural psychology in the global problem of climate change.

National Culture as Facilitator or Inhibitor of Sustainable Development

Johan Malan, *University of Stellenbosch, South Africa*

The purpose of this paper is to analyse and review the extant body of knowledge regarding the impact of national culture on sustainable development in the least developed countries, with the intention of identifying remedial strategies aimed at facilitating the desired development.

Approach: This review paper presents an overview of relevant empirical research of the last decade and applicable seminal theoretical perspectives on the relationship between national culture and sustainable development. The paper explores the relevance and desirability of sustainable development and the prerequisite conditions for it. The extent to which national culture has implications for each of the prerequisites for sustainable development is explored. The modifiability of cultural beliefs and behaviours is investigated and the desirability of attempting to modify those cultural beliefs and behaviours identified as obstacles to sustainable development is explored. Contribution: Understanding the role of beliefs about and behaviours towards the prerequisite conditions for and strategies aimed at facilitating sustainable development will facilitate efforts to promote sustainable development.

Community Involvement, Nonfamilial Socialization, and Individual Development: The Case of Turkish University Youth

N. Ekrem Duzen, *Izmir University, Turkey*

1944 university students (117 universities at 73 provinces in seven geographical regions of Turkey) actively participating in community involvement projects and their 298 nonactive schoolmates replied to a battery of seven psychological scales. Factor analysis yielded seven factors accounting for 68,2% of total variance. Three factors are on social (adjustment, conformity, resistance) and four factors are on individual (autonomy, self-esteem, self-efficacy, individualization) domains. Active students scored significantly higher on all seven factors than their nonactive schoolmates when controlled for duration of involvement. However, active students scored lower on individual domain factors than their schoolmates at the expense of higher scores on social domain factors during the initial phases of involvement. Social domain works like a starter engine for individual domain to develop, which would otherwise remain unchanged. The results help answer how the process of community involvement which promotes socialization in nonfamilial contexts shapes individualistic tendencies in a collectivistic culture

Psychological Autonomy, Culture of Horizontality, and Human Flourishing: A Person-Centered Approach to Socio-Economic Transitions

Valery Chirkov, *University of Saskatchewan, Canada*

Nadezhda Lebedeva, *Moscow School of Economics, Russia*

One of the criteria for evaluating socio-economic changes should be a promotion of people's flourishing, their creativity, positive mental and physical health, happiness, and success. Human psychological autonomy is a fundamental basis of such flourishing. In order to be well and happy people have to be free psychologically and behaviourally. Culture of horizontality, which is comprised by values and practices of trust, respect, equality, tolerance and sharing, constitutes a fertile soil where human autonomy can grow and flourish. This culture is opposed by the culture of verticality. A cultivation of the culture of horizontality and exercising control over the culture of verticality is one of the directions of culture changes, which aims toward promoting people flourishing. The presenters compare Canada and Russia based on international indices and original empirical data that support a thesis about the role horizontality plays in promoting people's autonomy and well-being.

July 3rd, Sunday, 14.50-16.05
THEMATIC PAPER SESSION 27: Culture and Language
Chair: Monika Abels, *University of California, Los Angeles, USA*

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Acquisition of Culture and Language by Intercultural Children with Japanese Ancestry: Asia and Europe

Kazuyo Suzuki, *Saitama Gakuen University, Japan*

The purpose of this study is to clarify the acquisition of culture and language in intercultural children with Japanese ancestry (one of their parents being Japanese, another being non-Japanese) and to examine the differences between those living in Asia and those living in Europe. The participants were 14 teenaged bilingual children and their Japanese mothers living in Indonesia or Germany. A semi-constructed interview was conducted in 2008 and 2009. Besides, participant observation was carried out at the Japanese part-time schools. The analysis was mainly qualitative in nature. The results showed: Major factors in the acquisition of language and culture by the intercultural children with Japanese ancestry were rather similar, but different aspects were found out between those in Indonesia and those in Germany. Furthermore, the hypothetical model of the mechanism of the language and culture acquisition in bicultural families (Suzuki, 2007) was supported.

Cross-Cultural Perspective on Age-Based Categorization. A Japanese - Italian Comparison

Tamara Rakic, *Friedrich Schiller University of Jena, Germany*
Anne Maass, *University of Padova, Italy*
Minoru Karasawa, *Nagoya University, Japan*
Ai Kato, *Kobe University, Japan*

Both language and social categorization are universal to all humans. Nevertheless people around the world speak different languages and different social categories play different roles in different cultures. For example, in Japan (and not in Italy) difference of even a couple of years of age is enough to trigger differential language use (i.e., formal vs. informal). This slight age difference should activate age-based social categorization accompanied by appropriate language use among Japanese but not Italians. We tested these predictions in two studies. Study 1 confirmed that only Japanese, not Italian participants, used age-based categorization (when age difference was very small). Additionally, spontaneous categorization was associated with appropriate language use. Study 2, with only Japanese participants, confirmed age-based categorization while providing even stronger evidence of selective language use. These findings are discussed in light of interplay between language and culture in social cognition.

Declarative Gesturing by Infants and Caregivers in Gujarat, India

Monika Abels, *University of California, Los Angeles, USA*

Care giving practices towards infants differ widely across cultures, including caregivers' uses of and reactions to declarative gestures such as pointing, so it is possible that infants' use of declarative gestures, including the age of onset, also differs. 45 families with infants around the age of nine months were observed for app. 3 hours in their homes in rural and urban Gujarat, India. Gujarati caregivers, often non-maternal caregivers, use pointing mainly to calm fussy infants rather than for didactic purposes. Unlike reports from Western samples studied, only one urban infant showed a clear index finger point during the observations, though several children, both rural and urban, made possibly indicative gestures with extended arms and hands. These Gujarati infants were typically developing and in other ways showed signs of joint social attention; hence pointing was probably not focused on by caregivers in this Gujarati community for encouraging appropriate development of joint attention.

July 3rd, Sunday, 13.50-14.50
THEMATIC PAPER SESSION 28: Developmental Psychopathology and Parenting
Chair: Valerie Havill, *Gainesville State College, USA*

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Parent's Free Descriptions of Children with Cognitive Disabilities

Valerie Havill, *Gainesville State College, USA*
Maja Zupancic, *University of Ljubljana, Slovenia*
Blanka Colneric, *University of Ljubljana, Slovenia*

The Five-Factor Model (FFM) of personality domains is useful taxonomy to classify parents' descriptions of children in different language communities. In the present study, we included children with disabilities as they are often neglected in studies of personality development. Eighty-two Slovenian children (Age= 8 years) and 63 U.S. children with cognitive disabilities were described by their parents. A coding scheme developed in previous international research (Havill, et al., 1994) was used to categorize the expressions generated by parents. Over 70% of descriptors were coded within the FFM. We examined the proportion of positive/negative terms and use of 15 subcategories as they compared to a sample of typically developing children in seven other nations (N=2,416). Agreeableness received the most descriptions from parents of children with cognitive disability. Fewer descriptors were coded in the Openness/Intellect category. Conscientiousness received the lowest proportion of descriptors. Quantitative and qualitative interpretations will be given.

The Development of Theory of Mind in Normal and Special (Autistic and Down Syndrome) Children: A Case Study of Nigerian Children Aged 3-9.

Ruth Goma, *University of Lagos, Nigeria*
Folakemi Adedeji, *University of Lagos, Nigeria*

Theory of mind is the ability to explain and predict human behavior by imputing mental states to the self and others. Some studies reported the age of theory of mind development as six to eight (6-8) years, while others put the age of acquisition at four (4) years. With this hindsight, an attempt was made to determine the age at which Nigerian children develop theory of mind. 246 normal children aged 3-9 years and 20 each of autistic children and children with Down syndrome were tested using tests of false-belief, pretence and gaze judgment. Emerging results suggest that normal children develop theory of mind earlier than the autistic and Down syndrome children and performances on the tests improved with age. The results of this are discussed within the existing literature on TOM and the findings from this research are relevant to policies on early childhood education.

Autonomous-Related Self: The Link between Parenting and Positive Youth Development in a Turkish Sample

Gul Nalan Kaya, *Koc University, Turkey*
Cigdem Kagitcibasi, *Koc University, Turkey*

Autonomy and relatedness are considered to be basic human needs. This survey study examines the mediator role of adolescent autonomy and relatedness between parenting and positive youth development at different age groups. Parental strict control, legitimate control, and warmth were linked to positive development in 526 Turkish middle and late adolescents from middle class. It was hypothesized that these links are mediated by adolescent autonomy and relatedness. As predicted, the association of parental control and warmth with positive development in adolescence was mediated by autonomy and relatedness. The mediation was also hypothesized to exist in both middle and late adolescence. This hypothesis was also supported. Other findings had to do with different parenting dimensions which are autonomy support, warmth, strict control, and legitimate control. Overall, autonomy and relatedness were found to mediate the association between parenting and positive development in adolescence. The findings supported the study hypotheses. Cultural relevance of the study findings will be discussed.

Levels of Factors and Their Influences on Family Perception

Miriam Sang-Ah Park, *Brunel University, UK*

Various levels of factors impact on family perceptions. Macro-level factors of cultural orientation, generation, and economic situation often have influence on individuals' values and beliefs, which in turn have impact on how the family is perceived. Results from the current cross-cultural study will be presented, which demonstrates these effects.

July 3rd, Sunday, 13.50-14.50
THEMATIC PAPER SESSION 29: Close Relationships
Chair: Asli Carkoglu, *Dogus University, Turkey*

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The Couple Communication and Interaction Patterns in the Turkish Context

Nilufer Kafescioglu, *Dogus University, Turkey*
Asli Carkoglu, *Dogus University, Turkey*
Sezin Oner, *Dogus University, Turkey*
Gokcen Duymaz, *Dogus University, Turkey*

An increasing number of studies demonstrate the impact of couple relationship quality on psychological and physical wellbeing. Particular couple interaction patterns (i.e., demand/withdraw) have been found to be associated with relationship quality mostly through studies conducted in the United States. The purpose of the present study is to examine the assumption of universality of these couple interaction patterns and the gender differentiation of the patterns found in the United States in a sample of young Turkish dating couples. To test for the cross-cultural validity of these patterns, matched questionnaire data on relationship satisfaction and demand-withdraw communication patterns were gathered from 40 couples (N = 80) and observational interaction data from 25 couples (N = 50) who were mostly college students in Istanbul. Besides the couple communication and interaction patterns, other relationship factors including attachment security and conflict resolution styles were also gathered from couples and are being analyzed.

Determinants of Mate Selection Behaviors and Sexual Relationship among Anglophone and Francophone Youths in Cameroon

Loveline Yaro, *University Of Buea, Cameroon*

I am interested in issues of sexuality and behaviour with major focus on how mate selection is achieved across cultures. I also work from the premise that mate selection is largely a function of the self and one's cultural identity. In the African context choosing a mate in society is usually based on factors such as the ideal image of significant order created in one's minds and influenced by his/her identity and cultural dispositions. Cameroon with its multiplicity of ethnic groups specifically grouped under the Francophone and the Anglophone zones has varying cultural beliefs on mate selection. These include family and religious background, traditional beliefs and individual character.

The Influence of Attachment Security on Acculturation and Adjustment

Tara Marshall, *Brunel University, United Kingdom*

This study examined whether migrants who perceived their romantic partner as a secure base from which to explore the world were more likely to participate in their new cultural environment and to maintain ties with their heritage culture. Over a two-week period, 80 couples that had migrated to the United Kingdom completed daily surveys that assessed their attachment

security, acculturation strategy, and sociocultural adjustment. Results revealed that participants who felt more secure in their relationship reported greater participation in British culture and sociocultural adjustment. As well, women's felt security was positively associated with their heritage culture maintenance, whereas men's security was negatively associated with their heritage culture maintenance. Finally, participants reported greater integration and sociocultural adjustment to the extent that their partners also reported greater felt security. In sum, cultural newcomers who felt secure in their relationship were more likely to explore and fit in to the new culture.