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WORKPLACE ACCOUNTABILITY: EXPLORING THE ROLE OF STRONG AND WEAK ACCOUNTABILITY ENVIRONMENTS ON EMPLOYEE EFFORT AND PERFORMANCE

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ABSTRACT

This paper examines the role of accountability in the workplace. Accountability is defined as the need to justify or defend one's actions to an evaluator who has potential reward or sanction power (Frink & Klimoski, 1998). While research involving employee accountability is a growing, more focus needs to be dedicated to understanding the how the accountability environment at work affects employee effort and performance. In this paper empirical support is found for the relationship between the nature of accountability environment and employee effort and performance. Implications for management and future research are explored.

INTERNATIONALIZING THE CURRICULUM: HOW ARE THEY PREPARING? TOURISM DEPARTMENTS IN THE REPUBLIC OF KOREA

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ABSTRACT

Of pressing concern currently in the Republic of Korea is that the population is decreasing at an alarming rate, leading to an unprecedented demographic shift that is expected to have an impact on all industries, but especially the Education Industry. To prepare for this demographic shift, the government is currently implementing various regimes to help make the current institutions more 'competitive', more 'viable', and more 'global'. As the up-and-coming number of Korean students is insufficient to maintain the current educational infrastructure, the question arises: Can students be imported? And if so, by what means are the institutions preparing for this?

This state-of-the-art research focuses in on how the Tourism Education sector is internationalizing their curriculum within the Republic of Korea. Data was collected on all the Tourism programs in the Republic of Korea, both at the college level and university level, through the primary government internet portal. Data collected analyzes the Chinese, Japanese and English courses offered at all the institutions to determine the present day trends of the role of language in the tertiary institutions internationalization of their curricula.

BETWEEN LOVE AND WAR: THE EFFECTS OF AFFECTIVE COMMITMENT IN ORGANIZATIONAL POLITICS AND ORGANIZATIONAL PERFORMANCE

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ABSTRACT

What is the relationship, if there is any, between affective commitment and organizational politics?, how this two factors affects the general results in the firms? The main objective of this paper is to identify the influence caused by organizational politics on the organizational performance of the company and to find the possible influence, in the same relationship, of the affective organizational commitment. We designed an empirical study and applied a survey in 134 Mexican SMEs of Footwear Manufacturers.

Our research indicates a strong relationship between affective commitment and organizational outcomes. The literature warns about the negative influence of playing politics in the overall performance, but we found that organizational politics combined with affective commitment does not affect the organizational performance an even could represent a new tool to achieve a better organizational commitment.

Keywords: Organizational politics; organizational performance; affective commitment.

PURPOSE

The aim of this paper is to identify the influence of organizational politics on organizational performance and having as moderator the effect of affective commitment measured in Small and Medium Enterprises (SME's) of the footwear manufacturing industry from the state of Jalisco, Mexico.

DESIGN/METHODOLOGY/APPROACH

We designed an empirical study and developed a questionnaire to apply in a representative sample of 134 companies and 421 subjects. Our methodology also includes a case study and interviews. We applied the technique of linear regression analysis and Perason correlatiосn to test our hypotheses and we also used the

Perception of Politics Scale (POPS) which has been used widely in United the States and Canada but not in Mexico.

PRACTICAL IMPLICATIONS

This study provides interesting managerial implications on how to take advantage of a common behavior: the self-organization of employees in order to get what they want. Politics should not be seen as a dysfunctional or aberrant behavior but as an organizational advantage.