

Erna Szabo

Johannes Kepler University Linz
Department of International Management
erna.szabo@jku.at

Publications and Research Activities

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Monographs

- Szabo Erna (2007). *Participative management and culture: A qualitative and integrative study in five European countries*. Frankfurt: Peter Lang.
- Szabo Erna (1998). *Organisationskultur und Ethnographie*. Wiesbaden: Deutscher Universitätsverlag.

Edited Books & Special Issues

- Čater Tomáš, Lang Rainhart & Szabo Erna (Eds.) (2013). Special Issue on the GLOBE Student research project. *Journal of East European Management Studies*, 18(4). Munich/Mering: Hampp.
- Auer-Rizzi Werner, Szabo Erna & Innreiter-Moser Cäcilia (Eds.) (2002). *Management in einer Welt der Globalisierung und Diversität: Europäische und nordamerikanische Sichtweisen*. Stuttgart: Schäffer-Poeschel. (Festschrift Prof. Gerhard Reber)

Journal Articles

- Jackson Joshua C., van Egmond Marieke & 17 co-authors (incl. Szabo Erna) (2019). Ecological and cultural factors underlying the global distribution of prejudice. *Plos One*, 14(9), 1-17.
- Elangovan A. R., Auer-Rizzi Werner & Szabo Erna (2015). It's the act that counts: Minimizing post-violation erosion of trust. *Leadership & Organization Development Journal*, 36(1), 81-96.
- Ralston David A., Egri Carolyn P. & 47 co-authors (incl. Szabo Erna) (2014). Societal-level versus individual-level predictions of ethical behavior: A 48-society study of collectivism and individualism. *Journal of Business Ethics*, 122(2), 283-306.
- Čater Tomáš, Lang Rainhart & Szabo Erna (2013). Values and leadership expectations of future managers: Theoretical basis and methodological approach of the GLOBE Student project. *Journal of East European Management Studies*, 18(4), 442-462.
- Lang Rainhart, Szabo Erna, Catana Gheorghe Alexandru, Konečná Zdeňka & Skálová Petra (2013). Beyond participation? - Leadership ideals of future managers from Central and East European countries. *Journal of East European Management Studies*, 18(4), 482-511.

- Martin Gillian S., Keating Mary A., Resick Christian J., Szabo Erna, Kwan Ho K. & Peng C. (2013). The meaning of leader integrity: A comparative study across Anglo, Asian, and Germanic cultures. *Leadership Quarterly*, 24(3), 445-461.
- Smith Peter B., Peterson Mark F., Thomason Stephanie J. & The Event Meaning Management Research Group (incl. Szabo Erna) (2011). National culture as a moderator of the relationship between managers' use of guidance sources and how well work events are handled. *Journal of Cross-Cultural Psychology*, 42(6), 1101-1121.
- Ralston David A., Egri Carolyn P. & 49 co-authors (incl. Szabo Erna) (2011). A twenty-first century assessment of values across the global workforce. *Journal of Business Ethics*, 104(1), 1-31.
- Gelfand Michele J. & 44 co-authors (incl. Szabo Erna) (2011). Differences between tight and loose cultures: A 33-nation study. *Science*, 332 (May 27), 1100-1104.
- Szabo Erna (2007). Hat denn überall der Boss das letzte Wort? Ein Streifzug durch die Forschung zum Thema Partizipation, Führung und Kultur. *OrganisationsEntwicklung*, 3/2007, 4-13.
- Elangovan A. R., Auer-Rizzi Werner & Szabo Erna (2007). Why don't I trust you now? An attributional approach to erosion of trust. *Journal of Managerial Psychology*, 22(1), 4-24.
- Szabo Erna (2006). Meaning and context of participation in five European countries. *Management Decision*, 44(2), 276-289.
- Auer-Rizzi Werner, Reber Gerhard & Szabo Erna (2005). Governance-Strukturen und Führungsverhalten: Symptome von Entsolidarisierung in Deutschland und Österreich. *Industrielle Beziehungen*, 12(3), 231-251.
- Smith Peter B., Peterson Mark F. & 39 co-authors (incl. Szabo Erna) (2005). Demographic effects on the use of vertical sources of guidance by managers in widely differing cultural contexts. *International Journal of Cross Cultural Management*, 5(1), 5-26.
- Keating Mary A., Martin Gillian S. & Szabo Erna (2002). Do managers and students share the same perceptions of societal culture? *International Journal of Intercultural Relations*, 26(6), 633-652.
- Smith Peter B., Peterson Mark F., Schwartz Shalom H. & 42 co-authors (incl. Szabo Erna) (2002). Cultural values, sources of guidance, and their relevance to managerial behavior: A 47-nation study. *Journal of Cross-Cultural Psychology*, 33(2), 188-208.
- Szabo Erna, Brodbeck Felix C., Den Hartog Deanne, Reber Gerhard, Weibler Jürgen & Wunderer Rolf (2002). The Germanic Europe cluster: Where employees have a voice. *Journal of World Business*, 37(1), 55-68.
- Szabo Erna, Reber Gerhard, Weibler Jürgen, Brodbeck Felix & Wunderer Rolf (2001). Values and behavior orientation in leadership studies: Reflections based on findings in three German-speaking countries. *Leadership Quarterly*, 12(2), 219-244.
- Brodbeck Felix C., Frese Michael & 44 co-authors (incl. Szabo Erna) (2000). Cultural variation of leadership prototypes across 22 European countries. *Journal of Occupational and Organizational Psychology*, 73(1), 1-29.
- Szabo Erna (2000). Ethnographie: Eine Methode der besonderen Art, geeignet auch für die Beratungspraxis. *OrganisationsEntwicklung*, 3, 4-13.
- Weibler Jürgen, Brodbeck Felix C., Szabo Erna, Reber Gerhard, Wunderer Rolf & Moosmann Oswald (2000). Führung in kulturverwandten Regionen: Gemeinsamkeiten und Unterschiede bei Führungsidealen in Deutschland, Österreich und der Schweiz. *Die Betriebswirtschaft*, 60(5), 588-606.
- Den Hartog Deanne N., House Robert J., Hanges Paul J., Ruiz-Quintanilla S. Antonio, Dorfman Peter W. & 169 co-authors (incl. Szabo Erna) (1999). Culture specific and cross culturally generalizable implicit leadership theories: Are attributes of charismatic/transformational leadership universally endorsed? *Leadership Quarterly*, 10(2), 219-256.

- Koopman Paul L., Den Hartog Deanne N., Konrad Edvard & 49 co-authors (incl. Szabo Erna) (1999). National culture and leadership profiles in Europe: Some results from the GLOBE study. *European Journal of Work and Organizational Psychology*, 8(4), 503-520.
- Szabo Erna (1997). Anwendung der Prinzipien der "neuen" Anthropologie auf den Forschungsbereich Organisationskultur: Eine ethnographische Studie in einem österreichischen Krankenhaus. *Zeitschrift für Personalforschung*, 4, 373-377.
- Szabo Erna, Jarmuz Slawomir, Maczynski Jerzy & Reber Gerhard (1997). Autocratic Polish versus participative Austrian leaders: More than a cliché? *Polish Psychological Bulletin*, 28(3), 279-291.

Book Chapters

- Szabo Erna & Šehić Alma (2014). Participative leadership in the CEE Region: Adopting and adapting a Western management concept. In T. Steger & O. Kranz (Eds.), *Zwischen Instrumentalisierung und Bedeutungslosigkeit: Mitarbeiter-Partizipation im organisationalen Kontext in Mittel- und Osteuropa* (pp. 161-182). Munich: Rainer Hampp Verlag.
- Szabo Erna (2009). Grounded theory. In C. Baumgarth, M. Eisend & Heiner Evanschitzky (Eds.), *Empirische Mastertechniken der Marketing- und Managementforschung: Eine anwendungsorientierte Einführung* (pp. 107-128). Wiesbaden: Gabler.
- Bohdanowicz Leszek, Jezak Jan, Matyjas Zbigniew, Sehic Alma, Szabo Erna, Auer-Rizzi Werner, Reber Gerhard (2008). Determinants of supervisory board size: Evidence from Austrian and Polish listed companies. In J. Pyka (Ed.), *Methods and tools of modern organization management*. Katowice: Scientific Society for Organization and Management.
- Szabo Erna, Kaar Alexandra & Matzler Kurt (2007). International management research: Examining recent patterns in authorship, focus and methodology. In L. Ablonczy-Mihályka, E. Glaser & A. Tompos (Eds.), *Issues of culture and communication* (pp. 107-119). Győr: Szénchenyi István University & Linz: Johannes Kepler University.
- Szabo Erna & Fischlmayr Iris (2007). How grounded theory can open new doors to international management research. In T. Schmalzer, G. Apfelthaler, K. Hansen & R. Singh (Eds.), *Intercultural communication competence: Implications for learning and teaching in a globalized world*. New Delhi: Macmillan.
- Szabo Erna & Reber Gerhard (2007). Culture and leadership in Austria. In J. Chhokar, F. C. Brodbeck & R. J. House (Eds.), *Culture and leadership across the world: The GLOBE book of in-depth studies of 25 societies* (pp. 109-146). Mahwah, NJ: Lawrence Erlbaum.
- Szabo Erna (2006). Qualitative research versus organizational consulting. In A. Paalumäki (Ed.), *Reflections on the relationship between academic business knowledge and society* (pp. 123-134). Turku: Publications of the Turku School of Economics, Series C-1:2006.
- Szabo Erna (2004). Participation in managerial decision making: Ireland and Germany in comparison. In M. Keating & G. S. Martin (Eds.), *Managing cross-cultural business relations: The Irish-German case* (pp. 112-138). Dublin: Blackhall Press.
- Reber Gerhard, Auer-Rizzi Werner & Szabo Erna (2004). Bricht eine "soziale Eiszeit" im Führungsverhalten deutscher und österreichischer Manager an? In H. Wildemann (Ed.), *Personal und Organisation* (pp. 629-656). München: TCW Transfer-Centrum.
- Martin Gillian S., Szabo Erna & Keating Mary A. (2004). Convergence or divergence? How students and managers in Austria and Ireland perceive societal practices and values. In G. Holfter, M. Krajenbrink & M.-B. Edward (Eds.), *Connections and identities: Austria, Ireland and Switzerland* (pp. 357-374). Bern: Peter Lang.
- Szabo Erna (2001). "Yes to participation, but..." A look beneath the surface of cultural stereotypes between Finnish and Swedish managers. In A. Suominen (Ed.), *Searching*

- for the boundaries of business culture* (pp. 87-100). Turku: Turku School of Economics and Business Administration.
- Reber Gerhard, Jago Arthur G., Auer-Rizzi Werner & Szabo Erna (2000). Führungsstile in sieben Ländern Europas - Ein interkultureller Vergleich. In E. Regnet & L. M. Hofmann (Eds.), *Personalmanagement in Europa* (pp. 154-173). Göttingen: Verlag für Angewandte Psychologie.
- House Robert J., Hanges Paul J., Ruiz-Quintanilla S. Antonio, Dorfman Peter W., Javidan Mansour, Dickson Marcus, Gupta Vipin & 170 co-authors (incl. Szabo Erna) (1999). Cultural influences on leadership and organizations: Project GLOBE. In W. H. Mobley, M. J. Gessner & V. Arnold (Eds.), *Advances in global leadership* (Vol. 1, pp. 171-233). Stamford, CT: JAI Press.

Presentations at International Conferences

- Ralston David A., Egri Carolyn P. & 45 co-authors (incl. Szabo Erna) (2012). *Are values at the societal level acceptable as cross-cultural predictors in today's global economy?* Paper presented at the 2012 Annual Conference of the Academy of International Business (AIB), Washington, DC, June/July 2012.
- Szabo Erna & Sehic Alma (2011). *CEE's participation puzzle*. Paper presented at the Xth Chemnitz East Forum, Chemnitz, September 2011.
- Szabo Erna & Lang Rainhart (2011). *"Where employees have a voice?" – Expected cultural underpinnings, leadership ideal, reality and future expectations of participative leadership behaviour in Austria and East Germany*. Paper presented at the Xth Chemnitz East Forum, Chemnitz, September 2011.
- Cater Tomaz, Lang Rainhart & Szabo Erna (2011). *Values and leadership expectations of future managers: Theoretical and methodological foundations of the GLOBE student project*. Paper presented at the Xth Chemnitz East Forum, Chemnitz, September 2011.
- Lang Rainhart, Catana Gheorghe A., Konecna Zdenka, Skalova Petra & Szabo Erna (2011). *Beyond participation? – Leadership ideals of future managers from Central-East European countries*. Paper presented at the Xth Chemnitz East Forum, Chemnitz, September 2011.
- Egri Carolyn P., Ralston David A. & 49 co-authors (incl. Szabo Erna) (2011). *Influence of societal contexts and individual values on attitudes towards corporate responsibility across 40 societies*. Paper presented at the 53rd Annual Meeting of the Academy of International Business (AIB), Nagoya, June 2011.
- Ralston David A. & 50 co-authors (incl. Szabo Erna) (2010). *An assessment of the societal values dimensions of the Schwartz Values Survey*. Paper presented at the 2010 BALAS (Business Association of Latin American Studies) Annual Conference, Barcelona, March 2010.
- Kaar Alexandra, Sehic Alma & Szabo Erna (2009). *(In)stability of cultural dimensions in times of financial and economic crisis?* Paper presented at the IACCM (International Association of Cross-Cultural Competence and Management) 2009 Conference, Vienna, June 2009.
- Szabo Erna (2007). *Looking through the magnifying glass: Detecting cultural patterns in participative management across Europe*. Paper presented at the 23rd EGOS (European Group for Organizational Studies) Colloquium, Vienna, July 2007. Nominated for EGOS Best Paper Award 2007.
- Szabo Erna & Fischlmayr Iris C. (2006). *How grounded theory can open new doors to international management research*. Paper presented at the 2nd International Conference on Intercultural Communication Competence, Graz, April 2006.

- Auer-Rizzi Werner, Reber Gerhard & Szabo Erna (2005). *Corporate governance and leadership behavior: Symptoms of de-solidarization in Austria and Germany*. Paper presented at the SASE (Society for the Advancement of Socio-Economics) 17th Annual Meeting on Socio-Economics, Budapest, July 2005.
- Reber Gerhard, Auer-Rizzi Werner & Szabo Erna. (2004). *"Social ice-age" in the behavior of Austrian and German managers?* Paper presented at the Scandinavian Academy of Management (SAM)/International Federation of Scholarly Associations of Management (IFSAM) VIIth World Congress, Göteborg, July 2004.
- Keating Mary A., Martin Gillian S. & Szabo Erna (2002). *Convergence or divergence? Perceptions of Austrian and Irish Culture*. Paper presented at the 3rd Limerick Conference in Irish-German Studies, Centre for Irish-German Studies, University of Limerick, April 2002.
- Szabo Erna (2001). *Die implizite Beratung durch die Ethnographie und die implizite Ethnographie in der Beratung*. Paper presented at the Conference "Das Innenleben der Organisation: Ethnographisches Wissen in der Organisationsberatung", Institut für Europäische Ethnologie, Humboldt Universität zu Berlin, February 2001.
- Szabo Erna, Brodbeck Felix, Weibler Jürgen, Wunderer Rolf & Reber Gerhard (1999). *Similarities and differences in leadership: A comparison between the Germanic countries*. Paper presented at the 9th European Congress on Work and Organizational Psychology, Helsinki, May 1999.
- Szabo Erna & Reber Gerhard (1998). *Participative leadership in Austria*. Panel discussion titled "The GLOBE Study" at the 24th International Congress of Applied Psychology, San Francisco, August 1998.
- Szabo Erna (1997). *Applying the principles of the "new" anthropology in the field of organizational culture: An ethnographic study in an Austrian hospital*. Paper presented at the EI-ASM-Conference "Organizing in a Multi-Voiced World: Social Construction, Innovation and Organizational Change", Katholieke Universiteit Leuven, June 1997.
- Szabo Erna (1997). *Ethnographic interviews and media analysis*. Paper presented at the 2nd International Conference of the Global Leadership and Organizational Behavior Effectiveness Program (GLOBE), Wharton School, University of Philadelphia, August 1997.
- Szabo Erna, Akerblom Staffan & Siegfrieds Camilla (1997). *Societal culture versus organizational practices*. Workshop titled "GLOBE" at the 8th European Congress on Work and Organizational Psychology, Verona, April 1997.

Other Publications

- Szabo Erna (2016). *Mitdenken? Integration denken! Austrian Management Review*, 6, 121-122.

Other Presentations and Workshops

- Szabo Erna (2010). *Grundlagen Interkultureller Kompetenz*. Workshop Interkulturelles Management Lateinamerika. Vienna: Österreichisches Lateinamerika-Institut, Nov. 2010.
- Szabo Erna (2009). *Theoretische Grundlagen des Interkulturellen Managements*. Workshop Interkulturelles Management Lateinamerika. Vienna: Österreichisches Lateinamerika-Institut, June 2009.
- Szabo Erna (2008). *Wissen was läuft - Interkulturelles Know-How für Exporteure*. Workshop - Exporttag 2008. Linz: Wirtschaftskammer Oberösterreich, November 2008.

- Szabo Erna (2007). *Interkulturelles Know-How*. Workshop - Exporttag 2007. Linz: Wirtschaftskammer Oberösterreich, November 2007.
- Szabo Erna (2004). *Managerial behavior in Europe*. Presentation to University of Cincinnati faculty members and students. Linz, Johannes Kepler Universität, May 2004.
- Szabo, Erna (1999). *Ethnography in organizational culture and management research*. Research workshop. Centre for Advanced Studies in Leadership, Stockholm School of Economics, September 1999.
- Szabo Erna (1999). *Austrian business climate and cultural behavior*. Company workshop Vattenfall AB. Linz: Energie AG, June 1999.
- Szabo Erna (1999). *Managerial decision making: An intercultural comparison*. Presentation to faculty members. Turku: Turku School of Economics and Business Administration, February 1999.
- Szabo, Erna (1999). *Ethnographic methods in organizational culture research*. Research symposium. Turku: Turku School of Economics and Business Administration, February 1999.
- Szabo Erna (1999). *The Vroom/Yetton model: An international comparison*. Workshop. Helsinki: Hanken Swedish School of Economics and Business Administration, February 1999.
- Szabo Erna (1999). *Qualitative methodology: Ethnography*. Research workshop. Helsinki: Hanken Swedish School of Economics and Business Administration, February 1999.
- Szabo Erna (1998). *Culture in organizations, organizations in (different) cultures*. Presentation to faculty members. Dublin: Business School, Trinity College, May 1998.
- Szabo Erna (1994). *The GLOBE project*. Presentation to faculty members. Toronto: Faculty of Management, University of Toronto, August 1994.

Editorial Boards & Reviewing

Editorial Board: Journal for East European Management Studies (since 2010)

Reviews for international journals, such as British Journal of Management, Journal of World Business, European Journal of Work and Organizational Psychology, Journal of East-West Business, Journal of International Management, Journal for East European Management Studies.

Reviews for international conferences, such as European International Business Academy (EIBA) 2015 Conference.

Conference Chair

Conference Chair at the 13th Annual Conference of "Network Ireland: The Organization for Women in Business". Dublin, October 1998.

Scholarships and Awards

2012 Gordon Allport Intergroup Relations Prize, for „Differences between Tight and Loose Cultures: A 33-Nation Study“, by Michele Gelfand et al. (incl. Erna Szabo), pub-

lished in the May 27, 2011 issue of *Science*. Award given by the Society for the Psychological Study of Social Issues to „the best paper or article of the year on intergroup relations“ (www.spssi.org).

2012 Award for Outstanding Publications at the Faculty of Social Sciences, Economics and Business at Johannes Kepler University Linz, for „Differences between Tight and Loose Cultures: A 33-Nation Study“, by Michele Gelfand et al. (incl. Erna Szabo), published in the May 27, 2011 issue of *Science*.

2009 Ursula Gielen Global Psychology Book Award, for „Culture and Leadership Across the World“, edited by Chhokar, Brodbeck & House (2007), including a chapter by Erna Szabo. Award presented by the International Psychology Division of the American Psychological Association to the authors/editors of books that make the most significant contributions to Psychology as an international discipline and profession.

Charlotte Bühler Habilitationsstipendium (Project Nr. H155-SOZ), Fonds zur Förderung der wissenschaftlichen Forschung (Austrian Science Fund), Wien. September 2000 – August 2001.